



**WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS
U.S. DEPARTMENT OF THE TREASURY AGENCY PLAN**

GOAL 1: Maintain and enhance level of participation of Asian Americans and Pacific Islanders (AAPI) in mission critical positions at Treasury.

Objective 1.1: Continue to utilize recruitment tools that have allowed AAPI employees to participate in Treasury’s workforce in proportion to the relevant civilian labor force (CLF).

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
a. Designate Special Emphasis Program Manager for the Asian American and Pacific Islander (AAPI) program.	Year 1	Gail Demers Office of Civil Rights and Diversity 202-622-0341	Designate Special Emphasis Program Manager accountable for AAPI community.
	Years 1 - 2	Anita Blair Office of Human Resources/Chief Human Capital Officer 202-927-0341	Create outreach plan for AAPI recruitment.
b. Partner with Asian American and Pacific Islander Serving Institutions (AAPISIs), as well as the AAPI national and community-based groups to support and increase awareness of the internship programs at Treasury such as the International Leadership Foundation, Hamilton Fellows Program, STEP, SCEP, etc.	Ongoing	Gail Demers Office of Civil Rights and Diversity 202-622-0341	Identify cohort of AAPISIs. Establish regular communication scheduled between Treasury and AAPISIs to expand partnership opportunities.

Objective 1.2: Develop educational events to promote awareness of AAPI community for Treasury employees and systems to collect data from AAPI employees to ensure AAPI employee retention.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
a. The Special Emphasis Program Manager will analyze Exit Survey data to establish the reasons AAPI employees may be leaving Treasury’s workforce and address any concerns.	Years 1-2	Gail Demers Office of Civil Rights and Diversity 202-622-0341	Implement program to collect and analyze data from exit surveys. Develop recommendations to address concerns identified during exit survey data analysis.
b. Continue to provide and increase educational and awareness opportunities to Treasury’s employees about the AAPI communities.	Ongoing	Gail Demers Office of Civil Rights and Diversity 202-622-0341	Offer employee education events to promote awareness of Asian American Pacific Islander cultural heritage, such as Asian Pacific American Heritage Month..

GOAL 2: Increase awareness of career development, leadership, and advancement opportunities among Treasury employees.

Objective 2.1: Increase or maintain the number of AAPIs applying for Senior Executive Services (SES), supervisory, and management positions.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
a. Identify additional recruitment sources to increase the applicant pool of qualified AAPI supervisory and SES candidates.	Years 1-2	Anita Blair Office of Human Resources/Chief Human Capital Officer 202-927-0341	Identify relevant AAPI community, professional organizations, and affinity groups. Consult with AAPI community, professionals, and affinity groups for assistance in identifying new recruitment sources.
b. Increase awareness of SES opportunities in SES feeder pools.	Years 1-2	Anita Blair Office of Human Resources/Chief Human Capital Officer 202-927-0341	Conduct regular outreach/recruitment events explaining the SES qualification and application process.
c. The DASHR/CHCO periodically evaluates the effectiveness of the SES candidate development programs to include a review to determine diversity and any adverse impact on underrepresented groups.	Ongoing	Anita Blair Office of Human Resources/Chief Human Capital Officer 202-927-0341	Develop plan for addressing permissible corrective actions.
d. It is the Department of the Treasury’s goal to achieve a diversified workforce. Diversity outreach must be conducted as part of the recruitment of SES positions.	Ongoing	Bureau Recruiting Officials	Conduct robust recruitment for all SES vacancies to ensure a diverse pool of applicants compete for SES positions.

GOAL 3: Increase number of limited English proficient individuals (LEP), including AAPIs, with access to information about Treasury programs.

Objective 3.1: Improve access to program information to limited English proficient AAPI individuals.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
a. Confer with bureaus regarding the review and update of Treasury’s Language Access Plan (LAP).	Year 1	Lydia Aponte, Office of Civil Rights and Diversity 202-622-8335	Develop updated LAP addressing the needs of LEP individuals that come into contact with the Treasury.
b. Solicit input from stakeholders, including members of the AAPI community, about ways to improve language access at the Department of the Treasury.	Year 1	Lydia Aponte, Office of Civil Rights and Diversity 202-622-8335	Publish Notice of Request for Public Comment in the Federal Register to ensure AAPI community and other members of LEP community may contribute to development of Treasury’s LAP.
c. Publication of Treasury’s LAP.	Year 1	Lydia Aponte, Office of Civil Rights and Diversity 202-622-8335	Submit LAP to DOJ for publication at the LEP.gov website. LAP will be also published in the Treasury OCRD public web site.
d. Continue to improve the availability of linguistically appropriate tax materials and publications.	Continued	IRS, Multilingual Initiative Group FINCEN, Business Services Division	Work with AAPI community to expand educational resources available in additional languages to address needs of AAPI community.

GOAL 4: Ensure departmental outreach plans focusing on Small and Disadvantaged Businesses (SDBs) include components targeting SDBs owned by or servicing AAPI communities.

Objective 4.1: Increase targeted outreach to SDBs regarding business opportunities at the Treasury.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
a. Review data on current outreach activities, and existing contracts with SDBs to identify areas for improvement.	Ongoing annually.	Teresa Lewis Office of Small and Disadvantaged Business Utilization 202-622-2826	Conduct annual review of SDBs. Develop and implement outreach plan.
b. Create an annual outreach plan with the following goals: <ol style="list-style-type: none"> 1. Increase awareness of Treasury’s small business briefings and presentations among SDBs. 2. Increase awareness of Treasury’s industry days, matchmaking, and vendor outreach programs among `SDBs. 3. Increase participation of SDBs in contracting opportunities. 	Ongoing annually.	Teresa Lewis Office of Small and Disadvantaged Business Utilization 202-622-2826	Establish outreach plan. Implement and execute the outreach plan.

GOAL 5: Enhance outreach efforts to underserved communities, including AAPIs, regarding relevant Treasury programs.

Objective 5.1: Engage in targeted outreach to AAPI communities regarding relevant Treasury programming.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
a. Review data on current outreach activities to AAPI communities and awards to AAPI focused CDFIs and CDEs to identify areas for improvement for CDFI Fund programs.	Periodic strategic planning process.	Scott Berman Office of External and Legislative Affairs, CDFI Fund 202-622-4932	Update annual publication of CDFIs serving AAPI communities.
b. Review SBLF participants reports on efforts to reach minority-owned small businesses.	Periodic	Jason Tepperman Director, SBLF 202-622-1869	Study on the impact of SBLF on women-owned, veteran-owned, and minority-owned businesses.
c. 1. Review financial education and financial access outreach to AAPI communities and inclusion of AAPI communities in programming activities to identify areas of improvement. 2. Create annual outreach plan to increase participation of AAPIs in financial education and access opportunities	Ongoing annually	Matt Pippin Office of Financial Education and Financial Access 202-622-9892	Utilize review to develop outreach plan. Review and modified outreach plan annually. Implementation of the outreach plan.