
OPENING DOORS FOR THE ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY

TWO-YEAR ANNIVERSARY
ACCOMPLISHMENTS

OCTOBER 2011



Table of Contents

Introduction	3
Accomplishments	4
Protecting Civil Rights and Equal Opportunity	4
Expanding Educational Opportunities	6
Growing a Sustainable Economy	8
Integrating New Americans	10
Building Healthy Communities	11
Collecting and Disaggregating Data	13
Addressing Language Barriers	15
Creating a More Diverse Federal Government	17
Improving Community Engagement	19

Introduction

On October 14, 2009, President Barack Obama signed Executive Order 13515 reestablishing the White House Initiative on Asian Americans and Pacific Islanders (Initiative) and the President's Advisory Commission on Asian Americans and Pacific Islanders (Commission) to address issues concerning the Asian American and Pacific Islander (AAPI) community. This historic executive order carved out another avenue of access to the Federal government for AAPI communities and affirmed President Obama's commitment to AAPI communities.

Since its inception, the Initiative has been engaging diverse AAPIs across the country on critical issues facing the community. Over the last two years, the Initiative has hosted over 200 events including national summits, roundtables, open dialogue sessions, and workshops in 23 states, the District of Columbia and Pacific Islands, and in 50 cities, reaching more than 22,000 people.

Additionally, as part of the Administration's commitment to improving the quality of lives for AAPIs, the Initiative has been working with more than 23 Federal agencies and executive offices to create and implement plans to increase the AAPI community's access to Federal programs and services. The following highlights the accomplishments of the Initiative, Commission, and agencies, made possible through the work of community partners in the past two years.

Protecting Civil Rights and Equal Opportunity

President Obama recognizes that our civil rights laws and principles are at the core of our nation. The Administration is committed to strengthening and enforcing anti-discrimination protections, taking into account the needs of women and girls in policy-making, and ensuring that all Americans, including those in the AAPI community, have access to opportunity and are able to participate fully in our economy.

Bullying Prevention

- The **U.S. Department of Education (ED)** is engaged in several projects that will be used to inform the identification of successful bullying prevention programs and disseminate information. First, ED has been developing a uniform definition of bullying with the Centers for Disease Control and Prevention. Second, ED is engaged in an exploratory study to understand the content and implementation of anti-bullying laws and policies. The first part of this report – cataloging and classifying the content of state anti-bullying laws and model policies – has been released. Third, ED participates in both findyouthinfo.gov and stopbullying.gov which help disseminate information about bullying prevention. ED and its interagency partners have been engaged in widely publicizing these sites to the broad community, including AAPI partners.
- **ED's Office for Civil Rights (OCR)** issued a “Dear Colleague” letter to clarify when student-on-student harassment may violate Federal education anti-discrimination laws. In partnership with OCR, the **Initiative** ensured that this information reached AAPI and Muslim communities, which are uniquely impacted by bullying and harassment in schools. In addition, the Initiative hosted a joint webinar and stakeholders’ meeting with the **U.S. Department of Justice** and **ED** that discussed jurisdiction of claims within the Federal government, how agencies process harassment claims, and what information is needed to file a claim.

Civil Rights Litigation

- The **U.S. Equal Employment Opportunity Commission** initiated litigation on eight cases involving religious accommodation and three cases involving harassment and/or discharge on behalf of Muslim, Sikh and Middle-Eastern communities

Compliance Review

- The **National Aeronautics and Space Administration** conducted an onsite compliance review of the American Museum of Natural History (AMNH) in New York City, NY under Title VI of the Civil Rights Act of 1964, with a focus on the language services to the AAPI community who are limited English proficient.

Law Enforcement

- The **U.S. Department of Justice's** Office of Community Oriented Policing Services (COPS) conducted a workshop on hate crimes in partnership with the Civil Rights Division at its annual training conference for local law enforcement on August 1st and 2nd, 2011. The COPS Office offered a competitive solicitation for the discretionary grant program *Community Policing Development*. The COPS Office highlighted the needs of the AAPI community and other underserved communities under this theme and solicited grant proposals to address training needs of both the community and law enforcement with regard to AAPI issues.

Addressing AAPI Women's Issues

- The **U.S. Department of Justice's** Office on Violence Against Women (OVW) emphasized to its recipients that they are required to take reasonable steps to ensure that Limited English Proficient (LEP) persons have meaningful access to its programs. Further, the New York Asian Women's Center was selected by OVW as one of its six national sites for the Sexual Assault Demonstration Initiative (SADI) announced in September 2011. The SADI is OVW's first large scale project to determine best practices and needed action in reaching more sexual assault survivors and providing comprehensive sexual assault services. OVW has also made a concerted effort to reach the AAPI community through its Culturally & Linguistically Specific Services Program (CLSSP) opportunities.
- The **Initiative** hosted local meetings and conference calls with AAPI women's advocates to discuss issues important to their communities. The Initiative also partnered with the **White House Council on Women and Girls** to help elevate AAPI women's issues and convene a forum to address issues important to them and their communities. Earlier this year, the Initiative hosted an interagency meeting with the Council focusing on AAPI women's health and safety and followed up with a nationwide conference call featuring senior administration officials discussing accomplishments around anti-violence efforts, worker health and safety, and health.

Anti-trafficking Initiative

- The **U.S. Department of Justice, U.S. Department of Homeland Security, and U.S. Department of Labor** announced the selection of Pilot Anti-Trafficking Coordination Teams (ACTeams) as part of a nationwide Human Trafficking Enhanced Enforcement Initiative designed to better coordinate Federal criminal investigations and prosecutions of human trafficking offenses. The Phase I Pilot ACTeams will be based in Atlanta; El Paso, Texas; Kansas City, Mo.; Los Angeles; Memphis, Tenn.; and Miami. The ACTeams will focus on developing Federal criminal human trafficking investigations and prosecutions to protect the rights of human trafficking victims, bringing traffickers to justice and dismantling human trafficking networks.

Expanding Educational Opportunities

President Obama's vision is that by 2020, America will again have the best-educated, most competitive workforce in the world with the highest proportion of college graduates of any country. To do this, agencies sought to close the achievement gap by increasing participation and academic attainment of low income, high-need students and by serving communities with high rates of poverty and limited English proficiency. In addition, agencies funded programs to create more AAPI teachers and trainers.

AAPI-serving Institutions

- The **U.S. Department of Education (ED)** worked with the Initiative to increase outreach about ED's Asian American and Native American Pacific Islander Serving Institutions (AANAPISI) program and raise the number of self-certified and funded AANAPISIs. In FY 2011, the number of self-certified institutions rose from 23 to 52 (126%) and the number of funded AANAPISIs rose from 8 to 15 (87%). The number of AANAPISIs in Hawaii and the U.S. Pacific Territories also increased. Self certified institutions rose from 4 to 10 (150%) and funded institutions 2 to 3 (33%). Since 2010, ED has awarded more than \$7.5 million to AANAPISIs. Additionally, the Initiative worked with ED to include AANAPISI as an official post-secondary institution that enrolls populations with significant percentages of minority students. This inclusion helped facilitate more partnerships with Federal agencies leading to internships, fellowships, scholarships, and other development opportunities for low-income students and faculty as well as grants and contracts for their institutions.
- The **Initiative** helped support the launch of a national organization called the Asian Pacific Islander American Association of Colleges and Universities (APIACU) in June 2011. APIACU will support AANAPISIs in a manner similar to American Indian Higher Education Consortium, the Hispanic Association of Colleges and Universities, and the National Association for Equal Opportunity in Higher Education that serve Tribal Colleges and Universities (TCUs), Hispanic-Serving Institutions (HSIs), and Historically Black Colleges and Universities (HBCUs), respectively. APIACU will help member colleges and universities improve capacity to address the needs of the nearly 1.2 million underserved AAPI students across the nation.

Teacher Recruitment

- In an effort to recruit more AAPI teachers, the **U.S. Department of Education** and the Initiative conducted two recruitment drives in Los Angeles, California, on February 17, 2011 and Seattle, Washington, on May 24, 2011.
- The **U.S. Department of Health and Human Services'** Health Resources and Services Administration, through a cooperative agreement, funded 11 Native Hawaiian Health Scholarship (NHHSP) scholars attending schools of dentistry, nursing, physician assistant, and social work in fiscal year 2010, representing \$909,096. The NHHSP works to increase the supply of Native Hawaiian health care professionals trained in those disciplines and specialties most needed to deliver quality, culturally-competent, primary health services to Native Hawaiians in the State of Hawaii by providing scholarship on return for their service in a medically underserved area.

Health Professional Training

- The **U.S. Department of Health and Human Services'** National Institute of Health provided Palo Alto Institute of Research at Stanford University School of Medicine a five-year science education initiative grant of \$379,999 a year to develop and provide a practice-relevant, problem-based

virtual learning network specifically tailored towards inter-disciplinary clinicians and peer health promoters caring for ethnic minority older adults with Limited English Proficiency. The project will develop an inter-disciplinary, web-based training program on successful aging to be used by bilingual, multi-cultural, multi-disciplinary health personnel, clinicians and trainees and peer health promoters (lay health advisers) from the 13 different ethnic groups including AAPIs.

- The **U.S. Department of Health and Human Services'** Substance Abuse and Mental Health Services Administration is funding The Master Trainer Program for selected Pacific Islanders to prepare them to provide behavioral health training to their Pacific colleagues. The Master Trainer Program will help establish an infrastructure for behavior health workforce development health providers and will ensure that behavioral health trainings for Pacific Jurisdictions are culturally appropriate and relevant to their needs.

Growing a Sustainable Economy

With 1.5 million AAPI-owned businesses in the United States generating more than \$507 billion dollars in sales and employing more than 2.8 million workers, success of AAPI-owned businesses is critical to the overall economy. In addition, AAPI workers experience disproportionately longer periods of unemployment, despite aggregate data showing that AAPIs possess some of the lowest unemployment rates among all racial groups. To address AAPI needs, agencies increased access to capital, funded green job training programs, invested in AAPI communities and small businesses, and launched renewable energy projects.

Community Investments

- The **U.S. Department of Treasury**, through the Community Development Financial Institutions (CDFI) Fund, has awarded over \$256 million in technical and financial assistance to financial institutions serving AAPI communities. These funds are used to renovate and develop affordable housing, provide financing to first-time homebuyers, and open Individual Development Accounts.
- The CDFI Fund's New Markets Tax Credit (NMTC) is frequently used to serve low-income AAPI communities. At least 1.7 billion in loans and investments, representing 11.2 percent of all NMTC awards, reached communities where AAPIs represented 12.5 percent or more of the population.

Small and Minority Business Investments

- In May 2011, the **U.S. Department of Treasury's** State Small Business Credit Initiative (SSBCI) approved the state of Hawaii for more than \$13 million in funds to restart the Hawaii Strategic Development Corporation's (HSDC) core capital investment program. This program is projected to lead to more than \$140 million in new small business investments. Additionally, SSBCI applications for up to \$13 million are in review from The Commonwealth of Northern Mariana Islands, Guam, and American Samoa. To assist each territory in their application, SSBCI provided more than 50 hours of coaching to each territory to assist in program design and early feedback on application narratives.
- During the last two years, the **U.S. Department of Commerce's** Economic Development Administration (EDA) has awarded 15 grants to aid the economic development in Guam and Hawaii. For example, in 2009, EDA awarded a \$2 million EDA investment to the Port Authority of Guam to help with environmental, architectural and engineering design to modernize and expand the Commercial Port wharf and berth facilities and container and break-bulk terminals. And in 2010, EDA awarded a \$3 million EDA grant to the State of Hawaii to renovate an existing building on Pier 2 in downtown Honolulu for use as an import/export small business incubator.
- The **U.S. Department of Commerce's** Minority Business Development Administration (MBDA) has increased investment and access to resources to AAPI institutions and business entities. MBDA funded 27 MBDA Business Centers (MBCs) across the country to boost job creation and foster the economic growth of minority firms in the United States and Puerto Rico. Two AAPI organizations were awarded grants to operate MBCs that provide business development services to minority business enterprises, including (1) Asian Inc., which received a \$1,825,000 five-year grant award; and (2) the University of Hawaii, which received a \$1,477,500 five-year grant award.

- A web link was created on the **National Aeronautics and Space Administration's** Office of Small Business Programs [website](#) highlighting business opportunities for the AAPI small business community.
- The **U.S. Small Business Administration's** effort to increase the number of Federal contracts going to small businesses has been a major focus over the last several years. In FY 2010, the Federal government awarded nearly \$100 billion, or 22.7%, of government contracts to small businesses, including over \$34 billion, or 7.95%, to small disadvantaged businesses, which include small businesses owned by AAPIs.

Access to Capital

- The **U.S. Small Business Administration's (SBA)** focus on underserved communities has also led to the development of the SBA Council on Underserved Communities, a Federal advisory council with the mission to advise the SBA on how it can better reach those communities that have traditionally lacked access to information on SBA resources. The Council is comprised of 16 members (which includes AAPI representation) and is examining issues such as access to capital and outreach into a variety of communities.

Green Job Training

- As part of the competitive Environmental Workforce Development and Job Training Grant Program, the **U.S. Environmental Protection Agency (EPA)** funded three grants of \$300,000 each that will specifically target communities which include Asian American populations in Richmond, CA; New Orleans; and Chicago. Under the program, grantees recruit, train, and place residents from solid and hazardous waste-impacted communities in jobs. Residents learn the skills needed to secure full-time, sustainable, employment in the environmental field, including a focus on assessment and cleanup activities. These grants will help to create green jobs that reduce environmental contamination and build more sustainable futures for communities. EPA is also increasing its outreach to AAPI communities under this program.

Alternative Energy

- The **U.S. Department of Interior (DOI)** launched a renewable/alternative energy initiative aimed at reducing fossil fuel dependency in the U.S. territories of American Samoa, Guam, and the Commonwealth of the Northern Mariana Islands. The initiative resulted in individual renewable/alternative assessments, which will guide each island's strategic plan. As a result of the individual assessments, DOI has announced funding support to further explore geothermal energy capabilities in the Northern Mariana Islands, along with further support for renewable pilot projects for Guam and American Samoa.

Integrating New Americans

Successful integration is part of President Obama's vision for winning the future. To address known gaps and build a foundation for future efforts, the Administration is exploring ways to leverage the Federal government's role as a convener to create a sustainable platform for Federal coordination on immigrant integration. In addition, the Administration has identified the need to improve newcomers' access to information and create better communication between Federal, state, and local governments and those serving immigrant populations.

English Language Education

- The **U.S. Department of Education's** Office of English Language Acquisition worked with the Initiative to present a series of national conversations with stakeholders to hear ideas and define a new direction for reform in English language education. Meetings took place in the following cities: Dallas, Texas; Chicago, Illinois; Los Angeles, California; Seattle, Washington; New York City, New York; and Charlotte, North Carolina. ED collected general recommendations from stakeholders during these meetings and is currently working with its Title III program in having state educational agencies select successful models that ED can highlight as potential models of instruction.
- The **U.S. Department of Homeland Security** launched the Citizenship Public Education and Awareness Initiative, a national effort to emphasize the important choices immigrants make when considering U.S. citizenship and to highlight the ways in which U.S. citizens exercise their rights and share responsibility for their community and country. The initiative includes print and radio messages in English, Spanish, Chinese, and Vietnamese, the languages spoken in the top 10 countries of birth for permanent residents.
- Since May 2011, the **U.S. Department of Homeland Security** has distributed nearly 9,000 copies of the Civics and Citizenship Toolkit to immigrant-serving organizations across the nation, including organizations serving the Chinese, Korean, Japanese, Filipino, Vietnamese, Cambodian, Hmong, Lao, Indian, Pakistani, and Sri Lankan communities.
- In September 2011, the **U.S. Department of Homeland Security** awarded approximately \$9 million to immigrant-serving organizations, including several AAPI-serving organizations, to support citizenship preparation services for permanent residents.

New Americans Initiative

- In partnership with the **White House Domestic Policy Council**, the **Initiative** has held a series of roundtable discussions with immigrant advocates, foundations, educational institutions, state and local officials, leaders from faith communities, business leaders, law enforcement, and others. The Initiative kicked off the Integration Initiative's inaugural discussion in Minneapolis and subsequently held roundtables in Seattle, Los Angeles, and Hawaii.

Building Healthy Communities

Historically, AAPIs have faced significant barriers to accessing affordable health insurance and these barriers have contributed to health disparities. From high rates of childhood obesity in the NHPI community to the high incidence of HIV/AIDS infection in recent years, health issues impacting the AAPI community are as complex and diverse as the community and require solutions that are collaborative and innovative. This Administration has made great strides in giving AAPIs and all Americans greater control over their health care. Federal agencies are working to reduce health disparities, develop effective health systems, and increase access to culturally and linguistically appropriate health care services.

Health Disparity Plans and Programs

- The **U.S. Department of Health and Human Services (HHS)** released an *Action Plan to Reduce Health Disparities* and a *National Stakeholder Strategy for Achieving Health Equity* that outlines goals and actions, as well as public and private sector initiatives, to reduce health disparities among racial and ethnic minorities. HHS also released “Combating the Silent Epidemic of Viral Hepatitis,” an action plan for the prevention, care, and treatment of viral hepatitis (HBV). The plan calls for providers to better recognize the diversity of patients at risk for viral hepatitis such as AAPIs and will help to reduce morbidity and mortality of HBV by strengthening the capacity of state and local health departments to collect a core set of viral hepatitis surveillance data. In addition, the Plan will reduce perinatal HBV by ensuring that hospitals and birthing centers administer a “birth dose” of hepatitis B vaccine to all neonates prior to discharge, improve prevention for infants born to HBV-infected mothers with high viral load and ensure that children who were not vaccinated at birth and who have parents born in countries with high rates of hepatitis B are tested and vaccinated as needed. An implementation team was formed and met in July 2011. The team will meet regularly to assess the progress of the implementation plan. In addition, the first World Hepatitis Day was proclaimed by President Obama on July 28, 2011 and a meeting that included a HHS panel, was hosted at the White House.
- Recognizing the need for coordinated and systematic screening efforts, the U.S. Associated Pacific Islands (USAPI) Interim Draft Standards for the Management of Tuberculosis (TB) and Diabetes were developed and adopted by all six U.S. affiliated Pacific Basin jurisdictions. The standards offer practical guidelines used by clinical and public health providers (including outreach workers) for active case finding and treatment of diabetes and TB co-morbidity. The USAPI Standards for the Management of TB and Diabetes offer a prototype for other US and international health care systems that may be experiencing an increased burden of diabetes and TB within their population.
- The **U.S. Department of Health and Human Services** is also employing community health workers in American Samoa to test methods for delivering care and improving methods of diabetes self management there, as informed by results from previous NIH studies. The objectives of this ongoing clinical trial to test the effectiveness of a community health worker outreach intervention are to improve control of diabetes, cardiovascular risk factors, diet and physical activity behaviors, and adherence to processes of diabetes care.

Health Infrastructure for the Pacific Islands

- Through partnership support from the **U.S. Department of Health and Human Services**, the six United States Associated Pacific Islands jurisdictions have been building the infrastructure to

support the Pacific Chronic Disease Coalition (PCDC). PCDC members work together to bridge the gap in health disparities by reducing chronic disease burden, sharing and mobilizing resources, and recognizing the uniqueness of the Pacific communities.

Salon Worker Health and Safety

- A myriad of health and safety issues affect AAPI salon workers, forty percent of whom make up the national nail salon workforce. The **Initiative**, with the leadership of Mathy Stanislaus of the **Environmental Protection Agency**, along with the **Food and Drug Administration**, the **Occupational Safety and Health Administration**, the **National Institute of Occupational Safety and Health**, the **Small Business Administration**, and national and community groups, has developed a plan to assess and improve their regulations, programs, and outreach strategies to ensure nail salon worker health and safety.
- The **U.S. Department of Labor's** Occupational Safety and Health Administration (OSHA) focused on the issue of workplace safety for nail salon employees, who are predominantly AAPI. The agency continues to conduct inspections at salons to assess safety and health hazards. Additionally, OSHA is collaborating with the U.S. Environmental Protection Agency and the National Institute for Occupational Safety and Health to update current educational materials for nail salon workers. Through the Susan Harwood Training Grant Program, OSHA funded “train the trainer” programs for nail salon workers, which include the development of key training materials for workers.
- As part of an overall plan to evaluate the environmental and health risks of a group of phthalates, the **U.S. Environmental Protection Agency (EPA)** initiated an alternatives assessment on phthalates, including dibutyl phthalate which is found in nail products. The information provided by the alternatives assessment will encourage the adoption of safer substitutes. As part of the process, EPA is including a diverse range of stakeholders, including nail salon product manufacturers and the advocates for healthy nail salons.
- On August 24, 2011, **EPA's** Design for the Environment Program kicked off the Partnership on Alternatives to Certain Phthalates with over a hundred participants. Attendees heard from EPA representatives on planned activities on phthalates, including potential TRI listing and the assessment of cumulative risk. Several manufacturers spoke on the value of phthalates currently in use, available alternatives, and the data associated with those alternatives. Representatives of states and other organizations were very active in the meeting and emphasized the importance of moving to safer alternatives.

Increased Access to Healthcare Services

- The **Initiative** collaborated with community partners and the **U.S. Department of Health and Human Services'** Health Resources and Services Administration on innovative strategies to integrate and connect relevant services and provide technical assistance to community health organizations to expand health care services and access to Federal resources.

Collecting and Disaggregating Data

The Executive Order mandates the Initiative and Federal agencies to “foster evidence-based research, data collection, and analysis on AAPI populations and subpopulations, including research and data on public health, environment, education, housing, employment, and other economic indicators of AAPI community well-being.” The Initiative and the agencies have worked together to collect more data, ensure that AAPIs are included in agency research agendas, and disaggregate data to reveal a more accurate picture of AAPI needs.

Recent Collections

- The **U.S. Department of Commerce**’s Census Bureau produced [detailed tabulations](#) from the 2010 Census for Asian Indians, Chinese, Filipino, Japanese, Korean, Native Hawaiians, Guamanians, Samoans, Tongans, and other AAPI groups that will be posted to the American Fact Finder throughout 2011 and 2012. In addition, the 2010 American Community Survey gives AAPI communities the information needed to evaluate their needs and plan investments.
- For the first time, the **U.S. Department of Labor** produced estimates for seven specific groups of Asian Americans from the Current Population Survey, including Asian Indians, Chinese, Filipinos, Japanese, Koreans, Vietnamese and Other Asians. The data covered labor force participation, employment and unemployment for each of these groups from 2003 through 2010. Many of these estimates can be found in the July 2011 report, [The Asian-American Labor Force in the Recovery](#).
- The **U.S. Department of Homeland Security** released [new data reports](#) covering agency performance on a broad range of operational areas, including a report on I-140 employer-based petitions for foreign worker visas, which includes information on beneficiaries’ country of birth.

New Standards

- The **U.S. Department of Health and Human Services** drafted new standards for collecting and reporting data on race, ethnicity, sex, primary language and disability status according to section 4302 of the Affordable Care Act. The standards include the disaggregation of data into new categories for AAPIs.
- The **U.S. Equal Opportunity Employment Commission** submitted Proposed Federal Register Notice changes to allow greater multiple race and ethnicity categories for the AAPI workforce.

Oversampling

- The **U.S. Department of Health and Human Services**’ National Health Interview Survey has been oversampling the AAPI population since 2006. The total AAPI sample for the Survey in 2010 was 6,537 persons, representing a 76.3% increase over the 2005 sample. The largest overall increase in sample size was for the Vietnamese population, which had a 128.9% increase in sample size in 2010 over the 2005 sample size. The smallest overall increase in sample size was for the Japanese population, which had a 55.9% increase in sample size in 2010 over the 2005 sample size.
- The **U.S. Department of Health and Human Services**’ 2011-14 National Health and Nutrition Examination Survey sampling plan increases the AAPI sample from less than 2% in 2007-2010 to

14% in 2011-2014 resulting in planned interviews with about 700 AAPI annually. In addition to English, the survey is conducted in Korean, Vietnamese, and Mandarin, including Traditional and Simplified Chinese. To date, 375 AAPIs have been identified in the sample, 240 agreed to be interviewed (62.9%), and 231 have been examined (60.6%).

Research and Data Convening

- The **Initiative** hosted a Research and Data Convening on Asian Americans and Pacific Islanders in Washington, D.C., in December 2010. Bringing together individual researchers, large “think-tank” research organizations, leading university Asian American studies programs, and representatives from Federal agencies, the conference focused on addressing gaps in research and data for AAPIs and providing input to Federal agencies to improve the quality of life for AAPIs. As a result, university-based AAPI research institutions formalized a working relationship. Four institutions formed the Asian American and Pacific Islander Policy Research Consortium to support, promote, and conduct applied social science and policy research on AAPIs. In addition, UCLA’s AAPI Nexus Journal published the proceedings of the convening and other issue-related briefs to inform Federal policy making. The primary goals for their special issue are to (1) demonstrate how researchers and practitioners are innovatively overcoming the barriers to identify the needs and disparities in AAPI communities, (2) provide information to address AAPI issues, (3) support data-driven policy changes and advocacy on behalf of AAPIs, and (4) promote solution- oriented and replicable approaches.

Addressing Language Barriers

In order for the Initiative and Federal agencies to increase public participation in Federal programs, language barriers must be overcome. From centralized language access to improved translation and interpretation services, agencies, under the leadership of the Attorney General, worked toward providing more opportunities for AAPIs to participate in Federal programs.

Centralized Language Access

- The **Internal Revenue Service (IRS)** centralized its language access services within one office under the oversight of an agency-wide executive council. The Language Services Branch leads the Asian Cadre, a group of IRS employees, working on an IRS-wide plan to improve services to limited English proficient (LEP) speakers of Vietnamese, Chinese, Korean, and Russian.
- The **U.S. Department of Housing and Urban Development (HUD)** awarded a contract to provide oral interpretation telephone service to all HUD staff. The language line telephone service, with approximately 150 languages available, will be available 7 days per week, 24 hours a day.
- In July 2011, **U.S. Department of Justice (DOJ)** launched a pilot telephonic interpretation and materials translation program to ensure that non-Spanish/English speakers who attend the Legal Orientation Program (LOP) are provided program services in the appropriate languages. This pilot, which builds upon existing LOP language access efforts, is intended to further improve services for individuals, such as AAPIs who do not speak English or Spanish, by providing a centralized telephonic interpreter bank available to all LOP providers and by increasing the number of English documents it translates into non-Spanish languages, such as Korean, Vietnamese, and Chinese.

Translation and Interpretation Services

- The **Federal Communications Commission (FCC)** translated the Executive Summary of the [National Broadband Plan](#) into Korean, Samoan, Simplified Chinese, Tagalog, Thai and Vietnamese. As a next step, the FCC intends to translate the Executive Summary into Cambodian, Hmong, Japanese, Lao, and Tongan.
- The **Internal Revenue Service** awarded grants and other financial assistance to entities that provide services to LEP populations including: the Low Income Taxpayer Clinics (LITC), Tax Counseling for the Elderly, and the Volunteer Income Tax Assistance Program. During 2011, the LITC program had 53 clinics offering services in languages spoken by the AAPI communities in 32 States.
- The **U.S. Department of Treasury** bureaus, including the Financial Crimes Enforcement Network; the Financial Management Service; the Alcohol, Tobacco, Tax and Trade Bureau; and the Bureau of Engraving and Printing, created public web pages and educational material in multiple languages including Chinese, Vietnamese, Indonesian, and Thai.
- The **U.S. Department of Housing and Urban Development** continued its efforts to translate HUD vital documents into AAPI languages, increasing the number of AAPI languages available from 7 to 15.

- Individuals can now learn about **U.S. Small Business Administration** programs, resources and contacts in a variety of languages including Chinese, Japanese, Hindi, Thai and many others at www.sba.gov.
- The **U.S. Department of Homeland Security** launched an unprecedented effort to provide interpreters and translated materials in Asian languages to disseminate information about the claims process and services available to AAPI victims of the BP/Deepwater Horizon Oil Spill.
- The **U.S. Equal Employment Opportunity Commission** hired more than 125 investigators nationwide, including investigators fluent in Vietnamese, Thai, Korean, Mandarin Chinese, Gujarati, Hindi and Indonesian. As of May 1, 2011, the Commission had 182 employees (primarily Investigators) in positions specifically identified as bilingual positions.
- In April 2011, the **U.S. Department of Labor** published a Hazard Alert on Hair Smoothing Products, and has since translated the document into Vietnamese. The agency has also recently shared with the Healthy Nail Alliance many new products focused on worker rights that are translated into Chinese and Vietnamese, and will soon be available in Korean.

Limited English Proficiency Initiatives

- The **U.S. Department of Justice (DOJ)** and the Interagency Working Group on Limited English Proficiency, published a [Language Access Assessment and Planning Tool for Federally Conducted and Federally Assisted Programs](#). DOJ, together with Federal partners from the National Virtual Translation Center, Federal Bureau of Investigation, and U.S. Department of Education, also has filmed a training video on language access.
- The **U.S. Department of Housing and Urban Development (HUD)** awarded \$650,000 to non-profit organizations to help ensure limited English proficient (LEP) communities have access to information in their native languages on HUD programs, services, and activities. In coordination with local HUD grantees, successful applicants will develop and conduct workshops, training sessions, and/or disseminate LEP material to the targeted LEP communities.
- The **U.S. Department of Homeland Security** launched a new initiative to reduce language and cultural barriers in AAPI and other immigrant communities relating to disaster preparedness, response, and recovery. This initiative will use the focus group data to compile a report on best practices to increase preparedness, recovery and response in AAPI communities, such as implementing existing “train-the-trainer” programs in AAPI communities that will be shared with state and local emergency managers.

Increased Access for Limited English Proficient Individuals

- Immediately after the BP Oil Spill, the **Initiative** deployed staff to Louisiana, Mississippi, and Alabama to convene town hall and roundtable meetings with federal officials and over 300 Southeast Asian American community members to discuss issues of concern regarding the federal government’s disaster response efforts. The Initiative advised the interagency team coordinating federal relief efforts on how to best serve these communities and convened a Gulf Coast Philanthropic Briefing in Washington, DC, to draw attention to the lack of community infrastructure to support the Southeast Asian community during disasters and to spotlight community-led economic development projects in the Gulf Coast.

Creating a More Diverse Federal Government

The Administration is committed to diversifying the Federal workforce to be representative of the nation's demographics. The Initiative's Executive Order mandates that Federal agencies create plans that "identify ways to foster the recruitment, career development, and advancement of AAPIs in the Federal government." In addition, President Obama signed Executive Order 13583 to establish a coordinated government-wide initiative to promote diversity and inclusion in the Federal workforce. The Initiative and the agencies have worked to fulfill these mandates in the following ways:

Data Collection and Review

- To promote workplace development, diversity "snapshots" have been compiled and distributed to each **Federal Communications Commission (FCC)** Bureau and Office management team. These snapshots show numbers and percentages of employees at all grade levels within the Bureau or Office by race and national origin. In addition, the snapshots serve as a "quick reference" tool for managers and supervisors to help inform recruitment, training, and mentoring activities.
- The **U.S. Department of Interior (DOI)** began work on a diversity and inclusion barrier analysis process to examine any policy, principle, or practice that limits or tends to limit employment opportunities, training, promotions, and awards for members of a particular sex, race or ethnic background, or based on an individual's disability status. This is a process that will be used to uncover and remove barriers to diversity at all levels of the DOI workforce.

Special Emphasis Programming

- The **U.S. Department of Treasury** designated a Special Emphasis Program Manager for the AAPI program to (1) broaden the area of consideration to include AAPI applicants from all appropriate sources, (2) ensure that the selection factors achieve the broadest consideration of applicants and do not impose barriers to selections based on non-merit factors, and (3) consider the appointment of AAPI Federal executives to rating, selection, performance review, and executive resources panels and boards.

Internships and Fellowships

- The **U.S. Department of Housing and Urban Development (HUD)** partnered with the Asian Pacific American Institute for Congressional Studies and the Organization of Chinese Americans to recruit summer interns. In addition, HUD hired 9 AAPI Presidential Management Fellows in 2010.

Recruitment Events and Outreach

- The **U.S. Department of Housing and Urban Development (HUD)** hosted a panel discussion on HUD's internship and fellowship programs as part of its outreach to Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs) and AAPI organizations. As part of the event, AAPI leaders at HUD and current interns and fellows shared their experiences working at the agency. Information on applying to specific HUD internship, fellowship, and entry-level programs was also provided. This event was made available via [webcast](#) for those unable to join in person at HUD headquarters in Washington, D.C.
- Recruiters engaged thousands of job seekers about **U.S. Department of State** careers at the 10th Annual Asian Diversity Career Expo held in New York City on March 11, 2011. In addition, The

Department engaged in targeted recruitment efforts at schools in Hawaii: University of Hawaii-Manoa, Chaminade University, and Brigham Young University-Hawaii. All three of these universities' Asian and Pacific-Islander populations comprise over half of the student body.

- The **U.S. Patent and Trademark Office's** Asian Pacific American Network participated in a roundtable discussion designed to increase interest in and improve candidacy for the agency's Senior Executive Service.
- The **U.S. Equal Employment Opportunity Commission** identified over 100 AAPI community, professional, and affinity groups to establish relationships, identify potential AAPI candidates for various positions, including Senior Executive Service positions and interns, and identify potential mentoring opportunities for the Agency's AAPI employees.
- On June 29, 2011, the **U.S. Department of Transportation (DOT)** held a Roundtable Discussion with board members of the Conference on Asian Pacific American Leadership (CAPAL), a non-profit organization dedicated to building leadership and public policy knowledge within the Asian Pacific American community. Participants engaged in a discussion about DOT's employment and internship opportunities. In turn, CAPAL provided valuable feedback to USDOT participants on the needs and experiences of potential AAPI interns and employees seeking to enter Federal service.

Leadership Programs

- While the numbers of Asian Americans and Native Hawaiians and Other Pacific Islander Federal government employees closely reflect the total population of AAPIs in the country, Asian American and NHOPI representation at SES, mid- and senior-level management remains low. In response, the **Asian American Government Executives Network**, with participation from the **Initiative**, the **U.S. Office of Personnel Management**, and the **U.S. Equal Employment Opportunity Commission** launched a program to identify and aid applicants in preparation for the SES selection process through intensive training, education, and mentoring.
- The **U.S. Department of Veterans Affairs (VA)** has current Memorandums of Understanding with 21 Asian American Native American Pacific Islander Serving Institutions (AANAPISIs) and 7 Colleges/Universities that have been determined eligible for AANAPISI status. VA is involved in recruitment events and regularly works with those educational institutions to provide many students with opportunities for training and employment.
- The **U.S. Department of the Interior (DOI)** instituted a customized *DOI Student Ambassadors* program to increase interest in internships and employment and career opportunities at DOI on college/university campuses through peer-to-peer recruitment. *DOI Student Ambassadors* program will allow DOI to have a sustained presence on campuses that have diverse student populations, with Ambassadors working the entire academic year to increase awareness of the mission of DOI, encourage their peers to apply for DOI jobs and internships, and establish a sustainable diverse, talent pipeline for DOI.

Improving Community Engagement

Executive Order 13515 states that the Initiative and Federal agencies should “solicit public input from AAPI communities on ways to increase and improve opportunities for public participation in Federal programs.” To accomplish this task, the Initiative, Commission, and Federal agencies engaged with AAPI communities in numerous ways. These include national summits, roundtables, open dialogue sessions, and workshops in 23 states, the District of Columbia and Pacific Islands, and in 50 cities, reaching more than 22,000 people.

National and Regional Conferences

- In January 2011, the **Initiative** and **Commission** convened the Silicon Valley Summit on Entrepreneurship and Small Business Growth. The Summit reached over 800 participants through hands-on, practical information on programs and resources to assist small businesses to grow, hire, compete for government contracts, and ultimately drive economic growth.
- First Lady Michelle Obama’s Let’s Move! Initiative, along with other innovative initiatives throughout the Administration, is working to tackle childhood obesity among NHPI children, many of whom suffer from high rates of obesity. In April 2011, the **Initiative** and **Commission**, in partnership with UCLA, hosted over 1,500 NHPI youth and family members to learn about healthy living from celebrity fitness trainer Jillian Michaels, and professional athletes Hines Ward, Troy Polamalu, and Marcus McNeil.
- In August 2011, the **Initiative** and **Commission** partnered with the **U.S. Department of Agriculture, U.S. Environmental Protection Agency, U.S. Small Business Administration, U.S. Department of Health and Human Services**, and community organizations to engage with more than 400 participants in Seattle, Washington, on sustainable growth in AAPI communities. The Summit brought together local experts on entrepreneurship, technology, education, and innovation to raise awareness of Administration resources and opportunities for sustainable growth.
- **Housing and Urban Development** Secretary Shaun Donovan provided a keynote at the 10th Annual Convention of the Council on Native Hawaiian Advancement; met with the mayors from Oahu, Kauai, Maui and the Big Island; announced the Native Hawaiian Housing Block Grant with Senator Inouye; met with homeless veterans to underscore the increasing problem of homelessness in the island; and moderated a White House Business Council roundtable to hear the concerns of the small and large businesses in Hawaii.
- **Labor** Secretary Hilda L. Solis demonstrated her personal commitment to the AAPI community by delivering keynote addresses to some of the leading AAPI organizations in the country, including the National Coalition for Asian Pacific American Community Development, the Asian Pacific American Labor Alliance, and the Congressional Asian Pacific American Caucus.
- The **U.S. Department of Labor’s** Wage and Hour Division, Occupational Safety and Health Administration, and Office of Federal Contract Compliance Programs hosted AAPI worker protection summits in San Francisco and New York this year.

Community Forums

- The **Initiative** and **Commission**, in partnership with the White House Office of Public Engagement and key community organizations, hosted LGBT AAPI youth at the White House to celebrate AAPI LGBT Pride and Heritage. The event brought together AAPI LGBT youth and advocates with representatives from the U.S. Departments of Education, Justice and Health and Human Services so that they could incorporate the specific needs of this community into Federal anti-bullying, comprehensive sex education, and HIV preventions programs.
- The **U.S. Department of Treasury** helped organize and participated in a forum for advocates of LEP communities to communicate the needs of their population. The Asian American Justice Center participated in the forum. Treasury will publish a request for public comments in the Federal Register, requesting comments on the language access needs of LEP populations served by Treasury programs.
- The **U.S. Department of Labor (DOL)** convened roundtables and meetings focusing on issues of importance to AAPI workers, including challenges facing low-income and immigrant workers and occupational safety matters affecting domestic and nail salon workers. Additionally, under the direction of the Secretary, DOL has hosted several immigrant roundtable discussions, highlighting the unique issues facing AAPI immigrant workers in New York City, Los Angeles, and Detroit.
- The **U.S. Small Business Administration (SBA)** held roundtables and listening sessions with members of the AAPI community across the country. Administrator Mills, Deputy Administrator Johns, and other members of SBA's senior leadership have participated in dozens of events focused on underserved communities. For instance, during the Deepwater Horizon BP Oil Spill, SBA held several meetings and roundtables with leaders of the Vietnamese community to inform community leaders about how they could access SBA financial assistance programs. SBA and the Initiative also worked together to ensure AAPI speakers and participants were involved in major SBA-managed events and outreach initiatives, including the Startup America: Reducing Barriers Roundtables, and the Small Business Jobs Act Tour.
- In fiscal year 2011, the **U.S. Department of Homeland Security** held more than 350 free naturalization information sessions for nearly 17,500 legal permanent residents. AAPIs constitute almost 20% of legal permanent residents in the United States.
- The **Initiative** partnered with the **U.S. Department of Health and Human Services** and community organizations to convene roundtable discussions throughout the country providing opportunities for Federal, state, and local officials to engage in dialogue with the AAPI community on implementation and health care benefits of the Affordable Care Act.
- The **Initiative** convened AAPI community organizations and officials from the **U.S. Department of Labor**, **U.S. Equal Employment Opportunity Commission**, and **National Labor Relations Board** to educate and inform the community and protect the health, safety, wages, and working conditions of the nation's workforce.
- The **Initiative** and **Commission** held a roundtable with Muslim groups to hear directly about concerns and ways in which the Federal government can better assist Muslim Americans.

Feedback included requests to have more interactions with a variety of Federal agencies and have them explain their work and programs to Muslim American communities across the United States.

- In August 2011, the **Initiative** partnered with the Council for Native Hawaiian Advancement (CNHA) and Irene Hirano Inouye, Chair of the Ford Foundation, to hold a Pacific Islander Philanthropy Forum at CNHA's ten-year annual convention, as well as site visits to learn how NHPI communities are addressing significant disparities via innovative solutions and traditional practices. The convention drew 1000 Native Hawaiians and Pacific Islanders who took part in the forum and engaged in discussions with philanthropic leaders about how to access resources and better understand the role of foundations in supporting underserved communities. Kresge Foundation, The Bill and Melinda Gates Foundation, the Ford Foundation, the Ms. Foundation, Hawaii Community Foundation, Native Americans in Philanthropy, and Asian Americans/Pacific Islanders in Philanthropy participated in the Forum. Because of great interest from foundation partners, the Initiative will continue to work with CNHA and other NHPI stakeholders to organize similar events next year.

National Campaigns

- The **U.S. Department of Health and Human Services** and national partners have launched a national campaign to raise awareness of the epidemic of chronic hepatitis B in AAPI communities. The focus of the campaign is a new television public service announcement (PSA) that encourages AAPIs to get tested for HBV. The PSA titled "Silent Killer" has been translated into Chinese, Vietnamese and Korean and has been aired on television networks and community stations in metropolitan areas with significant AAPI populations, including Houston, Los Angeles, New York City, Philadelphia, Seattle, and Washington, D.C.
- The **U.S. Department of Homeland Security** launched a multilingual campaign to educate AAPI and other immigrants about how to avoid immigration service scams involving the unauthorized practice of law. The campaign, which was launched in partnership with Immigration and Customs Enforcement, the Department of Justice, and the Federal Trade Commission, includes materials translated into 14 languages, including five Asian languages.
- The **U.S. Social Security Administration** created a public service announcement in Vietnamese, which has since aired regularly in the Dallas market.
- The **Initiative** collaborated with the **U.S. Department of Agriculture** and AAPI celebrity chefs to create AAPI MyPlate, which will encourage healthy eating and promote the new dietary guidelines (via the new MyPlate icon) through demonstration and use of culturally appropriate ingredients.

Partnerships

- The **U.S. Department of Commerce's** Census Bureau developed the Census National Partnerships program that reaches out to the AAPI community primarily by building on the established relationships with almost 100 national AAPI organizational partners who joined in during the peak of the 2010 Census outreach campaign.

Community Resources

- The **Initiative** created a *Guide to Federal Agency Resources*, an easy-to-use navigational tool on Federal funding, programs, and resources meant to provide a brief snapshot of Federal resources

available to assist organizations and individuals seeking to improve the quality of life of AAPIs. Within this guide, individuals and organizations can find information such as grant opportunities, loan programs to help start a business, Federal resources for food and housing for low-income individuals, health-care programs for veterans and their families, and other resources.

Webinars and Conference Calls

- The **Census Bureau** hosted webinars on AAPI-owned business data collected from the Survey of Business Owners: [Asian-owned Firms](#) and [NHPI-owned Firms](#).
- The Initiative hosted or helped organize a number of conference calls and webinars, including the following:
 - Nationwide Conference Call with the **White House Council on Women and Girls** on AAPI women's issues featuring senior Administration officials discussing accomplishments around anti-violence efforts, worker health and safety, and health;
 - Fair Housing Webinar with the **U.S. Department of Housing and Urban Development**, featuring a discussion on strategies to ensure all persons have equal access to the housing of their choice;
 - Webinar on Asian American and Pacific Islander Communities and the Affordable Care Act (ACA), which featured senior Administration officials presenting an overview of the ACA including preventive health benefits, minority health and health disparities provisions, and other resources most relevant to AAPIs;
 - Nationwide Conference Call on AAPIs and Immigration in the 21st Century featuring Secretary of Labor Hilda Solis and Assistant to the President and Cabinet Secretary Chris Lu discussing comprehensive immigration reform;
 - Webinar on AAPIs and the Census, during which senior **Census Bureau** officials discussed the 2010 Census data that tracked the growth of AAPIs over the last decade;
 - Nationwide Conference Call featuring the **U.S. Department of Health and Human Services** on the Pre-Existing Condition Insurance Plan, a program made possible by the Affordable Care Act;
 - Webinar, in partnership with the **U.S. Department of Education and U.S. Department of Justice**, entitled "Bullying Intervention: What Works" that taught participants about best practices to communicate and intervene with youth who bully, youth who are bullied, and youth who witness bullying;
 - Nationwide Conference Call on President Obama's 2012 Budget in partnership with the **White House Initiative on Educational Excellence for Hispanics** discussing AAPI and Latino communities and the President's FY 2012 Budget;
 - Webinar on the Small Business Health Care Tax Credit with the **U.S. Small Business Administration** and the **U.S. Department of the Treasury** to help small businesses and small tax-exempt organizations afford the cost of covering their employees and access Internal Revenue Service information;
 - Muslim Community Outreach Webinar with the **U.S. Department of Health and Human Services** and the **U.S. Small Business Administration** to discuss how to apply for a small business loan and ways in which health clinics can navigate the federal grant process.