

**U.S. Environmental Protection Agency
White House Initiative on
Asian Americans and Pacific Islanders
Agency Plan
January 2011**

The mission of U.S. Environmental Protection Agency (EPA) is to protect human health and safeguard the natural environment - air, water, and land - upon which life depends. The Agency ensures that all Americans are protected from significant risks due to environmental factors, such as air and water pollution, toxic chemicals, and hazardous waste, where they live, learn, and work.

EPA's major programs and services educate the public on environmental issues, provide tools for Americans to make their own decisions regarding acceptable levels of environmental and public health risks, and ensure compliance with federal environmental law requirements. The Agency has developed cross-cutting programs to address the needs of vulnerable populations such as children, minority and low-income communities, and others who may suffer disproportionately from adverse health effects caused by certain environmental conditions.

Asian Americans and Pacific Islanders (AAPIs) live in communities where they face the same adverse environmental impacts as other residents. However, certain AAPI subgroups may be more affected by these environmental factors due to their lifestyle, customs and practices, living and working conditions, and lack of adequate environmental education. Due to language barriers or other factors, AAPIs may lack awareness of, or may not have full access to, the range of EPA programs, services, environmental information, and opportunities available to them.

EPA's headquarters is located in Washington, DC, and there are ten regional offices (Boston, New York, Philadelphia, Atlanta, Chicago, Denver, Dallas, Kansas City, San Francisco, and Seattle), laboratories and other facilities located in 38 states. In fiscal year 2010, the Agency had approximately 17,000 employees, with approximately 6 percent of this workforce of Asian or Pacific Islander descent. The majority of AAPI employees fell under the "professional" and "administrative" employment categories. The Agency's AAPI Special Emphasis Program Managers have developed strategies to enhance AAPI career development, advancement and visibility opportunities for AAPI employees, and enhance outreach and recruitment efforts for AAPIs.

The Agency has undertaken significant measures to ensure that AAPIs and other minorities have full access to EPA's programs and services. The Agency strives to address AAPI needs through a wide array of activities, initiatives, and other opportunities such as

community partnerships, financial assistance, outreach, research and development, technical assistance, educational internships and scholarships, and employment.

EPA's AAPI Federal Plan sets clear expectations for improving the way EPA does business in achieving its results in the AAPI communities. EPA will undertake a number of efforts to broaden the conversation with the AAPI communities. EPA recently co-hosted a community roundtable discussion with the White House Initiative for AAPI to engage the AAPI community leaders and to identify AAPI environmental challenges. EPA utilizes the multilingual media approaches (documents, person-to-person contact, newspapers and magazines, TV, radio, etc.) to identify ways to communicate its message clearly, especially for communities and individuals with limited English proficiency. The goals of these projects and initiatives are to:

- Provide AAPI communities with access to environmental information;
- Increase AAPI awareness of environmental risks and their adverse health impacts;
- Provide training on Superfund and Brownfield programs to educate the AAPI communities;
- Build capacity in AAPI communities through partnerships, and financial and/or technical assistance;
- Promote opportunities for the participation of AAPI communities and individuals in environmental decisionmaking;
- Create partnerships with AAPI Educational Institutions through MOUs to reach out to AAPI students;
- Provide employment, professional development, and career advancement; opportunities for AAPI employees to build a competent workforce; and
- Forge links among federal, state, and local governments, and leverage their resources to assist AAPI communities adversely affected by environmental factors.

EPA is committed to promoting easy access and full utilization of its programs and services by AAPIs. The Agency actively supports the goals of the White House Initiative on Asian Americans and Pacific Islanders to increase AAPI participation and involvement through a strategy to foster opportunities for community partnerships, economic development, education, and employment. EPA expects to meet the President's Executive Order to serve to underserved AAPI communities through our strategy and AAPI Federal Plan.



WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

Department/Agency: US Environmental Protection Agency

HPPG or Program Goal 1: Build Effective Partnership with AAPI Organizations to Improve the Environment and Economic Development for AAPIs Communities.

Other Programs/Projects/Initiatives:

Objective 1.1 (specific to AAPIs):

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
OECA - Avoid or reduce significant environmental impacts or overstressing of Guam's drinking water and wastewater infrastructure. This effort will increase public health protection in Guam.	2014	Susan Bromm, Director, Office of Federal Activities, 202-564-5109 Nova Blazej, Special Assistant, Guam Military Build-up Pacific Islands Office Region 9, 415-972-3846	a. Establish tipping points that represent established infrastructure limitations and resource indicator levels that if exceeded, would result in unacceptable impacts on drinking and wastewater infrastructure.
OSWER - Brownfields Outreach workshops in Hawaii for the FY 12 round of BF grants Research possible webcast for AAPI communities. Will increase environmental interest of AAPI communities, and if selected the funds would directly improve AAPI environmental health.	October/November 2011	Wally Woo, EPA Region 9 415-972-3270 Webcast - OSWER	Obtain Brownfield grant proposals from cities/counties/non-profits of Hawaii for the new round of grants
OSWER - Technical Assistance Brownfields (TAB) outreach to AAPIs This will increase the outreach to AAPI communities.	On-going	Debi Morey, Headquarters 202-566-2735 Jeanette Mendes, Headquarters 202-566-1887	a. Additional TAB Outreach specific to AAPIs b. Make additional efforts to use TAB Technical assistance to address AAPI concerns
OSWER - Address concerns of AAPIs in Region 10	On-going	Brooks Stanfield, Region 10	a. Hold discussions with King County, an EPA Grantee that works with AAPIs in Region 10, regarding BF related

This will consider cultural concerns of AAPI communities.		206-553-4423 Jeanette Mendes, Headquarters 202-566-1887	AAPI concerns b. Address these concerns if possible
OW - Finance infrastructure improvements for public water systems and projects to improve water quality. This will improve environmental and health protections in AAPI communities.	Annual federal capitalization of state revolving fund, subject to appropriation	Cynthia Dougherty, Office Director, Office of Ground Water and Drinking Water	a. Annual funds to capitalize state revolving loan fund for Hawaii and grants to Pacific Island Territories
OW - BEACH Act Grants to Hawaii and Pacific Island Territories. This program brings human health benefits to AAPI communities.	Annual grants subject to appropriation	Ephraim King, Office Director, Office of Science and Technology	a. Annual grants to Hawaii and Pacific Island Territories for beach monitoring and notification programs.
OW - Wastewater Treatment Grants to Pacific Island Territories and State Revolving Fund grant to Hawaii. This program brings environmental and human health benefits to AAPI communities.	Annual grants subject to appropriation	Jim Hanlon, Office Director, Office of Wastewater Management	a. Annual grants to Pacific Island Territories and Hawaii for wastewater improvement projects
R1 - Support Regional Sustainability Work and ensure NEPA reviews factor impacting cultural issues.	3 Years	HUD and DOT Byron Mah (617) 918-1249	The Fairmont Line or Dorchester Branch is a line of the MBTA Commuter Rail system in Boston, MA. Except for a short portion in Milton, it lies entirely within Boston, progressing in a southwesterly trajectory, passing through the neighborhoods of Dorchester, Mattapan and Hyde Park. The Region will ensure that its NEPA reviews factor in cultural issues.
R1 - Continue to Target Enforcement and Compliance and provide assistance in the AAPI EJ Communities		Byron Mah (617) 918-1249 – Lead EJ Team and Coordinator	Assess the need to focus enforcement and compliance assistance tools in areas with substantial Asian populations.
R1 - Develop New England AAPI GIS Database with overlays of Potential EJ areas, AAPI population distribution, Superfund Sites, Brownfield Sites, location of EPA Grantees, violations, and “hot spot” areas of concern, etc.	Year 1	Byron Mah (AA/PI SEPM) Environmental Justice personnel	AAPI GIS Database implemented with information on potential EJ areas and other areas of concern. The database will be useful to asset the needs of AAPI communities.
R2 - Conduct inspections of dry cleaners using PERC in communities with large AAPI populations in Region 2.	1Q -2Q 2011	Kathleen Malone- Bogusky Environmental Protection Specialist (212) 637-4083	a. Improvement in Environmental Management Practices b. PERC Wastes/Emissions reduced/eliminated/prevented

		malone.kathleen@epa.gov	
R2 - Timely compliance follow-up and, as appropriate, enforcement; includes coordination with state environmental agencies in Region 2	2Q-3Q 2011	Kathleen Malone-Bogusky Environmental Protection Specialist (212) 637-4083 malone.kathleen@epa.gov	a. Improvement in Environmental Management Practices b. Pollution reduced/eliminated/prevented
R2 -Provide information on best management practices, including alternatives to PERC such as wet cleaning during inspections and as follow-up to inspections in Region 2	1Q-3Q 2011	Kathleen Malone-Bogusky Environmental Protection Specialist (212) 637-4083 malone.kathleen@epa.gov	a. Increased Understanding b. Possible future elimination of PERC emissions
R2 - Finalize study of mercury in fish	June 2011	Mark Maddaloni, Risk Assessor/Toxicologist, (212)637-3590	a. Report detailing mercury concentration in commonly consumed fish species.
R2 - Dissemination of study results to Asian-American community	Fall 2011	Mark Maddaloni, Risk Assessor/Toxicologist, (212)637-3590	a. Track results of follow-up NYC Health and Nutritional Examination Survey (NYCHANES) to determine if there is a reduction in blood Hg level in NYC residents of Asian extraction.
R9 - Palos Verdes Shelf Superfund Program Fish Contamination Education Collaborative. This would increase public health protection in AAPI communities and would consider cultural and language barriers.	ongoing	Sharon Lin, Region 9 Superfund, (415) 972-3446	a. 10-30% reduction in consuming contaminated fish in communities.
R9 - Nail Salon Project – Pollution Prevention. This would increase public health and environmental protection in AAPI communities and would consider language and cultural barriers.	ongoing	Jessica Counts-Arnold, Region 9 Waste Division, (415) 972-3288	a. cultivate a multi-stakeholder/agency partnership, b. produce outreach materials in Vietnamese and Korean
R9 - Pacific American Foundation – CARE Grant – assess human and pollutant impacts to Waianae Coast watershed. This would have environmental benefits to a AAPI community and increase outreach to an AAPI community.	October 2008- October 2010	Debbie Lowe Liang, Region 9 Community and Ecosystem Division (415) 947-4155	a. Address priority environmental issues in the community and produce a documentary on the findings
R9 - Region 9 Brownfields Program will continue to provide outreach support to AAPI communities	July 2010 – ongoing	Noemi Emeric-Ford, Region 9 Brownfields Coordinator (213) 244-1821	a. Conduct Brownfields outreach and training to AAPI oriented-groups through the 6-8 annual Brownfields Funding Workshops and webinars hosted in CA, the Territories and Hawaii b. Workshops will assist the communities in preparing applications for the annual Brownfields competitive grants.

			The funds can be used to assess and clean up contaminated properties for economic and/or open-space redevelopment.
R9 - Region 9 Brownfields Program will continue to provide technical assistance and grants funding to AAPI communities	Ongoing	Noemi Emeric-Ford, Region 9 Brownfields Coordinator (213) 244- 1821	<p>a. Currently have: Cleanup Grant to Little Tokyo Service Center in Los Angeles; and cleanup and assessment grants to Guam International Airport, Government of Guam, Northern Mariana Islands Dept of Public Lands, Hawaii Dept of Hawaiian Homelands, City and County of Hawaii, and Hawaii Dept of Business, Economic Development and Tourism.</p> <p>b. Provided numerous grants to several Bay Area communities that have large AAPI populations including: San Francisco, Emeryville, Oakland, Richmond, San Jose, Fremont, Anaheim, Los Angeles and San Diego</p> <p>c. Funds have been used to create affordable housing, open space development and commercial and industrial redevelopment.</p>
R9 - Historic increase in construction funding to US Pacific Territories for water and wastewater – provide clean drinking water and improve near shore water quality. This increases protection of the environment and public health in AAPI communities.	FY 2009 and FY2010 and continuous	John McCarroll, Manager, Region 9 Pacific Islands Office, (415) 972-3774.	Numerous construction projects are currently underway to improve water quality. Performance outcomes will be measured as completed projects come on-line.
R9 - Provide ongoing technical assistance to the energy offices in the U.S. Pacific Territories of Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands (CNMI)	Ongoing	Michael Mann, CNMI Program Manager, Pacific Islands Office, EPA Region 9 (415) 972-3505.	<p>a. Establish energy planning committees in each of the three Pacific territories;</p> <p>b. Provide direct assistance to territorial energy offices to plan and implement projects, particularly ARRA-funded activities.</p> <p>c. Use EPA’s extensive connections and significant presence in the Pacific territories to facilitate coordination among the various federal and local agencies working on energy issues in the Pacific</p>
R9 - Promoting Ultra Low Sulfur Diesel (ULSD) in the Pacific Islands	2010-2011	Michael Mann, CNMI Program Manager, Pacific Islands Office, EPA Region 9 (415) 972-3505	<p>a. Establish a ULSD working group for Guam to gather information and identify challenges to ULSD adoption on Guam.</p> <p>b. Provide technical assistance to local stakeholders on fuels- and engine-related issues.</p> <p>c. Coordinate discussions with the Commonwealth of the Northern Mariana Islands (CNMI) and other areas in Micronesia that may be affected by a transition to ULSD on Guam.</p>

Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding
154,623 (2000 Census) for Guam			Clean Water State Revolving Funds (SRF); financing from the Government of Japan; other federal funding options currently being evaluated by the Economic Adjustment Committee (EAC).
Drinking Water Grants – American Samoa, Guam, Northern Marianas, Hawaii			Drinking Water Grants FY10 Enacted Levels: American Samoa: \$2,057,000 Guam: \$5,138,000 Northern Marianas: \$6,148,000 Hawaii: \$13,573,000
BEACH Grants - American Samoa, Guam, Northern Marianas, Hawaii			BEACH Grant FY10 Enacted Levels: American Samoa: \$303,000 Guam: \$304,000 Northern Marianas: \$304,000 Hawaii: \$326,000
Wastewater Grants - American Samoa, Guam, Northern Marianas, Hawaii			Wastewater Grant FY10 Enacted Levels: American Samoa: \$11,018,000 Guam: \$7,952,000 Northern Marianas: \$5,072,000 Hawaii: \$15,781,000



WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

Department/Agency: US Environmental Protection Agency

HPPG or Program Goal 2: Increase Environmental Outreach and Information to AAPIs

Other Programs/Projects/Initiatives:

Objective 1.1 (specific to AAPIs):

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
OARM – Develop Train-the-Trainers workshop for nail salon workers, and coordinate the EPA Nail Care Project with regional offices. R1, R6, R9	FY 2011, FY 2012	OARM AAPI Initiative, Raul Soto, Piyachat Terrell 202-564-1856	a. Develop and translate Training Materials in FY 11 b. Coordinate the pilot Train-the-Trainers workshop in FY 11
OECA- Include a focus on AAPIs and their associated environmental justice (EJ) issues at the upcoming National Environmental Justice Conference using appropriate topics and presenters. This effort will consider issues based on cultural interests.	Completed by 10/1/11	Charles Lee, Director, Office of Environmental Justice (OEJ), 202-564-2597	a. Number of participants at conference from AAPI communities is greater than percentage of national population. b. At least two of the panel topics address AAPI issues.
OECA - Enhance the AAPI membership on the OEJ EJ list serv to ensure increased inclusion of members from AAPI communities and organizations which serve AAPI communities and constituencies. By increasing information and outreach to the AAPI communities, involvement in programs should increase across the agency.	Completed by 10/1/11	Charles Lee, Director, Office of Environmental Justice (OEJ), 202-564-2597	a. Increase in number of list serv members identified with AAPI serving organizations or communities by 20% over 12 months.
OECA - Promote the use of EJ listening sessions for stakeholder engagement in AAPI communities. This effort will consider language	Completed by 10/1/11	Charles Lee, Director, Office of Environmental Justice (OEJ), 202-564-	a. Conduct at least one listening session in a predominantly AAPI community in FY 2011. b. Include AAPI issues as a topic in all listening sessions held

and cultural barriers. It will involve outreach to at least one AAPI community, and will raise AAPI issues in all listening sessions.		2597	in FY 2011.
ORD – ORD Environmental Justice Action Plan - Incorporating EJ component into ORD research programs. - Outreach to disparate populations, including AAPI communities, to educate them on pollutants, waterborne contaminants, exposure risks, etc.	Ongoing	Jason Edwards ORD/OSP 202-565-5568	a. Enhance awareness of environmental and public health issues through community outreach and dialogue b. Lead to building effective partnerships.
ORD - Work with EPA’s Office of Small Business Programs	Ongoing	Brandon Jones ORD/NCER 202-343-9850	a. Provide informational material on the competitive grants program to better educate AAPIs on the program. b. Will work to assist AAPIs that successfully compete for grant opportunities.
ORD - Better manage ORD’s presence at AAPI national and regional meetings.	Ongoing	William Ocampo (SEPM) ORD/ORMA 202-564-0987	a. Will help to increase ORD’s partnerships with AAPI trade associations.
ORD - More aggressively leverage AAPIs that are in close proximity to our Labs.	Ongoing	Kelvin Little ORD/OARS 919-541-2437	a. Identify and help to build bridges with AAPI community groups and organizations.
OSWER - Translate Basic Superfund materials into Chinese, Vietnamese and Laotian Translate Brownfields materials	1-2 years	Dr. Larry J. Zaragoza Headquarters 703-603-8867 Ann Carroll, Headquarters 202-566-2748	a. Internet requests for documents and possibly paper requests to help community members better understand the cleanup process b. Translate “How Does Your Garden Grow” fact sheet into Hmong and Vietnamese.
OSWER - Assessing the outreach needs of the Asian Pacific Community related to the RCRA program	September 2010 – September 2011	Laura Gentile, Headquarters 703-308-0050	Evaluate current products for translation, such as brochure and fact sheet to promote unity, diversity, and understanding of the RCRA program
R1 - Research current tools for broadcasting funding notices (Grants and Cooperative Agreements).	Year 1	Byron Mah (617) 918-1249 - Lead In cooperation with the Grants Management Office	a. Complete summary of tools. b. Outreach strategy completed and implemented in newspapers, periodicals and other media.
OARM, R1 - Develop an AAPI targeted outreach strategy to ensure that funding notices and grant announcements are published in publications and media that reach the AAPI communities.	Year 1-2	Byron Mah (617) 918-1249 1249 Piyachat Terrell 202-564-1856	a. Complete summary of tools. b. Outreach strategy completed and implemented in newspapers, periodicals and other media.

		In cooperation with the Grants Management Office and regional offices.	
R1 - The Region will perform a needs assessment in order to identify high priority issues. Increase the outreach and technical assistance commitment to organizations and communities to build capacity, and to provide increased competition for federal financial assistance.	Years 1-2	Diversity Manager, Office of Civil Rights and Urban Affairs and Human Resources	a. Conduct and/or provide culturally competent training to educate workers on health impact from hazardous indoor air exposures for the nail salon industry and floor finishing industry. b. Increased competition and award grant awards.
R1 - Convene periodic “listening sessions” for community leaders and communities in New England to discuss the impacts of the environment on AAPI communities as well as to increase public sector, private sector, and community involvement in improving the health, environment, opportunity, and well-being of AAPI’s in New England. Such discussions are based on data-driven elements, such as significant environmental and health impacts in communities.	Year 1-2	Initiative led by AA/PI Program Manager and the Office of Civil Rights and Urban Affairs	a. An Advisory Council is formed to include other federal/state agencies/partners (i.e., ATSDR, state government and key nonprofits) b. Outreach strategy developed c. Formation and meeting first listening session are held. Coordination with internal/external stakeholders completed to include other federal/state agencies/partners (i.e., HUD, DOT, state government and key nonprofits).
R3 - Office of Environmental Justice: Beyond Translation Forum (BTF): This annual event seeks to engage the local Asian and Hispanic communities in a meaningful dialogue on environmentalism by developing working partnerships with those communities. Theme for FY 2010’s forum: <i>Building a Healthy & Sustainable Community Today</i> .	FY 2010 – recurring	Reggie Harris (215) 814-2988	a. Beyond Translation Initiative National Program – Working to partner with the National Beyond Translation team to coordinate a Washington, D.C Beyond Translation Forum using the Region III (BTF) as a model. b. 2011 Region III BTF – Starting the planning process
R3 - Office of Environmental Justice: OEJ continues to engage in dialogues with delegations from Asian countries and community organizations as they seek information related to enforcement, compliance and environmental justice.	FY 2010 – recurring	Samantha Phillips Beers (215) 814-2627	a. This initiative provides information for capacity building, informs the process, and allows for additional dialogue among stakeholders.
R3 - Air Protection Division: <u>Asthma Outreach Materials Distribution</u> Chinatown Learning Center and the Children’s Village Child Care Center. This involved translations of materials to	FY 2009 – 10 recurring	Janice Bolden (215) 814-2185	a. Educational Asthma materials translated in Chinese dialect.

appropriate language.			
R4 - Conduct EJ mapping assessment to identify communities in Region 4. This will increase outreach to AAPI communities across the EPA programs in the region.	Year 1	Regional Environmental Justice Program/Office of Policy & Management Cynthia Peurifoy: 404-562-9649	a. Identify AAPI communities throughout Region 4 b. Distribute maps to programs/divisions as needed
R4 - Work with cross media programs to develop strategies to increase AAPI participation in Regional Programs	Year 1	Regional Environmental Justice Program/Regional EJ Council Cynthia Peurifoy: 404-562-9649	a. Region 4 programs consulted. b. Comprehensive list of ongoing activities documented. c. Divisional points of contact established. d. Regional AAPI Strategic Plan Developed
R4 - Update regional multi-Lingual List to determine Region 4 employees who speak multiple languages. This will help reduce language and cultural barriers.	Year 1	Superfund Division Freda Lockhart: 404-562-8142	a. Increase communication with AAPI communities in Region 4 b. Assess needs of AAPI communities
R4 - Inventory national and regional materials available in languages to reach AAPI communities. This considers language barriers and will increase outreach to AAPI communities.	Year 1	Office of Public Affairs Carl Terry: 404-562-8325	a. Inventory completed. b. Pertinent materials translated.
R4 - Identify opportunities for agency to partner with AAPI servicing organizations. This will increase outreach to AAPI communities.	Year 1	Regional Environmental Justice Program/Office of Civil Rights/EJ Council Cynthia Peurifoy: 404-562-9649	a. Meet with AAPI servicing organizations to develop partnerships and assess needs b. Opportunities identified.
R4 - Ensure that opportunities reach AAPI communities. This will increase environmental information to AAPI communities.	Year 1	Regional Environmental Justice Program/Office of Civil Rights/EJ Council Cynthia Peurifoy: 404-562-9649	a. Outreach plan created. b. Outreach completed. c. Agency-AANAPISI partnerships formed and documented.
R4 - Identify all existing boards and commissions. This will increase outreach to AAPI communities.	Year 1	Regional Environmental Justice Program/Office of Civil Rights/EJ Council Cynthia Peurifoy: 404-562-9649	a. All boards identified by February 2011.
R4 - Conduct Workshops to Increase Participation in Federal Programs. This will increase outreach to AAPI communities.	Year 1 Year 2	Regional Environmental Justice Program/Office of Civil Rights/EJ Council Cynthia Peurifoy: 404-562-9649	a. Number of workshops held b. Number of participants reached
R4 - Research current tools for broadcasting	Year 1	Regional Environmental	b. Summary of tools completed.

funding notices. This will increase outreach to AAPI communities and could ultimately increase environmental and health protections in AAPI communities.		Justice Program Cynthia Peurifoy: 404-562-9649	c. Recommendation memo completed.
R4 - Design a process that will ensure that funding opportunities (1) are easily accessible and (2) reach the appropriate AAPI communities. This will increase outreach to AAPI communities and could ultimately increase environmental and health protections in AAPI communities.	Year 1	Regional Environmental Justice Program Cynthia Peurifoy: 404-562-9649	a. Process designed. b. Process implemented by agency. c. Applications by AAPIs for funding opportunities increased.
R4 - Host Grants Workshops in AAPI communities This will increase outreach to AAPI communities and could ultimately increase environmental and health protections in AAPI communities.	Year 1-2	Regional Environmental Justice Program Cynthia Peurifoy: 404-562-9649	a. Number of workshops held b. Number of participants reached
R6 - Work regularly with EPA HQ's public affairs office to update information posted on the EPA's Viet-web site. This would increase outreach to AAPIs and consider language barriers.	Annually	Lisa Pham 214-665-8326	a. Number of materials that have been updated on EPA's Viet-web site b. Number of materials that have been translated into AAPI languages
R6 - Identify agency materials that AAPIs would need to ensure that they are technically correct, culturally sensitive, and linguistically appropriate.	Annually	Lisa Pham 214-665-8326	a. Number of materials that have been translated into AAPI languages
R6 - Coordinate with AAPI community serving groups to distribute EPA materials. This would increase outreach to AAPI communities.	Annually	Lisa Pham 214-665-8326	a. Number of materials that have been distributed to AAPI communities b. Number of AAPI communities that received EPA materials
R10 - EPA Nail Salon Project works in partnership with AAPI community and key stakeholders. This effort increases outreach to AAPI communities and will improve public health. Language and cultural barriers will be considered.	FY 2011	Region 10 - Davis Zhen Susan Titus Derrick Terada	a. a. EPA R10 to convene a Community Meeting in Southeast Seattle (large % of nail salons) with key stakeholders. b. Share information with key stakeholders, King County, NGOs, EJ Organizations, etc., to continue coordination and education of the key stakeholders related to the hazards of chemical exposure to nail salon products. c. Partnership – Re: outreach to individual AAPI and Vietnamese Nail Salons throughout King County to continue education, sharing information, 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. c. Information provided on less and non-toxic chemicals

			available for dissemination in outreach efforts to the AAPI community, AAPI/Vietnamese nail salon owners, workers, and customers listed
R10 - Grants Writing Training for AAPI and diverse communities to help increase the awareness of grants available and quality of grants submitted to EPA. This will increase outreach to AAPI communities and ultimate could improve the environment and public health in AAPI communities.	FY 2011- FY 2012	Derrick Terada Ofelia Erickson Lucita Valiere	<ul style="list-style-type: none"> a. . Organize and host Grants Writing Training for AAPI and diverse communities to help increase awareness and quality of grants submitted to EPA. b. Develop list of community groups and other non-governmental organizations serving the AAPI community in Washington c.. Widely announce the availability of the training. d. Distribute outreach material to participants e. List of training participants/attendees f. Provide knowledgeable Instructor
R10 - Lower Duwamish (Superfund Site) Impact of Fish Consumption and Education to AAPI Community and diverse communities to increase awareness of contaminants in seafood consumption. This increases outreach and takes cultural and language barriers into consideration.	FY 2011- FY 2012	Renee Dagseth Derrick Terada	<ul style="list-style-type: none"> a. Presentation materials /Training plan b. Outreach materials c. Contact list d. Increased awareness of contaminants in seafood consumption

Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding



WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

Department/Agency: US Environmental Protection Agency

HPPG or Program Goal 2: Improve Employment Opportunities and Career Advancement for AAPIs in the EPA Workforce

Other Programs/Projects/Initiatives:

Objective 1.1 (specific to AAPIs):

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
OARM – Develop a plan to increase participation of AAPI Students in the EPA Eco-Ambassadors Program, EPA Law Clerk and Intern Honors Program	FY 2011 FY 2012	OARM AAPI Initiative, Raul Soto, Piyachat Terrell 202-564-1856	a. Number of AAPI Student applications in the EPA Eco-Ambassadors Program, EPA Law Clerk and Intern Honors Program increased.
OECA - Attend the National Asian Pacific American Bar Association (NAPABA) Convention and coordinate post convention follow-up activities.	FY 2011	Mark Badalamente, Acting Director, Office of Administration and Policy (OAP), 202-564-4673	a. List of convention partnerships generated. b. Develop a database of resumes for AAPI attorneys from convention seeking employment with OECA.
OECA - Attend the 2011 National Asian Peace Officers' Association's (NAPOA) National Training Conference.	FY 2011	Fred Burnside, Director, Office of Criminal Enforcement, Forensics and Training (OCEFT), 202-564-5952	a. Increase the number of AAPI applicants for Special Agents within OCEFT.
OECA - Hire an additional special agent in Hawaii to serve the Asia Pacific Region. This should increase the environmental protection for this region.	FY 2011	Fred Burnside, 202-564-5952	a. Maintain 2 special agents in OCEFT's Hawaii field office to provide environmental crimes investigative support to the State of Hawaii, Guam, Commonwealth of the Northern Marianas Islands and American Samoa.
OECA - Launch the OECA Mentoring Program and advertise to all employees.	FY 2011	Mark Badalamente, Acting Director, Office of Administration and Policy	a. Encourage strong AAPI participation in the mentoring program.

		(OAP), 202-564-4673	
ORD - Target underrepresented groups through professional societies and organizations.	Ongoing	Kelvin Little ORD/OARS 919-541-2437	a. Increases ORD's visibility in the AAPI community generating more interest in potential employment opportunities.
ORD - Examine opportunities to enable ORD to access AAPI data bases and pursue non-traditional approaches to work with AAPI universities through contractual arrangements.	Ongoing	Kelvin Little ORD/OARS 919-541-2437	a. Potential of providing new insight to AAPI initiatives and ways to reach students in their communities b. May lead to innovative ideas on ways to partner with AAPI universities.
Increase AAPI participation in the Federal Government through job fair and agency exhibits, sessions on outreach and recruitment strategies. ORD, OSWER, R1, R4, R6	On-going	Pat Vaughan ORD/OARS 919-541-4912 Wing Yeung, Headquarters 202-566-1921 Michelle Crews, Headquarters 202-566-1916 R1 Office of Civil Rights and Urban Affairs, Program Offices, HR and Ambassadors Program Naima Halim-Chestnut: 404-562-9220	a. Increase EPA's presence and expose the public to opportunities in the organization's workforce. b. Identified job fairs. c. Career fair materials prepared d. Participate in 25% of job fairs identified for this effort during 2011 and 2012 (R1)
R1 - Evaluate current workforce analysis to determine workforce utilization. Based on these findings, conduct recruitment and retention assessment.	Years 1-2	Office of Civil Rights and Urban Affairs and Human Resources, includes Diversity Program Manager	a. Applicant flow data is collected and analyzed. b. Recruitment and hiring patterns/trends for AAPIs are monitored and analyzed against Civilian Labor Force data and Agency statistics.
R1 - Develop plan to increase applicant flow and pools for entry-level and mission critical positions. Plan will include excepted service employees and/or excepted service positions.	Years 1-2	Office of Civil Rights and Urban Affairs and Human Resources	a. Applicant flow data is collected and analyzed. b. Recruitment and hiring patterns/trends for AAPIs are monitored and analyzed against Civilian Labor Force data and Agency statistics.
R1 - Join and develop relationships with AAPI professional organizations (FAPAC and NAAAP) and community groups to recruit potential work candidates.	Years 1-2	Office of Civil Rights and Urban Affairs, Byron Mah – AA/PI Program Manager, and HR	Based on funding availability, execute memberships in FAPAC and NAAAP, locally as well as nationally.
R1 - Increase number of AAPI applicants interested in attending SES Candidate Development Program.	Years 1-2	Office of Human Resources: Region 1	a. Develop strategy to increase diversity pool of candidates in the SES Candidacy Development Program.

R1 - Develop strategy for targeted recruitment in all positions.	Years 1-2	Office of Human Resources: Region 1	a. Increase and diversify the pool of candidates qualified through efforts identified in items 1-5 above using FY-2010 data as baseline for the number and percentage of potential participants.
R1 - Increase membership of AAPI in Regional Diversity Steering Committee.	Years 1-2	Office of Human Resources: Region 1	Increase diversity and inclusion of cultural issues discussed by the Steering Committee in an effort to increase the number and percentage of AAPI participants.
R3 - Region III hosts AAPI leaders at the Heritage Month activities to increase agency cultural knowledge and interests.	FY 2009 – 10 recurring	Cynthia Burrows (215) 814-5326	a. Created working relationships that educate and inform our workforce and help us become better connected with the AAPI community.
R3 - OEJ: <u>Beyond Translation Forum (BTF)</u> : This annual event seeks to engage the local Asian and Hispanic communities in a meaningful dialogue on environmentalism by developing working partnerships with those communities. Theme for FY 2010's forum: <i>Building a Healthy & Sustainable Community Today</i> .	FY 2010 - recurring	Reggie Harris (215) 814-2988	a. 2010 Student Career Employment Program – Students are working on improving the current Beyond Translation website, to include information and resource needs for our communities and stakeholders
R4 - Develop plan to increase applicant flow and pools for entry-level and mission critical positions. This could increase the percentage of AAPIs in federal workforce.	Years 1-2	Office of Civil Rights/ Human Resources/Office of Policy and Management Naima Halim-Chestnut: 404-562-9220	a. Regional Recruitment Strategy developed b. Applicant flow data will be collected and analyzed. c. Recruitment and hiring patterns/trends for AAPIs are monitored and analyzed. d. Recruitment activities are developed in coordination with the Office of Personnel Management and its Federal Equal Opportunity Recruitment Program (FEORP)
R4 - Increase leadership opportunities for AAPIs to increase the percentage of AAPIs in federal workforce at higher grades.	Years 1-2	Human Resources Rhonda Bailey: 404-562-9442	a. Mid-Level Skills and Management Development Programs developed and implemented. b. New general employee training and development programs developed. c. Skills development opportunities/assignments for professional advancement provided. d. Agency-wide mentoring program implemented.
R4 - Analyze underrepresentation and barrier causes. This could increase the percentage of AAPIs in federal workforce at higher grades.	Years 1-2	Office of Civil Rights Naima Halim-Chestnut: 404-562-9220	a. Conduct Barrier and Adverse Impact Analysis; b. Conduct Department or Agency-wide Survey in 60 days to determine where possible barriers are to increasing the numbers of Asian Americans (AA) and Native Hawaiians (NH) or Pacific Islander (PI) Americans within the Agency (also combine with prior-year MD-715 barrier analysis);

			<ul style="list-style-type: none"> c. Conduct under representation analyses for AAPI participation rates at the mid-level and SES levels; d. Assess AAPI under representation at the mid- and senior level positions; e. Assess under representation in major job occupations; and f. Monitor/analyze advancement, pipeline flow and retention of AA/NHPIs; and g. Analyze promotion selection rates and patterns.
R6 - Develop a plan to increase participation of AAPIs applicants for the Region 6 workforce.	Annually	Harry Shah /214-665-6457	a. An outreach plan has been developed
R6 - Conduct outreach with AAPI community serving organizations in Region 6	Annually	Harry Shah /214-665-6457	a. Number of AAPI community groups in Region 6 that engaged in this effort
R6 - Participate in national and regional job fairs designed to recruit AAPIs	Annually	Harry Shah /214-665-6457	a. Number of job fairs participated to recruit AAPIs
R6 - Devising initiatives, and meet with RA, DRA and senior staffs to help improve representation of AAPI at GS5 though GS8, and at GS 15 and above.	By Dec 2010	Harry Shah /214-665-6457	a. Number of initiatives planned and executed in Region 6. .

Total Population Served	Total AAPIs Served	Percent of Total and AAPIs Served	Funding



WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

Department/Agency: US Environmental Protection Agency

HPPG or Program Goal 4: Create a partnership and identify additional resources for Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs) in order to promote environmental education and create education pipeline.

Other Programs/Projects/Initiatives:

Objective 1.1 (specific to AAPIs):

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
Conduct outreach and develop partnerships with AANAPISIs, professional organizations and community groups. OECA, ORD, Region 4, Region 6	FY 2011	Mark Badalamente, Acting Director, Office of Administration and Policy (OAP), 202-564-4673 Kelvin Little ORD/OARS 919-541-2437 Naima Halim-Chestnut: OCR/HR/OPM 404-562-9220 Harry Shah Region 4 SEPM 214-665-6457	a. List of partnerships generated. b. Develop a database of resumes for AAPIs seeking employment with OECA. c. Educate AANAPISIs on science and engineering career fields d. Established relationships with AANAPISIs in Region 4, Region 6 e. Number of career fairs at AANAPISIs in Region 6
OECA - Recruit AAPIs from University of California, Hastings College of the Law to participate in the OECA Law Clerk & Intern Program.	FY 2011	Lisa Lund, Director, Office of Compliance (OC), 202-564-2280	a. Increase in the number of AAPIs applicants to the intern program from FY 2010 to FY 2011.
OECA - Recruit AAPIs to participate in the OEJ EJ Intern Program, thus expanding the OECA	Completed by 10/1/11	Charles Lee, Director, Office of Environmental	a. Increase the number of AAPIs applicants to the intern program

talent pool.		Justice (OEJ), 202-564-2597	
OEI - Recruit for AAPI interns by targeting AAPI schools and communities. This will increase outreach to AAPI communities, and interest in environmental issues and federal employment.	Summer, 2011	Torina Davis, OEI/OPRO 202-566-1720	a. Increase applicants to internships that will help AAPI interns gain valuable experiences in the inner working of OEI/EPA/Federal Government.
OEI – Create outreach and educational programs for AAPI students in the Waianae coast, and the Gulf Coast.	On going	Torina Davis, OEI/OPRO 202-566-1720 Piyachat Terrell, AAPI Program Manager	a. Increase environmental knowledge of AAPI students. b. AAPI students are informed about to their environmental through “Window to My Environment” training. c. Exposed AAPI students to current environmental issues like the Gulf Oil Spill.
OEI - Provide vacancy information to AANAPISIs to increase application from the AAPI communities. This will increase outreach to AAPI communities as well as possibly increase AAPI employment at EPA.	Throughout the Year	Felicia Tarver, OEI/OTOP 202-566-0325 Torina Davis, OEI/OPRO 202-566-1720	a. A list of AAPI community groups is developed and vacancy information is sent to them. b. An expanded pool of AAPI applicants for our vacancies
ORD – Increase grants and fellowships opportunities at AANAPISIs.	Ongoing	Brandon Jones ORD/NCER 202- 343-9850	a. Enables minority students to conduct research and complete university programs b. Will allow more contractual dollars to be put toward AANAPISIs.
ORD - Continue current ORD programs targeted at educating elementary, middle and high school students on the benefits of majoring in science fields. Specifically target programs to areas with large AAPI populations.	Ongoing	Kelly Leovic ORD/NERL 919-541-7717	a. Generating interest with AAPI students at a young age will hopefully increase the number going into science fields in college a generate a larger pool of potential applicants for positions.
R2 - Enhance interest in entering environmental fields by participating in teacher training workshops and conducting classroom visits.	Ongoing-Dec 2011	Mary Mears, Public Outreach Branch, 212-637-3673	a. Increase the number of young people of Asian-American and Pacific Island descent who consider environmental careers.
R2 - Participate in a government career fair at Stony Brook University	January 2011	James Feeley, Recruitment Coordinator 212-637-4178	a. Increase in the AAPI student population that is aware of positions at EPA and how to apply for a position
R2 - Formulate and implement the Edison High School’s Science Academy	Ongoing Sept 2010 – June 2011	Deb Szaro, DESA Director, 732-482-1080	a. Increase the number of AAPI high school students seeking college degrees in environmental fields. b. Increase the number of AAPI students seeking post high school employment in environmental fields.
R3 - OEJ provided our Region with funding to hire summer interns in order to conduct Environmental Justice research. This may	FY 2009 – 10 recurring	Reggie Harris (215) 814-2988	a. Provided the interns with a broad spectrum of experiences related to Environmental Justice. b. Increase opportunities for AAPIs to be interns pursuing

increase AAPI employees in the agency.			higher education and recruited by EPA Region III or EPA HQ.
R3 - OEJ: APAC Summer High School Interns. APAC places summer high school interns in offices around the Region for two week internships where they learn about Regional Programs and activities, conduct research in areas of interest.	FY 2009 – 10 recurring	Reggie Harris (215) 814-2988	a. Annually students come to work with the EJ coordinator. Projects usually address fish consumption, lead poisoning, asthma, Brownfields redevelopment, and hazardous waste sites. b. Students have developed fact sheets, brochures, and other informational tools for distribution to the AAPI community.
R9 - Malama Learning Center – create “Hawaii Green Collar Institute” for high school and college students	July 2010 – July 2011	Debbie Lowe Liang, Region 9 Community and Ecosystem Division (415) 947-4155	a. Reduction in frequency and size of illegal dumps; b. Improved water quality in streams, harbors and oceans.
R10 - Partner with high school institution with a high percentage of AAPI and diverse population	FY 2011- FY 2012	Renee Dagseth Derrick Terada	a. Senior High School Project Ideas b. High School Internship
R9 - Develop MOUs with San Francisco State University, University of California Riverside, University of Guam, Northern Marianas College, American Samoa College and Guam Community College and attends AANAPISI career fairs.	FY 2010	Heidi Acquisti Region 9 Human Resources, (415)972-3836 Philip Kum Region 9 Management Analyst: (415) 947-3566	a. MOUs signed with SF State university , UC Riverside b. attended 13 on-campus recruitment/career fairs at schools with an AAPI population that was greater than 15% c. AAPI applicants increase

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