



ASIAN AMERICANS AND PACIFIC ISLANDERS

**A PEOPLE
LOOKING FORWARD**

**ACTION FOR
ACCESS AND
PARTNERSHIPS
IN THE 21ST CENTURY**



INTERIM REPORT TO THE PRESIDENT
AND THE NATION

JANUARY 2001

PRESIDENT'S ADVISORY COMMISSION ON
ASIAN AMERICANS AND PACIFIC ISLANDERS



This Interim Report to the President of the United States is submitted by the President's Advisory Commission on Asian Americans and Pacific Islanders which is composed of fourteen private and non-profit sectors members, as well as community members working at the local and state government levels who have experience in issues and matters of concern to the Asian American and Pacific Islander communities. The Commission was established by Executive Order 13125 to advise the President through the Secretary of Health and Human Services on (1) ways to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in federal programs where they may be underserved; (2) ways to increase public-sector, private-sector, and community involvement in improving the health and well-being of Asian Americans and Pacific Islanders; and (3) ways to foster research and data on Asian Americans and Pacific Islanders. The report's findings and recommendations solely reflect the views of the Commission with the exception of Appendix E. Appendix E consists of summaries of Federal Department and Agency Snapshots, Inventories and Fiscal Year 2001 Plans, which were submitted by the respective agencies in response to a request for information made by the Commission.

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ACKNOWLEDGMENTS

There are many individuals who contributed to the success of the first White House Initiative on Asian Americans and Pacific Islanders and the President's Advisory Commission on Asian Americans and Pacific Islanders. We are grateful to President Clinton for his leadership in signing Executive Order 13125 and highlighting our Asian American and Pacific Islander Initiative as part of his vision for "One America."

We also thank Vice President Gore as well as current and former White House officials who worked so hard to make this Commission's work possible: Irene Bueno, Mary Beth Cahill, Barbara Chow, Maria Echaveste, Laura Efurd, Olga Garcia, Maria Haley, Doris Matsui and Wei-Min Wang.

We are grateful for the consistent leadership and commitment provided by Health and Human Services (HHS) Secretary Donna E. Shalala and Deputy Secretary Kevin Thurm. We acknowledge other current and former officials and staff of HHS who have worked on and supported both the HHS Asian American and Pacific Islander Initiative and now this White House Initiative, including James Alexander, Mirtha Beadle, Kathy Buto, Betsy D'Jamoos, Twei Doong, Mary Beth Donahue, Betty Lee Hawks, Nicole Lurie, Juan Otero, Steven Ottenstein, Clay Simpson, Nathan Stinson, Jeanette Takamura, Hal Thompson, Molly Varney and Tim White.

In addition, the Commission appreciates the support of the Health Resources and Services Administration (HRSA), the agency that administratively houses the White House Initiative. We offer our special thanks to the entire staff of the Office of the Administrator, including HRSA Administrator Claude Earl Fox, Deputy Administrator Thomas E. Morford, and Office of Minority Health Director June Horner. Additionally, we recognize the significant efforts of all the members of the HHS Asian American and Pacific Islander Initiative Departmental Working Group, Departmental Minority Initiatives Steering Committee and Coordinating Committee.

Much of our work could not have happened without the vital partnership we established with the Federal Interagency Working Group and Coordinating Committee and with the many national, regional and local representatives of federal agencies. These entities have hosted and accompanied us at our community town hall meetings and have provided financial, logistical and in-kind support. In addition, we acknowledge the important support that the Asian American and Pacific Islander federal employee organizations provided to this effort. We also received considerable support from the members and staff of the Congressional Asian Pacific American Caucus, chaired by the Honorable Robert A. Underwood.

Hundreds of individuals and organizations from the Asian American and Pacific Islander communities provided the Commission with testimony and background materials. We sincerely thank them for the incredible resources they provided to the Commission and for continuing to inspire our efforts and motivate our work. We also appreciate Bill Imada and his staff at Imada Wong Communications Group for their logistical and technical assistance in coordinating our community town hall meetings.

We want to thank the many writers and editors who assisted us in the preparation of this Interim Report: the Honorable Ignatius Bau from San Francisco, California and Professor J.P. Singh from Georgetown University's graduate program in Communication, Culture and Technology coordinated and led the writing effort. Georgetown Professor Diana Owen analyzed and described the data from federal agencies and other sources. Georgetown faculty contributing to the writing of the report were Professors Bonnie B.C. Oh, Christine So, Colleen Cotter, and Linda Garcia. Georgetown University graduate assistants Chung Soon Choi, Wadee Deeprawat, Maho Hakamada and Nate Kommers provided valuable assistance and university staff member Davina Sashkin was responsible for the layout and design of the report.

The Commission also thanks the many individuals who generously offered to read drafts of this Interim Report and provided helpful comments: Noelani Kalipi, Esther Kia’aina, Karen Narasaki, Robert Rogers, Imoasina Solomona, Shobha Srinivasan and Helen Zia.

Finally, we want to acknowledge the tremendous work of the staff of the White House Initiative on Asian Americans and Pacific Islanders. Led by Executive Director Shamina Singh and Acting Deputy Director Ruby Lam, this team coordinated the efforts of the Commission as well as the Interagency Working Group and Coordinating Committee. The Commission expresses its deep appreciation to Angela Comeau, Lisa Hasegawa, Charmaine Manansala, Parag Mehta and Christie Onoda.

EXECUTIVE SUMMARY

In this Interim Report to the President of the United States, the first President's Advisory Commission on Asian Americans and Pacific Islanders proudly asserts our collective place and our communities' role in the life and future of our country. We do so on behalf of the nearly 11 million Asian Americans and Pacific Islanders residing in the United States and the U.S.-associated Pacific Island jurisdictions. We also do so on behalf of the more than 120,000 Asian Americans and Pacific Islanders who have dedicated their lives to public service as employees of the federal government. Together with our allies and supporters, we are committed to shaping a positive future for our Asian American and Pacific Islander communities and all of America.

THE WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

President Clinton issued Executive Order 13125 and established the White House Initiative on Asian Americans and Pacific Islanders and this President's Advisory Commission on Asian Americans and Pacific Islanders. The goal of the Executive Order is to improve the quality of life of Asian Americans and Pacific Islanders by increasing their participation in federal government programs where they may be underserved. Under Executive Order 13125, we, the members of the President's Advisory Commission on Asian Americans and Pacific Islanders, have been appointed to advise the President, through the Secretary of the Department of Health and Human Services on: the development, monitoring and coordination of federal government efforts to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in federal programs where they may be underserved and through the collection of data related to Asian American and Pacific Islander populations and subpopulations; ways to increase public sector, private sector and community involvement in the health and well-being of Asian Americans and Pacific Islanders; and ways to foster research and data on public health as related to Asian American and Pacific Islander populations and subpopulations. We are deeply honored by the trust placed in us by the President, the Secretary and our communities to serve on this pioneering Commission.

ASIAN AMERICANS AND PACIFIC ISLANDERS ARE A DIVERSE AND RAPIDLY GROWING PART OF AMERICA

Asian Americans and Pacific Islanders are a diverse and rapidly growing U.S. population with an estimated 10.9 million persons (4.0%) as of July 1999. Asian Americans and Pacific Islanders remain the fastest growing racial/ethnic population in the United States, increasing 95% from 1980 to 1990 and another 43% from 1990 to July 1999. Although 80% of Asian Americans and Pacific Islanders reside in ten states (California, New York, Hawai'i, Texas, New Jersey, Illinois, Washington, Florida, Virginia and Massachusetts), the fastest growing Asian American and Pacific Islander populations are in Georgia, Nevada, North Carolina, Nebraska, Arizona, Delaware and New Mexico. The Asian American and Pacific Islander population is expected to reach 37.6 million persons, or comprise 9% of the U.S. population, by the year 2050. In 1999, 29% of Asian Americans and Pacific Islanders were under age 18 and 7% were age 65 and older. (U.S. Census Bureau, 2000).

Asian Americans and Pacific Islanders come from nearly 50 countries and ethnic groups, each with distinct cultures, traditions and histories. Asian Americans and Pacific Islanders are indigenous people from the Pacific, immigrants and refugees from Asia, and their descendants, many of whom have been in America for generations. Asian Americans and Pacific Islanders speak over one hundred Asian and Pacific Islander languages and dialects. According to the 1990 Census, approximately 35% of Asian Americans and Pacific Islanders live in linguistically-isolated households, in which none of the individuals aged 14 years or older speak English "very well." Sixty-one percent of Hmong American households, 56% of Cambodian American households, 52% of Laotian American households, 44% of Vietnamese American households, 41% of Korean American households and 40% of Chinese American households are linguistically-isolated. As of 1997, 60% of

Asian Americans and Pacific Islanders in the United States were born outside the U.S. However, of foreign-born Asian Americans and Pacific Islanders, the median length of residence in the U.S. is 11.6 years and nearly half (44%) have become U.S. citizens. (U.S. Census Bureau, 1999).

Asian Americans and Pacific Islanders can be found at the extreme spectrums of almost every socioeconomic indicator: from wealth to poverty, from advanced education to illiteracy, from entrepreneurial success to marginal daily survival. For example, while Asian Americans and Pacific Islanders in 1998 continued to have the highest median household incomes among the nation's racial groups, the median income for household members was lower than non-Hispanic Whites because Asian American and Pacific Islander households tend to be larger, with more income earners. Additionally, 1.4 million Asian Americans and Pacific Islanders, or 13% of the population, were living at or below the federal poverty level in 1998. Asian American and Pacific Islander families are about twice as likely as non-Hispanic White families to live in poverty. (U.S. Census Bureau, 1999).

While 70% of Asian Americans and Pacific Islanders ages 18 to 21 attended college in 1998, a lower proportion of Asian Americans and Pacific Islanders were high school graduates compared with non-Hispanic Whites. Finally, half of Asian American and Pacific Islander households were homeowners in 1998. (U.S. Census Bureau, 1999).

This White House Initiative on Asian Americans and Pacific Islanders seeks to highlight both the tremendous unmet needs in the Asian American and Pacific Islander communities as well as the dynamic community assets that can be leveraged to meet many of those needs. Ensuring access to increase participation of Asian Americans and Pacific Islanders in federal government programs and services, by working in close partnership with Asian American and Pacific Islander communities, will achieve the goal of this Initiative.

A CONTEXT FOR UNDERSTANDING THE ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITIES

Given the diversity and polarized sociodemographic characteristics of the Asian American and Pacific Islander communities, the Commission has identified four themes to provide a context for the White House Initiative:

- Asian Americans and Pacific Islanders have been "MIH" - "Missing In History" - as taught in classrooms, as reflected in the media and the arts and as understood by government policy-makers and program planners. In much of the data used by the federal government, Asian Americans and Pacific Islanders are invisible, relegated to a residual category of "Other." Asian Americans and Pacific Islanders are challenged to reclaim and re-insert their history, their stories, their faces, their voices and their lives into American history and America's future.

...one of the greatest stories that has yet to be told is just how much Asian Americans and Pacific Islanders are an integral part of this nation. The fact is that the history of Asians in America is closely intertwined with the deepest parts of America. In 1806, England outlawed slavery - at least they did on paper; and it was that very same year that the slave traders rerouted their vessels from Africa to Asia, to begin bringing over Asian coolies from China, Japan and India, to be indentured laborers in the Americas. How much more linked can we be in our nation's history and psyche? Yet, this knowledge is MIH - Missing in History.

We know that prominent African Americans spoke up against the exclusion of Chinese and other Asian Americans from California in the 1800s. And some Black leaders in Los Angeles argued that the internment of Japanese Americans in World War II was wrong. At the same time, it was Japanese American GIs who liberated Jewish Holocaust survivors from the Nazi death camps. Yet, this information is MIH - Missing in History. (continued)

Asian Americans were active participants in the civil rights movement - there is the famous photo of the Rev. Dr. Martin Luther King during one of the Freedom Marches in the 1960s, where he is wearing a flower lei, brought to him by marchers from Hawai'i. The person who cradled Malcolm X as he lay dying was the renowned Japanese American activist Yuri Kochiyama, a longtime Harlem resident and friend of the African American leader. Many other Asian Americans have been part of the social justice movements in America. Yet, this knowledge is MIH - Missing in History.

In California, Mexican American and Filipino American farm workers toiled side-by-side in the fields, and together, initiated the great grape boycott led by Cesar Chavez. In 1992, some 30,000 Korean Americans marched in Los Angeles to protest the police brutality against Rodney King - it was the largest demonstration by Asian Americans on the mainland in U.S. history. When Japanese Americans won an apology and redress from the U.S. government in 1988 for their incarceration during World War II, they were successful because they had the help of white and black Americans, of Hispanic and Native Americans, from women's groups and gay and lesbian organizations, and Christian and Jewish religious groups. The stories of all our communities are truly inseparable from one another. Yet this knowledge is MIH - Missing in History.

*Helen Zia, Author and Journalist,
at Western and Eastern Region Town Halls,
July 24 and September 18, 2000.*

- Native Hawaiians and Pacific Islanders often remain a footnote or asterisk as part of the broad "Asian American and Pacific Islander" category, ignoring their importance and dignity as diverse, indigenous peoples. Barely ever noted is the manner in which the United States acquired Hawai'i, Guam, the Commonwealth of the Northern Mariana Islands, and American Samoa.

...the widely accepted terms, "Asian Pacific Americans" and "Asian-Pacific Islanders," conflate two distinct pan-ethnic groups, to the continuing disadvantage of Pacific Islanders whose histories, ongoing struggles for sovereignty, and political futures diverge significantly from those of Asian Americans. The experiences of hitting the "glass ceiling", being targeted for hate crimes, and being stereotyped as a model minority are particular forms of racism directed at Asian Americans. Issues affecting Pacific Islanders differ greatly. For example, nationally, Pacific Islander communities are enduring many forms of violence - but not through hate crimes. For Samoans and Tongans, this violence encompasses police brutality spawned by being racialized as physically threatening gangsters. In another example, violence against Hawaiians is often part of land evictions and sovereignty demonstrations - not from racist xenophobia as directed against Asian Americans. Samoans, for example, are rarely figured as "model minorities"; Hawaiians are never figured as "foreigners" or "aliens"; and Chamorros are rarely figured outside of American citizenship. We need to uncouple "Asian" and "Pacific" in order to examine these concerns. This "Asian Pacific" collapse often renders Pacific Islander peoples invisible...

*J. Kehaulani Kauanui, Wesleyan University,
at Eastern Region Town Hall, September 18, 2000.*

Some have referred to your community as a so-called "model minority." But that label, like any one, while it has its truths and strengths, masks the rich diversity and the diversity of challenges and disparities we find within the Asian Pacific American community. For example, cervical cancer rates among Vietnamese women are nearly five times higher than those for white women. Why is that, and what can we do about it? Over half of South Asian Americans have earned a bachelor's degree, but less than 6% of Cambodian and Laotian Americans have completed college. Why is that, and what can we do about it? Despite the strong economy, almost half of all Cambodian Americans, and two out of three Hmong Americans live in poverty. Why is that, and what are we going to do about it?

President Clinton, Asian Pacific American Heritage Month Event at the White House, May 25, 2000

- Asian Americans are stereotyped as a "model minority": passive, compliant, overachieving and without problems or needs.
- Asian Americans continue to be viewed as perpetual foreigners, forever "aliens" whose loyalty and place in America is always questioned. The focus on Asian Americans for violations of campaign finance laws after the 1996 presidential campaign and the investigation and criminal prosecution of nuclear scientist Dr. Wen Ho Lee are cited as the most recent examples of such stereotyping. Until Asian Americans and Pacific Islanders are viewed and accepted as an integral part of America, continued exclusion and discrimination will occur.

Throughout this Interim Report, in our findings and in recommendations we will continue to highlight these four themes. However, we caution against replacing common stereotypes about Asian Americans and Pacific Islanders – whether positive or negative – with different or new stereotypes. The Asian American and Pacific Islander communities are extremely diverse and complex, with socioeconomic and other indicators that span the spectrum of both achievements and continuing needs. Data about Asian Americans and Pacific Islanders, when available at all, are often contradictory or self-canceling when aggregated or misanalyzed. Yet, the unmet needs are apparent:

- The 1990 poverty rate for all Americans was 10%. For Hmong Americans it was 66%, 47% for Cambodian Americans, 67% for Laotian Americans and 34% for Vietnamese Americans.
- Asian American and Pacific Islander children living in Minnesota were three times as likely to live in poverty (37%) as compared to all children in Minnesota. Asian American and Pacific Islander children in Massachusetts were twice as likely to live in poverty (24%) as compared to all children in Massachusetts.
- Self-employed Vietnamese Americans only earned an average of \$14,000 a year.
- Less than 6% of Tongan Americans, Cambodian Americans, Laotian Americans and Hmong Americans have completed college.
- Filipino youth have one of the highest high school dropout rates and one of the highest rates of teen suicide ideation and attempts.
- Thirty percent of the Asian Americans and Pacific Islanders living in New York City reside in overcrowded housing.
- The age-adjusted death rate for Native Hawaiians is 901 per 100,000, compared to 524 per 100,000 for the total U.S. population.
- Two million Asian Americans and Pacific Islanders do not have health insurance, with Korean Americans having the highest rate of non-insurance among all racial/ethnic groups (40%).

- Asian Americans and Pacific Islanders have some of the highest rates of tuberculosis and hepatitis B in the U.S
- The rate of liver cancer among Vietnamese Americans is 11 times higher than for Whites.

(U.S. Census Bureau, 1999 and 2000; Department of Health and Human Services, 1999; Urban Institute Metropolitan Housing and Communities Center, 2000).

The issues that this White House Initiative must address are often complex, with many subtle nuances set within specific cultural contexts. While broad federal and national policies are needed for Asian Americans and Pacific Islanders, it is vital that analyses and responses are localized, tailored and grounded in specific Asian American and Pacific Islander communities. Institutional and sustainable change and progress should occur at the local and community level in addition to departmental and agency headquarters.

WHAT WE HAVE HEARD AND LEARNED: INTERIM FINDINGS ON PRIORITY ISSUES

This Interim Report is the Commission's first impressions of what we have heard and learned since we were appointed in May 2000. This report cannot be and is not a comprehensive analysis of all the many critical issues and recommendations that have been so eloquently articulated by members of the Asian American and Pacific Islander communities and the federal agencies. Therefore, the Commission has identified and prioritized five crosscutting issues upon which to focus. We have extrapolated these issues from the community testimony we have heard, the site visits that we have made and the extensive background documentation that we have received and reviewed. The Commission has chosen to employ these crosscutting priorities rather than to focus on specific issues such as health, education or economic development because of our mandate to improve the quality of life of Asian Americans and Pacific Islanders in a broad, comprehensive manner. The Commission believes that this approach is more useful for achieving the goals of this White House Initiative and encourages all federal agencies, as well as the Asian American and Pacific Islander communities, to maximize opportunities for comprehensive collaboration.

...Asian Americans and Pacific Islanders have often faced hardship, discrimination and injustice – think of the Japanese American interned during World War II, the Filipino veteran who fought for freedom, the Chinese immigrant barred from U.S. citizenship, the Vietnamese American hate crime victim, or the Indian American denied employment opportunities....let us not forget our continued struggle for racial tolerance and equality for all in our society.

In such a diverse community that traces its ancestry to hundreds of countries, ethnic groups and cultures, the challenges and needs of this population vary greatly. Sometimes these needs are masked by the overall success of the Asian Pacific American community, but we know the challenges are still there, such as language barriers for new immigrants, lack of education opportunity, no access to health care, or discrimination in employment. For Pacific Islanders historical and geographic barriers play a role in the lack of opportunities for this population.

For these reasons, the Clinton-Gore Administration established through Executive Order the White House Initiative on Asian Americans and Pacific Islanders, the first comprehensive federal effort to improve the quality of life for Asian Americans and Pacific Islanders.

*Vice President Al Gore,
Statement for Asian Pacific
American Heritage Month,
May 5, 2000.*

The five crosscutting priority areas are:

- **Improve data collection, analysis and dissemination for Asian Americans and Pacific Islanders;**
- **Ensure access, especially linguistic access and cultural competence for Asian Americans and Pacific Islanders;**
- **Protect civil rights and equal opportunity for Asian Americans and Pacific Islanders;**
- **Strengthen and sustain Asian American and Pacific Islander community capacity;**
- **Recognize and include Native Hawaiians and Pacific Islanders in federal programs and services.**

IMPROVE DATA COLLECTION, ANALYSIS AND DISSEMINATION FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

Data drive almost all federal programs and services. Without specific, timely and accurate data about the Asian American and Pacific Islander communities, federal programs and services may not be inclusive of or responsive to this population's needs and challenges. The absence or inadequacy of available data often excludes Asian Americans and Pacific Islanders from participation in federal programs and services. Many federal departments and agencies either do not collect the necessary data or collect incomplete data on the race and ethnicity of their consumers. Therefore, these agencies are unable to provide meaningful information on the needs and utilization of their pro-

grams and services by Asian Americans and Pacific Islanders. One of the highest priorities of the Commission is to see the full implementation of the 1997 Office of Management and Budget (OMB) Standards for Maintaining, Collecting and Presenting Federal Data on Race and Ethnicity. This policy requires all federal agencies to collect and report data by race and ethnicity by January 1, 2003.

Both the Asian American and Pacific Islander communities are severely hampered by the lack of data...Too often, we are dumped into [an] "other" [category]. Rarely is the ethnic category data provided. This is true whether we are talking about health, education, employment, housing, criminal justice or access to government programs. The lack of meaningful government data makes it difficult to track trends, identify problem areas, pinpoint solutions, and enforce civil rights... If the Commission can compel the federal agencies to track, disclose, and analyze this data, you will have made a significant contribution to the ability of all stakeholders to ensure that the needs of our community are met.

*Karen Narasaki,
National Asian Pacific American
Legal Consortium,
Washington, D.C.,
at Commission meeting,
May 17, 2000.*

The 1997 OMB Standards make two significant changes affecting Asian Americans and Pacific Islanders: 1) separating out "Asians" from "Native Hawaiians and Other Pacific Islanders" and 2) allowing respondents to designate more than one racial/ethnic category. Beyond the initial separation of data about Native Hawaiians and Other Pacific Islanders from Asian Americans, there is great need to collect, analyze and disseminate disaggregated data on the nearly 50 distinct, national origin and ethnic subgroups, and the over 100 language groups that are included in the broad category of Asian American and Pacific Islander. Without such further breakdown, or disaggregation, data are often misanalyzed or misleading, masking the important differences within the diverse Asian American and Pacific Islander communities. We cannot achieve the mandate of this Executive Order unless we are able to identify the specific, underrepresented Asian American and Pacific Islander subgroups. All data about Asian Americans and Pacific Islanders should

be disaggregated for research, planning, funding and program implementation.

The Commission notes that even those federal departments and agencies that recognize this need to further disaggregate data regarding Asian Americans and Pacific Islanders generally do not do so, citing methodological and funding constraints. There are inadequate resources to support racially and ethnically disaggregated Asian American and Pacific Islander research and data activities with appropriate linguistic and cultural translations. The Commission encourages continued development and application of sampling, analytical and other methods to improve Asian American and Pacific Islander data. Finally, the Commission notes the importance of promoting research methodologies and researchers that are community-based, working in partnership with Asian American and Pacific Islander communities to collect, analyze and disseminate data. Improving data collection, analysis and dissemination about Asian Americans and Pacific Islanders will ensure that federal programs and services are being implemented in the most responsive and effective manner in reaching all Americans.

According to the 1990 Census, only 11% of Pacific Islanders had graduated from college, compared to 37% for all Asian Americans and Pacific Islanders and 20% of the total population. The per capita annual income of Pacific Islanders was \$10,342, much lower than the \$14,143 national average and \$13,638 for all Asian Americans and Pacific Islanders. The poverty level was 17% for Pacific Islanders, as compared to 14% for all Asian Americans and Pacific Islanders. One out of every four Samoan and one out of every five Tongan families were below the poverty level. Native Hawaiians experience the most severe housing shortage out of any group in the nation.

ENSURE ACCESS, ESPECIALLY LINGUISTIC ACCESS AND CULTURAL COMPETENCE, FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

The central goal of this White House Initiative on Asian Americans and Pacific Islanders is to improve the quality of life of Asian Americans and Pacific Islanders by increasing their access to and participation in federal government programs where they are underrepresented. For Asian Americans and Pacific Islanders, the two primary barriers to access and participation are the lack of linguistic access and cultural competence in government programs.

Asian Americans and Pacific Islanders speak over one hundred languages and dialects. The 1990 Census reported that approximately 35% of Asian Americans and Pacific Islanders live in linguistically-isolated households, where none of the individuals aged 14 years or older speak English "very well." These rates are very different for Asian American and Pacific Islander subgroups. For example, Southeast Asian refugees, Asian American immigrants and Pacific Islanders continue to face many barriers to both learning English as well as accessing programs and services in their primary languages. Support for both English as a Second Language (ESL) and bilingual education and training programs is needed.

From my own personal experience, I can tell you that translating [on behalf of adults] is very difficult for children. They are often put down by the caseworkers, and they are made to feel guilty when they cannot translate appropriately. I had to translate for my mother since I was ten years old.

*Borey Heam,
Coalition Against Anti-Asian Violence
Southeast Asian Community Project,
New York, NY
Eastern Regional Town Hall,
September 18, 2000.*

Like other immigrant groups, most Asian Americans and Pacific Islanders with Limited English Proficiency (LEP) eventually do learn English. However, it is vital that linguistic access to programs and services be available now. The Commission supports Executive Order 13166, affirming that linguistic access to federal programs

for individuals with LEP is required as a matter of equal access. This Executive Order, issued by President Clinton, directs all Federal agencies to set forth a plan to improve the language-accessibility of their programs by December 11, 2000. The Commission also commends the Department of Health and Human Services' policy guidance implementing the LEP Executive Order. We look forward to continuing to work closely with the Department of Justice in implementing the LEP Executive Order in all federal departments and agencies.

The quality of translation and interpretation services should be standardized and evaluated; such services should be provided by qualified professionals with appropriate compensation. Other methods of providing linguistic access, including outreach by Asian American and Pacific Islander community-based organizations and businesses and through Asian and Pacific Islander ethnic radio, print and television media should be expanded.

In addition, programs that provide ESL instruction and civics education should be expanded so immigrants can become full participants in our society. We commend the Clinton-Gore Administration for establishing the English Language/Civics Initiative to help states and communities provide LEP individuals with expanded access to quality English language instruction that is linked to civics and life skills instruction.

However, beyond linguistic access, there is a need for all federally-funded programs to be culturally competent. The Commission commends the leadership of the Department of Health and Human Services for its work on cultural competence, including its Office of Minority Health's development of proposed Culturally and Linguistically Appropriate Services (CLAS) standards. Few other federal departments and agencies have focused on the need for cultural competence. The Commission encourages the continued development and application of cultural competence standards in all federal programs and services, including requirements for funding and review of funding applications.

Finally, it is vital that Asian American and Pacific Islander cultures be respected, preserved and perpetuated. Activities that promote and preserve our diverse Asian and Pacific Islander cultures and traditions can provide opportunities to reach Asian American and Pacific Islander communities more effectively. Meanwhile, it is critical that Asian and Pacific Islander cultures and histories are integrated in educational curricula and publicly-funded arts and cultural programs. Reducing linguistic and cultural barriers to access and participation while respecting and preserving Asian and Pacific Islander cultures and languages will help build a nation that capitalizes on America's diversity.

PROTECT CIVIL RIGHTS AND EQUAL OPPORTUNITY FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

Asian Americans and Pacific Islanders have historically suffered exclusion and discrimination. Asian American and Pacific Islander communities must be vigilant in monitoring and preventing all forms of discrimination, hate crimes and racial profiling, fueled by negative stereotypes, especially about Asian Americans as perpetual "foreigners".

...As Commissioners and community leaders, we must remain vigilant if we are to successfully fight discrimination, racial profiling, hate crimes and other challenges that continue to plague our communities to this day.

Statement of Martha Choe, Chair, President's Advisory Commission on Asian Americans and Pacific Islanders, September 18, 2000.

In light of the plea agreement releasing Dr. Wen Ho Lee, the Commission has called on the Department of Justice to provide a full and comprehensive disclosure of the investigations and prosecutions of Asian American employees at the Department of Energy and other national security positions. Recent efforts by President Clinton to preserve World War II internment sites

which imprisoned more than 120,000 Americans of Japanese ancestry is an important step in assuring that this chapter in American history is not lost and that this kind of violation of civil liberties is not repeated.

Asian Americans and Pacific Islanders seek federal support in our collective efforts against crime and domestic violence.

In addition, vigorous enforcement of labor laws is required to protect the rights, health and safety of Asian American and Pacific Islander workers. Outreach, education and enforcement of civil rights laws should continue to be used to reduce employment discrimination and break through the "glass ceilings" for Asian Americans and Pacific Islanders in education and employment. Educational, training and professional development opportunities for underrepresented Asian Americans and Pacific Islanders should be expanded.

How might you feel if...you were isolated and dependent on your abuser because everyone around you spoke a language you did not understand? What would it be like if the very people meant to help you found your habits bizarre or exotic? Many of the approximately 300 battered women Manavi assists every year negotiate their lives with similar understandings of the world around them as impenetrable, intimidating, humiliating, unmanageable, and solitary.

*Shamita Das Dasgupta, Manavi,
Union, NJ,
at Eastern Regional Town Hall,
September 18, 2000.*

Asian Americans and Pacific Islanders face discrimination based on age, gender, disability, sexual orientation and gender identity. The administration of U.S. immigration laws, which plays a central role in the lives of many Asian American and Pacific Islander families and communities, must be fair and more efficient. The impact of welfare reform on Asian American and Pacific Islander families should be analyzed. Additionally, the Commission supports the provision of full and equitable benefits to Filipino World War II veterans.

As a transgendered Korean American adoptee I do not have the luxury of separating issues of sexuality and gender identity from those of race, ethnicity, national origin and citizenship status.

*Pauline Park,
Gay Asian and Pacific Islander
Men of New York,
New York, NY,
at Eastern Regional Town Hall,
September 18, 2000.*

Environmental justice should be a top priority as Asian American and Pacific Islander communities, like other communities of color, continue to be targeted for military activities, dumping of toxins and overexposure to environmental hazards. Finally, barriers to increased civic participation by Asian Americans and Pacific Islanders need to be addressed. Protecting the civil rights and ensuring equal opportunity for Asian Americans and Pacific Islanders will help realize our nation's promise of justice and fairness for all.

STRENGTHEN AND SUSTAIN ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY CAPACITY

Federal government and private sector support of Asian American and Pacific Islander community capacity and infrastructure is vital to increase the access and participation of Asian Americans and Pacific Islanders in federal programs and services. The Asian American and Pacific Islander communities have grown dramatically over recent decades, especially after 1965. Many Asian American and Pacific Islander communities are still relatively young. Education and training, organizational development, leadership development, technical assistance, and access to and utilization of technology, especially information technologies, are all critical strategic needs for Asian American and Pacific Islander communities to build effective public-private partnerships. Long-term, sustainable, economic and community development strategies and investments by the government and the private sector are critical for our communities. Federal government support of

...over two-thirds of Asian-owned businesses are self-employed businesses with no employees. Since self-employment or entrepreneurship is a prevalent and often a necessary and only means to achieve quality of life and sufficiency for many in the Asian American and Pacific Islander community, it is imperative that we commit ourselves to develop policies, identify and muster the resources, and put in place efforts to support and strengthen business and entrepreneurial development in our communities.

*Anthony Tri Tran
Union of Pan Asian Communities
San Diego, CA,
at Western Regional Town Hall,
July 24, 2000.*

and coordination with territorial, state, local and indigenous government efforts in community and economic development focused on Asian Americans and Pacific Islanders are needed.

A federal designation of "Asian American and Pacific Islander-Serving Institutions and Organizations," similar to the Historically Black Colleges and Universities, the Tribal Colleges and Universities and the Hispanic-Serving Institutions, could focus federal efforts and resources at key academic and community-based institutions to more effectively reach Asian Americans and Pacific Islanders. These institutions could increase the effectiveness of recruitment, professional development, research, program development and program evaluation activities in the Asian American and Pacific Islander communities. Public and private investments should also focus on strengthening the long-term capacity of such institutions.

By increasing partnerships between the federal government and existing community networks, the entrepreneurial experience and expertise of many Asian Americans and Pacific Islanders can be mobilized as assets and resources for the greater benefit of all Americans.

RECOGNIZE AND INCLUDE NATIVE HAWAIIANS AND PACIFIC ISLANDERS IN FEDERAL PROGRAMS AND SERVICES

Native Hawaiians and Pacific Islanders - over half a million people - have often been relegated to a footnote or asterisk in discussions regarding Asian Americans and Pacific Islanders. Barely ever noted is the manner in which the United States acquired Hawai'i, Guam, the Commonwealth of the Northern Mariana Islands and American Samoa. Also neglected are the diverse and rich cultural traditions of the indigenous Pacific Islander peoples. This Commission will continue highlighting the importance of the political, economic and cultural self-determination of the Chamorros of Guam and the people of American Samoa. Issues of self-determination and the return of lands are priorities. Furthermore, the Commission is committed to continue working closely with other federal efforts such as the Interagency Group on Insular Areas, co-chaired by the Department of Interior and the White House Office of Intergovernmental Affairs, and the Departments of Interior and Justice's activities supporting federal reconciliation with Native Hawaiians.

Reducing the vast disparities in health, education and income faced by Native Hawaiians and Pacific Islanders requires immediate attention. Finally, as political relationships between the federal government and Native Hawaiians and Pacific Islanders continue to evolve, long-term issues of economic development, perpetuation of culture and community capacity building will emerge. Addressing the issues and needs of our indigenous Native Hawaiian and Pacific Islander peoples will promote justice and equity for all.

Get to know our communities. It amazes me even today how little the federal government staff in Washington know who Pacific Islanders consist of.

*Robert Uhrle,
Advocate Initiatives for
Grassroots Access,
Daly City, CA,
at Western Regional Town Hall,
July 24, 2000.*

ESTABLISHING A BASELINE: FEDERAL PROGRAMS AND SERVICES FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

This White House Initiative on Asian Americans and Pacific Islanders has engaged the participation of 32 federal departments and agencies ("agencies") in focusing on the unmet needs of Asian Americans and Pacific Islanders. Beginning in February 2000, each of the federal agencies began reviewing and assessing their programs and services and compiling data relevant to Asian Americans and Pacific Islanders. These cross-departmental efforts were coordinated through the Interagency Working Group, chaired by Department of Health and Human Services Deputy Secretary Kevin Thurm (see Appendix B for Members of the Interagency Working Group), and the Coordinating Committee, co-chaired by White House Initiative on Asian Americans and Pacific Islanders Executive Director Shamina Singh and Deputy Assistant to the President and Deputy Director of the Office of Public Liaison Laura Efurd (see Appendix C for Members of the Coordinating Committee).

To date, each participating federal agency has prepared: a) a Departmental Snapshot summarizing their mission, primary programs and services and their initial relevance for Asian Americans and Pacific Islanders; b) an extensive Inventory of their programs and services for Asian Americans and Pacific Islanders, including specific grants, loans and other funding focused on Asian Americans and Pacific Islanders as well as detailed employment data; and c) a Fiscal Year 2001 Plan that implements the goals of this White House Initiative. (See Appendix E for summaries of the federal department and agency responses). Each agency is beginning the implementation of their Fiscal Year 2001 Plans and will soon be developing Three-Year Implementation Plans for this White House Initiative.

The federal inventories highlighted many activities; following are several examples:

- The Department of Health and Human Services has funded national and local Asian American and Pacific Islander community-based organizations, developed Asian and Pacific Islander language materials, developed materials on cultural competency, and continued to implement its Departmental Asian American and Pacific Islander Initiative. (Department of Health and Human Services, 2000).
- The Small Business Administration (SBA) has conducted outreach activities that involved over 24,000 Asian American and Pacific Islanders in order to increase the amount of financing, technical assistance and government contracting assistance available. The SBA provided an unprecedented amount of financial assistance to Asian American and Pacific Islander small business in fiscal year 1999, totaling \$1.2 billion. (Small Business Administration, 2000).
- The Department of Agriculture has provided over \$26.5 million in loans and loan guarantees to Asian Americans and Pacific Islanders, and has conducted successful outreach programs dealing with land and natural resource conservation, farming and fishing. (Department of Agriculture, 2000).
- The Environmental Protection Agency has undertaken numerous studies that assess the needs of the Asian American and Pacific Islander communities, and has developed extensive outreach strategies for informing these communities about environmental hazards, such as pesticides, air pollutants and tainted fish. (Environmental Protection Agency, 2000).
- The Department of Justice has established a National Origin Working Group that promotes outreach and enforcement actions against discrimination based on national origin, including primary language. (Department of Justice, 2000).
- The U.S. Postal Service has conducted needs assessment studies, developed products and services for Asian American and Pacific Islanders, and provided financial sponsorship for partnerships with Asian American and Pacific Islander community organizations. (U.S. Postal Service, 2000).

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- The Department of Energy has implemented significant outreach efforts to Asian American and Pacific Islander employees in order to address concerns based on the findings of a task force on racial profiling convened by Secretary Bill Richardson. (Department of Energy, 2000).

Based on the federal responses to the inventories, the Commission finds that:

- **Many federal agencies have engaged in outreach efforts to the Asian American and Pacific Islander communities.**

Seven departments and ten agencies (53%) have a process in place to receive input from Asian Americans and Pacific Islanders and Asian American and Pacific Islander community-based organizations.

- **Federal agencies have developed many types of partnerships with Asian American community-based organizations and businesses.**
- **Half of the federal agencies have an internal infrastructure to address Asian American and Pacific Islander-specific issues and needs.**

Seventeen of the 32 agencies (53%) have at least one Full-Time Equivalent (FTE) staff position that focuses specifically on Asian American and Pacific Islander issues. Nine departments and nine agencies (56%) have ongoing mechanisms for focusing on Asian American and Pacific Islander issues, such as advisory bodies and workgroups.

- **Few federal agencies have implemented the 1997 Office of Management and Budget Standards for Maintaining, Collecting and Presenting Federal Data on Race and Ethnicity in their data collection and reporting about their programs and services.**

Only six departments and six agencies (36%) collect program data on Asian Americans and Pacific Islanders. (Note that full compliance with the 1997 OMB Standards is not required until January 2003.)

- **Most federal agencies do not have national or strategic plans to address the needs and issues of Asian Americans and Pacific Islanders.**

Prior to the current inventory, less than half of the agencies had conducted any needs assessments or studies within the last five years to identify, quantify or evaluate Asian American and Pacific Islander needs.

- **Federal funding for Asian American and Pacific Islander-specific projects and initiatives is inadequate relative to their needs and numbers in the general population.**

Only four departments and three agencies (22%) had grant programs in fiscal year 1999 for which Asian Americans and Pacific Islanders were a funding priority.

- **A significant number of federal agencies do not provide consumer and program materials in Asian or Pacific Islander languages and do not collect data on the number of bilingual or multilingual employees in public contact positions.**

Eight departments and nine agencies (53%) have some informational materials translated in Asian and Pacific Islander languages. Only 25% of the departments and agencies have regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act ensuring equal access for individuals with Limited English Proficiency.

- **Asian Americans and Pacific Islanders in the federal workforce face a “glass ceiling,” limiting promotions to senior, supervisory and managerial levels.**

Nineteen of the 29 agencies (66%) reporting employment data had Asian Americans or Pacific Islanders in Senior Executive Service (SES) positions. However, Asian Americans and Pacific Islanders are underrepresented in 28 of those 29 agencies (97%) reporting SES data. Asian Americans and Pacific Islanders are also underrepresented in supervisory levels at 23 of the 25 agencies (92%) reporting employment data about supervisory positions.

- **As it is not required by law, none of the federal agencies voluntarily collect employment data disaggregated by Asian American and Pacific Islander sub groups.**
- **Many federal agencies are committed to increasing the recruitment and supporting the promotion of more Asian Americans and Pacific Islanders in their workforce.**

Nearly half of the agencies (47%) have an Asian American and Pacific Islander employee organization.

The Commission recognizes that these initial responses establish a baseline of federal government programs and services for Asian Americans and Pacific Islanders. The agencies have provided unprecedented and extremely valuable data on their programs and staffing that will be critical in identifying resources and opportunities for increasing our communities’ participation in federal programs. Additionally, we note the diversity and breadth of the federal programs, services and funding opportunities that are available to our communities but that are so often unknown, not publicized, underutilized or have cultural, linguistic and other barriers to access and participation.

While this first attempt is commendable, it is evident that much more work can and should be done. We are particularly appreciative of the honesty with which many agencies admitted their historical shortcomings and pledged to do better to reach out to and include Asian Americans and Pacific Islanders. It is the Commission’s expectation that the participation of Asian Americans and Pacific Islanders in federal programs and services will continue to increase as a direct result of this White House Initiative.

INTERIM RECOMMENDATIONS TO FEDERAL AGENCIES

Based on our preliminary review of the extensive testimony and information we have received from the Asian American and Pacific Islander communities and the detailed federal agency responses, the President’s Advisory Commission on Asian Americans and Pacific Islanders makes the following interim recommendations to the federal agencies as they implement their Fiscal Year 2001 Plans and begin development of their Three Year Implementation Plans under the Executive Order:

INSTITUTIONALIZE EACH FEDERAL DEPARTMENT’S AND AGENCY’S IMPLEMENTATION OF THIS INITIATIVE

- **Adopt specific, measurable objectives related to this Initiative as part of each agency’s Government Performance and Results Act (GPRA) plans and objectives.**
- **Establish specific goals for increasing funding for Asian American and Pacific Islander programs and services.**
- **Support formalization of agency Asian American and Pacific Islander advisory bodies.**

- **Support formalization of agency Asian American and Pacific Islander employee organizations.**
- **Support designation and funding of staff positions dedicated to the implementation of this White House Initiative on Asian Americans and Pacific Islanders.**
- **Collect and analyze employee data further disaggregated by Asian American and Pacific Islander subgroups, pay and service levels, geographic location and gender; and develop and implement focused and coordinated recruitment, training, retention and promotion strategies to increase the number of underrepresented Asian Americans and Pacific Islanders in the federal workforce.**
- **Increase interagency coordination of Asian American and Pacific Islander activities.**
- **Institutionalize mechanisms to improve communication, collaboration and coordination between the President's Advisory Commission on Asian Americans and Pacific Islanders, the Office of the White House Initiative on Asian Americans and Pacific Islanders, the Interagency Working Group and the Coordinating Committee.**

IMPROVE DATA COLLECTION, ANALYSIS AND DISSEMINATION FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

- **In order to meet the 2003 deadline, immediately formulate a plan to implement the 1997 Office of Management and Budget Standards in all federal data collection, analyses and dissemination.**
- **Conduct systematic review of all federal data collection instruments, and all sampling and analytical methods in order to maximize the inclusion of disaggregated Asian American and Pacific Islander subpopulations.**
- **Increase data collection, analyses and dissemination about underrepresented Asian Americans and Pacific Islanders.**
- **Develop and implement ongoing mechanisms for identifying, training and funding Asian American and Pacific Islander researchers working with the Asian American and Pacific Islander communities, including researchers at non-academic institutions.**

ENSURE ACCESS, ESPECIALLY LINGUISTIC ACCESS AND CULTURAL COMPETENCE, FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

- **Commit specific program and personnel resources to the implementation, monitoring and enforcement of Executive Order 13166 increasing access for individuals with Limited English Proficiency.**
- **Identify and maximize the utilization of coordinated federal and community resources for culturally competent translation and interpretation.**
- **Develop and use multiple formats and media to increase linguistic access.**
- **Increase utilization of Asian and Pacific Islander language radio, print and television media for community outreach and education.**

- **Commit research and programmatic resources to develop standards and implement cultural competence in all programs and services.**
- **Include consideration of linguistic access and cultural competence in all federal funding and reviews of funding applications.**
- **Increase the participation of Asian Americans and Pacific Islanders on all federal grant review panels.**
- **Proactively seek and create opportunities to integrate and preserve Asian and Pacific Islander cultures in all programs and services where appropriate.**

PROTECT CIVIL RIGHTS AND EQUAL OPPORTUNITY FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

- **Address issues of racial profiling against Asian Americans and Pacific Islanders by law enforcement; provide full disclosure and accounting of the investigations and prosecutions of Asian American employees at the Department of Energy and in other national security positions.**
- **Support enforcement and strengthening of hate crimes legislation and ensure vigorous monitoring and prosecution of violations of federal civil rights laws.**
- **Support domestic violence prevention and service programs focused on Asian American and Pacific Islander women, children and elders.**
- **Proactively enforce equal employment opportunity, wage and hour and occupational health and safety laws.**
- **Increase access to federal education and training programs and increase federal support for bilingual and other educational programs that support Asian Americans and Pacific Islanders.**
- **Ensure that Asian American and Pacific Islander women are included in all relevant programs and services and have equal opportunities for access and participation.**
- **Proactively reduce barriers to participation in federal programs and services by persons with disabilities.**
- **Include issues of sexual orientation and gender identity in diversity activities and nondiscrimination efforts as well as in the administration of federal programs and services.**
- **Improve customer service, reduce delays and address inequities in the administration of U.S. immigration laws.**
- **Analyze the impacts of the welfare and immigration reform laws of 1996.**
- **Ensure the provision of full and equitable benefits to Filipino American World War II veterans.**
- **Support the provision of bilingual ballots and other methods for increasing civic participation among Asian Americans and Pacific Islanders.**

STRENGTHEN AND SUSTAIN ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY CAPACITY

- **Increase outreach, education and funded partnership agreements with Asian American and Pacific Islander community-based organizations and businesses.**
- **Increase coordination of Asian Americans and Pacific Islander programs for minorities, women, the disabled, veterans, and small business interests.**
- **Fund targeted technical assistance programs that increase the participation of Asian American and Pacific Islander community-based organizations in federal grant programs.**
- **Support the organizational development and sustainability of Asian American and Pacific Islander community-based organizations and businesses.**
- **Support housing development and promotion of home ownership in Asian American and Pacific Islander communities.**
- **Reduce the “digital divide” for underrepresented Asian Americans and Pacific Islanders, especially individuals with lower incomes, lower literacy and Limited English Proficiency.**
- **Establish a designation of “Asian American and Pacific Islander-Serving Institutions and Organizations” as the focus for outreach, recruitment, research and program development, implementation and evaluation activities.**

RECOGNIZE AND INCLUDE NATIVE HAWAIIANS AND PACIFIC ISLANDERS IN FEDERAL PROGRAMS AND SERVICES

- **Continue coordination of this Initiative with other federal initiatives and activities focused on Native Hawaiians and Pacific Islanders.**
- **Support reconciliation with Native Hawaiians.**
- **Support the self-determination of Chamorros and Samoans.**
- **Support the return of lands held by the U.S. government and military to Native Hawaiians and the people of Guam.**
- **Improve the collection, analyses and dissemination of data about Native Hawaiians and Pacific Islanders while respecting Pacific Islander cultures.**
- **Reduce the housing, health, education and economic disparities among Native Hawaiians and Pacific Islanders.**
- **Support capacity-building activities for Native Hawaiian and Pacific Islander communities both in the Pacific Islands and in the continental U.S.**
- **Support the perpetuation and integration of Native Hawaiian and Pacific Islander cultures in all relevant federal programs and services.**
- **Reduce the “digital divide” for Pacific Islanders.**

CONCLUSION: A PEOPLE LOOKING FORWARD

As the first Presidential Advisory Commission on Asian Americans and Pacific Islanders, we are acutely aware of our obligations to our families and our communities to translate what we have heard and learned into recommendations that will result in meaningful, measurable and sustainable programmatic changes that increase access for and participation by Asian Americans and Pacific Islanders in federal government programs and services. As a Presidential Advisory Commission, we will proactively and aggressively use the platform created by this White House Initiative to inform, educate and advocate about the critical issues and needs as well as the valuable assets and resources in our Asian American and Pacific Islander communities.

However, as pervasive and persistent as our communities' needs are, we resist and reject a "deficit model" that requires us to identify and document our needs and problems, only to compete with others who are marginalized for scarce and shrinking resources. Instead, we proudly assert our community strengths and assets, and a sense of community empowerment to share in the solutions to our needs and concerns. At the same time, we invite the federal government to partner with our communities to maximize resources and to increase both the effectiveness and efficiency of federal government programs and services. We will continue to rely on the assistance, cooperation and partnership of both the federal government and the Asian American and Pacific Islander communities in making the promise of this White House Initiative on Asian Americans and Pacific Islanders a reality.

...let me repeat what I tell all audiences representing underserved populations. This is not a zero-sum game. Neither this Executive Order - nor any other action taken by the federal government - will come at the expense of other groups. Our responsibility is to make the pie bigger for everyone - not the pieces smaller. I don't consider this simply an administrative or legal obligation. This is a moral obligation - and good government. Groups that have for too long been on the outside looking in, who for too long have been denied full access to the American dream, must not now be asked to compete with each other. That is unacceptable. We need a new standard that says: we will do what needs to be done for all Americans.

*Department of Health and Human Services Deputy Secretary Kevin Thurm,
Co-Chair, Interdepartmental Working Group,
to Federal Asian Pacific American Council National Leadership Training Conference,
May 10, 2000.*

INTRODUCTION

We are a people looking forward.

Our demographics and achievements, trials and tribulations, tell a compelling story of a people who come together from markedly different backgrounds, without a common language or culture. Many have braved unspeakable horrors to join this multiracial democracy. Out of numerous disparate, even hostile, Asian ethnicities, we have forged a sense of shared experience and common future as Americans – Asian and Pacific Islander Americans.

From the Vincent Chin case to the Los Angeles riots, from the salmon canneries of Alaska to the ballot boxes of Hawai'i, from the stage and screen to college campuses, we are a people in constant motion, a great work in progress, each stage more faceted and complex than before. As we overcome adversity and take on new challenges, we have evolved. Our special dynamism is our gift to America. As we transform ourselves, so we are transforming America.

Helen Zia, Asian American Dreams: The Emergence of An American People (2000), p.310.

In this Interim Report to the President of the United States, the first President's Advisory Commission on Asian Americans and Pacific Islanders proudly asserts our collective place and our communities' role in the life and future of our country. We do so on behalf of the nearly eleven million Asian Americans and Pacific Islanders residing in the United States and the U.S.-associated Pacific Island jurisdictions. We also do so on behalf of the over 120,000 Asian Americans and Pacific Islanders who have dedicated their lives to public service as employees of the federal government. Together with our allies and supporters, we are committed to shaping the future of our Asian American and Pacific Islander communities and of all of America.

We are grateful for the leadership of President Clinton in issuing Executive Order 13125 and establishing the White House Initiative on Asian Americans and Pacific Islanders and this President's Advisory Commission on Asian Americans and Pacific Islanders. Under Executive Order 13125, we have been appointed to advise the President, through the Secretary of the Department of Health and Human Services, on: the development, monitoring and coordination of federal government efforts to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in federal programs where they may be underserved and through the collection of data related to Asian American and Pacific Islander populations and subpopulations; ways to increase public sector, private sector and community involvement in the health and well-being of Asian Americans and Pacific Islanders; and ways to foster research and data on public health as related to Asian American and Pacific Islander populations and subpopulations. We are deeply honored by the trust placed in us by the President, the Secretary and by our communities to serve on this pioneering Commission.

This Interim Report is the Commission's first impression of what we have heard and learned since we were appointed in May 2000. This cannot be and is not a comprehensive analysis of all the many critical issues that have been identified and all the recommendations that have been so eloquently articulated by members of the Asian American and Pacific Islander communities and by the federal agencies.

First and foremost, we have been impressed by the interest and support of our Asian American and Pacific Islander communities in this effort. We are grateful for the community advocacy and organizing that resulted first in the Department of Health and Human Services Departmental Initiative on Asian Americans and Pacific Islanders in 1997 and then the issuance of Executive Order 13125 in 1999. We are proud of the leadership that has been demonstrated in preparing and submitting testimony, identifying effective programs and strategies, documenting specific

examples of successful community and government partnerships and highlighting the broad expertise and experience of our communities in addressing our priority needs and issues. We are proud of our communities and the remarkable accomplishments we have been privileged to witness and learn more about in these past months.

It is also evident that many of these issues and recommendations are not "new." Our Asian American and Pacific Islander communities have been advocating for many of these changes in federal government for decades. Many of these recommendations are included in prior federal government and community studies and reports. We feel and reflect our communities' urgency about these long-standing issues. It is our hope and expectation that this Initiative will focus on these recommendations in such a way that they will finally be implemented and result in improvements in the quality of life of Asian Americans and Pacific Islanders.

We also are grateful for the participation and interest by all the federal agencies that have responded to requests for information from this Initiative. The agencies have provided unprecedented and extremely valuable data on their programs and staffing that will be critical in identifying resources and opportunities for increasing our communities' participation in federal programs. Additionally, we note the diversity and breadth of the federal programs, services and funding opportunities that are available to our communities but that are so often unknown, not publicized, underutilized or have cultural, linguistic and other barriers to access and participation.

We commend the leadership that many agencies have already demonstrated toward working with and including Asian Americans and Pacific Islanders in their programs and staffing. We are particularly appreciative of the honesty with which many agencies admitted their historical shortcomings and pledged to do better to reach out to and include Asian Americans and Pacific Islanders. We count this awareness and commitment as the first significant success of this Initiative.

WHAT WE HAVE DONE: SUMMARY OF WHITE HOUSE INITIATIVE AND PRESIDENT'S ADVISORY COMMISSION ACTIVITIES

As a Commission, we are challenged in this Interim Report to reflect back on what we have heard and learned from our Asian American and Pacific Islander communities as well as from the federal agencies. Although we were only appointed in May 2000, we have been very active in launching this Initiative, to ensure that we begin progress immediately on behalf of our communities.

Over the last two centuries, Asian Americans have played a vital role in the growth of our nation: from building the transcontinental railroad to bringing us the world's first Pentium chip; from public service, to the performing arts. The contributions of Asian Americans have enriched our country and enhanced our communities. And you have certainly persevered, sometimes in the face of the worst forms of discrimination and prejudice. But in that fight, you do not stand alone. I was proud to issue the first Executive Order in the history of our nation that specifically addresses the needs of the Asian Pacific American community. I'm also proud to support these Town Hall meetings. By involving more Asian Pacific Americans in the political process, we're beginning to break down barriers of discrimination and exclusion that have plagued our country for too long. Your work and recommendations will help us to make sure the needs of underserved communities are addressed, and will play a pivotal role in advancing our goal of building one America.

President Clinton, videotaped message to Western Region Town Hall, July 24, 2000.

WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

Executive Director Shamina Singh, who was appointed by the President on September 27, 1999, heads the Office of the White House Initiative on Asian Americans and Pacific Islanders. Executive Order 13125 established the Department of Health and Human Services (DHHS) as the lead agency in the coordination and implementation of the Initiative. The Initiative office is housed at DHHS's Health Resources and Services Administration.

The DHHS' experience in implementing its Asian American and Pacific Islander Initiative, which was the catalyst for issuing Executive Order 13125, provided a strong foundations to expand activities beyond DHHS. For example, the Initiative staff developed draft templates for the three documents requested from the thirty-two participating federal agencies: a Departmental Snapshot, Federal Inventory, and Fiscal Year 2001 Plan. Staff members worked with agencies in completing their Inventories and Fiscal Year 2001 Plans. The staff also supports the work of this Commission in conducting town hall meetings, community forums and roundtables and meetings with the federal agencies. The work of the White House Initiatives for Historically Black Colleges and Universities, Tribal Colleges and Universities Initiative and Educational Excellence for Hispanic Americans also set precedents that expedited the start up of White House Initiative on Asian Americans and Pacific Islanders.

INTERAGENCY WORKING GROUP

Department of Health and Human Services Deputy Secretary Kevin Thurm chairs the Interagency Working Group, which oversees and coordinates the implementation of this Initiative by the federal agencies. The Interagency Working Group is composed of Deputy Secretaries or equivalent officials from federal executive departments and designated federal agencies. (See Appendix B for a list of Interagency Working Group members). The Interagency Working Group held its first meeting on February 23 and met again on May 9, September 6 and November 28, 2000. The Commission greatly appreciates the active participation and support of the members of the Interagency Working Group in implementing this Initiative.

COORDINATING COMMITTEE

The Coordinating Committee is composed of senior-level officials from each of the federal departments and participating agencies who report directly to their respective Deputy Secretaries or members of the Interagency Working Group regarding Initiative activities. The Coordinating Committee is co-chaired by White House Initiative on Asian Americans and Pacific Islander Executive Director Shamina Singh and Deputy Assistant to the President and Deputy Director of the White House Office of Public Liaison Laura Efurud. (See Appendix C for a list of Coordinating Committee members). The Coordinating Committee serves as the program arm to the Interagency Working Group and ensures follow-up efforts. A Coordinating Committee subcommittee worked to develop and finalize the Inventory and the Fiscal Year 2001 Plan templates. Another subcommittee is the Task Force on Asian American and Pacific Islander Federal Employees led by the Office of Personnel Management and the Equal Employment and Opportunity Commission. Another subcommittee is reviewing the issue of a federal designation of "Asian American and Pacific Islander-Serving Institutions and Organizations" similar to the Historically Black Colleges and Universities, the Tribal Colleges and Universities and the Hispanic-Serving Institutions.

The Coordinating Committee first met on January 21 and has subsequently met on March 30, April 19, June 27, August 8, and October 18, 2000. The Commission especially commends the members of the Coordinating Committee who have worked so hard on preparing the agency responses in the Departmental Snapshots, Federal Inventories and Fiscal Year 2001 Plans.

PRESIDENT'S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS

The fifteen-member President's Advisory Commission on Asian Americans and Pacific Islanders established by the Executive Order represents the ethnic, geographic and skill diversity of the Asian American and Pacific Islander communities. The Honorable Norman Mineta, served as the first chair of the Commission and resigned when he was subsequently appointed as Secretary of the Department of Commerce. On August 8, President Clinton named Commissioner Martha Choe as the new chair of the Commission.

The mandate of the Commission is to advise the President on the development, monitoring, and coordination of federal efforts to improve the quality of life of Asian Americans and Pacific Islanders. The Commission's goal is to recommend ways to increase public sector, private sector and community involvement with Asian Americans and Pacific Islanders, and to enhance Asian American and Pacific Islander participation in federal programs where they are underserved. In addition, the Commission will explore avenues for fostering research and data collection on Asian Americans and Pacific Islanders.

Since their appointment in May 2000, the Commission has held three major meetings. Its inaugural meeting was held in Washington, D.C. during Asian Pacific American Heritage Month. The Commission then held regional community town hall meetings in Los Angeles, CA and New York, NY, with teleconference links to 22 additional cities in Arizona, California, Colorado, Connecticut, Maryland, Massachusetts, Nevada, New Mexico, New York, Oregon, Pennsylvania, Rhode Island, Texas, Virginia, Washington and the District of Columbia. Over two hundred community and federal government witnesses testified at these town hall meetings. Commissioners and federal representatives held community forums, roundtables and receptions in Washington, D.C., Philadelphia, PA, Boston, MA, Houston, TX, St. Paul, MN, Chicago, IL, Seattle, WA, and ten cities in California. The Commission conducted administrative business and received additional briefings via monthly conference calls.

The Commission and Interagency Working Group have received briefings from national Asian American and Pacific Islander community organizations, experts and members of Congress. Commissioners have met with the Interagency Working Group, the Coordinating Committee, Energy Secretary Bill Richardson, Civil Rights Commission Chair Mary Frances Berry and former Immigration and Naturalization Service Commissioner Doris Meissner.

Additional community town hall meetings are planned in the Pacific and the Midwest in 2001. The Commission also plans to issue its next report in 2001.

WHO WE ARE: PROFILE OF COMMISSIONERS AS COMMUNITY REPRESENTATIVES

Although we are only 15 individuals, we bring to this President's Advisory Commission on Asian Americans and Pacific Islanders experiences from our families and our communities that represent both the diversity and the commonalities of Asian Americans and Pacific Islanders. (See Appendix A for biographies of Commissioners.) Our families come from over ten countries and cultures in Asia and the Pacific (China, Guam, Hawai'i, India, Japan, Korea, Laos, Philippines, Samoa, Taiwan, Vietnam). Our families speak ten Asian and Pacific languages and dialects (Cantonese, Vietnamese, Hmong, Tagalog, Ilocano, Hindi, Gujarati, Hawaiian, Samoan, Chamorro) in addition to English. We are children of the land, indigenous to our Pacific Islands. We are refugees and immigrants, the sons and daughters of immigrants and refugees.

As Asian Americans and Pacific Islanders for whom our cultural traditions and our collective histories are vital, we deeply respect and honor the work and sacrifice of our elders and ancestors who enabled us to be where and who we are today. The importance of our work as a Commission is inspired by the hopes and dreams that they had for each of us. In turn, like all Americans, today we ourselves have the highest aspirations and expectations for our own children and grandchildren, for lives even better than our own, for successes beyond our imaginations.

Collectively, we have lived and worked in 15 states and the U.S. Pacific Islands. Among us are national leaders in business and labor, entrepreneurship and international trade, culture and technology. We are lawyers and doctors, athletes and engineers, social workers and bankers. We are presidents, professors and staff at universities. We are founders, directors and executives of major corporations. We are founders of community-based organizations and coalitions, executive directors and members of the boards of directors of non-profit organizations. We serve as trustees and directors of philanthropic organizations. Some of us have served as elected and appointed officials from the federal, state, local and indigenous governments. Many of us are involved in voter registration campaigns to increase the civic participation among our communities. We are involved in mentorship and leadership development programs in our communities. We have worked to advance civil rights and human rights, often working in collaboration, coalition and partnership with other racial and ethnic minorities.

As Commissioners, we collectively assert the right of our Asian American and Pacific Islander communities to be “at the table” – to be fully included in all the promise and opportunity that the United States has to offer in its noblest and greatest traditions. At the same time, as appointees to a federal advisory commission, we also take extremely seriously our own and our communities’ responsibilities to fully participate in our government and contribute our unique expertise, skills and gifts. In the spirit of partnership, we also call upon those Asian Americans and Pacific Islanders who have achieved educational and economic success to join us in supporting and actively participating in these federal government and community-based efforts with both their experiences and resources. Together, we can proudly look forward to transforming our communities and all of America.

WHAT WE HAVE HEARD AND LEARNED: INTERIM FINDINGS ON PRIORITY ISSUES

Based on the community testimony we have heard, the site visits that we have made and the extensive background documentation that we have received and reviewed, the Commission has identified and prioritized five crosscutting issues upon which to focus. The Commission has chosen to employ these crosscutting priorities rather than to focus on specific issues such as health, education or economic development because of our mandate to improve the quality of life of Asian Americans and Pacific Islanders in a broad and comprehensive manner. The Commission believes that this crosscutting approach is more useful for achieving the goals of this White House Initiative and encourages all federal agencies, as well as Asian American and Pacific Islander communities, to maximize opportunities for comprehensive collaboration. The five crosscutting issues are:

- **Improve data collection, analysis and dissemination for Asian Americans and Pacific Islanders;**
- **Ensure access, especially linguistic access and cultural competence for Asian Americans and Pacific Islanders;**
- **Protect civil rights and equal opportunity for Asian Americans and Pacific Islanders;**
- **Strengthen and sustain Asian American and Pacific Islander community capacity;**
- **Recognize and include Native Hawaiians and Pacific Islanders in federal programs and services.**

The following sections of this Interim Report will provide an overview of each of these priority issues. We will then review and summarize the federal agency responses to establish a baseline of programs and services for Asian Americans and Pacific Islanders that will need to be responsive to the priority issues. Finally, we will conclude with our interim recommendations based on both the priority issues and the federal responses. We hope that our findings and recommendations will be useful to the agencies in implementing their Fiscal Year 2001 Plans and developing their Three-Year Implementation Plans under this Initiative. We also hope that these findings and recommendations will be useful to the Asian American and Pacific Islander communities in better understanding how the federal government can respond to some of their unmet needs and how the federal agencies can be held accountable to meeting the goals of this White House Initiative.

IMPROVE DATA COLLECTION, ANALYSIS AND DISSEMINATION FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

SUMMARY

Data is the driving force for almost all federal programs and services. Without specific, timely and accurate data about Asian American and Pacific Islander communities' needs and challenges, federal programs and services may not be inclusive of or responsive to this population. The absence or inadequacy of available data often excludes Asian Americans and Pacific Islanders from participation in federal programs and services. Many federal agencies either do not collect the necessary data or collect incomplete data on the race or ethnicity of their consumers and users. Therefore, these agencies are unable to provide meaningful information on the needs and utilization of their programs and services by Asian Americans and Pacific Islanders. One of the highest priorities of the Commission is to see the full implementation of the 1997 Office of Management and Budget (OMB) Standards for Maintaining, Collecting and Presenting Federal Data on Race and Ethnicity. This policy requires all federal agencies to collect and report all federal data by race and ethnicity by January 1, 2003.

The 1997 OMB Standards make two significant changes affecting Asian Americans and Pacific Islanders: 1) separating out "Asians" from "Native Hawaiians and Other Pacific Islanders" and 2) allowing respondents to designate more than one racial/ethnic category. Beyond the initial separation of data about Native Hawaiians and Other Pacific Islanders from Asian Americans, there is great need to collect, analyze and disseminate disaggregated data on the nearly 50 distinct national origin and ethnic subgroups, and over 100 language groups that are included in the broad category of Asian American and Pacific Islander. Without such further breakdown, or disaggregation, data is often misanalyzed or misleading, masking the important differences within the diverse Asian American and Pacific Islander communities. We cannot achieve the mandate of this Executive Order unless we are able to identify the specific, underrepresented Asian American and Pacific Islander subgroups. All data about Asian Americans and Pacific Islanders should be disaggregated for research, planning, funding and program implementation.

The Commission notes that even those federal agencies that recognize this need to further disaggregate data regarding Asian Americans and Pacific Islanders generally do not do so, citing methodological and funding constraints. There are inadequate resources to support racially and ethnically disaggregated Asian American and Pacific Islander research and data activities with appropriate linguistic and cultural translations. The Commission encourages continued development and application of sampling, analytical and other methods to improve Asian American and Pacific Islander data. Finally, the Commission notes the importance of promoting research methodologies and researchers that are community-based, working in partnership with Asian American and Pacific Islander communities to collect, analyze and disseminate data. Improving data collection, analysis and dissemination about Asian Americans and Pacific Islanders will ensure that federal programs and services are being implemented in the most responsive and effective manner possible.

WHY IMPROVED DATA COLLECTION, ANALYSIS AND DISSEMINATION IS A PRIORITY FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

Asian Americans and Pacific Islanders are a diverse and rapidly growing population with an estimated 10.9 million Asian Americans and Pacific Islanders (4.0%) as of July 1999. The Asian American and Pacific Islander population is expected to reach 37.6 million persons or comprise 9% of the U.S. population by the year 2050. The U.S. Census Bureau recently confirmed that the Asian American and Pacific Islander population continues to grow at the fastest rate among all racial and ethnic populations, increasing by 43% since 1990. (U.S. Census Bureau, August 2000).

Asian Americans and Pacific Islanders come from nearly fifty countries and ethnic groups, each with distinct cultures, traditions and histories. Asian American and Pacific Islanders include indigenous people from the Pacific, immigrants and refugees from Asia, and their descendents, many of whom have been in America for generations. Asian Americans and Pacific Islanders speak over one hundred Asian and Pacific Islander languages and dialects.

Asian Americans and Pacific Islanders are found at the extreme spectrums of almost every socioeconomic indicator: from wealth to poverty, from advanced education to illiteracy, from entrepreneurial success to marginal daily survival. (Testimony of Cao O, Asian American Federation of New York, New York, NY, at Eastern Region Town Hall, September 18, 2000; Testimony of Paul Ong, University of California, Los Angeles, CA, at Western Region Town Hall, July 24, 2000).

Unless data is disaggregated by Asian American and Pacific Islander sub-groups, the bimodal socioeconomic characteristics will not only mask subgroup differences but skew the data, usually depicting Asian Americans and Pacific Islanders as a "model minority." (Testimony of David Chen, Chinese American Planning Council, New York, NY, at Eastern Region Town Hall, September 18, 2000).

As of July 1999, the ten states with the largest Asian American and Pacific Islander populations are California (4,038,309), New York (1,024,625), Hawai'i (753,691), Texas (577,306), New Jersey (469,435), Illinois (416,006), Washington (343,690), Florida (281,366), Virginia (258,371) and Massachusetts (233,239).

However, the fastest rate of growth in Asian American and Pacific Islander state populations since 1990 occurred in Nevada (124%), Georgia (109%), North Carolina (99%), Florida (80%), Nebraska (79%), Arizona (76%), Delaware (76%), New Mexico (75%), Texas (74%) and New Jersey (70%).

The ten counties with the largest Asian American and Pacific Islander populations are Los Angeles County, CA (1,253,291), Honolulu County, HI (562,403), Orange County, CA (371,738), Santa Clara County, CA (364,196), Queens County, NY (340,901), San Diego County (304,755), Alameda County, CA (277,707), San Francisco County, CA (273,301), Cook County, IL (262,738) and Harris County, TX (191,182).

The fastest increases in the Asian American and Pacific Islander population at the county level since 1990 (with Asian American and Pacific Islander populations of at least 20,000) were in Gwinnett County, GA (181%), Collin County, TX (167%), Clark County, NV (139%), Fort Bend County, TX (128%), Somerset County, NJ (105%), Broward County, FL (96%), Orange County, FL (89%), Monmouth County, NJ (89%), Morris County, NJ (86%) and Maricopa County, AZ (84%).

U.S.Census Bureau, August 2000.

A recent report prepared for the Department of Health and Human Services estimated the current population sizes of several Asian American and Pacific Islander subgroups using extrapolations from the 1990 Census and the March 1999 Current Population Survey:

Total Asians and Pacific Islanders	10,492,000
Chinese	2,370,000
Filipinos	2,028,000
Japanese	1,227,000
Asian Indians	1,175,000
Koreans	1,154,000
Vietnamese	892,000
Hawaiian	304,000
Other Asians and Pacific Islanders	1,342,000

Westat, Inc., "Assessment of Major Federal Data Sets for Analyses of Hispanic and Asian or Pacific Islander Subgroups and Native Americans," May 2000. More accurate and detailed subpopulation data will be available from Census 2000.

The federal government is mandated to collect accurate demographic data in order to monitor and enforce civil rights laws and to ensure equal access to federal programs, including housing and mortgage lending, education, health care, employment opportunities, voting rights, and the administration of justice. In 1997, the Office of Management and Budget (OMB) revised the classification scheme for all federal data on race and ethnicity. OMB's "Standards for Maintaining, Collecting and Presenting Federal Data on Race and Ethnicity" (formerly Statistical Policy Directive Number 15) establishes the guidelines under which racial and ethnic data are to be collected and reported by all federal agencies (62 Federal Register 58782, October 30, 1997).

Under the 1997 revision, the minimum category of "Asian and Pacific Islander" has been divided into two categories of "Asian" and "Native Hawaiian and Other Pacific Islander." "Asian" is defined as "a person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam." "Native Hawaiian or Other Pacific Islander" is defined as "a person having origins in any of the original peoples of Hawai'i, Guam, Samoa, or other Pacific Islands." The standards also encourage but do not require further disaggregation by Asian and Pacific Islander national origin subgroups. The 1997 revision also allows individuals to identify themselves with multiple racial and ethnic categories. These 1997 changes were effective immediately for new data collection activities. Federal agencies have until January 1, 2003 to complete revisions to current data collection and reporting activities.

INTERIM FINDINGS

Both the Asian American and Pacific Islander communities are severely hampered by the lack of data...Too often, we are dumped into [an] "other" [category]. Rarely is the ethnic category data provided. This is true whether we are talking about health, education, employment, housing, criminal justice or access to government programs. The lack of meaningful government data makes it difficult to track trends, identify problem areas, pinpoint solutions, and enforce civil rights....If the Commission can compel the federal agencies to track, disclose, and analyze this data, you will have made a significant contribution to the ability of all stakeholders to ensure that the needs of our community are met.

*Karen Narasaki, National Asian Pacific American Legal Consortium, Washington, D.C.,
at Commission meeting,
May 17, 2000.*

FEDERAL AGENCIES HAVE NOT IMPLEMENTED THE 1997 OFFICE OF MANAGEMENT AND BUDGET "STANDARDS FOR MAINTAINING, COLLECTION AND PRESENTING FEDERAL DATA ON RACE AND ETHNICITY".

Almost no federal agencies have acted to make changes to their forms and data collection instruments to implement the 1997 OMB Standards. Some agencies still do not collect data at all about Asian Americans and Pacific Islanders or report such data in a residual "Other" category. Few agencies disaggregate their Asian American and Pacific Islander data into separate "Asian" and "Native Hawaiian and Other Pacific Islander" categories. We note that federal agencies are not required to fully implement the 1997 OMB Standards until fiscal year 2003, and that financial and technological challenges exist for federal agencies in achieving full compliance.

The OMB Standards were implemented by the Department of Commerce for the 2000 Decennial Census. The Census 2000 form retained the national origin subgroup listings included in the 1990 Census: six Asian (Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese) and three Pacific Islander (Native Hawaiian, Guamanian or Chamorro, Samoan) categories, as well as Other

Previous attempts to create a health clinic failed when Asian and Pacific Islander population numbers were linked together as the Asian and Pacific Islander group. The larger Asian population numbers rendered the actual Pacific Islander statistics insignificant, therefore indicating Pacific Islanders as not having a health problem and not needing a health clinic.

Clinton Helenih,
Pacific American Foundation, San Diego, CA,
at San Diego Community Forum, October 14, 2000.

Asian, Other Pacific Islander, and Some Other Race. However, all subgroup responses will be tabulated. (Testimony of Paul Ong, University of California, Los Angeles, at Western Region Town Hall, July 24, 2000).

Background Resources on the OMB Standards and Census Categories

Yen Le Espiritu, "Census Classification: The Politics of Ethnic Enumeration" in *Asian American Panethnicity* (Philadelphia, PA: Temple University Press, 1992).

Yen Le Espiritu and Michael Omi, "Who Are You Calling Asian?": Shifting Identity Claims, Racial Classification and the Census," in Paul Ong, ed., *The State of Asian Pacific America: Transforming Race Relations* (Los Angeles, CA: LEAP Asian Pacific American Policy Institute and UCLA Asian American Studies Center, 2000).

Juanita Tamayo Lott, *Asian Americans: From Racial Category to Multiple Identities*, (Walnut Creek, CA: AltaMira Press, 1998).

The Commission commends the Department of Health and Human Services in its Healthy People 2010 Initiative. (Department of Health and Human Services, Healthy People 2010 Goals and Objectives, January 2000).

The Commission commends the Department of Health and Human Services for noting in its Healthy People 2010 Initiative when data is either a) not collected, b) collected but not analyzed or c) collected and analyzed, but not statistically significant. This clarification is useful for prioritizing future efforts in data collection and analysis. The Federal Inventory and Fiscal Year 2001 Plans sought a similar categorization of data from federal agencies under this Initiative.

THERE IS INADEQUATE FEDERAL DATA ON ASIAN AMERICANS AND PACIFIC ISLANDERS DISAGGREGATED BY NATIONAL ORIGIN AND PRIMARY LANGUAGE.

The vast majority of data collection and analysis efforts that consider Asian Americans and Pacific Islanders still employ a single categorical designation for the entire population. Such aggregation fails to recognize the diversity that characterizes the Asian

American and Pacific Islander communities, and leads to improper generalizations and inaccurate evaluations. The specific needs of particular Asian American and Pacific Islander subgroups are obscured. The 1997 OMB standards should be strengthened to require such additional disaggregation. (Testimony of Betty Lee Sung, Asian American Higher Education Council, New York, NY, at Eastern Region Town Hall, September 18, 2000; Testimony of Susan Espiritu Maquindang, Filipino American Service Group, Los Angeles, CA, at Western Region Town Hall, July 24, 2000.)

With the notable exception of a few programs and national surveys conducted by the Department of Health and Human Services, there are few federal programs that collect, analyze and disseminate Asian American and Pacific Islander data disaggregated by national origin subgroups or primary language categories. For example, the National Vital Statistics System, which records births and deaths in the U.S., only disaggregates Asian American and Pacific Islander data for Chinese, Japanese, Filipinos and Hawaiians. Fortunately, an additional nine states also collect disaggregated vital statistics data for Vietnamese, Asian Indians, Koreans, Samoans and Guamanians at the state level. (Westat, Inc., "Assessment of Major Federal Data Sets for Analyses of Hispanic and Asian or Pacific Islander Subgroups and Native Americans," May 2000).

Similarly, the National Health Interview Survey, a continuous survey of 41,500 households each year, collects extensive data on the health status of family, adult and child members of American households, including access to health care, health care utilization, limitations of activity, injuries, alcohol and tobacco use, and immunizations. While the National Health Interview Survey collects separate data on Chinese, Filipino, Korean, Vietnamese, Japanese, Asian Indian, Hawaiian, Samoan and Guamanian populations, the current sample sizes are too small for statistically significant analysis. The most recent analysis of Asian American and Pacific Islander subgroup data from the National Health Interview Survey was conducted by using a multi-year average of data from 1992-1994. (National Center for Health Statistics, "Health Status of Asian Americans: United States, 1992-1994, 1995).

Some critical national surveys do not collect disaggregated data on Asian Americans and Pacific Islanders. For example, the Current Population Survey is a monthly survey of 48,000 households that forms the basis for official estimates of employment and unemployment, with periodic supplementary questions on subjects such as school enrollment, immunization status, fertility, voting behavior and computer ownership. The March version of the Current Population Survey also collects more detailed socioeconomic data such as income, work experience and mobility.

The *Survey of Income and Program Participation* is a longitudinal survey of 40,000 households that collects periodic data (in four-month intervals) on labor market activity, earnings and income, federal program participation and eligibility, with supplementary questions on subjects such as assets and liabilities, housing costs and energy use, child care and disabilities.

The *National Household Education Survey* is a survey of up to 64,000 households on subjects such as early childhood education, school readiness, school safety and discipline, parent and family involvement in education, library use, adult education and civic involvement. The National Household Education Survey is conducted in English and Spanish but does not collect any disaggregated data on Asian Americans and Pacific Islanders.

Westat, Inc., "Assessment of Major Federal Data Sets for Analyses of Hispanic and Asian or Pacific Islander Subgroups and Native Americans," May 2000.

The Commission received recommendations for disaggregated data to identify the distinct needs of Asian American and Pacific Islander communities on many issues, including:

- **education** (Testimony of Dang Pham, National Association for the Educational Advancement of Cambodian, Laotian and Vietnamese Americans, San Francisco, CA, and Claire Oliveros, Portland Community College, Portland, OR, at Western Region Town Hall, July 24, 2000) according to the 1988 National Education Longitudinal Study, South Asian, Japanese and Korean American students performed above the national average in reading and mathematics while Pacific Islanders and Southeast Asians performed below the national average (Department of Education Departmental Snapshot, March 2000);

...the pooling of the many diverse [Asian American and Pacific Islander] subgroups results in distorted assessment of this minority group and makes it difficult to identify and provide for the education needs of low-achievement subgroups because they are "overshadowed" by others in the same category that have high achievement profiles.

*Department of Education
Departmental Snapshot,
March 2000.*

- **economic development** (Testimony of Anthony Tri Tran, Union of Pan Asian Communities, San Diego, CA, at Western Region Town Hall, July 24, 2000; Testimony of Lourdes Corrales, Federation of Philippine Societies in New Jersey, at Eastern Region Town Hall, September 18, 2000; Testimony of Tito Cortez, San Jose, CA, at San Jose Community Forum, September 9, 2000);
- **access to and utilization of technology** (Testimony of Deborah Ching, Asian and Pacific Islander Community Technology Policy Council, Los Angeles, CA, at Western Region Town Hall, July 24, 2000)
- **health** (Testimony of Dorothy Wong, Association of Asian Pacific Community Health Organizations, Seattle, WA and Dong Suh, Asian Health Services, Oakland, CA, at Western Region Town Hall, July 24, 2000; Testimony of Shin-Ping Tu, Harborview Medical Center, Seattle, WA, at Seattle Community Forum, August 21, 2000);
- **mental health** (Testimony of Diane Narasaki, Asian Pacific Counseling Services, Seattle, WA, at Western Region Town Hall, July 24, 2000); the needs of Cambodian and other Southeast Asian refugees for mental health services are particularly vital (Written Testimony of Theanvy Kuo, National Cambodian American Health Taskforce, West Hartford, CT, September 29, 2000),
- **substance abuse** (Testimony of Ford Kuramoto, National Asian Pacific American Families Against Substance Abuse, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Elaine Ishihara, Washington Asian Pacific Islander Families Against Substance Abuse, Seattle, WA, at Seattle Community Forum, August 21, 2000; and Testimony of Philbert Espejo, Leonard Tacata and Naomi Nakano-Matsumoto, San Jose, CA, at San Jose Community Forum, September 9, 2000),
- **HIV/AIDS** (Testimony of Jury Candelario, Asian Pacific AIDS Intervention Team, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Therese Rodriguez, Asian and Pacific Islander Coalition on HIV/AIDS, New York, NY, at Eastern Region Town Hall, September 18, 2000),
- **youth** (Testimony of Alicia DeLeon-Torres, Union of Pan Asian Communities, San Diego, CA, at Western Region Town Hall, July 24, 2000; Testimony of Sayu Bhojwani, South Asian Youth Action, New York, NY, at Eastern Region Town Hall, September 18, 2000), and
- **elders** (Testimony of Donna Yee, National Asian Pacific Center on Aging, Seattle, WA, at Western Region Town Hall, July 24, 2000; Testimony of Marie Rosales, Union of Pan Asian Communities, San Diego, CA, at San Diego Community Forum, October 14, 2000; Magna Systems, Inc., "HORIZONS Project for Asian Americans and Pacific Islander Nationwide Demographic Report to Health Care Financing Administration," 2000).

THERE IS LIMITED FEDERAL DATA ON UNDERREPRESENTED ASIAN AMERICAN AND PACIFIC ISLANDER SUBGROUPS.

The persistent lack of subgroup data, masked by aggregate information about Asian Americans and Pacific Islanders as a whole, continue to make some underrepresented Asian American and Pacific Islander subgroups invisible to policy makers and administrators. For example, the following statistics, drawn from 1990 Census data, highlight the disparities for Southeast Asian Americans:

Poverty rates: While 10% of all Americans and 14% of all Asian Americans were living at or below the poverty level in 1990, 47% of Cambodians, 66% of Hmong, 67% of Laotians, and 34% of Vietnamese were living in poverty.

Participation in the labor force: While 65% of all American and 67% of all Asian American

adults participated in the labor force, only 47% of Cambodians, 29% of Hmong, and 58% of Laotian adults did so. Only Vietnamese Americans, with participation rates of 65%, approximated the national average.

Mean wage and salary income: This figure was \$22,579 for all Asian Americans aged 18 to 64, but only \$14,364 for Cambodians, \$9,923 for Hmong, \$13,634 for Laotians, and \$17,590 for Vietnamese.

(Presentation by KaYing Yang, Southeast Asia Resource Action Center, Washington, D.C., at Interagency Working Group, February 23, 2000)

The Department of Education noted the importance of disaggregated data on educational status and achievement. (Department of Education Departmental Snapshot, March 2000). Local data that are available highlight these differences. For example, in Santa Clara County, California, Filipinos had the highest dropout rate among all ninth graders in 1998-1999 (4%, compared to 3.3% for Hispanics, 3.1% for Blacks and 3.0% for American Indians.) (California Department of Education, 2000, cited in Testimony of Neil Rufino, San Jose, CA, at San Jose Community Forum, September 9, 2000). Local data also indicate that Filipino youth have one of the highest teen suicide ideation and attempt rates among all racial and ethnic groups. (Testimony of Robert Flora, Amando Cablas and Amor Santiago, San Jose, CA, at San Jose Community Forum, September 9, 2000).

The Commission notes a recent example of misleading results from reliance on aggregated data about Asian Americans and Pacific Islanders. The College Board issued a report, *Reaching the Top*, on the status of minorities in higher education, which underestimated the need for programs for Asian Americans and Pacific Islanders, particularly Pacific Islanders and Southeast Asians, by only examining aggregated data. The College Board will be issuing a new report that will more accurately address the needs of the diverse Asian American and Pacific Islander communities.

THERE ARE UNIQUE DATA COLLECTION AND ANALYSIS CHALLENGES FOR NATIVE HAWAIIANS AND PACIFIC ISLANDERS.

Native Hawaiians and Pacific Islanders face distinctive historic and geographic obstacles that impede their access to federal programs and services. (Presentation by Marie Ma'o, Department of Human and Social Services, American Samoa, at Interagency Working Group, May 9, 2000). It is essential that the needs and issues of Native Hawaiians and Pacific Islanders be viewed separately by federal agencies. At the same time, a legacy of colonization has perpetuated culturally inappropriate research attitudes and methodologies in "studying" the Native Hawaiian and Pacific Islander peoples. Future federal data collection efforts must be culturally appropriate, designed, implemented and evaluated with the meaningful participation of Native Hawaiians and Pacific Islanders themselves. (Testimony of Lola Sablan-Santos, Guam Communications Network, Long Beach, CA, at Western Region Town Hall, July 24, 2000 and Testimony of J. Kehaulani Kauanui, Wesleyan University, and Nancy Fa'asiu Glass, Advocate Initiatives for Grassroots Access, Rockville, MD, at Eastern Region Town Hall, September 18, 2000).

THERE ARE INADEQUATE RESOURCES TO SUPPORT NATIONAL ASIAN AMERICAN AND PACIFIC ISLANDER RESEARCH AND DATA COLLECTION, ANALYSIS AND DISSEMINATION ACTIVITIES.

Federal resources should be increased for research and data collection, analysis and dissemination efforts to meet the need for quality data on Asian American and Pacific Islander communities. (Testimony of Paul Ong, University of California, Los Angeles, CA, at Western Region Town Hall, July 24, 2000). Federal resources also should be directed toward the establishment of institutional

centers for the collection, analysis and dissemination of data on Asian Americans and Pacific Islanders. (Testimony of Ninez Ponce, University of California, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Tarry Hum, Queens College, City University of New York, New York, NY, and Rockwell Chin, New York City Commission on Human Rights, New York, NY, at Eastern Region Town Hall, September 18, 2000.) For example, although the U.S. Census Bureau continues its Census Information Centers (CICs) program to disseminate data from Census 2000, the Bureau provides no funding to these non-profit, community-based CICs. (Testimony of Cao O, Asian American Federation of New York, New York, NY, at Eastern Region Town Hall, September 18, 2000).

The Commission also heard many recommendations for specific research projects, including studies on:

- a comprehensive national and regional socioeconomic study of Asian Americans and Pacific Islanders, examining occupational bifurcation, working poverty, income polarization, educational attainment, labor participation trends, small business ownership, utilization of public benefits and housing consumption patterns (Testimony of Cao O, Asian American Federation of New York, New York, NY, at Eastern Region Town Hall, September 18, 2000);
- employment and working conditions (Testimony of Chaumtoli Huq, Asian American Legal Defense and Education Fund, New York, NY, at Eastern Region Town Hall, September 18, 2000);
- business and economic development (Testimony of Anthony Tri Tran, Union of Pan Asian Communities, San Diego, CA, at Western Region Town Hall, July 24, 2000);
- education (Testimony of Audrey Yamagata-Noji, Asian and Pacific Americans in Higher Education, Walnut, CA, at Western Region Town Hall, July 24, 2000);
- cancer incidence and mortality (Written Testimony of Ruby Senie, Asian American Network for Cancer Awareness, Research and Training, New York, NY, September 18, 2000);
- infectious diseases such as hepatitis B, tuberculosis and HIV/AIDS (Testimony of Seongho Kim, Korean Community Services of Metropolitan New York, New York, NY, at Eastern Region Town Hall, September 18, 2000);
- gambling (Testimony of Sunnyo Park, Union of Pan Asian Communities, San Diego, CA, at San Diego Community Forum, October 14, 2000);
- mental health (Written Testimony of D.J. Ida, Asian Pacific Development Center, Denver, CO, July 24, 2000);
- domestic violence (Testimony of Marianne Yoshioka, Columbia University, New York, NY, at Eastern Region Town Hall, September 18, 2000);
- youth violence (Testimony of Thao Le, National Council on Crime and Delinquency, Oakland, CA, at Western Region Town Hall, July 24, 2000 and Testimony of Sandy Hoa Dang, Asian American LEAD, Washington, D.C., at Eastern Region Town Hall, September 18, 2000);
- Asian American and Pacific Islander children and youth (Testimony of Jessica Lee, Coalition for Asian American Children and Families, New York, NY, at Eastern Region Town Hall, September 18, 2000);
- Asian American and Pacific Islander older adults (Testimony of Donna Yee, National Asian Pacific Center on Aging, Seattle, WA, and Marie Rosales, Union of Pan Asian Communities, San Diego, CA, at Western Region Town Hall, July 24, 2000);

- the Asian American and Pacific Islander gay, lesbian, bisexual, and transgender population (Testimony of John Manzon-Santos, Asian and Pacific Islander Wellness Center, San Francisco, CA, at Western Region Town Hall, July 24, 2000; Testimony of Christine Lipat, Kilawin Kolectibo, New York, NY and Pauline Park, Gay Asian and Pacific Islander Men of New York, New York, NY, at Eastern Region Town Hall, September 18, 2000);
- Asian American intercountry adoptees (Testimony of Hollee McGinnis, Also-Known-As, New York, NY, at Eastern Region Town Hall, September 18, 2000);

and on specific Asian American and Pacific Islander subgroups, including:

- Filipino Americans (Testimony of Lolita Compas, Philippine Nurses Association of America, New York, NY and Lourdes Corrales, Federation of Philippine Societies in New Jersey, Basking Ridge, NJ and Josie Atienza, Filipino American Human Services, New York, NY, at Eastern Region Town Hall, September 18, 2000);
- Korean Americans (Testimony of Jeongho Kim, Korean American Association of Greater New York, New York, NY, at Eastern Region Town Hall, September 18, 2000);
- Cambodian Americans (Testimony of Him Chhim, Cambodian Association of America, Long Beach, CA, at Western Region Town Hall, July 24, 2000);
- Asian Indian Americans (Testimony of Asha Samant, New Jersey Asian American Association for Human Services, at Eastern Region Town Hall, September 18, 2000); and
- Indo-Fijian Americans (Written Testimony of Ragini Dutt, Columbia University, New York, NY, September 18, 2000).

THERE IS A NEED TO INCREASE SAMPLING AND/OR OVERSAMPLE ASIAN AMERICAN AND PACIFIC ISLANDER POPULATIONS IN NATIONAL, STATE, AND LOCAL DATA COLLECTION EFFORTS.

The underrepresentation of Asian Americans and Pacific Islanders and inadequate sample sizes in many national, state and local surveys and other data collection efforts render many databases useless for examining demographic and policy-related trends in relation to Asian Americans and Pacific Islanders. The Commission commends the recent interdepartmental effort to fund an oversampling of Chinese respondents in the National Early Childhood Longitudinal Study Birth Cohort, to be jointly conducted by the Department of Health and Human Services' National Institute for Child Development and the Department of Education. Meanwhile, the California Health Interview Survey, a joint research project being conducted by the California Department of Health Services and the University of California, Los Angeles, is still seeking funding to oversample Asian Indian, Cambodian, Japanese, Korean, Filipino and Vietnamese respondents in a new statewide health survey. The project has already implemented a cultural adaptation and translation of the survey instrument, in consultation with technical and community advisors that included several Asian Americans. (Testimony of Ninez Ponce, University of California, Los Angeles, CA, at Western Region Town Hall, July 24, 2000). For relatively minimal investments, these types of oversamples will greatly improve the quality and quantity of Asian American and Pacific Islander data available and should be strongly encouraged.

However, while it is reasonable to focus federal programs and services geographically on areas in which there are significant Asian American and Pacific Islander populations, such targeting should not be a substitute for accurate collection of data on Asian Americans and Pacific Islanders in all geographic areas and tailoring appropriate programs and services that are responsive to local needs.

FEDERAL DATA COLLECTION AND RESEARCH METHODS NEED IMPROVEMENT.

Sound, scientifically valid and culturally competent data collection methods have not been uniformly employed by federal agencies or research institutions when identifying Asian American and Pacific Islander community members. Self-identification of respondents, rather than observer identification, should be the preferred method for determining the race and ethnicity of Asian Americans and Pacific Islanders. This will be more critical as the 1997 OMB Standards allowing multiracial designations is implemented.

Efforts also must be made to increase Asian American and Pacific Islander participation in data collection activities, such as working in partnership with Asian American and Pacific Islander community-based organizations to design data collection instruments and outreach strategies, as well as to collect, analyze and disseminate the data. (Testimony of Shin-Ping Tu, Harborview Medical Center, Seattle, WA, at Seattle Community Forum, August 21, 2000).

Meaningful work and good research happen when the research agenda is linked to the agency or community agenda in such a way that all parties see the work as useful....Becoming familiar with the community means much more than self-identifying as part of the same ethnic group. It involves identifying and meeting with key community members to convince them that your research intentions are helpful, honorable and not exploitive and you are yourself competent and sensitive to the community's needs....There is no substitute for the time that must be spent getting to know and getting to be known by these community advocates. Formal appointments in the community, phone calls, writing letters, and participating in community events such as fundraiser dinners or dances are all part of this process. The first few contacts may involve only introductions and conversations. They may involve eating together first and discussing work and family life more generally. It is essential that prior to these contacts that the researcher has done his/her homework and knows something about the community...

*Marianne Yoshioka,
Columbia University, New York, NY, at Eastern Region Town Hall, September 18, 2000.*

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ENSURE ACCESS, ESPECIALLY LINGUISTIC ACCESS AND CULTURAL COMPETENCE, FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

SUMMARY

The central goal of this White House Initiative on Asian Americans and Pacific Islanders is to improve the quality of life of Asian Americans and Pacific Islanders by increasing their access and participation in federal government programs where they are underrepresented. For Asian Americans and Pacific Islanders, the two primary barriers to access and participation are lack of linguistic access and cultural competence in government programs.

Asian Americans and Pacific Islanders speak over one hundred languages and dialects. The 1990 Census also reported that approximately 35% of Asian Americans and Pacific Islanders live in linguistically-isolated households, in which none of the individuals aged 14 years or older speaks English "very well." These rates are very different for Asian American and Pacific Islander subgroups. For example, Southeast Asian refugees, Asian American immigrants and Pacific Islanders continue to face many barriers to both learning English as well as accessing programs and services in their primary languages. Support for both English as a Second Language (ESL) and bilingual education and training programs are needed.

Like other immigrant groups, most Asian Americans and Pacific Islanders with Limited English Proficiency (LEP) eventually do learn English. However, it is vital that linguistic access to programs and services be available now. The Commission supports Executive Order 13166, affirming that linguistic access to federal programs for individuals with LEP is required as a matter of equal access. This Executive Order, issued by President Clinton, directs all federal agencies to set forth a plan to improve the language accessibility of their programs by December 11, 2000. The Commission commends the Department of Health and Human Services for its policy guidance implementing the LEP Executive Order. We look forward to continue working closely with the Department of Justice in implementing the LEP Executive Order in all federal agencies.

The quality of translation and interpretation services should be standardized and evaluated; such services should be provided by qualified professionals with appropriate compensation. Other methods of providing linguistic access, including outreach by Asian American and Pacific Islander community-based organizations and businesses and through Asian and Pacific Islander ethnic radio, print and television media, should be expanded.

However, beyond linguistic access, there is a need for all federally-funded programs to be culturally competent. The Commission commends the leadership of the Department of Health and Human Services for its work on cultural competence, including its Office of Minority Health's development of national standards for Culturally and Linguistically Appropriate Services (CLAS). Few other federal agencies have focused on the need for cultural competence. The Commission encourages the continued development and application of cultural competence standards in all federal programs and services, including requirements for funding and review of funding applications.

Finally, it is vital that Asian American and Pacific Islander cultures be respected, preserved and perpetuated. Activities that promote and preserve our diverse Asian and Pacific Islander cultures and traditions can provide opportunities to reach Asian American and Pacific Islander communities more effectively. Meanwhile, it is critical that Asian and Pacific Islander cultures and histories be integrated in educational curricula and publicly funded arts and cultural programs. Reducing linguistic and cultural barriers to access and participation, while respecting and preserving Asian and Pacific Islander cultures and languages, will help build a nation that capitalizes on America's diversity.

WHY ACCESS, ESPECIALLY LINGUISTIC ACCESS AND CULTURAL COMPETENCE, IS PRIORITY FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

For Asian Americans and Pacific Islanders, whether they are monolingual or bilingual, immigrant, indigenous or born in the U.S., are fluent in English or have LEP, the issues of linguistic access and cultural competence influences all domains of life. According to the 1990 Census, approximately 35% of Asian Americans and Pacific Islanders live in linguistically-isolated households, in which none of the individuals aged 14 years or older speaks English "very well." This percentage is much higher for some Asian American and Pacific Islander national origin subgroups. Sixty-one percent of Hmong American households, 56% of Cambodian American households, 52% of Laotian American households, 44% of Vietnamese American households, 41% of Korean American households and 40% of Chinese American households are linguistically-isolated. Linguistic access and cultural competence have implications for the workplace, the schools, the courts, health care, social services, public safety, transportation and housing. Linguistic access is not merely about providing interpreters and translating documents, but requires an understanding of how to integrate the histories, patterns of thought, values, behaviors and worldview that make a culture unique and coherent. Linguistic competence, ultimately, is one critical element of cultural competence. Culturally competent linguistic access provides not only the means by which to communicate effectively but also to build and sustain productive, two-way working relationships between cultures and peoples. Ensuring linguistic access and cultural competence will increase Asian American and Pacific Islander access to federal programs and services.

INTERIM FINDINGS

LINGUISTIC ACCESS AND CULTURAL COMPETENCE FOR ASIAN AMERICANS AND PACIFIC ISLANDERS IN FEDERAL PROGRAMS ARE INADEQUATE.

Federal programs and services do not adequately address the needs of Asian Americans and Pacific Islanders for linguistic access and cultural competence. Community testimony at the regional town hall meetings and forums identified numerous examples:

Health

Asian Americans and Pacific Islanders with limited English proficiency cannot access essential health care services, nor can they understand their health care providers; meanwhile the providers are ignorant of traditional homecare remedies and other cultural differences. (Testimony of Jessica Lee, Coalition for Asian American Children and Families, New York, NY, at Eastern Region Town Hall, September 18, 2000). There is a high rate of mental health disorders and chronic medical problems among the Hmong, Laotian, Cambodian and Vietnamese, that are compounded by inadequate translation, lack of respect, and lack of collaboration between traditional and Western medical treatments – problems that could be mitigated with appropriate cultural knowledge and linguistic intervention. (Testimony of Vang Mouanoutoua, Fresno County Human Services, Fresno, CA and Marilyn Mochel, Healthy House, Fresno, CA, at Western Region Town Hall, July 24, 2000). Interpretation and translation, eligibility screening, transportation, and case management are all essential enabling services that must be adequately funded. (Testimony of Dorothy Wong, Association of Asian Pacific Health Care Organizations, Seattle, WA, at Western Region Town Hall, July 24, 2000).

Underfunding of culturally competent, language accessible services leads to gross underutilization, misdiagnosis, ineffective treatment plans and needless suffering. It also contributes to APIs seeking treatment at later, more severe, harder to treat and costlier stages of illness, and in often preventable hospitalizations, incarcerations and deaths.

*Diane Narasaki,
Asian Pacific Counseling Services,
Seattle, WA, at Western Region
Town Hall, July 24, 2000.*

Education

The linguistic access and cultural competence needs of Asian American and Pacific Islander students and parents are particularly acute. Additional resources for English as a Second Language and bilingual education programs are needed. (Testimony of Chung-Wha Hong, National Korean American Service and Education Consortium, New York, NY, at Eastern Region Town Hall, September 18, 2000). Parental involvement programs must be linguistically accessible and culturally competent. (Testimony of Suzie Oh, Principal of Third Street School, Los Angeles Unified School District, Los Angeles, CA and Dang Pham, National Association for the Educational Advancement of Cambodian, Laotian and Vietnamese Americans, San Francisco, CA, Western Region Town Hall, July 24, 2000; Testimony of Minh-Anh Hodge, at Seattle Community Forum, August 21, 2000; Testimony of Hiep Chu, National Coalition of Advocates for Students, Boston, MA and Sayu Bhojwani, South Asian Youth Action, New York, NY, at Eastern Region Town Hall, September 18, 2000). Asian American and Pacific Islander children with special needs often face barriers to obtaining services and help because their parents need proficiency in English to access existing materials. (Testimony of Wen Ling, New York University, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Asian Pacific American parents, especially those with Limited English Proficiency (LEP), face persistent barriers in accessing important school-related information and participating in school governance, despite federal laws requiring parental involvement and notification. In New York City, LEP Asian parents are continually denied translations and interpretations of important information regarding their children's education. Often, they are forced to use their children or an untrained translator who speaks a different dialect to interpret sensitive and critical information.

Jimmy Yan, Advocates for Children, New York, NY, at Eastern Region Town Hall, September 18, 2000.

Finally, there is a severe shortage of bilingual teachers nationwide. (Testimony of Minh-Anh Hodge, at Seattle Community Forum, August 21, 2000). In 1997, in California, there was only one bilingual teacher for every 561 Asian American students with limited English proficiency. (Kim-Oanh Nguyen-Lam, "Meeting the Needs of Our Asian American Students," California Association for Bilingual Education Newsletter, February 1997). There is a need for more recruitment and training programs to increase the number of bilingual and bicultural Asian American and Pacific Islander teachers, administrators and college and university faculty. (Testimony of Michael Matsuda, Teacher, Anaheim Union High School District, Anaheim, CA and Audrey Yamagata-Noji, Asian Pacific Americans in Higher Education, Walnut, CA, at Western Region Town Hall, July 24, 2000).

While English-speaking American families may face generational gaps, Asian and Pacific Islander parents face a triple threat of generational, cultural and linguistic gaps.

*Suzie Oh,
Principal of Third Street School,
Los Angeles Unified School District,
Los Angeles, CA,
at Western Region Town Hall,
July 24, 2000.*

Employment and Training

Job training and employment services that are linguistically accessible are severely lacking. (Testimony of Emma Wu, Chinatown Service Center, Los Angeles, CA, at Western Region Town Hall, July 24, 2000). This deficiency will become more critical as many Asian Americans and Pacific Islanders currently receiving Temporary Assistance for Needy Families are forced into the workforce. (Presentation by KaYing Yang, Southeast Asia Resource Action Center, Washington, D.C., at Interagency Working Group, February 23, 2000). Similarly, given the 1998 Workforce Investment Act's focus on "one-stop centers" for employment programs, bilingual staff and services are vital for Asian Americans and Pacific Islanders with limited English proficiency to access the

training and other programs at these centers. (Testimony of Sue Lee, Chinatown Manpower Project, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Economic and Community Development

The Commission commends the efforts of the Small Business Administration in increasing the number and amount of loans made to Asian American and Pacific Islander small businesses. (Small Business Administration, 2000). However, most federal government contracting, loan and other business development assistance programs are not accessible to Asian Americans and Pacific Islanders with limited English proficiency because program materials are not translated and there interpreter or bilingual services are unavailable. (Testimony of John Rhee, Family Mini Market, Los Angeles, CA and Anthony Tri Tran, Union of Pan Asian Communities, San Diego, CA, at Western Region Town Hall, July 24, 2000). Translated materials or services for Asian American and Pacific Islander homebuyers that explain loans and mortgages are unavailable. (Testimony of Mary Anne Foo, Orange County Asian Pacific Islander Community Alliance, Garden Grove, CA, at Western Region Town Hall, July 24, 2000).

THE PROACTIVE ENFORCEMENT OF TITLE VI OF THE CIVIL RIGHTS ACT AND THE IMPLEMENTATION OF EXECUTIVE ORDER 13166 ON IMPROVING ACCESS FOR INDIVIDUALS WITH LIMITED ENGLISH PROFICIENCY (LEP) BY ALL FEDERAL AGENCIES WILL GREATLY ADVANCE THE GOALS OF THIS INITIATIVE.

The proactive enforcement of Title VI of the Civil Rights Act of 1964 prohibiting discrimination by federally-funded programs based on national origin, including primary language, is critical. (Testimony of Miya Iwataki, Los Angeles County Department of Health Services, Los Angeles, CA and Karin Wang, Asian Pacific American Legal Center, Los Angeles, CA, Western Region Town Hall, July 24, 2000). Without more vigorous enforcement of Title VI and other federal requirements for linguistic access, children, family members, friends and unqualified third parties will continue to be used as interpreters for LEP Asian Americans and Pacific Islanders in a wide variety of settings. (Testimony of Rong Sorn, Southeast Asian Resource Action Center, Philadelphia, PA, at Eastern Region Town Hall, September 18, 2000). Under Title VI of the Civil Rights Act of 1964, students with LEP must be provided with equal educational programs that improve their English skills while providing instruction in all other subjects. However, Asian American and Pacific Islander students with LEP are often denied English as Second Language instruction or bilingual education. (Testimony of Jimmy Yan, Advocates for Children, New York, NY, and Chung-Wha Hong, National Korean American Service and Education Consortium, New York, NY, at Eastern Region Town Hall, September 18, 2000).

From my own personal experience, I can tell you that translating [on behalf of adults] is very difficult for children. They are often put down by the caseworkers, and they are made to feel guilty when they cannot translate appropriately. I had to translate for my mother since I was ten years old.

*Borey Heam,
Coalition Against Anti-Asian
Violence Southeast Asian
Community Project,
New York, NY, at Eastern Region
Town Hall, September 18, 2000.*

Some federal agencies – Justice, Health and Human Services, Education, Labor - have key responsibilities to enforce Title VI and other requirements for linguistic access but these efforts are often uneven. (Presentation by Karen Narasaki, National Asian Pacific American Legal Consortium, Washington, D.C., at Commission meeting, May 17, 2000). Executive Order 13166 will clarify and strengthen federal guidelines in all agencies to ensure access for LEP individuals. The Commission commends the Department of Justice for beginning to work with the National Coalition of Asian Pacific Americans and other Asian American and Pacific Islander community-based organizations on the implementation of Executive Order 13166. (Minutes of Coordinating Committee, October 18, 2000).

ENGLISH AS A SECOND LANGUAGE AND BILINGUAL EDUCATION PROGRAMS FOR ASIAN AMERICANS AND PACIFIC ISLANDERS MUST BE MAINTAINED AND EXPANDED.

There is a great demand by Asian American and Pacific Islander immigrants to learn English, both in the educational system and through adult education and vocational educational programs (Written Testimony of Lee Po Cha, Asian Family Center, Portland, OR, August 18, 2000). For example, in New York City, there has been a six-fold increase in the need for English as a Second Language (ESL) classes. (Testimony of Wen Ling, American Physical Therapy Association, New York, NY, at Eastern Region Town Hall, September 18, 2000). Bilingual education also needs to be supported more proactively by the federal government. (Testimony of Jimmy Yan, Advocates for Children, New York, NY, at Eastern Region Town Hall, September 18, 2000).

The Clinton-Gore Administration has also created an English Language/Civics Initiative to help states and communities provide LEP individuals with expanded access to quality English-language instruction linked to civics and life skills instruction, including understanding the U.S. government system, the public education system, the workplace and other key institutions of American life. This Initiative should be maintained and expanded.

An urgent educational crisis threatens the futures of a growing number of Asian Pacific American students, both immigrant and American-born. Although schools should be a nurturing, learning environment for all children, most schools are ill-equipped to cope with the language needs of children who speak an Asian language at home and with racial, cultural and socioeconomic diversity in the classroom.

The crisis is largely invisible to most Americans – most significantly, even to many in the teaching professions – because most see all Asian Pacific American students as members of a “model minority” destined to excel. However, for many Asian Pacific American students, this image is a destructive myth. As their schools fail them, these children are increasingly likely to graduate with rudimentary language skills, to drop out of school, to join gangs, or to find themselves in low-paying occupations and on the margins of American life.

*Asian Americans/Pacific Islanders in Philanthropy,
“An Invisible Crisis: The Educational Needs of Asian Pacific American Youth,”1997.*

THE QUALITY OF TRANSLATION AND INTERPRETATION SERVICES SHOULD BE STANDARDIZED AND EVALUATED; SUCH SERVICES SHOULD BE PROVIDED BY QUALIFIED PROFESSIONALS WITH APPROPRIATE COMPENSATION.

Both oral interpretation and translation of written documents are professional skills. Yet, there is little standardization or quality monitoring of interpretation and translation services. Training programs for interpreters are inadequate. (Testimony of Karen Kitagawa James, Asian/Pacific Health Consortium, New York, NY, at Eastern Region Town Hall, September 18, 2000; Testimony of Peter Kunstadter, University of California, San Francisco, CA, at Western Region Town Hall, July 24, 2000; Testimony of Choua Thao, Hmong American Women’s Association, Fresno, CA, at Fresno Community Forum, August 24, 2000). Additional recruitment and training of health, mental health and other professionals with Asian and Pacific Islander linguistic skills are needed. (Testimony of Walter Tsou, City of Philadelphia Health Commissioners, Philadelphia, PA, at Eastern Region Town Hall, September 18, 2000 and Testimony of Patti Jakobic, Union of Pan Asian Communities, San Diego, CA, at Western Region Town Hall, July 24, 2000). While there has been some progress in ensuring quality interpretation in the federal judicial system, additional resources are still needed to improve interpreter services in the courts. (Testimony of Roxanne Gregorio Tena-Nelson, Asian American Bar Association of New York, New York, NY, at Eastern Region Town Hall, September 18, 2000). The federal government can support the development and application of innovative interpreter services such as remote simultaneous translation technol-

ogy. (Testimony of Tracy Miller, Greater New York Hospital Association, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Most materials available in Asian or Pacific Islander languages from federal programs are verbatim translations from English language texts, often translated by academic speakers of Asian or Pacific Islander languages, or by community members without formal training or background in translation. It is always preferable that written materials, especially for consumers, be developed by and for the intended community. The nature and context of the information itself, and how it is presented, holds various meanings in various cultures. This might mean knowing when to be explicit or not, when to use a story or proverb to project the right tone of authority, or when to use a question or a command to elicit a response, among other culturally-influenced decisions of presentation. Such a process would also take into account literacy levels and appropriate uses of cultural symbols and references, graphics and illustrations.

Moreover, many federal programs do not provide any additional compensation for the provision of interpretation or translation services. More often than not, federal agencies expect community-based organizations to provide translation services without any compensation. (Testimony of Mari Sakaji, Japanese American Social Services, New York, NY and Rorng Sorn, Southeast Asian Resource Action Center, Philadelphia, PA, at Eastern Region Town Hall, September 18, 2000). Given the importance of linguistic access, it is vital that such enabling services be considered a core element of effective services and appropriately compensated. (Testimony of Dorothy Wong, Association of Asian Pacific Community Health Centers, Seattle, WA, at Western Region Town Hall, July 24, 2000; Testimony of Shin-Ping Tu, Harborview Medical Center, Seattle, WA, at Seattle Community Forum, August 21, 2000).

OTHER METHODS OF PROVIDING LINGUISTIC ACCESS, INCLUDING USE OF OUTREACH BY ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY-BASED ORGANIZATIONS AND BUSINESSES, ASIAN AND PACIFIC ISLANDER ETHNIC RADIO, PRINT AND TELEVISION MEDIA, EDUCATIONAL VIDEOS, ETC. SHOULD BE EXPANDED.

Many underutilized community-based resources can support the improvement of linguistic access and cultural competence in federal programs and services. Asian American and Pacific Islander community-based organizations and businesses are best positioned to reach the community in linguistically and culturally appropriate ways. (Testimony of Jessica Lee, Coalition for Asian American Children and Families, New York, NY, and Sunil Parikh, NJ, at Eastern Region Town Hall, September

18, 2000; Testimony of Patricia Tsai Tom, Japanese American Citizens League, Fresno, CA, at Fresno Community Forum, August 24, 2000). Yet many government programs continue to fund "mainstream" advertising and public relations agencies to develop and implement the few outreach efforts targeting the Asian American and Pacific Islander communities, usually without any involvement of community-based organizations and businesses. The resulting campaigns are often inappropriate and ineffective. It would be much more efficient and cost-effective to provide the designated resources directly to the Asian American and Pacific Islander community-based organizations and businesses to develop and implement the outreach activities. (Testimony of Dorothy Wong, Association of Asian Pacific Community Health Organizations, Seattle, WA, at Western Region Town Hall, July 24, 2000).

Many new [Asian American] immigrants have limited English Proficiency, limited education and literacy in their native language and are unfamiliar with the American work culture. These barriers impede their ability to access mainstream services. Therefore, when they require services, they seek assistance at established, community-based agencies with bilingual (sometimes multilingual) and bicultural staff that can respond to their needs.

*Sue Lee,
Chinatown Manpower Project,
New York, NY, at Eastern Region
Town Hall, September 18, 2000.*

Similarly, there are an increasing number of Asian and Pacific Islander ethnic radio, print and television media throughout the United States and the Pacific jurisdictions that directly and effectively reach Asian American and Pacific Islander communities. Most federal agencies do not include these media outlets in their media dissemination strategies. Some of these media have significant commitments to community service, through free public service announcements, advertisements and community programming.

Finally, innovative and creative methods such as educational videos, non-text materials and outreach at community fairs and festivals can increase visibility and the effectiveness of outreach in Asian American and Pacific Islander communities. For example, the Los Angeles Mass Transit Authority effectively reached the Cambodian community, many of whom do not have literacy skills in their home language, on how to increase their use of public transportation through photo-dominant brochures. (Testimony of Trisha Murakawa, Lang and Murakawa, Los Angeles, CA, at Western Region Town Hall, July 24, 2000).

ENSURING CULTURAL COMPETENCE MUST GO BEYOND CULTURAL AWARENESS AND DIVERSITY TRAININGS.

While many service systems continue to deny the significance of cultural diversity on how they accomplish their mission, many have taken the first step in fostering "sensitivity" among line staff and managers in assuring that consumers from diverse cultures and populations are not offended in their interactions with the agency and assume that a "colorblind" denial of differences assures that staff will treat everyone the same. This is not enough. Responsiveness to the diversity among Asian American and Pacific Islander populations requires an understanding of the ways in which individual life circumstances impact help seeking, determination that help offered is acceptable, and achievement of outcomes that the provider and consumer seek.

*Donna Yee,
National Asian Pacific Center on Aging,
Seattle, WA, at Western Region Town Hall,
July 24, 2000.*

Development and application of the concept of cultural competence in federal government programs has not been sufficient. The first challenge is the development of an operational definition and standard for cultural competence. Some refer to cultural competence as part of a continuum, moving from "cultural destructiveness" (when culture is seen as an issue relevant only to those who are different) and "cultural incapacity" (when there is not any interest in serving people who are different) to "cultural blindness" (believing that culture does not make a difference and that everyone is the same; ignores cultural strengths) to "cultural competence" (institutional acceptance and respect for individuals and their cultural identities with willingness to monitor, modify, and evaluate policies and practices to include cultural issues) to "cultural proficiency" (adding new knowledge to the field of cultural competence by developing research, technology and a practice base). (Georgetown University Child Development Center, "Towards a Culturally Competent System of Care," 1989).

...our model of comprehensive multi-lingual, culturally competent peer-based services to improve our communities' access to information, services and care...is rooted in the understanding that language and cultural competence are not just about lifestyle or being sensitive – they are a matter of life and death.

*Therese Rodriguez,
Asian and Pacific Islander
Coalition on HIV/AIDS,
New York, NY,
at Eastern Region Town Hall,
September 18, 2000.*

Achieving cultural competence is more than providing "diversity" awareness or training and requires a continuous and sustained level of individual and institutional change to respond to the diverse and changing needs of consumers, patients, users and constituents. A culturally competent program one that is dynamic and is able to assess, respond and adapt to changes and trends in constituent demographics and needs.

THERE ARE FEW FEDERAL GOVERNMENT EFFORTS TO DEVELOP AND IMPLEMENT CULTURAL COMPETENCE STANDARDS.

The Commission notes that one of the only efforts by federal agencies to develop and implement cultural competence standards is the development of Culturally and Linguistically Appropriate Services (CLAS) standards by the Office of Minority Health in the Department of Health and Human Services (Culturally and Linguistically Appropriate Services in Health Care, National Standards, Final Report " 65 Fed. Reg. 80865, December 22, 2000). While the Office of Minority Health explains that not even the term "cultural competence" is universally recognized, (other alternatives include "cultural sensitivity," "cultural awareness," and "cultural diversity,") it points out that most experts agree that there exists a need to provide culturally competent health services. The proposed CLAS standards call for the articulation of specific policies and procedures to implement strategies for diversification, and can be a model for other governmental agencies. To make all models more effective, it becomes imperative, not only that they are enforced, but also that budget and resources are provided towards supporting these standards, to handle complaints, and to provide community outreach and provider training. (Testimony of Miya Iwataki, Asian Pacific Planning and Policy Council, Los Angeles, CA and Dong Suh, Asian Health Services, Oakland, CA, at Western Region Town Hall, July 24, 2000).

The Commission also notes that the Department of Health and Human Services has adopted a definition of "culturally appropriate" in its Healthy People 2010 Initiative: "[r]efers to an unbiased attitude and organizational policy that values cultural diversity in the population served. Reflects an understanding of diverse attitudes, beliefs, behaviors, practices, and communication patterns that could be attributed to race, ethnicity, religion, socioeconomic status, historical and social context, physical or mental ability, age, gender, sexual orientation, or generational and acculturation status. Includes an awareness that cultural differences may affect health and the effectiveness of health

The Department of Health and Human Services also has developed materials regarding cultural competence for Asian Americans and Pacific Islanders in several specific health service areas:

Managed behavioral health care: "Cultural Competence Performance Measures for Managed Healthcare Programs" (1998), by the New York State Office of Mental Health, funded by the Substance Abuse and Mental Health Services Administration.

Managed mental health care: "Cultural Competence Standards in Managed Mental Health Care for Four Underserved/Underrepresented Racial/Ethnic Groups" (1998) the Substance Abuse and Mental Health Services Administration.

Substance abuse: "Developing Cultural Competence in Asian-American and Pacific Islander Communities: Opportunities in Primary Health Care and Substance Abuse Prevention" (1999) and "Responding to Pacific Islanders: Culturally Competent Perspectives for Substance Abuse Prevention" (1998) by the Substance Abuse and Mental Health Services Administration.

HIV/AIDS: "Physician's Guide to Working with Asians and Pacific Islanders Living with HIV" (1999), by the Asian and Pacific Islander Wellness Center, funded by the Health Resources and Services Administration.

care delivery. Knowledge of disease prevalence in specific cultural populations, whether defined by race, ethnicity, socioeconomic status, physical or mental ability, gender, sexual orientation, age, disability, or habits." (Department of Health and Human Services, Healthy People 2010 Goals and Objectives, January 2000, p. 7-28).

INTEGRATION AND PRESERVATION OF ASIAN AMERICAN AND PACIFIC ISLANDER CULTURES AT ALL LEVELS OF EDUCATION, IN THE MEDIA, THE ARTS AND COMMUNITY INTERVENTIONS ARE VITAL.

Vital elements of cultural competence are the integration and preservation of Asian American and Pacific Islander cultures, histories and traditions. A comprehensive educational curriculum on Asian American and Pacific Islander is needed in U.S. schools, colleges and universities. The understanding that Asian Americans and Pacific Islanders have been an integral part of building the United States, and the diverse history and culture created out of those experiences should be included at all curricular levels. (Testimony of Michael Matsuda, Teacher, Anaheim Union High School District, Anaheim, CA and Diane Matsuda, California Civil Liberties Public Education Program, Los Angeles, CA, at Western Region Town Hall, July 24, 2000).

Other means of increasing the cultural visibility of Asian Americans and Pacific Islanders are through the media and the arts. Misrepresentation of Asian Americans and Pacific Islanders in the media has perpetuated false, negative stereotypes that affect the way they are perceived by the general public and how they view themselves within their own communities. Asian Americans have traditionally been portrayed as villains in movies, drug lords in dramas and nerds in sitcoms reiterating stereotypes of Asian Americans as viewed by mainstream society. The lack of Asian Americans and Pacific Islanders in media-related careers has contributed to image distortion of Asian Americans and Pacific Islanders groups portrayed in the news and entertainment media. (Testimony of Guy Aoki, Media Action Network for Asian Americans, Los Angeles, CA and Sonia Nikore, NBC Entertainment, Los Angeles, CA, at Western Region Town Hall, July 24, 2000). There is a need for increased resources for arts and cultural organizations that preserve and interpret the histories of Asian Americans and Pacific Islanders, including recent immigrant and refugee communities. (Testimony of Tim Dang, East West Players, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Robert Lee, Asian American Arts Centre, New York, NY, at Eastern Region Town Hall, September 18, 2000).

One example in which Asian American and Pacific Islander histories can be more broadly accessed is the preservation of key documents stored by the National Archives and Records Administration. Many of these documents, such as those relating to the administration of the Pacific Island Trust Territories, are being declassified and made available for the first time. (National Archives and Records

Particularly for people of color, the arts are much more than "frivolous and mere entertainment." Art must be perceived as an expression of raising consciousness and raising the visibility of Asian American and Pacific Islander communities. Art is a community bridge that enriches all of our lives and betters the mental health, the well-being and the spirit of our community....Art can educate so we can share the unique experiences of being Asian and American with the population at large. Art can heal the differences between us all to break down stereotypes and to understand who we are....Art demonstrates civic pride as a diverse society by preserving our stories of our immigrant history and celebrating our unique culture. Art can empower communities of color to make visible the significant achievements of Asian Americans and Pacific Islanders on the landscape of America. We want to make our stories part of American history where we have been nearly invisible in history books or in the psyches of our American consciousness.

*Tim Dang,
East West Players, Los Angeles, CA,
at Western Region Town Hall,
July 24, 2000.*

We take our exclusion from the television and movie landscape very seriously because we see the effects of our portrayals every day in the way we are perceived and treated by non Asians as well as how we perceive and treat ourselves.

Guy Aoki,
Media Action Network
for Asian Americans,
Los Angeles, CA,
at Western Region Town Hall,
July 24, 2000.

Administration, 2000). However, other documents, such as certain historic immigration files on Chinese immigrants, are in danger of deterioration or destruction and need extensive preservation and maintenance. (Testimony of Cynthia Lee, Museum of Chinese in the Americas, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Another example is the preservation of sites important in the history of the Asian Americans and Pacific Islanders. Recent efforts by President Clinton to preserve the World War II internment sites which imprisoned more than 120,000 Americans of Japanese Ancestry and the designation of the Angel Island immigration station in California as a "Save America's Treasures" project by the White House Millennium Council are important steps in assuring that these chapters in American history are not lost and

...in today's United States and internationally where great differences and diversity exist, forgetting the existence of others, their values, feelings and ideas, has great consequence. All channels need to be opened to hear across the gulfs that divide people. No matter how much "words" are fond of what they can explain, it is the vast expanse of what cannot be explained where the value of the arts are crucial. Artistic literacy is key for people to come to know each other, to grasp their affinity for each other, if not come to know themselves as well....

Asian American communities have many needs. Cultural needs are far from being last on the list. For Asian Americans as well as the general public, it is time to learn about our world in terms of the people who compose it - their beliefs not as a closed ethnic universe but as communities and a people with assets - namely, their potential to contribute to a new American and international outlook. I speak about a change in policy in how cultural and ethnic communities are regarded, not as strangers, but a people possessed of great cultural wealth.

Robert Lee, Asian American Arts Centre,
New York, NY,
at Eastern Region Town Hall,
September 18, 2000.

that such violations of civil liberties are not repeated. Finally, as the demographic characteristics of the U.S. population continue to change, it is vital to include recognition of multiracial Asian Americans and Pacific Islanders and Asian American and Pacific Islander inter-country adoptees as part of the diversity of the Asian American and Pacific Islander communities. Their histories, stories and experiences are an important part of restoring the Asian American and Pacific Islander perspective that has been "Missing In History." (Testimony of Hollee McGinness, Also-Know-As, New York, NY, at Eastern Region Town Hall, September 18, 2000).

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Pacific and Asian American Center for Theology and Strategies, *Unfaithful U.S. Colonialism* (Dharma Cloud Publishers, 1999).

POLICIES AND GUIDELINES SHOULD BE DEVELOPED TO ENSURE THAT LINGUISTIC ACCESS AND CULTURAL COMPETENCY ARE QUALIFYING REQUIREMENTS IN APPLICATIONS FOR FEDERAL FUNDING AND THAT FEDERAL REVIEW PANELS INCLUDE ASIAN AMERICANS AND PACIFIC ISLANDERS.

Many federally-funded programs serve Asian American and Pacific Islander communities but do not provide linguistic access or have cultural competency. For example, accommodations that consider religious, dietary and other cultural beliefs and practices should be demonstrated. (Written Testimony of Imam Khan, Islamic Circle of North America, Jamaica, NY, October 3, 2000 and of Manjit Singh, Sikh Mediawatch and Resource Task Force, Germantown, MD, October 2, 2000).

Federal agencies should develop policies and guidelines in funding applications that require demonstration of linguistic access and cultural competence. For example, a recent youth violence prevention grant program from the Department of Health and Human Services' Substance Abuse and Mental Health Services Administration noted that "positive appreciation of bicultural youth of his/her cultural heritage can also serve as a protective factor." This type of language promotes increased interest and participation by Asian American and Pacific Islander applicants. (Testimony of Jessica Lee, Coalition for Asian American Children and Families, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Furthermore, in order to improve linguistic access and cultural competence, Asian Americans and Pacific Islanders should be represented on all federal agency grant review panels and study sections, advisory bodies, task forces, working groups and committees. Notification of opportunities for participation in and openings on committees should be systematically and widely disseminated through the existing networks of Asian American and Pacific Islander organizations. (Testimony of Robert Flora, Amando Cablas and Amor Santiago, San Jose, CA, at San Jose Community Forum, September 9, 2000).

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Funding sources need to recognize that while the numbers are small, our cultural needs and linguistic needs are different, and they are just as great. So one size doesn't fit all.

*May Lee,
Asian Resource Center,
Sacramento, CA,
at Western Region
Town Hall,
July 24, 2000.*

PROTECT CIVIL RIGHTS AND EQUAL OPPORTUNITY FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

...just as we are enhanced when we tap the strengths of all Americans, we are diminished when any American is targeted unfairly because of his or her heritage. Stereotyping, discrimination, racism have no place. And if we can overcome it, America has no limit to what we can achieve.

*President Clinton,
Asian Pacific American Heritage Month Event, the White House,
May 25, 2000.*

SUMMARY

Asian Americans and Pacific Islanders have historically suffered exclusion and discrimination. Asian American and Pacific Islander communities must be vigilant in monitoring and preventing all forms of discrimination, hate crimes and racial profiling, fueled by negative stereotypes, especially about Asian Americans as perpetual “foreigners”. In light of the plea agreement releasing Dr. Wen Ho Lee, the Commission has called on the Department of Justice to provide a full and comprehensive disclosure of the investigations and prosecutions of Asian American employees at the Department of Energy and in other national security positions. Asian Americans and Pacific Islanders also seek federal support in our collective efforts against crime and domestic violence.

In addition, vigorous enforcement of labor laws is required to protect the rights, health and safety of Asian American and Pacific Islander workers. Outreach, education and enforcement of civil rights laws should continue to be used to reduce employment discrimination and break through the glass ceilings for Asian Americans and Pacific Islanders in education and employment. Educational, training and professional development opportunities for underrepresented Asian Americans and Pacific Islanders should be expanded.

Asian Americans and Pacific Islanders face discrimination based on age, gender, disability, sexual orientation and gender identity. The administration of U.S. immigration laws, which plays a central role in the lives of many Asian American and Pacific Islander families and communities, must be fair and more efficient. The impact of welfare reform on Asian American and Pacific Islander families should be analyzed. Additionally, the Commission supports the provision of full and equitable benefits for Filipino World War II veterans.

Environmental justice should be a top priority as Asian American and Pacific Islander communities, like other communities of color, continue to be targeted for military activities, dumping of toxins and overexposure to environmental hazards. Finally, barriers to increased civic participation by Asian Americans and Pacific Islanders need to be addressed. Protecting the civil rights and ensuring equal opportunity for Asian Americans and Pacific Islanders will help realize our nation’s promise of justice and fairness for all.

WHY PROTECTING CIVIL RIGHTS AND ENSURING EQUAL OPPORTUNITY ARE PRIORITIES FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

Asian Americans and Pacific Islanders have faced a history of exclusion and discrimination. This history is often “missing in history” – untold and unknown. Unfortunately, each branch of the U.S. government – the executive, legislative and judicial - has had a role in the exclusion of Asian Americans and Pacific Islanders from full participation in American society. Prior to Executive Order 13125 establishing this Commission and this Initiative, the only other Executive Order on Asian Americans was Executive Order 9066, forcing 120,000 Japanese Americans – two-thirds of

whom were U.S. citizens – to relocation and internment camps during World War II. The United States annexed Hawai'i and the U.S. military has occupied much of the Pacific jurisdictions, still retaining vast amounts of land as military facilities. As late as 1962, all travel to and from Guam required U.S. military security clearance, blocking peacetime business development.

Congressional statutes, beginning with the Chinese Exclusion Act of 1882, have excluded Asians from immigration and denied citizenship to those Asians already residing in this country. The last of these exclusionary immigration policies was not repealed until 1965. More recently, Congress enacted the "Civil Rights Restoration Act" in 1992 but statutorily excluded the predominantly Asian American and Pacific Islander plaintiffs in the Wards Cove salmon canneries in Alaska from the legislation. The welfare and immigration legislation enacted by Congress in 1996 negatively affected disabled and elderly Asian permanent residents and Southeast Asian refugee families.

Over 26 years after Filipino American, Chinese American, Japanese American, American Samoan and Native American cannery workers first sued Alaskan canneries for racial segregation in employment, housing and mess halls, some of the cannery workers are still litigating their claims in the federal courts. (Testimony of Nemesio Domingo, Northwest Labor and Employment Law Office, Seattle, WA, at Seattle Community Forum, August 21, 2000).

The federal judiciary system has also denied Asian Americans and Pacific Islanders their civil and human rights. The Chinese Exclusion Act was upheld because, among other reasons, Chinese were viewed as an "unassimilable race". Asian Indians were classified as "Caucasian" by the U.S. Supreme Court, but still denied the rights of other citizens because they were determined by the court not to be "White." The U.S. Supreme Court also upheld the internment of Japanese Americans during World War II. Most recently, the U.S. Supreme Court sustained a challenge to the ability of the Office of Hawaiian Affairs to govern Native Hawaiian trust lands and administer programs for Native Hawaiians.

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State and local laws and courts prohibited Asian Americans and Pacific Islanders from owning land, employment, testifying in court and interracial marriage. Thus, Asian Americans and Pacific Islanders have been the victims of historical U.S. governmental exclusion, discrimination and violation of sovereign rights. Because of this history, it is highly significant that this Executive Order has as its purpose the improvement of the quality of life of Asian Americans and Pacific Islanders by increasing our participation in federal government programs.

INTERIM FINDINGS

If this Commission can succeed in getting the real story told of our Asian American and Pacific Islander communities, of our struggles to participate in this democracy and our desire to be accepted as full and equal Americans, then this Commission will have accomplished a great deal for our democracy.

*Helen Zia, Author and Journalist,
at Western Region Town Hall,
July 24, 2000.*

RACIAL PROFILING

Asian Americans and Pacific Islanders are targeted by law enforcement based on negative racial stereotypes.

The focus on investigating and prosecuting Asian Americans for campaign finance law violations after the 1996 presidential campaign and the criminal prosecution of nuclear scientist Dr. Wen Ho Lee are regarded by the Asian American and Pacific Islander communities as two examples of law enforcement targeting of Asian Americans and Pacific Islanders based on racial stereotypes. While there were many violations of campaign finance laws related to the 1996 campaign, the focus on Asian Americans was fueled by the perception of Asian Americans as perpetual foreigners, whose loyalty to the United States is to be questioned. For example, both national political parties considered prohibiting campaign contributions from U.S. permanent residents. Political participation by U.S. citizens from Guam, who are still ineligible to vote in U.S. presidential elections, was also questioned.

Similarly, many Asian Americans and Pacific Islanders believe that in focusing their investigations and criminal prosecution against Dr. Wen Ho Lee, the Department of Energy and Department of Justice relied on racial stereotypes about Chinese Americans as untrustworthy and

... Dr. Lee's treatment and his case disturbs us greatly. We, as a Commission, have expressed our concerns—in the strongest manner possible—on how this case was handled. We made it very clear that we never want a similar situation like this to happen again. Moreover, we asked a number of questions as to how this was allowed to happen in the first place.

... Our conversations with leaders at the federal level have been frank and constructive. We will continue to have dialogue with the U.S. Department of Energy, U.S. Department of Justice and other federal agencies in order to take the necessary steps to confront, address and find viable solutions for our community.

...As Commissioners and community leaders, we must remain vigilant if we are to successfully fight discrimination, racial profiling, hate crimes and other challenges that continue to plague our communities to this day.

*Statement of Martha Choe, Chair, President's
Advisory Commission on Asian Americans and
Pacific Islanders,
September 18, 2000.*

potential spies. The Department of Energy's own Task Force Against Racial Profiling found:

- An atmosphere of distrust and suspicion was common [at Department of Energy facilities] and was attributed to:
 - the media exploitation of the espionage and related allegations, resulting in fears of profiling and discrimination; and
 - managers and supervisors, as well as co-workers, who questioned the loyalty and patriotism of some employees based upon racial factors.
- Asian Pacific American employees cited a hostile work environment, and speculated that their opportunities for promotions, choice assignments, and developmental training have been greatly reduced (the "glass ceiling effect") as a result of this atmosphere of distrust and suspicion.
- The heightened security posture created a perception of ambiguity over the definition and treatment of both foreign nationals and naturalized U.S. citizens, resulting in increased anxiety at all levels of the workforce. In addition, there was a perception of resulting "brain drain," i.e., the negative impact on the Department's ability to recruit and retain highly qualified employees from all ethnicity groups.
- Effective communications lagged. While Lab Directors and other senior leadership embraced the Secretary's stated policies of non-discrimination and fairness, the [Task Force] delegations found that middle management and lower-level supervisors were less consistent and energetic in embracing and implementing those policies.
- Counterintelligence efforts were perceived to target employees of Chinese ethnicity, raising concerns among Asian Pacific American employees.

(Department of Energy, Task Force Against Racial Profiling Final Report, January 2000, pp.6-7).

The Task Force Against Racial Profiling also found that "at several sites, Asian Pacific American employees cited examples to suggest that the security briefings associated with the Department of Energy-wide security stand-down program contained racially insensitive remarks and repeatedly accused Chinese students and other Chinese nationals of stealing secrets, spying, and 'exporting knowledge' to China. Management at several sites acknowledged that the briefings could be viewed as insensitive and offensive and stated that they have already taken steps to terminate or revise the briefings." (p.9). Asian American community leaders who participated in the Task Force site visits also noted that "Asian American employees generally believe that working conditions at Department of Energy facilities could be improved. They cite an increase in insensitive jokes and comments, perceived disparate treatment, and an overall sense of isolation leading to distrust and suspicion." (p.13). The community leaders also noted that these recent suspicions take place in the context of a "glass ceiling" and other employment barriers for Asian American employees: "[t]he perceived general absence of Asian Pacific American and other minorities in the management ranks – and in the decision-making process – is of great concern. Employees express concern that available statistics show not only disproportionate representation of minorities but an unexplained, significant decline in the number of Asian Pacific American managers in the last few years." (p.14).

In addition to creating the Task Force on Racial Profiling in June 1999, the Department issued a "stand-down" on equal employment and diversity issues after the Task Force report was released in January 2000. Secretary Bill Richardson also named an Asian American, Jeremy Wu, as the Department's first National Ombudsman, charged with monitoring and reviewing diversity management matters on behalf of its employees. Both the Department of Justice and the Federal Bureau of Investigation have also initiated internal reviews of their handling of the prosecution of Dr. Lee. (Ellen Nakashima and David A. Vise, "Two Internal Reviews Launched In Lee Case," Washington

Post, September 23, 2000, p. A4).

While the Commission is encouraged by these responses to the unwarranted suspicion cast upon Asian American employees, we will continue to call upon both the Department of Energy and the Department of Justice for a full and comprehensive disclosure of the investigations and prosecutions of Asian American employees at the Department of Energy and in other national security positions. In October, the Department of Justice did announce that it would declassify and release some documents related to the prosecution of Dr. Lee. ("Reno Says Lee Case Documents Will Be Declassified," *AsianWeek*, October 19, 2000, p.8). In a letter dated October 18, 2000, the Commission supported Attorney General Janet Reno's decision to declassify the Justice Department's report on the investigation and prosecution of Dr. Lee. The Commission also called upon the Department of Energy to clarify its response to any incidents of racial stereotyping or profiling, including the revocation of existing contracts or the non-renewal of future contracts. The Department announced new guidelines against racial profiling in October. (H. Josef Hebert, "Energy Secretary Acts Against Racial Profiling," *AsianWeek*, October 19, 2000, p.9). The Commission has met with Secretary Richardson and expects his continued cooperation in addressing these issues.

The visibility of cases involving Asian Americans in the 1996 presidential campaign and the U.S. nuclear weapons development program has made national headlines. Yet every day, Asian Americans and Pacific Islanders, particularly Chinese, Southeast Asian, Filipino and Pacific Islander youth and young adults are targeted by local and federal law enforcement authorities because they are perceived as gang members involved in criminal activities.

(Presentation by KaYing Yang, Southeast Asian Resource Action Center, Washington, D.C., to Interagency Working Group, February 23, 2000; Testimony of Thao Le, National Council on Crime and Delinquency, Oakland, CA, at Western Region Town Hall, July 24, 2000; Testimony of J. Kehaulani Kauanui, Wesleyan University, at Eastern Region Town Hall, September 18, 2000; Testimony of Neil Rufino, San Jose, CA, at San Jose Community Forum, September 9, 2000). Asian Americans and Pacific Islanders also are victims of excessive force and other abuses by local law enforcement officials.

(Testimony of Margaret Fung, Asian American Legal Defense Fund, New York, NY, at Eastern Region Town Hall, September 18, 2000). Addressing negative racial stereotyping and profiling by law enforcement must involve examining all these issues.

As these [Asian American and Pacific Islander] youth try to adjust in their bicultural/bilingual world, they feel isolated and unaccepted by their peers, as well as the mainstream majority. To insulate themselves they will hang out in their own groups, wearing the same clothing and listening to the same music. This often leads to misunderstandings by local law enforcement when they gather at a friend's apartment complex or local malls. They are automatically and unjustly profiled as Asian gang members.

Van Dinh Kuno, Immigrant and Refugee Forum for Snohomish, Skagit and Whatcom Counties, Everett, WA, at Seattle Community Forum, August 21, 2000.

HATE CRIMES, VIOLENCE AND DOMESTIC VIOLENCE

Asian Americans and Pacific Islanders are victims of violence and hate crimes.

For many Asian Americans and Pacific Islanders, the murder of Vincent Chin in Detroit, Michigan in 1982 and the subsequent leniency received by his murderers was a critical rallying point in recognizing our collective vulnerability to continuing prejudice and hate in this country. According to the National Asian Pacific American Legal Consortium (NAPALC), violence and hate crimes against Asian Americans and Pacific Islanders have increased steadily throughout the latter half of the 1990s, culminating in a series of three murders in 1999: Joseph Iletto, a Filipino American in California, Naoki Kamijima, a Japanese American in Illinois, and Won-Joon Yoon, a Korean graduate student in Indiana. (National Asian Pacific American Legal Consortium, Audit of Violence

Against Asian Pacific Americans: 1998 Annual Report.). NAPALC's 1998 report also found an alarming increase in reports of hate incidents against South Asians (41 reported incidents in 1998, compared to two in 1997 and 22 in 1996). NAPALC preliminarily reports that the number of violence and hate crime incidents against Asian Americans and Pacific Islanders increased in 1999, with 454 reported incidents nationwide, compared to 429 reported incidents in 1998. (National Asian Pacific American Legal Consortium, "Press Release: Number of Reported Hate Crimes Targeting Asian Pacific Americans Increased in 1999," October 12, 2000).

Motives for hate crimes and violence are complex. Responding to and preventing such violence requires both short-term actions such as improved data collection, training of law enforcement personnel and community outreach and education as well as long-term strategies to address continuing racial bias in American society. (Testimony of Marshall Wong, Los Angeles Human Relations Commission, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Alicia DeLeon-Torres, Union of Pan Asian Communities, San Diego, CA, at San Diego Community Forum, October 14, 2000).

I want you to remember my brother [Joseph Ileteo] not as a hate crime victim but for what his name stands for. What we did as a family was take his letters of his names and made a statement: Join Our Struggle, Educate And Prevent Hate, Instill Love, Equality, and Tolerance for Others....

As a result of last year's events, the family has been going out to different campuses and colleges to bring their awareness to the students in colleges and high school students...just to make them aware that it could happen to them...we are there to tell them that, hey, we are targets. And we need to stick together... this August 10, we are marking the first anniversary with a candlelight vigil, and we are inviting all the different communities to come together. And we are going to be lighting a candle as a symbolic gesture of unity...We are [also] asking the different parishes and churches and faiths to address the issue of hate crimes in their congregation...we are building bridges with other communities because that's what we need, to unite together. Because we can't just fight this alone.

Ismael Ileteo,
at Western Region Town Hall,
July 24, 2000.

Strong support exists in Asian American and Pacific Islander communities for strengthening federal hate crimes legislation that would remove current barriers which make it difficult to prove that hate was a motive for a crime in cases involving race, religion and national origin. In addition, protection is needed for violence based on gender, sexual orientation and disabilities.

The Commission appreciated the testimony from family members of victims of crimes motivated by racial bias, including Ismael Ileteo and Sangita Patel, whose brother Sandip was paralyzed as a result a shooting spree in April of 2000 that left another South Asian man dead.

The Commission believes that one of the most important contributions that it can make is educating others about Asian Americans and Pacific Islanders to dispel the bias and prejudice against our communities that can result in violence. (Testimony of Marshall Wong, Los Angeles Human Relations Commission, Los Angeles, CA and J.D. Hokoyama, Leadership Education for Asian Pacifics, Los Angeles, CA, at Western Region Town Hall, July 24, 2000).

In many Asian immigrant communities, the absence of law enforcement personnel who speak their languages or come from their cultural backgrounds results in communication and trust barriers to report crimes. (Presentation of KaYing Yang, Southeast Asia Resource Action Center, Washington, D.C., at Interagency Working Group, February 23, 2000). Community-based policing models that include affirmative action programs to recruit, hire and promote local community members and that involve local families, schools, community groups and businesses in law enforcement efforts have proven to be the most effective deterrents to crime. (Testimony of Paul Chao, Visalia Police Department, Visalia, CA, at Fresno Community Forum, August 24, 2000).

Asian American and Pacific Islander women, children and elders are victims of domestic violence.

A women is battered every 15 seconds in America. Asian American and Pacific Islander women are not immune to domestic violence. (Testimony of Gary Gunabe, San Jose, CA, at San Jose Community Forum, September 9, 2000). Yet the lack of linguistically accessible and culturally appropriate services and law enforcement means that domestic violence against Asian American and Pacific Islander women, children and elders are greatly underreported and overlooked. (Testimony of Beckie Masaki, Asian Women's Shelter, San Francisco, CA and Tzer Vue, International Refugee Center of Oregon, Portland, OR, at Western Region Town Hall, July 24, 2000; Testimony of Norma Timbang, Asian and Pacific Islander Women and Family Safety Center, Seattle, WA, at Seattle Community Forum, August 21, 2000; Testimony of Shamita Das DasGupta, Manavi, Union, NJ, at Eastern Region Town Hall, September 18, 2000).

How might you feel if...you were isolated and dependent on your abuser because everyone around you spoke a language you did not understand? What would it be like if the very people meant to help you found your habits bizarre or exotic? Many of the approximately 300 battered women Manavi assists every year negotiate their lives with similar understandings of the world around them as impenetrable, intimidating, humiliating, unmanageable, and solitary.

*Shamita Das DasGupta,
Manavi, Union, NJ,
at Eastern Region Town Hall,
September 18, 2000.*

Finally, even when there are legal protections and remedies enacted for victims of domestic violence, there are barriers to access for Asian American and Pacific Islander women. For example, the Violence Against Women Act created self-petition remedies for immigrant women and children who have suffered domestic violence, independent of their abusive husbands. However, in implementing these new remedies, the Immigration and Naturalization Service has adopted very restrictive documentation requirements and has often taken the narrowest interpretations of the law. (Testimony of Tuhina De O'Connor, New York Asian Women's Center, New York, NY, at Eastern Region Town Hall, September 18, 2000).

EMPLOYMENT DISCRIMINATION AND VIOLATIONS OF LABOR LAWS

Asian Americans and Pacific Islanders continue to face discrimination and violations of labor laws in the workplace.

Despite the "model minority" stereotype of economic achievements, Asian Americans and Pacific Islanders continue to face discrimination and exploitation in the workplace. (Presentation by Jin

My name is Rojana Sussman as a representative of the Thai garment workers. I would like to describe the working conditions that we have there. My experience is similar to the experiences of the 71 other workers who worked as a virtual slave in El Monte, [CA]....[From April 1994 to August 1995], I was not allowed to leave the workplace. Inside I was surrounded by filth and dust. I worked seven days a week from 7:00 in the morning to 1:00AM every day. To prevent us from escaping, our employers hired armed security guards. For a few hours each night I slept on the floor upstairs in a small room that I shared with my other workers and many mice and cockroaches. For our strenuous labor, we were paid approximately \$1.60 an hour. From this sum, we somehow purchased all of our own food and personal supplies from our employers, which had exorbitant prices that were often twice the normal rates or more.

*Rojana Sussman, Los Angeles, CA,
at Western Region Town Hall, July 24, 2000.*

Sook Lee, Asian Pacific American Labor Alliance, Washington, D.C., at Commission meeting, May 17, 2000). Many Asian Americans and Pacific Islanders work in sweatshop and other harsh conditions, often in violation of many wage and hour, health and safety and other laws. (Testimony of Kent Wong, University of California, Los Angeles, Los Angeles, CA, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; and Testimony of May Chen, UNITE Local 23-25, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Asian Americans and Pacific Islanders often work in sectors where enforcement of employment law protections is difficult. For example, the Department of Labor recently reported that two-thirds of the garment factories it surveyed in southern California, where many Asian Americans work, violated federal minimum wage and overtime laws. At the factories surveyed, \$900,000 in back wages was owed to 1,400 workers. (Department of Labor Employment Standards Division Wage and Hour Division Press Release, "Only One-Third of Southern California Garment Shops in Compliance with Federal Labor Laws," August 25, 2000). In addition, many federal and state laws do not protect domestic workers, including many Asian American immigrants. (Testimony of Lorie Pilotin and Aijen Poo, Filipino Civil Rights Advocates, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Language and culture barriers often hinder enforcement of labor and employment discrimination laws that would protect Asian American and Pacific Islander workers. (Testimony of Matt Finucane, AFL-CIO, Washington, D.C., at Eastern Region Town Hall, September 18, 2000). For example, there are few investigators at Department of Labor field offices who speak Asian languages and can assist Asian American workers with limited English proficiency. (Testimony of Andrew Kashyap, National Employment Law Project, New York, NY at Eastern Region Town Hall, September 18, 2000).

Undocumented Asian American and Pacific Islander workers are particularly vulnerable to exploitation, especially given the close collaboration between the Immigration and Naturalization Service and the Department of Labor. The threat of immigration law enforcement also has been used by employers to deter workers' assertions of their rights as well as union organizing and activities. (Presentation by Jin Sook Lee, Asian Pacific American Labor Alliance, Washington, D.C., at Commission meeting, May 17, 2000; Testimony of Chaumtoli Huq, Asian American Legal Defense and Education Fund, New York, NY, and Andrew Kashyap, National Employment Law Project, New York, NY at Eastern Region Town Hall, September 18, 2000).

The Commission commends the Equal Employment Opportunity Commission (EEOC) for issuing its Policy Guidance clarifying that undocumented immigrant workers remain protected under U.S. labor and equal employment laws. (EEOC, "Guidance on Remedies Available to Undocumented Workers," 1999). The Equal Employment Opportunity Commission (EEOC) also has a National Origins Task Force that focuses on employment discrimination based on national origin, including English-only workplace rules and discrimination based on speaking English with an accent. (EEOC, Enforcement Guidance on Remedies Available to Undocumented Workers Under Federal Employment Discrimination Laws," 1999).

Asian Americans and Pacific Islanders with advanced degrees and professional backgrounds also face employment discrimination when they encounter a "glass ceiling" to promotion and professional advancement. (Federal Glass Ceiling Commission, "Good for Business: Making Full Use of the Nation's Human Capital" (1995); Testimony of Henry Tang, Committee of 100, New York, NY, at Eastern Region Town Hall, September 18, 2000; Testimony of J.D. Hokoyama, Leadership Education for Asian Pacifics, Los Angeles, CA, at Western Region Town Hall, July 24, 2000). Asian Americans and Pacific Islanders often are perceived as passive, unassertive, indirect, more technical than people-oriented and therefore not leadership material. (Federal Glass Ceiling Commission, "Good for Business: Making Full Use of the Nation's Human Capital," 1995). There are fewer than 40 Asian Americans that serve on the boards of directors of Fortune 500 companies, less than 1% of the total. (Testimony of Henry Tang, Committee of 100, New York, NY, at Eastern Region Town

Hall, September 18, 2000). Similar barriers exist in academic institutions, where Asian Americans have one of the lowest tenure rates of all racial and ethnic groups and are only 1% of higher education administrators nationwide. (Testimony of Connie So, University of Washington, Seattle, WA, at Seattle Community Forum, August 21, 2000).

Asian Americans and Pacific Islanders need equal and fair access to all educational, training and professional development programs.

In the course of the next three decades, the size of the Asian American and Pacific Islander workforce is expected to triple in number, totaling ten million by 2030. Thus, the success of the U.S. economy as a whole will depend, in part, on securing the economic success of this population. (Paul Ong and Suzanne Hee, "Work Issues Facing Asian Pacific Americans: Labor Policy," *The State of Asian Pacific America: Policy Issues to the Year 2020*, 1993). Asian Americans and Pacific Islanders often fail to get job training and other employment services because of the "model minority" myth - they are assumed to be economically well-off. Because of these preconceived notions, underrepresented Asian Americans and Pacific Islanders are often excluded from programs designed to help disadvantaged minorities. (Testimony of Kerry Doi, Pacific Asian Consortium in Employment, Los Angeles, CA, at Western Region Town Hall). Affirmative action programs also can assist underrepresented Asian Americans and Pacific Islanders access educational and employment opportunities. (Testimony of Maria Batayola, Asian Pacific American Coalition for Equality, Seattle, WA, at Seattle Community Forum, August 21, 2000).

We need government support for a lot more job training opportunities in our communities to help immigrant workers, especially immigrants with limited English skills.

*Yuk Chu Lee,
Local 23-25 UNITE, New York, NY,
at Eastern Region Town Hall,
September 18, 2000.*

Effective training programs must be tailored to meet the diverse needs of the Asian American and Pacific Islander communities. Asian Americans and Pacific Islanders in need of immediate attention include recent immigrants and refugees who have Limited English Proficiency and youth. Immigrants and refugees face multiple barriers to finding meaningful employment, including language difficulties, limited job skills, and problems associated with cultural adjustment. Many Asian American and Pacific Islander youth have both high drop out rates and low post-high school aspirations. Some of these youth also lack proficiency in English. Given their lack of skills and knowledge about job opportunities, these youths are often channeled into the lowest skilled and lowest paying jobs. (Linda Wing, "Workforce Policies," in Paul Ong, ed., *The State of Asian Pacific America: Economic Diversity, Issues & Policies*, 1994).

DISCRIMINATION BASED ON GENDER, DISABILITY AND SEXUAL ORIENTATION

Asian American and Pacific Islander women face additional barriers to access and participation in society and federal government programs.

Asian American and Pacific Islander women are challenged by both "American" and Asian and Pacific Islander negative cultural norms about the role of women. In improving the access to and participation in federal government programs, this Commission wants to highlight the underrepresentation and exclusion of Asian American and Pacific Islander women. For example, issues of the "glass ceiling" and the lack of gender equity in salaries, in both the private and public sector, are compounded for Asian American and Pacific Islander women. (Federal Glass Ceiling Commission, "Good for Business: Making Full Use of the Nation's Human Capital," 1995).

In addressing Asian American and Pacific Islander women's issues, class differences, educational differences and sexism inside and outside the Asian American and Pacific Islander communities that put women in a disadvantaged position are important considerations. Wealthier and better-

Selected Literature on Asian American and Pacific Islander Women

Diane Yen Mei Wong and Asian Women United, eds. *Making Waves: An Anthology of Writings By and About Asian American Women*. (Boston, MA: Beacon Press, 1989)

Elaine H. Kim, Lilia V. Villanueva and Asian Women United of California, eds. *Making More Waves: New Writings By Asian American Women*. (Boston, MA: Beacon Press, 1997).

Shamita Das DasGupta, ed. *A Patchwork Shawl: Chronicles of South Asian Women in America*. (New Brunswick, NJ: Rutgers University Press, 1998).

educated women are often those most likely to participate in policy forums and thus most likely to voice their interests. This is not true for poorer or less educated women who tend to be invisible to policy makers. Limited English proficiency and cultural differences also are barriers to access. (Elaine Kim, "Meditations on the Year 2020: Policy for Women," *The State of Asian Pacific America: Policy Issues to the Year 2020*, 1993).

The lack of culturally appropriate childcare, Early Headstart and Headstart programs also remains a major barrier to Asian American and Pacific Islander women's full participation in society. (Testimony of Jessica Lee, Coalition for Asian American Children and Families, New York, NY, and Charles Pei Wang, United Neighborhood Houses, New York, NY, at Eastern Region Town Hall, September 18, 2000). As many Southeast Asian refugee women are forced to enter the workforce under welfare reform programs, the availability of culturally appropriate childcare, linguistically

accessible educational and vocational training and affordable transportation will be critical. (Presentation of KaYing Yang, Southeast Asia Resource Action Center, Washington, D.C., at Interagency Working Group, February 23, 2000; Testimony of Thao Vang, County of Fresno Department of Social Services, Fresno, CA, at Fresno Community Forum, August 24, 2000).

Asian Americans and Pacific Islanders with disabilities are often overlooked.

The needs and issues of Asian Americans and Pacific Islanders with physical and developmental disabilities are often overlooked. Access barriers are compounded for Asian Americans and Pacific Islanders with both disabilities and Limited English Proficiency. (Testimony of Myoung Ja Lee, Korean American Association for Rehabilitation of the Disabled, Flushing, NY and Wen Ling, New York University, New York, NY, at Eastern Region Town Hall, September 18, 2000; Testimony of Teresa Lucas, Filipino American Association for Developmental Disabilities, San Diego, CA at San

A group of Japanese speaking parents of developmentally disabled children came to my office because they were concerned. They appreciated the modern and advanced care that their children received through special education programs, but they did not understand what their kids were being taught, and no one told them how to be with their own kids and how to reinforce what their kids were being taught. They were out of the loop because they did not speak English, and in these kinds of programs, if you don't advocate strongly and firmly (in English, of course) for your kid to get the service he or she needs, you don't get them. We started a parents' support group for them, translated materials that helped them to understand the system, and got them connected with the services that could help them and their families.

In many AAPI communities, the handicapped are hard to find because they often stay hidden in their homes, but if programs are not designed to take into account cultural attitudes and languages barriers, these disabled people may not be able to attain whatever self-sufficiency they might be capable of.

*Bill Watanabe,
Little Tokyo Service Center, Los Angeles, CA,
at Interagency Working Group, February 23, 2000.*

Diego Community Forum, October 14, 2000; National Council on Disability, "Lift Every Voice: Modernizing Disability Policies and Programs To Serve a Diverse Nation" (1999).

Entities such as the Presidential Task Force on Employment of Adults with Disabilities and the National Council on Disability have made efforts to focus on the specific needs of individuals with disabilities from diverse racial and ethnic backgrounds, and need to continue outreach efforts and support inclusion of Asian Americans and Pacific Islanders with disabilities. The Presidential Task Force on the Employment of Adults with Disabilities has created an initiative targeted at American Indians, Alaska Natives, Native Hawaiians, and Native Pacific Islanders with disabilities. Information from roundtable discussions with these communities will be used to develop specific policy and budgetary recommendations that will be included in a report to the President. (16th Annual Pacific Rim Conference on Disability, "Creating Futures, Kaleidoscopes of Opportunity for People with Disabilities." March 6-7, 2000)

Moreover, as increased reliance is placed on using the internet for information dissemination and communication, the failure of government, business and community internet sites to ensure access by those with visual and physical impairments will increase the "digital divide" for Asian Americans and Pacific Islanders and other persons with disabilities. (National Council on Disability, "Federal Policy Barriers to Assistive Technology," May 2000; Department of Commerce, "Falling Through the Net: Toward Digital Inclusion- A Report on Americans' Access to Technology Tools," October 2000). In addition, despite the rapid acquisition of technology by public schools, special education teachers are not sufficiently trained to help students with disabilities to use the equipment, there are too few computers with alternative input and output devices and school administrators often do not view telecommunications as relevant for students with disabilities. (National Center for Educational Statistics, "Issue Brief: What Are the Barriers to the Use of Advanced Telecommunications for Students with Disabilities in Public Schools?" 2000).

Asian American and Pacific Islander gay, lesbian, bisexual and transgender individuals have been marginalized

As a transgendered Korean American adoptee, I do not have the luxury of separating issues of sexuality and gender identity from those of race, ethnicity, national origin and citizenship status.

Pauline Park, Gay Asian and Pacific Islander Men of New York, New York, NY, at Eastern Region Town Hall, September 18, 2000.

The 1996 Telecommunications Act requires that telecommunications equipment and services be accessible for people with disabilities where readily achievable, or at least compatible with existing peripheral devices. The 1998 Workforce Investment Act requires that federal departments and agencies ensure that information technology provides federal employees and members of the public who have disabilities comparable access to information and data whenever they develop, procure, maintain or use electronic and information technology, unless an undue burden is imposed. The 1998 Assistive Technology Act requires that states provide assurance of compliance with these same requirements as a condition of federal funding under the Act.

National Council on Disability, "Federal Policy Barriers to Assistive Technology," May 2000.

Asian American and Pacific Islander gay, lesbian, bisexual and transgender individuals are marginalized and rendered invisible within both the Asian American and Pacific Islander communities and the gay, lesbian, bisexual and transgender communities. Support for and allocation of resources to adopt and enforce anti-discrimination and provide legal protection from hate crimes based on sexual orientation and gender identity are needed. Additions to school curricula and support for gay, lesbian, bisexual, transgender, queer and questioning youth are particularly vital. Technical assistance and funding to address gay, lesbian, bisexual and transgender

issues are needed. Gay, lesbian, bisexual and transgender issues also need to be incorporated into all federal diversity programs. (Testimony of Patrick Mangto, Gay Asian Pacific Support Network, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Janet Soo Hoo and Anne Clark, Asian Lesbian and Bisexual Alliance and Queer & Asian, Seattle, WA, at Seattle Community Forum, August 21, 2000; and Testimony of Christine Lipat, Kilawin Kolectibo, New York, NY and Pauline Park, Gay Asian and Pacific Islander Men of New York, New York, NY, and Truong Chinh Duong, Parents, Families and Friends of Lesbians and Gays, Washington, D.C., at Eastern Region Town Hall, September 18, 2000).

In addition, dedicated federal resources to document the needs and issues of Asian American and Pacific Islander gay, lesbian, bisexual and transgender individuals, including baseline surveys and studies, are critical first steps to addressing the many unmet needs of these members of the Asian American and Pacific Islander communities. For example, the Department of Health and Human Services' inclusion of health issues relevant to sexual orientation in its Healthy People 2010 initiative is to be commended and encouraged. (Testimony of John Manzon-Santos, Asian and Pacific Islander Wellness Center, San Francisco, CA, at Western Region Town Hall, July 24, 2000).

Finally, until there is Congressional recognition of comprehensive immigration rights for gay, lesbian, bisexual and transgender individuals, the Immigration and Naturalization Service, Board of Immigration Appeals and Immigration Courts can continue to provide protection under U.S. asylum law for those fleeing persecution based on sexual orientation or gender identity without imposing unreasonable requirements for collaborating documentation. The INS and Immigration Courts also can continue to provide discretionary relief from deportation to gay, lesbian, bisexual and transgender individuals in certain humanitarian cases. (Testimony of Christine Lipat, Kilawin Kolectibo, New York, NY and Pauline Park, Gay Asian and Pacific Islander Men of New York, New York, NY, at Western Region Town Hall, September 18, 2000).

Selected Background Literature on Asian American and Pacific Islander Gay, Lesbian, Bisexual and Transgender Issues

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David L. Eng and Alice Y. Hom, eds. *Q & A: Queer in Asian America*. (Philadelphia, PA: Temple University Press, 1998).

Sharon Lim-Hing, ed. *The Very Inside: An Anthology of Writing by Asian and Pacific Islander Lesbian and Bisexual Women*. (Toronto, Ontario: Sister Vision Press, 1994).

IMMIGRATION AND WELFARE

Asian Americans and Pacific Islanders are subject to poor customer service, unreasonable delays, and unfair application of immigration laws, regulations and policies.

Asian Americans and Pacific Islanders are disproportionately affected by the continuing inefficiencies and inequities in the administration of our nation's immigration laws. Poor customer service from the Immigration and Naturalization Service (INS), simply to obtain understandable information about the complexity of rules and regulations, obtain the required forms or inquire about the status of pending cases, is unfortunately a common experience for many Asian Americans and Pacific Islanders. There are also too many cases of rudeness, mistreatment and violations of civil rights by the INS. Fees for immigration and naturalization applications continue to rise while there is persistent understaffing at the INS. Finally, there is a pervasive lack of interpreters available to enable critical communication between the INS and immigrants with Limited English Proficiency. (Presentation by Karen Narasaki, National Asian Pacific American Legal Consortium, Washington,

D.C., at Commission meeting, May 17, 2000; Testimony of John Kim, National Association of Korean Americans, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Long delays for naturalization, family reunification and employment visas are also the norm. (Testimony of Howard Hom, Los Angeles, CA and Toan Bui, Vietnamese Mutual Assistance Association, Albuquerque, NM, at Western Region Town Hall Meeting, July 24, 2000; Testimony of Soya Jung, Washington Alliance for Immigrant and Refugee Justice, Seattle, WA, at Seattle Community Forum, August 21, 2000; and Testimony of John Kim, National Association of Korean Americans, New York, NY, at Eastern Region Town Hall, September 18, 2000).

In January 2000, the INS in San Antonio, TX, arrested and detained 40 Asian Indian computer software engineers working at Randolph Air Force Base, as well as family members at their homes, who are here in the U.S. on temporary work visas (H-1B visas) for alleged violations of their visas. All the persons arrested were released and the INS has terminated further enforcement actions against them. The Commission has expressed its concerns about this incident and the potential violations of civil rights involved to the INS.

By the end of its fiscal year 1999, there were more than 3.9 million applications related to immigration and naturalization pending before the INS. In Los Angeles alone, it is estimated 187,000 are in the naturalization backlogs and 250,000 more are waiting to adjust their status - some waiting for more than 3 years. I myself am part of this backlog. I am married to a U.S. citizen and have waited for 3 and one-half years, and counting, to adjust my status.

*Eun Sook Lee,
National Korean American Service
and Education Consortium,
Los Angeles, CA,
at Western Region Town Hall,
July 24, 2000.*

Delays for both family and employment visas have a disproportionate impact on Asian Americans, particularly Chinese, Filipino and Indian immigrants. (Testimony of Howard Hom, Los Angeles, CA, at Western Region Town Hall, July 24, 2000). These disproportionate backlogs based on national origin are a direct result of the decades of immigration exclusion beginning with the 1882 Chinese Exclusion Act, which was not repealed until 1943. Asian immigration was still not permitted on an equitable basis with other countries until 1965. However, only fifteen years later, the Immigration Act of 1990 created new "diversity" visas that were not available to immigrants from countries with higher recent levels of immigration, i.e. Asia and Mexico, and continued limits on both family and employment visas based on national origin. Since full access to immigration from Asia is largely still in its first generation (since 1965), Asian immigrants are the predominant users of today's family and employment visas. Accordingly, the limitations placed on those visas continue

As of December 2000, the current waiting time for applying for brothers and sisters of U.S. citizens (4th family preference) to immigrate to the U.S. is eleven years but twenty-one years for brothers and sisters of U.S. citizens from the Philippines. The waiting time for applying for unmarried sons and daughters of U.S. citizens (1st family preference) is one and a half years but over 12 years for unmarried sons and daughters from the Philippines. The waiting time for applying for married sons and daughters of U.S. citizens (3rd family preference) is otherwise four and a half years but 13 years for unmarried sons and daughters from the Philippines.

Similarly, there is no waiting time for applying for permanent residence for certain skilled workers (3rd employment preference) but there is a waiting time of two and a half years for workers from China and three and a half years for workers from India.

Department of State, Visa Bulletin for December 2000.

to have a disproportionate impact on Asian Americans and their families.

One specific issue that impacts both Asian American workers and Asian American businesses is the continuing demand for H-1B temporary employment visas. These are visas that are granted to fill temporary labor shortages and have been recently used to meet the growing demand for individuals with advanced degrees and backgrounds, especially in computer, engineering and other technical fields. A U.S. company can hire a professional from overseas to work in the U.S. for up to six years on an H-1B visa. After six years, the professional worker either must return to his or her home country or change his or her immigration status from a temporary employment status to permanent residence. The unique problem faced by professional workers from India and China is that the employment-based permanent residence immigration category for their countries has a backlog of at least three years (compared to a backlog of only one year for all other countries). This means that the H-1B worker born in China or India must begin his or her application for permanent residence sooner than other workers if they want to remain in the U.S. Sometimes employers are unwilling to cooperate, preferring to hire new H-1B worker if the permanent residence application cannot be completed in time. Others remain trapped in their positions, subject to exploitation by their employers. This vulnerability unique to Chinese and Indian workers also compounds their "glass ceiling" limitations to professional advancement. (Testimony of Howard Hom, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Shalini Bansal, City of Norfolk, VA, at Eastern Region Town Hall, September 18, 2000).

The President recently signed legislation that would increase the number of H-1B visas available each fiscal year. Pub. L. 106-311, October 17, 2000 (H.R. 5362 and S.2045).

Another issue facing hundreds of Asian immigrants is the indefinite detention by the INS of immigrants who have been convicted of both serious and minor crimes and completed their criminal sentences. (Presentation of KaYing Yang, Southeast Asia Resource Action Center, Washington, D.C., at Interagency Working Group, February 23, 2000; Testimony of Soya Jung, Washington Alliance for Immigrant and Refugee Justice, Seattle, WA, at Seattle Community Forum, August 21, 2000). Congress has recently expanded the types of criminal convictions for which immigrants, even permanent residents, are to be deported to include nonviolent offenses such as gambling, petty theft and virtually any drug-related offense. However, for many Asian immigrants in such situations, especially those from Vietnam, Cambodia and Laos, the complexities of current diplomatic relationships between the United States and those countries means that such deportations cannot be completed. Instead, these individuals, who have completed their criminal sentences, remain in indefinite INS detention - often in criminal facilities - with no prospects for release. One court has ruled this type of detention as unconstitutional but the INS has been slow to review cases and permit the supervised release of such individuals.

The 1996 welfare reform and immigration reform laws have particularly impacted low-income, disabled and elderly Asian American and Pacific Islander immigrants and their families.

The 1996 welfare reform law devastated many lives of Hmong individuals, and families have changed dramatically. Unfortunately, these changes are not always for the better. As a direct result, there were four reported suicides of Hmong elders in Sacramento and Fresno. It was reported that they feared they would become a burden to their children if their benefits were cut off because of their non-U.S. citizen status.

*Silas Cha,
Southeast Asian Resource Action Center, Fresno, CA,
at Fresno Community Forum,
August 24, 2000.*

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 contained provisions that were harsh and unfair to many legal immigrant families and had nothing to do with the goal of welfare reform, which was to move people from welfare to work. President Clinton and Vice President Gore objected to those provisions and stated their strong belief that legal immigrants should have the same economic opportunity, and bear the same responsibility as other members of society. They committed to working to reverse those unnecessary cuts. Since 1996, there have been significant restorations of many of the original 1996 disqualifications from federal programs and services under the welfare reform and immigration reform laws. For instance, the Balanced Budget Act of 1997 continued SSI and related Medicaid for legal immigrants receiving benefits on August 22, 1996; allowed SSI and Medicaid benefits for legal immigrants who were here on August 22, 1996, and who later became disabled; extended the exemption from SSI and Medicaid restrictions for refugees and asylees from five to seven years after entry; classified Cuban Haitians and Amerasians as refugees, as they were prior to 1996, and exempted certain Native Americans living along the Canadian and Mexican borders from SSI and Medicaid restrictions. The Agricultural Research Act of 1998 restored Food Stamp eligibility to noncitizen children who entered by August 22, 1996; disabled or elderly legal immigrants here before August 22, 1996; refugees and asylees for seven years after entry, as opposed to five years; Hmong refugees; and certain Native Americans living along the Canadian and Mexican borders. Finally, the Technical Amendments Act of 1998 ensured that individuals who were receiving disability and health benefits before welfare reform were able to continue receiving assistance, even if they were too disabled to prove their date of entry into the U.S. The President also proposed in his budget to restore health, nutrition and disability benefits eligibility to additional groups of vulnerable legal immigrants, but Congress refused to act on these proposals.

In addition, most states have created state-funded safety net health and nutrition programs for the elderly and disabled immigrants not included in the federal restorations. Yet many federal, state and local government officials are still not aware that U.S. permanent residents and other immigrants who are not yet U.S. citizens are still eligible for many federal benefits and services under the 1996 laws. These disqualifications have a disproportionate impact on Asian American and Pacific Islander immigrants who are low-income, disabled or elderly. (Testimony of Karin Wang, Asian Pacific American Legal Center of Southern California, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Tony Lee, at Seattle Community Forum, August 21, 2000; and Testimony of Eric Tang and Borey Heam, Coalition Against Anti-Asian Violence Southeast Asian Community Project, New York, NY, at Eastern Region Town Hall, September 18, 2000). The lack of linguistically accessible and culturally appropriate education, job training and placement and childcare services all pose barriers to the transition of many Asian Americans and Pacific Islanders from welfare to work. Executive Order 13166 recently signed by President Clinton to improve access to services for persons with Limited English Proficiency helps address some of these concerns. These changes in federal law also have resulted in the migration of hundreds of Hmong refugee families from central California to states such as Minnesota and North Carolina. (Testimony of Silas Cha, Southeast Asian Resource Action Center, Fresno, CA, at Fresno Community Forum, August 24, 2000).

The Clinton Administration has made significant progress in establishing the State Children's Health Insurance Program (SCHIP) and in expanding outreach and enrollment efforts under the Medicaid program. However, under the 1996 welfare reform and immigration reform laws, states are not funded to provide SCHIP or Medicaid to immigrant children or adults until they have been in the country for five years if they entered the United States after August 22, 1996 (the date the welfare reform bill was enacted). Congress has not acted on the Administration's proposals to provide federal matching funds for states to include immigrant children and adults in such programs.

In addition, there is pervasive fear and misunderstanding that accessing any government benefits will result in ineligibility for future changes in immigration status, U.S. citizenship, or the ability to sponsor family members as immigrants. (Testimony of Grace Ma, Temple University, Philadelphia, PA, and Jessica Lee, Coalition for Asian American Children and Families, New York, NY, at Eastern Region Town Hall, September 18, 2000). In May 1999, Vice President Gore announced new

actions to assure families that enrolling in Medicaid or SCHIP and receiving other critical benefits, such as school lunch and child care services, will not affect their immigration status. This new regulation clarifies a widespread misconception that has deterred eligible populations from enrolling in these programs and undermined the nation's public health. In addition, the Vice President directed Federal agencies to send guidance to their field offices, program grantees and to work with community organizations to educate Americans about this new policy. Nevertheless, in the recent past in California and other states, state and local government officials actively cooperated with the Immigration and Naturalization Service to mislead and threaten immigrants that the receipt of government benefits would result in denial of reentry into the U.S. unless the value of such services, especially prenatal care for pregnant immigrant women, was paid back in full (California State Auditor/Bureau of State Audits, "Department of Health Services: Use of Its Port of Entry Fraud Detection Programs Is No Longer Justified," April 1999).

Finally, these types of continuing changes in the federal law also highlight the ongoing need for federal government support of linguistically accessible and affordable legal services, especially for indigent Asian Americans and Pacific Islanders. (Testimony of Roxanne Gregorio Tena-Nelson, Asian American Bar Association of New York, New York, NY, at Eastern Region Town Hall, September 18, 2000; Testimony of Patricia Tsai Tom, Japanese American Citizens League, Fresno, CA, at Fresno Community Forum, August 24, 2000).

Some Filipino American World War II veterans were excluded from full veterans' benefits.

During World War II, thousands of Filipinos were called into military service to fight under U.S. command. Though promised U.S. citizenship and veterans benefits, many recruited under the Commonwealth Army and New Scouts never received their promised benefits. In 1946, the U.S. Congress enacted a Reversions Act, which deemed that Filipino veterans who served in the Commonwealth Army and New Scouts were not eligible for benefits, except in the case of Filipino veterans with a service connected disability. These Filipino veterans received compensation at the rate of 50% of what a U.S. veteran receives. Filipino veterans who served under the "Old Scouts" did remain eligible for benefits.

The Clinton-Gore Administration has taken several steps to provide additional benefits for these veterans. In 1999, legislation was signed to allow Filipino veterans to continue to receive a payment equal to 75% of their Supplemental Security Income (SSI) when they returned to the Philippines. Previous law did not allow them to receive this payment if they left the United States. Also, the Administration won new health care, burial and dependent's benefits for some Filipino veterans in the FY 2001 Veterans Appropriations bill. In addition, this bill raised the level of compensation for Filipino veterans with a service-connected disability from 50% to 100% of the U.S. veteran's rate.

However, most Filipino veterans are still not eligible for health care and other benefits. In July 2000, President Clinton directed the Department of Veterans Affairs to review how health benefits could be provided to these Filipino American World War II veterans. (Presidential Memorandum on Benefits for Filipino World War II veterans, July 27, 2000).

ENVIRONMENTAL JUSTICE

Asian American and Pacific Islander communities, like other communities of color, continue to be targeted for military activities, dumping of toxins and overexposure to environmental hazards.

Federal environmental justice initiatives have yet to fully include a comprehensive analysis and response to environmental hazards in Asian American and Pacific Islander communities, including water pollution exposure for fishers and fish consumers, pesticides and other farm-related toxins, perchloroethylene exposure in the dry cleaning industry, and lead and other hazards in older and

overcrowded housing. (Testimony of Ticiang Diangson, Seattle Public Utilities, Seattle, WA, at Seattle Community Forum, August 21, 2000). Meanwhile, the Environmental Protection Agency is to be commended for its efforts to learn more about how environmental issues adversely impact the Asian American and Pacific Islander communities.

The Pacific Islands also have been used as environmental dump sites and for U.S. nuclear testing. (Presentation by Congressman Robert Underwood (D-Guam), at Commission Meeting, May 17, 2000). While there have been some efforts to provide health care for those exposed to radiation from the nuclear testing in the Pacific, particularly in the Republic of the Marshall Islands, long-term environmental restoration efforts have yet to be implemented. Much of the land now controlled by the U.S. military does not meet environmental safety standards and will require significant clean-up prior to civilian use.

BARRIERS TO CIVIC PARTICIPATION

Barriers to increased civic participation by Asian Americans and Pacific Islanders should be addressed.

According to estimates by the U.S. Census Bureau, eligible Non-Hispanic Asian Americans and Pacific Islanders had the lowest rate of voting (32.3%) in the November 1998 national elections. (U.S. Census Bureau, July 2000). Efforts to promote civic participation by Asian Americans and Pacific Islanders must overcome cultural and linguistic barriers. Immigrants and refugees who become U.S. citizens must be encouraged to register to vote. Providing voter registration and educational materials at naturalization ceremonies and assisting newly naturalized U.S. citizens to register to vote are effective methods of increasing voter participation. Bilingual ballots and voter information can assist these new citizens in voting and greater civic participation. Proactive enforcement of the Voting Rights Act by the Department of Justice can facilitate such increased participation. (Testimony of Kathay Feng, Asian Pacific American Legal Center of Southern California, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Margaret Fung, Asian American Legal Defense and Education Fund, New York, NY, at Eastern Region Town Hall, September 18, 2000).

Many Asian Americans and Pacific Islanders also come from experiences of governments in their countries of origin that are not democratic, or have been controlled by the U.S. in ways that have not encouraged civic participation. For example, Southeast Asian refugee communities are realizing the importance of shifting from a perspective of being temporarily displaced to full participation in American society. (Presentation by KaYing Yang, Southeast Asian Resource Action Center, Washington, D.C., to Interagency Working Group, February 23, 2000). Asian American and Pacific Islander community-based organizations also can be more actively involved in voter registration and non-partisan voter education efforts.

Despite the Clinton Administration's record number of federal appointments of Asian Americans and Pacific Islanders, we are underrepresented in elected and appointed positions at all government levels. (Testimony of Warren Furutani, Office of California Assembly Speaker Antonio Villaraigosa, Sacramento, CA and Timothy Stutler, Pan Asian Lawyers of San Diego, San Diego, CA, at Western Region Town Hall, July 24, 2000). There are currently only six Asian American and Pacific Islander federal judges – less than 1% of the federal judiciary. (Testimony of Laura Kingsley Hong, National Asian Pacific American Bar Association, Cleveland, OH, at Eastern Region Town Hall Meeting, September 18, 2000).

For over three decades, Pacific Islanders have vigorously sought to shape their own political futures. The Northern Mariana Islands successfully became a Commonwealth within the U.S. federal system. Native Hawaiians are actively engaged in the federal reconciliation and recognition process, with nearly 500 individuals providing oral and written testimony at hearings conducted by the Department of Interior and the Department of Justice in December 1999. (Department of Interior and Department of Justice, "From Mauka to Makai: The River of Justice Must Flow Freely -

Report on the Reconciliation Process between the federal Government and Native Hawaiians," October 2000).

This Initiative itself has created new opportunities for members of the Asian American and Pacific Islander communities to voice their issues and concerns directly to the federal government. The Commission is gratified at the active interest and participation of many state and local government officials in our activities. These types of communication and working relationships are vital to ensuring the full civic participation of our Asian American and Pacific Islander communities.

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STRENGTHEN AND SUSTAIN ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY CAPACITY

SUMMARY

Federal government and private sector support of Asian American and Pacific Islander community capacity and infrastructure is vital to increase the access and participation of Asian Americans and Pacific Islanders in federal programs and services. The Asian American and Pacific Islander communities have grown dramatically over recent decades, especially after 1965. Many Asian American and Pacific Islander communities are still relatively young and have community infrastructures that are less established. Community capacity building includes increasing access to federal and other government grants, loans and contracts for Asian American and Pacific Islander organizations and businesses; increasing public-private partnerships between government, the private sector and Asian American and Pacific Islander communities; and specific housing development, economic development and community development initiatives. Education and training, organizational development, leadership development, technical assistance, and access to and utilization of technology, especially telecommunications technologies, are all critical capacity needs for Asian American and Pacific Islander communities. Long-term and sustainable housing, economic and community development strategies and investments by both the government and the private sectors are critical for our communities. Federal government support of and coordination with territorial, state, local and indigenous government and private sector efforts in community and economic development focused on Asian Americans and Pacific Islanders are needed.

A federal designation of "Asian American and Pacific Islander-Serving Institutions and Organizations," similar to the Historically Black Colleges and Universities, the Tribal Colleges and Universities and the Hispanic-Serving Institutions, could focus federal efforts and resources at key academic and community-based institutions to more effectively reach Asian Americans and Pacific Islanders. These institutions could increase the effectiveness of recruitment, professional development, research, program development and program evaluation activities in the Asian American and Pacific Islander communities. Public and private investments should also focus on strengthening the long-term capacity of such institutions to contribute to and partner with federal initiatives.

By increasing partnerships between the federal government and the private sector, existing community networks, as well as the entrepreneurial experience and expertise of many Asian Americans and Pacific Islanders, can be mobilized as community assets and resources for the greater benefit of all Americans.

WHY STRENGTHENING AND SUSTAINING COMMUNITY CAPACITY IS A PRIORITY FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

Asian Americans and Pacific Islanders have built important economic, social and cultural communities in the United States, often in the face of discrimination and exclusion. Today, diverse local Asian American and Pacific Islander communities are at different levels of development. Often, the myth of Asian Americans and Pacific Islanders as a "model minority" masks their needs for development and capacity building assistance. While there are numerous examples of entrepreneurial and economic successes, many Asian Americans and Pacific Islanders still face significant barriers to building and maintaining sustainable communities. In order to improve the quality of life for Asian Americans and Pacific Islanders, public and private sectors must come together to invest adequate funding and resources for the housing, community and economic development needs of Asian American and Pacific Islander communities.

Contrary to the "model minority" myth, many Asian Americans and Pacific Islanders experience high rates of poverty and overcrowding, and lower rates of home ownership. Fourteen percent of Asian Americans lived in poverty in 1989 compared to the overall national average of 13%. Among Hmong Americans, the poverty rate was 64% (Census Bureau, 1993). The average family size of Asian Americans is higher than the average for all U.S. families (3.8 persons compared to 3.2 persons). There are significantly more overcrowded Asian American and Pacific Islander households (more than one person per room) when compared with overcrowded non-Hispanic White households in key cities: Minneapolis (49% overcrowded Asian American and Pacific Islander households compared with 3% overcrowded non-Hispanic White households); San Francisco (35% compared with 10%); New York (30% compared with 14%); and Seattle (14% compared with 4%). Home ownership rates for Asian Americans and Pacific Islanders are 17% lower than non-Hispanic Whites.

*Urban Institute Metropolitan Housing and Communities Center,
"Building Capacity: The Challenges and Opportunities of Asian Pacific American Community
Development," April 2000.*

Historically, Asian American and Pacific Islander community-based organizations have not received adequate funding from private sector and government sources. (Written Testimony of Cao O, Asian American Federation of New York, New York, NY, at Eastern Region Town Hall, September 18, 2000). For example, of the more than \$174 billion in total charitable giving distributed in 1998, less than 0.3% went to support organizations serving Asian Americans and Pacific Islanders. (Testimony of Adrienne Pon, Pacific Bell, San Francisco, CA at Western Region Town Hall, July 24, 2000). According to data from the Foundation Center in New York, between 1983 and 1990, philanthropic foundations only provided 0.2% of their \$19 billion in grants to Asian American and Pacific Islander communities. The number of foundations providing support to Asian American and Pacific Islander community-based organizations had not increased significantly and was concentrated in a handful of foundations. (Asian Americans and Pacific Islanders in Philanthropy, "Invisible and in Need: Philanthropic Giving to Asian Americans and Pacific Islanders," 1992).

A recent study found that Asian American and Pacific organizations received only 0.4% of corporate grants from a sampling of major corporations (National Committee for Responsive Philanthropy, 2000). The collective buying power of Asian Americans and Pacific Islanders is estimated at more than \$229 billion but many corporations have not yet capitalized on or invested in this increasing market. (Testimony of Adrienne Pon, Pacific Bell, San Francisco, CA at Western Region Town Hall, July 24, 2000).

There have been some recent initiatives in the philanthropic field to increase the familiarity of foundation executives and trustees with Asian American and Pacific Islander communities and to increase programming for immigrants and new Americans. (Wildflowers Institute, "Studies 2000: Discovering the Cultural Formations of Asian and Pacific Island Communities," July 23-25, 2000; Minutes of Commission meeting with foundation leaders, New York, NY, September 18, 2000). Asian Americans and Pacific Islanders in Philanthropy has recommended that foundations acknowledge the importance of cultural sensitivity by providing grants to language-appropriate and culturally-appropriate programs, fund documentation and research efforts in Asian American and Pacific Islander communities and provide technical assistance to Asian American and Pacific Islander community organizations. (Asian Americans and Pacific Islanders in Philanthropy, "Invisible and in Need: Philanthropic Giving to Asian Americans and Pacific Islanders," 1992). These activities could parallel and be coordinated with governmental efforts to increase collaborations and partnerships between the private and public sectors.

The responses from the federal agencies to this White House Initiative has revealed for the first time the scope and level of federal government funding for Asian American and Pacific Islander programs, organizations and communities. It is evident that greater investments and coordination

by federal, state and local governments are needed. In addition, improved information dissemination and technical assistance in seeking and administering federal grants and loans, support for organizational development and infrastructure and strategic and long-term planning are all needed.

INTERIM FINDINGS

Asian American and Pacific Islander community-based organizations need capacity-building assistance to better access and utilize federal government programs and services.

Although there are many potential opportunities for Asian American and Pacific Islander community-based organizations to apply for federal grants and contracts, there are many barriers to overcome and a minimum amount of organizational capacity required to be competitive. Data about Asian American and Pacific Islanders often is unavailable so community-based organizations must conduct their own needs assessments or otherwise document a justification for funding. Often there is insufficient or inadequate information about effective programs to reach the Asian American and Pacific Islander communities so community-based organizations either have to develop new programs or attempt to adapt program models used in other communities. Given the diversity of Asian American and Pacific Islander communities, programs often are expected to serve all Asian Americans and Pacific Islanders with limited staff and other resources that cannot realistically meet all the linguistic and cultural needs of the local community. Despite objective reviews of most federal applications for funding, a community's reputation and relationship with the leadership and staff of relevant departments and agencies and the relatively small circle of reviewers also is critical. "Known" organizations that have been previously funded often have advantages over new organizations from emerging communities like Asian American and Pacific Islander communities. There also are few Asian Americans and Pacific Islanders that are in leadership positions at key federal agencies or who serve on external grant review panels.

Federal agencies can improve their outreach and technical assistance regarding their grants, contracts, and loans. (Testimony of Jessica Lee, Coalition for Asian American Children and Families, New York, NY, at Eastern Region Town Hall, September 18, 2000.). Agencies need to provide both culturally and linguistically accessible information about their programs as well as making it possible for newly-starting Asian American and Pacific Islander communities to obtain funding. (Testimony of Chanchancit Martorell, Thai Community Development Corporation, Los Angeles, CA, at Western Region Town Hall, July 24, 2000).

Capacity-building and funding of Asian American and Pacific Islander community-based organizations that serve smaller, more geographically isolated or emerging Asian American and Pacific Islander populations are particularly needed. Government funders

In order to provide comprehensive services, organizations like Asian American LEAD need additional funding sources. Over the last six years, Asian American LEAD has attempted to obtain federal funds to support violence prevention programs. However, there are many obstacles. The reality is that there are almost no demographic data and research studies to document the problems. For example, there is no national study on school dropout and retention among Asian and Pacific Islander youth. Here in the District of Columbia, the school system has dropout statistics but these statistics do not break down by race and ethnicity. In addition, because Asian and Pacific Islander youth prevention is a very young field, culturally appropriate and science-based models are extremely scarce. Without credible data and proven program models, potential service providers face multiple barriers in terms of obtaining financial resources and technical support from governmental agencies as well as foundations.

*Sandy Hoa Dang,
Asian American LEAD,
Washington, D.C.,
at Eastern Region Town Hall,
September 18, 2000.*

In Southeast Asian and other immigrant and refugee communities, Mutual Assistance Agencies (MAAs) have been vital community-based organizations assisting arriving refugees resettle in the United States. Historically, these MAAs have been funded by federal sources focused on refugee populations. However, many of these MAAs are now well-positioned to assist their growing communities with health, education, employment, housing, community and economic development issues but need technical assistance in accessing these other federal programs and funds.

Presentation by KaYing Yang, Southeast Asian Resource Action Center, Washington, D.C., at Interagency Working Group, February 23, 2000; Testimony of Rong Sorn, Southeast Asian Resource Action Center, Philadelphia, PA, at Eastern Region Town Hall, September 18, 2000.

have little knowledge of these smaller Asian American and Pacific Islander communities and the emerging organizations in those communities have little knowledge of all the funding opportunities available. (Testimony of Josie Atienza, Filipino American Human Services, New York, NY; Sufian Khondker, Bangladeshi-American Public Affairs Front, Fresh Meadows, NY; Rajeshwar Prasad, National Indo-American Association for Senior Citizens, Inc., Farmingville, NY, and Jamal Baksh, Agenda 21: Building Public Private Partnerships for Better Communities, Richmond Hill, NY, at Eastern Region Town Hall, September 18, 2000). More established national Asian American and Pacific Islander organizations could disseminate information about federal funding and programmatic opportunities and provide technical assistance.

Asian American and Pacific Islander small businesses need improved information about and access to federally-funded business development opportunities.

Asian Americans often are viewed as a model minority in business achievement. However, additional information and increased access to federally-funded business development opportunities are needed, especially for businesses in newer immigrant and refugee communities. (Testimony of Ben Vue, Valley Small Business Development Corporation, Fresno, CA, at Fresno Community Forum, August 24, 2000). Improved information dissemination, coordination of federal programs and technical assistance to Asian American and Pacific Islander small businesses is also needed. (Testimony of Anthony Tri Tran, Union of Pan Asian Communities, San Diego, CA, at Western Region Town Hall, July 24, 2000). For example, the Small Business Association recently entered into partnership agreements for outreach activities with several national Asian American organizations, including the National Coalition of Asian Pacific American Community Development, the Asian American Hotel Owners Association, the National Korean American Grocers Foundation, the National Federation of Filipino American Associations and the Organization of Chinese Americans and began providing on-line business counseling in Chinese and Japanese for Chinese American and Japanese American businesswomen. (Small Business Administration Press Release, September 18, 2000).

...Asian Pacific Americans also have relied on family and ethnic ties to help raise funds, promote cooperation and training between owners and workers, and facilitate transactions among firms of the same ethnicity....While family and social resources are important to Asian Pacific Americans...we should not overplay these factors. These resources have not been sufficient to eliminate barriers that keep many operations marginal. Some limitations will be overcome with time....[but] underlying factors will prevent many others from becoming anything more than mom-and-pop operations.

Paul Ong and Suzanne Hee, "Economic Diversity," in Paul Ong, ed., The State of Asian Pacific America: Economic Diversity, Issues and Policies, 1994, pp.48-50.

Similarly, while many Asian Americans have succeeded in competing for federal contracts, Asian Americans often lack the informal networks and contacts required to obtain larger and longer term contracts. Additional technical assistance can be useful to ensure equal access. (Written Testimony of Adarsh Deepak, Science and Technology Corporation, Hampton, VA, October 2, 2000 and Testimony of Lee Wang, Council of Asian American Business Associations, Oakland, CA, at Western Region Town Hall, July 24, 2000).

Finally, Asian American and Pacific Islander farmers need additional assistance in developing their businesses and accessing federal training, marketing and economic development programs. (Testimony of Chukou Thao, Hmong American Community, Inc., Fresno, CA and of Michael Yang, University of California Extension Program, Fresno, CA, at Fresno Community Forum, August 24, 2000).

...over two-thirds of Asian-owned businesses are self-employed businesses with no employees. Since self-employment or entrepreneurship is a prevalent and often a necessary and only means to achieve quality of life and sufficiency for many in the Asian Americans and Pacific Islanders community, it is imperative that we commit ourselves to develop policies, identify and muster the resources, and put in place efforts to support and strengthen business and entrepreneurial development in our communities.

*Anthony Tri Tran,
Union of Pan Asian Communities,
San Diego, CA,
at Western Region Town Hall,
July 24, 2000.*

Asian Americans and Pacific Islanders need federal support for development of affordable housing and promotion of home ownership.

Housing shortages for Asian Americans and Pacific Islanders are acute. (Testimony of Mary Anne Foo, Orange County Asian Pacific Islander Community Alliance, Garden Grove, CA, at Western Region Town Hall, July 24, 2000; Testimony of Sue Taoka, Seattle Chinatown International District Preservation and Development Authority, Seattle, WA, at Seattle Community Forum, August 21, 2000; Testimony of Chukou Thao, Hmong American Community, Inc., Fresno, CA, at Fresno Community Forum, August 24, 2000; Testimony of Agnes Eunchul Kim, Asian Americans for Equality, New York, NY, and Lourdes Corrales, Federation of Philippine Societies in New Jersey, at Eastern Region Town Hall, September 18, 2000; Testimony of Joe Horiye, San Diego Community Housing Corporation, San Diego, CA, at San Diego Community Forum October 14, 2000). Increased federal support for the development of affordable housing and the promotion of home ownership for Asian Americans and Pacific Islanders is needed.

Asian Americans and Pacific Islander communities need long-term and sustained economic and community development strategies and programs.

Many Asian American and Pacific Islander community-based organizations such as mutual assistance associations, social service organizations, community health centers, churches and temples, family and clan associations and business associations have implemented economic and community development programs. Asian American and Pacific Islander community development corporations have created affordable housing, strengthened local commercial and retail districts, invested in new businesses and helped low-income families take advantage of "mainstream" economic opportunities in the technological and global economies. (Testimony of Lisa Sugino, Little Tokyo Service Center Community Development Corporation, Los Angeles, CA and Kazue Shibata, Asian Pacific Planning and Policy Council, Los Angeles, CA, at Western Region Town Hall, July 24, 2000; Testimony of Sue Taoka, Seattle Chinatown International District Preservation and Development Authority, Seattle, WA, at Seattle Community Forum, August 21, 2000; Testimony of Christopher Kui, Asian Americans for Equality, New York, NY and Samkhan Khoeun, Cambodian Mutual Assistance Association, Lowell, MA, at Eastern Region Town Hall, September 18, 2000).

Strategies for developing true partnerships with community-based organizations include:

- Involving communities from the beginning stages of the conversation.
- Meeting with people “he alo a he alo” (face-to-face) and listening to the collective wisdom of community leaders...
- Starting where people come from, not where you want them to be.
- Respecting community partners and giving equal weight to their voices.
- Giving voice to segments of the community that are underserved or heretofore have not been heard by researchers, policymakers, and private sector leaders.

Partnerships involve:

- Having the patience to let community voices emerge in their own time and in their own words.
- Nurturing and growing sustainable leadership.
- Helping leaders to expand their spheres of influence beyond their immediate communities.
- Providing access, tools, resources, and technical assistance to increase community capacity and infrastructure.
- Being totally invested in and part of the fabric of a community.

*Adrienne Pon, Pacific Bell, SBC Communications,
San Francisco, CA, at Western Region Town Hall, July 24, 2000.*

Given that economic and community development require long-term investments, sustained funding through federal grants, contracts and loans are critical to the success of these strategies. For example, Asian American and Pacific Islander community development corporations (CDCs) across the U.S. formed the National Coalition for Asian Pacific American Community Development in May 2000 with the support of both the Department of Housing and Urban Development and the Small Business Administration. This type of long-term community capacity-building support must be continued and expanded.

Community and economic development projects also must include consideration of the historical characteristics of Asian American and Pacific Islander neighborhoods and geographic communities. New projects must not displace the housing and smaller businesses that have supported local community needs. (Testimony of Tsiwen Law, Stadium Out of Chinatown Coalition, Philadelphia, PA and John Chin, Philadelphia Chinatown Development Corporation, Philadelphia, PA, at Eastern Region Town Hall, September 18, 2000; Testimony of Sue Taoka, Seattle Chinatown International District Preservation and Development Authority, Seattle, WA, at Seattle Community Forum, August 21, 2000).

A “digital divide” exists for many Asian Americans and Pacific Islanders.

One of the “model minority” myths is that all Asian Americans and Pacific Islanders have greater access to and utilization of computers and the Internet. (Testimony of Deborah Ching, Asian and Pacific Islander Community Technology Policy Council, at Western Region Town Hall, July 24, 2000; Testimony of Fred Teng, Noble Communications, at Eastern Region Town Hall, September 18, 2000). Unfortunately, this myth was reinforced again in the Department of Commerce’s recent report on the “digital divide,” again finding that Asian American and Pacific Islander individuals and homes, in the aggregate, had higher proportions of computer ownership and Internet access than other racial and ethnic groups. (Department of Commerce, “Falling Through the Net: Toward Digital Inclusion – A Report on Americans’ Access to Technology Tools,” October 2000). The Department of Commerce report did note that “[t]here is significant variation in Internet access and computer ownership within subgroups of these broad categories. For example, although Asian Americans and Pacific Islanders have high rates of connectivity as a group, there are subgroups

that have lower rates of access to lower income levels, educational attainment, or other reasons.” (p.13). There are many Asian Americans and Pacific Islanders, especially those who are low-income, those with Limited English Proficiency (LEP), or those residing in Hawai’i and the Pacific jurisdictions who do not own computers or have Internet access. Many Asian American and Pacific Islander small businesses have not been able to access computer and other new technologies. (Testimony of John Wang, Asian American Business Development Center, at Eastern Region Town Hall, September 18, 2000). Moreover, many Asian Americans and Pacific Islanders face language barriers in accessing the English-language dominated Internet without development and maintenance of multilingual sites. (Testimony of Jeongho Kim, Korean American Association of Greater New York, New York, NY, at Eastern Region Town Hall, September 18, 2000). Without the disaggregation and a more detailed analysis of the data, the “digital divide” for some Asian Americans and Pacific Islanders will continue to increase.

We are deeply concerned about the “digital divide”, and alarmed that Asian Americans and Pacific Islanders are portrayed as having few barriers in terms of accessing technology....No sector alone can close the gap to technology access and education, whether it be government, telecom industry, private funders or the community. It will take effective partnerships among all of us.

Deborah Ching, Asian and Pacific Islander Community Technology Policy Council, at Western Region Town Hall, July 24, 2000.

A federal government designation of “Asian American and Pacific Islander-Serving Institutions and Organizations” which includes both colleges and universities and community-based organizations, should be established.

Unlike the Historically Black Colleges and Universities, the Tribal Colleges and Universities, and the Hispanic-Serving Institutions, there currently is no federal designation of “Asian American and Pacific Islander-Serving Institutions and Organizations” to prioritize federal training, recruitment, research and program activities at academic institutions serving Asian Americans and Pacific Islanders. There is a limited designation of “Native Hawaiian-Serving Institutions.” Such partnerships with academic institutions also could strengthen data collection and analysis activities. (Testimony of Thomas Tan, Asian American Higher Education Council, New York, NY, at Eastern Region Town Hall, September 18, 2000).

There are different definitions and criteria for such federal designations. However, similar to the definition of Hispanic-Serving Institutions, such a designation for Asian Americans and Pacific Islanders could begin with a threshold of student enrollment. Obviously all the academic institutions in Hawai’i and the Pacific jurisdictions and many colleges and universities in states with large Asian American and Pacific Islander student populations such as California and New York would be eligible for such a designation. Given that Asian American and Pacific Islander student enrollment often is high at state and local community colleges, it would be important to include these institutions in such a designation. There also are many active Asian American Studies programs and faculty at many universities and colleges that could support such designations. (Welcoming Remarks of Jack Tchen, New York University Asian Pacific American Studies Program and Institute, New York, NY, at Eastern Region Town Hall, September 18, 2000).

However, in order to include institutions in geographic areas with more isolated or emerging Asian American and Pacific Islander populations without local academic institutions, such a designation should go beyond academic institutions and include community-based organizations that serve Asian Americans and Pacific Islanders. The needs of Asian Americans and Pacific Islanders in these smaller and emerging communities are often overlooked. (Testimony of Daniel Oh, Colorado Governor’s Advisory Task Force on Asian Pacific Americans and Gordon Quan, Houston City Council, at Western Region Town Hall, July 24, 2000; Testimony of Patricia Tsai Tom, Japanese American Citizens League, Fresno, CA, at Fresno Community Forum, August 24, 2000).

Several federal agencies are seeking such a designation to assist them in increasing their recruitment and programmatic efforts for Asian Americans and Pacific Islanders. (Department of Interior, 2000; National Aeronautics and Space Administration, 2000; National Science Foundation, 2000; Consumer Product Safety Commission, 2000). A subcommittee of the Coordinating Committee is considering this issue and developing a concept paper for discussion. The Commission looks forward to continuing to work with the Coordinating Committee and all the federal agencies on the adoption and implementation of such a designation as soon as possible.

Leadership development can help build Asian American and Pacific Islander community capacity.

...strengthening families and fostering community leadership are critical facets to ensure healthy development for all youth. Community groups can serve as culturally competent, bilingual resources to help Asian Pacific youth bridge home and school cultures and become the well-educated, bicultural, bilingual leaders needed in an increasingly diverse nation.

Asian Americans/Pacific Islanders in Philanthropy, "An Invisible Crisis: The Educational Needs of Asian Pacific American Youth," 1997.

There has been past federal government support for professional development and leadership development programs for Asian Americans and Pacific Islanders at community-based organizations. (Testimony of Henry Chung, Chinatown Health Center, New York, NY, at Eastern Region Town Hall, September 18, 2000). These types of leadership development programs are important for building long-term community capacity (Testimony of Kieu-Anh Huynh King, Southeast Asian Community Center, San Francisco, CA, and Michael Kodama, The Ethnic Coalition, Burbank, CA, at Western Region Town Hall, July 24, 2000).

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RECOGNIZE AND INCLUDE NATIVE HAWAIIANS AND PACIFIC ISLANDERS IN FEDERAL PROGRAMS AND SERVICES

SUMMARY

Native Hawaiians and Pacific Islanders - over half a million people - have often been relegated to a footnote or asterisk in discussions regarding Asian Americans and Pacific Islanders. Barely ever noted is the manner in which the United States acquired Hawai'i, Guam, the Commonwealth of the Northern Mariana Islands and American Samoa. Also neglected are the diverse and rich cultural traditions of the indigenous Pacific Islander peoples. This Commission will continue highlighting the importance of the political, economic and cultural self-determination of the Chamorros of Guam and the people of American Samoa. Issues of self-determination and the return of lands are priorities. Furthermore, the Commission also is committed to continue working closely with other federal efforts such as the Interagency Group on Insular Areas, co-chaired by the Department of Interior and the White House Office of Intergovernmental Affairs, and the Department of Interior and Department of Justice's activities supporting federal reconciliation with Native Hawaiians.

Reducing the vast disparities in health, education and income faced by Native Hawaiians and Pacific Islanders requires immediate attention. Finally, as political relationships between the federal government and Native Hawaiians and Pacific Islanders continue to evolve, longer term issues of economic development, perpetuation of culture and community capacity building will emerge. Addressing the issues and needs of our indigenous Native Hawaiian and Pacific Islander peoples will promote justice and equity for all.

WHY RECOGNITION AND INCLUSION OF NATIVE HAWAIIANS AND PACIFIC ISLANDERS IN FEDERAL PROGRAMS AND SERVICES IS A PRIORITY

First and foremost, difficult and complex issues of self-determination and return of lands for Native Hawaiians and Pacific Islanders must be addressed. Hawai'i was annexed by the United States in 1898. Guam, after 333 years of colonization by the Spanish, was relinquished to the United States after the Spanish-American War. American Samoa was acquired by the United States through deeds of cessation beginning in 1900. In 1976, the Northern Mariana Islands became a U.S. area under a negotiated Covenant, which became fully effective under a Presidential Proclamation in 1986. Guam, American Samoa and the Commonwealth of the Northern Mariana Islands remain U.S. territories, with a special assistance office located in the Department of Interior's Office of Insular Affairs. The Commonwealth of the Northern Mariana Islands exercises greater self-government through local control of immigration, customs, minimum wage and other laws, although a federal law can apply to national immigration and wage laws.

The United States also has a unique historical relationship to the Republic of the Marshall Islands, the Federated States of Micronesia and the Republic of Palau. Formerly part of the Trust Territory of the Pacific Islands created by the United Nations in 1947 and administered by the United States, the Republic of the Marshall Islands and the Federated States of Micronesia became sovereign states in 1986. The Republic of Palau became sovereign in 1994. Although these are now sovereign jurisdictions, they continue bilateral relationships with the United States under Compacts of Free Association that delegate defense and security to the United States. For specific periods, Compacts also include U.S. Department of Interior, U.S. Department of Health and Human Services, U.S. Department of Education and other U.S. funding for certain health, human services, education and infrastructure programs. The Compacts currently provide for such assistance to the Republic of the Marshall Islands and the Federated States of Micronesia until 2001 and to the Republic of Palau until 2009. The total budget for U.S. funding to these Freely Associated States under the Compacts was just under \$148 million in fiscal year 1998.

There are several ongoing and proposed federal efforts to address issues regarding the Pacific jurisdictions. For example, in 1999, President Clinton issued an Executive Memorandum establishing an Interagency Group on Insular Areas, to be led by the Office of Insular Affairs in the Department of Interior and the White House Office of Intergovernmental Affairs, to give guidance on policy relating to the insular jurisdictions, including American Samoa, Guam and the Commonwealth of the Northern Mariana Islands. (Presidential Memorandum, August 9, 1999). The Interagency Group will be addressing issues of economic planning, new economic initiatives, tax incentives, immigration and visa issues, land usage, solid and wastewater management, environmental hazard mitigation, disaster assistance, job training, budget and management controls and statistical capacity. This Interagency Group has been meeting regularly and will be coordinating its efforts with this White House Initiative on Asian Americans and Pacific Islanders.

AMERICAN SAMOA

The Department of Interior established an American Samoa Economic Advisory Commission in 1998 that advises the Office of Insular Affairs on issues of economic development in American Samoa. The Commission will secure and analyze information on projected private sector development and shifting trends based on alternative forecasts of economic, political and social conditions of the Pacific Islands as a whole; study the American Samoan government's education, health, capital infrastructure, environmental and fiscal policies, procedures, and needs in light of those alternative forecasts; assemble demographic, economic, budget data, together with an overview of the history of American Samoa from 1872, with an emphasis on how those elements affect future economic development; and review the application of local and federal laws and programs to the territory's economy as well as the local impact of federal trade and international agreements.

In fiscal year 1998, the Department of Interior Office of Insular Affairs administered a direct grant of \$23 million to support American Samoan general government operations. Over 90% of American Samoa's economy is related to U.S. federal expenditures and two tuna canneries. The American Samoa Government and the tuna canneries accounted for two-thirds of the territory's employment in 1994.

*Department of Interior Office of Insular Affairs,
"A Report on the State of the Islands," 1999.*

GUAM

The people of Guam voted in 1987 to establish a Commonwealth of Guam. The bill proposed a wide range of changes in federal policy and procedures concerning the territory and the territory's exercise of some national government powers. Many of the provisions were not supported by the Federal Executive branch or Congress. Agreement has not been reached on alternative federal proposals. Additional important issues for Guam include the release of lands owned, but no longer needed, by the U.S. government to the people of Guam, further compensation for the Japanese military occupation of Guam during World War II and greater equity in federal program funding and certain tax matters.

The federal government has recognized the impact of the unlimited immigration of citizens from the Freely Associated States to Guam, a provision of each of the Compacts of Free Association. The Government of Guam estimated that its education and social services costs from 1985 through fiscal year 1995 were \$97 million. Beginning in fiscal year 1995, \$2.5 million was allocated to Guam for Compact Impact Aid. This amount was increased to \$4.6 million in fiscal year 1996. The President proposed \$10 million each in fiscal year 2000 and fiscal year 2001 for Compact Impact Aid. Congress appropriated \$7.58 million for fiscal year 2000 and \$9.58 million for fiscal year 2001. The Government of Guam has urged continued analysis by the Department of Interior of the true level of impact and increased impact assistance.

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS

The number of workers in the Commonwealth of the Northern Mariana Islands (CNMI) has grown 740% in the past decade, with this labor comprising 54% of the population on the islands. Most of the temporary workers have come for jobs in CNMI's rapidly growing tourist and garment manufacturing industries. The number of hotel rooms in CNMI increased from 1,152 rooms in 1986 to 3,844 rooms in 1996. The number of visitor entries increased from 157,207 in 1986 to 721,935 in 1996. Gross revenues from garment manufacturing increased from \$287 million in 1995 to \$484 million in 1996. (Department of Interior Office of Insular Affairs, "A Report on the State of the Islands," 1999). Given concerns about these rapid increases and working conditions in CNMI, a federal-CNMI Initiative on Labor, Immigration and Law Enforcement has been focusing on strengthening CNMI's labor and immigration laws. The Initiative has involved the Departments of Interior, Labor, Justice, Treasury and the Equal Employment Opportunity Commission. Legislation has been proposed to phase in federal immigration and wage laws and deny the "made in the USA" label to goods made without a minimal percentage of local labor.

NATIVE HAWAIIANS

The United States is engaged in a process of reconciliation with Native Hawaiians pursuant to Public Law 103-150, the Apology Resolution. Public Law 103-15 is a formal apology by the United States for its participation in the overthrow of the Kingdom of Hawai'i in 1893. In 1999, the Department of Interior and Department of Justice designated officials to begin public consultations with Native Hawaiians to implement the reconciliation process. Hearings were held in Hawai'i in December 1999. The reconciliation process is intended to be an incremental process to address longstanding issues of concern to Native Hawaiians. On October 23, 2000, the Departments of Interior and Justice released a report, which makes the following recommendations:

- 1) that Native Hawaiians should have self-determination over their own affairs within the framework of federal law, as do Native American Indian tribes. To safeguard and enhance Native Hawaiian self-determination over their lands, cultural resources, and internal affairs, the Departments believe that Congress should enact further legislation to clarify Native Hawaiians' political status and to create a framework for recognizing a government-to-government relationship with a representative Native Hawaiian governing body;
- 2) the establishment of an office in [the Department of] Interior to address Native Hawaiian issues;
- 3) that the Department of Justice assign the Office of Tribal Justice to maintain dialogue with the Native Hawaiian people on issues of mutual concern and to continue to work cooperatively with Interior on these issues;
- 4) the establishment of a Native Hawaiian Advisory Commission to consult with all bureaus within the Department of Interior that manage land in Hawai'i regarding land management, resource, and cultural issues affecting Native Hawaiians.
- 5) that the past wrongs suffered by the Native Hawaiian people should be addressed through more general efforts to promote the welfare of the Native Hawaiian people, respect their rights, and address the wrongs that their community has suffered. The Departments recommend that the Executive Branch, Congress, the State of Hawai'i, and the Native Hawaiian people develop an appropriate process to ensure true reconciliation.

(Department of Interior and Department of Justice, "From Mauka to Makai: The Rivers of Justice Must Flow Freely - Report on the Reconciliation Process between the federal Government and Native Hawaiians," October 2000).

Legislation has been introduced (S.2899 and H.R. 4904) to clarify the political relationship between Native Hawaiians and the United States. The legislation would provide a process for the reorganization of a Native Hawaiian government for the purposes of a federally recognized government-to-government relationship. The legislation also would establish an office with the Department of Interior to focus on Native Hawaiian issues and would establish an interagency task force to coordinate federal policies affecting Native Hawaiians. The House of Representatives passed H.R. 4904 on September 26, 2000. H.R. 4904 and S.2899 are pending consideration by the Senate.

The U.S. Supreme Court's decision in *Rice v. Cayetano*, 120 S. Ct. 1044 (2000), has impacted the existing framework of self-determination for Native Hawaiians at the state level. In 1978, the citizens of the State of Hawai'i recognized the longstanding efforts of the native people to give expression to their rights of self-determination and self-governance by amending the State Constitution to provide for the establishment of a quasi-sovereign State agency, the Office of Hawaiian Affairs. The State Constitution, as amended, provides that the Office is to be governed by nine trustees who are Native Hawaiian and who are to be elected by Native Hawaiians. The Office administers programs and services with revenues derived from lands which were ceded back to the State of Hawai'i upon its admission into the United States.

The U.S. Supreme Court ruled in February 2000 that because the Office of Hawaiian Affairs is an agency of the State of Hawai'i that is funded in part by appropriations made by the State legislature, the election for the trustees of the Office of Hawaiian Affairs must be open to all citizens of the State of Hawai'i who are otherwise eligible to vote in statewide elections.

The nine Native Hawaiian trustees of the Office of Hawaiian Affairs have subsequently resigned their positions and the Governor of the State of Hawai'i has appointed interim trustees until new trustees can be elected. By order of the U.S. District Court for the District of Hawai'i, the candidates for the Board of Trustees for the Office of Hawaiian Affairs may either be Native Hawaiian or non-Native Hawaiian, and all citizens of the State of Hawai'i may vote for the candidates that have registered to run for these positions.

S.Rep. No. 424, 106th Cong., 2nd Sess. pp.2-3 (2000).

INTERIM FINDINGS

THE CHAMORROS OF GUAM AND THE PEOPLE OF AMERICAN SAMOA MUST DETERMINE THEIR OWN FUTURES.

If the principle of self-determination is to be honored, Chamorros and Samoans must define and determine their future status and relationship with the U.S. government. While the Commission looks forward to working closely with the federal efforts on reconciliation for Native Hawaiians and other initiatives for Pacific Islanders, we are also anxious to hear directly from Chamorros and Samoans regarding issues of self-determination.

LAND ISSUES FOR NATIVE HAWAIIANS AND PACIFIC ISLANDERS ARE A TOP PRIORITY.

One of the most vital issues for the federal government is how to address longstanding land issues for Native Hawaiians and Pacific Islanders in the U.S. territories. Land issues are particularly important because land is so intimately tied to the identity, spirituality and culture of Pacific Islander peoples. For example, Chamorros refer to themselves as the *taotao tano* (the people of the land). On Guam, the U.S. military once occupied over one-third of the entire island, or over 40,000 acres. While a significant amount of land has been returned to the Government of Guam

as part of the downsizing of the U.S. military, there is still considerable excess land still under U.S. military control.

In 1991, the Hawai'i Advisory Committee to the U.S. Civil Rights Commission held hearings regarding the Native Hawaiian Home Lands and issued a report, "A Broken Trust - The Hawaiian Home Lands Program: Seventy Years of Failure of the Federal and State Government to Protect the Civil Rights of Native Hawaiians," finding a pattern of negligence and mismanagement. The report recommended:

- Enacting Congressional legislation establishing a clear federal trust duty to Native Hawaiians to implement the 1921 Hawaiian Homes Commission Act;
- Enacting Congressional legislation enabling Native Hawaiians to develop a political relationship with the United States government;
- The return and compensate for Native Hawaiian Home Lands still controlled and used by the United States government;
- Enacting Congressional legislation that explicitly provides Native Hawaiians with the right to sue in federal court for breaches of trust;
- Providing federal funding and support to fully implement the intent of the 1921 Hawaiian Homes Commission Act;
- Providing federal support for a complete land inventory.

Some of the recommendations of the "Broken Trust" report were implemented in the Hawaiian Home Lands Recovery Act of 1995. Public Law 104-42, 109 Stat. 357. The Act seeks to identify federal lands that were originally part of the Home Lands Trust and to either return them, provide lands in exchange, or compensate the Department of Hawaiian Home Lands as administrator of the Trust. A 1998 Memorandum of Understanding between the Department of Interior and the State of Hawai'i settled twenty-nine claims, returning 960 acres at nine locations to the Department of Hawaiian Home Lands. Continued progress on these efforts need to be made.

FEDERAL AGENCIES NEED TO INCREASE THEIR KNOWLEDGE AND UNDERSTANDING OF NATIVE HAWAIIAN AND PACIFIC ISLANDER HISTORIES, CULTURES AND ISSUES.

Get to know our communities. It amazes me even today, how little the federal government staff in Washington (D.C.) know who Pacific Islanders consist of.

*Robert Uhrle,
Advocate Initiatives for Grassroots Access,
Daly City, CA,
at Western Region Town Hall
July 24, 2000.*

It is difficult to provide complete data about the total populations of Native Hawaiians and other Pacific Islanders residing in the U.S. because census data are collected separately for the fifty states and for the U.S. territories. In the 1990 Census, 365,024 Pacific Islanders were counted, a 41% increase over 1980. The number is expected to be close to half million in Census 2000. Native Hawaiians were 58% of the Pacific Islander population counted in 1990. Samoans were 17% and Chamorros were

14% of the population. Seventy-five percent of these Pacific Islanders live in either Hawai'i or California. Pacific Islanders in California are concentrated in the Long Beach, Carson, Gardena and El Segundo areas. Other states with more than 5,000 Pacific Islanders in 1990 include Washington, Oregon, Utah and Texas.

It also is important to make distinctions among and include consideration of where Pacific Islanders reside: whether to be in Guam, American Samoa, the Commonwealth of the Northern

Mariana Islands, the state of Hawai'i, or off-island in one of the forty-nine continental states. The location of residence also will reflect the degree of development of local government and community-based infrastructure.

Faith-based communities such as churches are highly respected within the Pacific Islander community. They are the community centers for Pacific Islanders. It is within these places that Pacific Islanders nourish their cultural identity. More federal programs can work with these Pacific Islander faith-based communities to reach them more effectively. (Testimony of Reverend Malaki Tauiliili, Pacific Islander Coordinating Council, Carson, CA, at Western Region Town Hall, July 24, 2000).

Native Hawaiian and Pacific Islander cultures must be respected, celebrated and perpetuated.

The histories and indigenous cultures of Pacific Islanders have been often overlooked or ignored. Most efforts to perpetuate Pacific Islander culture have been made by private individuals, advocacy groups and organizations. These efforts must be supported. These efforts are particularly important for Pacific Islanders living in the continental U.S., where their communities are smaller. (Testimony of Lola Sablan-Santos, Pacific Islander Health Collaborative, Jane Ka'alakahikina Pang, 'Ainahau O Kaleponi Hawaiian Civic Club, Huntington Beach, CA and Reverend Malaki Tauiliili, Pacific Islander Coordinating Council, Carson, CA, at Western Region Town Hall, July 24, 2000).

In recent years, overcoming a legacy of cultural suppression, Native Hawaiians have revitalized their language, culture, traditions, and aspiration for self-determination through Native Hawaiian language immersion programs, cultural education programs, restoration of traditional agriculture and aquaculture, creation of new social institutions and service providers and the Native Hawaiian sovereignty movement. (Department of Interior and Department of Justice, "From Mauka to Makai: The Rivers of Justice Must Flow Freely - Report on the Reconciliation Process between the Federal Government and Native Hawaiians," October 2000). Such efforts also need continued support.

Data collection, analyses and dissemination about Native Hawaiians and Pacific Islanders need to be improved.

The importance of collecting disaggregated data for all Asian American and Pacific Islander populations has been emphasized in many sections of this Interim Report. The implementation of the 1997 Office of Management and Budget Standards separating "Native Hawaiian and Other Pacific Islander" from "Asian" data is a minimum first step in disaggregation. (Testimony of June Pouesi, Office of Samoan Affairs, Carson, CA, at Western Region Town Hall, July 24, 2000; Testimony of Colin Kippen, Office of Hawaiian Affairs, Honolulu, HI, at Eastern Region Town Hall, September 18, 2000).

According to the 1990 Census, only 11% of Pacific Islanders had graduated from college, compared to 37% for all Asian Americans and Pacific Islanders and 20% of the total population. The per capita annual income of Pacific Islanders was \$10,342, much lower than the \$14,143 national average and \$13,638 for all Asian Americans and Pacific Islanders. The poverty level was 17% for Pacific Islanders, as compared to 14% for all Asian Americans and Pacific Islanders. One out of every four Samoan and one out of every five Tongan families were below the poverty level. Native Hawaiians experience the most severe housing shortage out of any group in the nation.

Data collection efforts themselves, and survey instruments, need to be linguistically accessible and culturally competent. (Presentation of Marie Ma'o, American Samoa Department of Health and Social Services, at Interagency Working Group, May 9, 2000). Data collection methods must account for the smaller population numbers of Pacific Islanders. (Testimony of Nancy Glass, Advocate Initiatives for Grassroots Access, Rockville, MD, at Eastern Region Town Hall, September 18, 2000). Data collected about Pacific Islanders also needs to reflect the distinctions between different Pacific Islander populations, and between Pacific Islanders living on the continental U.S., in Hawai'i or in the U.S. Pacific Islands. Finally, complex issues of tabulation, analysis and

reporting of data under the new multiple race and ethnicity categories will have particular impact on data about Native Hawaiians. (Presentation by Senator Daniel Akaka (D-HI), at Interagency Working Group, May 9, 2000).

Health, educational, housing and economic disparities persist for Native Hawaiians and Pacific Islanders.

Hidden within the aggregate data customarily collected on Asian Americans and Pacific Islanders are numbers that reveal surprising lags in the health and well-being of people residing in the Pacific [Islands]. Higher infant mortality, lower life spans, higher fertility, and sky-high rates of diabetes and other chronic diseases among middle-aged adults are some of the indicators....Others are rapid population growth, lower educational levels, depressed incomes, and double-digit unemployment. Infant mortality rates in American Samoa, for example, are almost twice as great at the U.S. average, while per capita income is less than one quarter the U.S. average.

*Ferdinand Aranza, Director,
Office of Insular Affairs,
Department of the Interior,
in Department of Health and
Human Services Office of Minority
Health, Closing the Gap Newsletter,
June/July 2000*

Data collection, research efforts, preventive measures and a suitable health care infrastructure need to be developed to address the particular health problems and disparities faced by Pacific Islanders. Diabetes, obesity, cardiovascular disease, high blood pressure, cancer, gout, and addictive disorders (alcohol, tobacco, substance abuse) disproportionately impact Pacific Islander populations. (Department of Health and Human Services Office of Minority Health, Closing the Gap Newsletter, June/July 2000; Presentation by Marie Ma'o, American Samoa Department of Health and Social Services, at Interagency Working Group, May 9, 2000; Testimony of Lola Sablan-Santos, Pacific Islander Health Collaborative, Long Beach, CA, at Western Region Town Hall, July 24, 2000; Testimony of Nancy Glass, Advocate Initiatives for Grassroots Access, Rockville, MD, at Eastern Region Town Hall, September 18, 2000; Institute of Medicine, "Pacific Partnerships for Health: Charting a New Course," 1998). Moreover, the health and human service needs of Native Hawaiians and Pacific Islanders living in the continental U.S. often are overlooked. (Testimony of Dolly Keahiolalo Crawford, 'Ahahui Kiwila Hawai'i O San Diego, San Diego, CA, at San Diego Community Forum, October 14, 2000).

Native Hawaiians consistently have lower educational test scores than other residents in Hawai'i and are disproportionately represented among Hawai'i's

homeless population (33%). (Testimony of Collin Kippen, Office of Hawaiian Affairs, Honolulu, HI, at Eastern Region Town Hall, September 18, 2000). Native Hawaiians also have lower incomes and higher unemployment rates than other Hawai'i state residents. (Testimony of Davianna Pomaika'i McGregor, University of Hawai'i, Manoa, HI, at Commission meeting, May 17, 2000).

The per capita income in American Samoa is only \$3,039 and the unemployment rate is 16.7%. Only 6% are college graduates and only 7% speak English at home. The median household income in the Commonwealth of the Northern Mariana Islands is \$19,094 and the per capita income is \$6,897. Only 18% of CNMI residents have graduated from college and only 14% speak English at home. (Department of Interior Office of Insular Affairs, "A Report on the State of the Islands," 1999).

The "digital divide" for the Pacific jurisdictions is particularly severe.

The "digital divide" is particularly severe for the Pacific jurisdictions. The issue of concern here is not just that of advanced communication technologies, but basic telecommunications themselves. Thirty-nine percent of the households in CNMI and 29% of the households in American Samoa do not have a telephone. Only recently, through the Telecommunications Act of 1996, were Guam and the Commonwealth of the Northern Mariana Islands included in the North American Numbering Plan (NANP). Area codes of 670 to CNMI and 671 to Guam were assigned. Prior to

this, calls between Guam and Commonwealth of the Northern Mariana Islands and the continental U.S. were international calls. (Department of Interior Office of Insular Affairs, "A Report on the State of the Islands," 1999).

Furthermore, participation by Pacific Islander communities in federal programs such as the Universal Fund for Schools and Libraries (E-Rate), the deployment of high-speed connectivity and advanced telecommunication services, and other technology programs such as the Community Technology Centers and the Neighborhood Network Centers initiative under the auspices of the Department of Housing and Urban Development are very low or non-existent. (Testimony of William Castro, Columbia University, New York, NY, at Eastern Region Town Hall, September 24, 2000).

Communication technologies can also help to bridge the gap in the glaring health disparities faced by Pacific Islanders. Telemedicine systems can link the islands with Hawai'i and the continental U.S. to access more advance medical services. The Department of Health and Human Services' Health Resources and Services Administration has implemented some telemedicine systems in American Samoa and other Pacific jurisdictions. (Department of Health and Human Services, 2000).

Pacific Islanders and the U.S. Pacific Islands need long-term capacity-building assistance.

Many Pacific Islander communities and the U.S. Pacific Islands often are unable to access federal government grants and funding due to a lack of adequate outreach and technical assistance as well as difficult and burdensome application requirements. (Testimony of Faaluaina Pritchard, Pierce County Asian and Pacific Islander Coalition, at Seattle Community Forum, August 21, 2000).

Although funding for many health and education programs are available to the Pacific jurisdictions, they are still required to complete annual applications for funding and meet eligibility and program requirements designed for health and education departments in the fifty states. The amount of time and resources that must be devoted to preparing these applications and establishing and maintaining the programmatic infrastructure required under these grants is often not proportion to the levels of federal funding received. In addition, program managers are expected or required to travel to the continental U.S. to attend conferences and workshops, often in the Washington, D.C. area. Both the high travel expenses as well as the long travel times required for such participation are not factored into the grants and budgets. While such participation is vital, both the expenses and time expended means reductions in local programmatic activities. More trainings and activities tailored for the Pacific Islands should be conducted on-island in the islands themselves, where the federal participants can make site visits and provide in-person assistance.

The Department of the Interior recently estimated that the U.S. Pacific Islands were eligible to apply for an additional \$51 million from various federal programs. (Minutes of Interagency Working Group Meeting, May 2000)Improved communications and information dissemination and increased technical assistance by federal agencies are needed to ensure that such funding and programmatic opportunities are fully accessed and utilized. The Department of Interior Office of Insular Affairs recently conducted a technical assistance workshop in San Francisco, CA, for the island jurisdictions. (Department of Interior Office of Insular Affairs, October 2000).

On the continental U.S., many Pacific Islander communities are just beginning to develop community-based organizations and other infrastructure to meet the diverse needs of their communities. Continued technical assistance and capacity-building assistance is vital to support and sustain these emerging efforts.

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ESTABLISHING A BASELINE OF FEDERAL GOVERNMENT PROGRAMS AND SERVICES FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

...Asian Americans and Pacific Islanders have often faced hardship, discrimination and injustice – think of the Japanese American interned during World War II, the Filipino veteran who fought for freedom, the Chinese immigrant barred from U.S. citizenship, the Vietnamese American hate crime victim, or the [Asian] Indian American denied employment opportunities....let us not forget our continued struggle for racial tolerance and equality for all in our society.

In such a diverse community that traces its ancestry to hundreds of countries, ethnic groups and cultures, the challenges and needs of this population vary greatly. Sometimes these needs are masked by the overall success of the Asian Pacific American community, but we know the challenges are still there, such as language barriers for new immigrants, lack of education opportunity, no access to health care, or discrimination in employment. For Pacific Islanders historical and geographic barriers play a role in the lack of opportunities for this population.

For these reasons the Clinton-Gore Administration established through Executive Order the White House Initiative on Asian Americans and Pacific Islanders, the first comprehensive federal effort to improve the quality of life for Asian Americans and Pacific Islanders.

*Vice President Al Gore,
Statement for Asian Pacific American Heritage Month,
May 5, 2000*

SUMMARY

Executive Order 13125 authorized the first-ever federal governmental effort to collect information on the status of programs and services for Asian Americans and Pacific Islanders. The goal of this data collection is to establish a baseline from which future programs can build and be assessed. Beginning in February 2000, 32 federal executive departments and designated agencies were asked to document current participation levels of Asian American and Pacific Islander in their programs and services.

To date, each agency has completed a) a Departmental Snapshot that provides an overview of the agency and its relevance to Asian Americans and Pacific Islanders, b) a Federal Inventory that documents Asian American and Pacific Islander participation in major federal programs, catalogs projects and initiatives designed especially for Asian Americans and Pacific Islanders, including sources of funding, and reports current employment levels of Asian Americans and Pacific Islanders and c) a Fiscal Year 2001 Plan implementing the goals of the White House Initiative to improve the quality of life of Asian Americans and Pacific Islanders by increasing their participation in federal programs where they are underrepresented. The Federal Communications Commission and the Presidential Task Force on Employment of Adults with Disabilities recently joined the Interagency Working Group and Coordinating Committee. Information from these two agencies will be included in subsequent reports.

In most cases, the Federal Inventory was the first time federal agencies conducted such a comprehensive review of their programs as they relate to the Asian American and Pacific Islander populations. The Commission understands that this undertaking was new for most federal agencies, and appreciates the efforts of many federal employees to provide an accurate inventory of pro-

grams and their impact on the Asian American and Pacific Islander populations. While we were pleased by many of the innovative activities in which agencies are engaged, we believe that the need for increased federal attention to Asian American and Pacific Islander communities and issues was confirmed by the analyses of the inventories.

METHODOLOGY FOR COLLECTION OF FEDERAL DEPARTMENT AND AGENCY RESPONSES

The White House Initiative on Asian Americans and Pacific Islanders has implemented a multi-stage data collection effort in order to assess the current status of federal department and agency programs and services for Asian Americans and Pacific Islanders, establish an employment profile of Asian Americans and Pacific Islanders in the federal government workforce, and ascertain future department and agency plans and activities regarding Asian Americans and Pacific Islanders. The data collection strategy and instruments were designed by the staff of the White House Initiative on Asian Americans and Pacific Islanders, in consultation with the Interagency Working Group, the Coordinating Committee, the Office of Management and Budget, the Department of Health and Human Services as the lead department for the White House Initiative, and representatives of the Federal Asian American and Pacific Islander Employee organizations, including the Coalition of Asian Pacific American Federal Employee Organizations, the Federal Asian Pacific American Council, and the Asian American Government Executives Network. (Appendix E contains synopses of the data collected on each of the thirty-two departments and agencies).

All fourteen executive departments and eighteen independent agencies participated in the data collection effort. In January 2000, each of the departments and agencies were asked to compile a one-page Fact Sheet and a Departmental Snapshot that summarizes the department or agency's mandate or strategic plan, briefly describes current programs targeting Asian Americans and Pacific Islanders, and provides a preliminary projection of activities planned by to implement the Executive Order. The White House Initiative on Asian Americans and Pacific Islanders Departmental Snapshots was published in March 2000. This historic document compiles, for the first time, information about federal programs and services relevant to Asian Americans and Pacific Islanders and provides a basis from which interdepartmental collaborative activities can be developed. With the exception of the Department of the Treasury, all thirty-two agencies completed a Departmental Snapshot.

The Federal Inventory is a more detailed elaboration of the Departmental Snapshot. The goal of the Inventory is to provide a baseline of information about the current level of federal programs and services for Asian Americans and Pacific Islanders. The Inventory requests that agencies: 1) document Asian American and Pacific Islander participation in major programs; 2) catalog projects and initiatives designed specifically for Asian Americans and Pacific Islanders; 3) document current employment levels of Asian Americans and Pacific Islanders in each agency; 4) describe existing agency infrastructure to support Asian American and Pacific Islander activities; and 5) list any data collection and analysis efforts focused on Asian Americans and Pacific Islanders. The Office of Management and Budget reviewed and approved the format of the Federal Inventory. The original due date of the Inventory was July 15, 2000. This date was extended to August 15, 2000. All thirty-two agencies completed a Federal Inventory.

Finally, each agency was asked to develop a Fiscal Year 2001 Plan that details specific new or expanded activities to be implemented to make measurable progress towards achieving the goals of the White House Initiative on Asian Americans and Pacific Islanders. The White House Initiative staff and members of the Coordinating Committee worked together to facilitate the completion of these responses. Meetings were held and technical assistance was provided to agencies that had questions about the requests. In an effort to collect the highest quality data possible, deadlines were extended and extensive follow-up efforts were made by the Initiative staff. Additional information was requested from agencies submitting incomplete responses, with extended deadlines to revise and supplement responses. The initial deadline for the Fiscal Year 2001 Plans was early July 2000 but the deadline was extended twice to August 15 and September 1. The Department of the Treasury has yet to submit a Fiscal Year 2001 Plan.

The quality of responses varied greatly. There is significant variation in the quality and completeness of agency responses to the Federal Inventory and Fiscal Year 2001 Plans. Over 40% of the reporting agencies left at least one section of the Inventory blank. The vast majority of agencies do not have an internal infrastructure in place to accurately account for programs and services for Asian Americans and Pacific Islanders. Specific information about the number of Asian Americans and Pacific Islanders eligible and served was reported for less than 5% of major agency programs and services. Programmatic information disaggregated by the major categories of "Asian" and "Native Hawaiian or Other Pacific Islander" was available for less than 2% of federal programs and services. Similarly, comprehensive accurate data on the amount of funding or total Asian Americans and Pacific Islanders served by agency projects and initiatives are lacking. Measurable goals and assessment techniques were lacking for most programs, services, and grants. The geographical location of a program or grant initiative in an area with a significant Asian American and Pacific Islander population was frequently used as a surrogate for evidence of Asian American and Pacific Islander program participation. The federal employment profiles are generally more complete but also fail to provide any disaggregated data about Asian American and Pacific Islander employees.

...we still have a long way to go. So, I encourage you to work smart and work together. And I repeat what I've said at other Asian American and Pacific Islander meetings...Hold our feet to the fire. Hold us accountable. If the Interagency Working Group isn't producing - or producing quickly enough - make sure we hear about it. If the letter and spirit of the Executive Order aren't being enforced - make sure we hear about it. And most important, if the Asian Americans and Pacific Islanders aren't getting the outcomes to which they are entitled - from health to employment to the environment - make sure we hear about it.

Department of Health and Human Services Deputy Secretary Kevin Thurm, Chair, Interagency Work Group, to Federal Asian Pacific American Council National Leadership Training Conference, May 10, 2000.

The following strategic goals serve as a framework from which agencies were to develop their Fiscal Year 2001 activities (beginning October 1, 2000):

- 1) Institutionalize an agency-wide mechanism to address Asian American and Pacific Islander issues.
- 2) Improve research and data collection on the Asian American and Pacific Islander population and sub-populations.
- 3) Promote Asian American and Pacific Islander access to governmental services.
- 4) Develop and/or enhance programs and initiatives directed at the unmet needs of Asian Americans and Pacific Islanders.
- 5) Increase participation of Asian Americans and Pacific Islanders in government sponsored training programs.
- 6) Ensure adequate representation of Asian Americans and Pacific Islanders in the departmental workforce and its operations.
- 7) Increase outreach to Asian American and Pacific Islander communities to establish public-private partnerships that will promote appropriate linguistically and culturally competent services. Agencies were requested to use the 1997 Office of Management and Budget "Standards for Collecting, Maintaining and Reporting Federal Data on Race and Ethnicity" when providing data.

OVERVIEW OF FEDERAL RESPONSES

While the overall status of federal programs and services for Asian Americans and Pacific Islanders needs continued improvement, the Inventories highlighted some commendable agency efforts. A few examples illustrate the scope and diversity of agency efforts:

- The Department of Health and Human Services has funded national and local Asian American and Pacific Islander community-based organizations, developed Asian and Pacific Islander language materials, developed materials on cultural competency, and continued to implement its Departmental Asian American and Pacific Islander Initiative. (Department of Health and Human Services, 2000).
- The Small Business Administration (SBA) has conducted outreach activities that involved over 24,000 Asian American and Pacific Islanders in order to increase the amount of financing, technical assistance and government contracting assistance available. The SBA provided an unprecedented amount of financial assistance to Asian American and Pacific Islander small business in fiscal year 1999, totaling \$1.2 billion. (Small Business Administration, 2000).
- The Department of Agriculture has provided over \$26.5 million in loans and loan guarantees to Asian Americans and Pacific Islanders, and has conducted successful outreach programs dealing with land and natural resource conservation, farming, and fishing. (Department of Agriculture, 2000).
- The Environmental Protection Agency has undertaken numerous studies that assess the needs of the Asian American and Pacific Islander communities, and has developed extensive outreach strategies for informing these communities about environmental hazards, such as pesticides, air pollutants, and tainted fish. (Environmental Protection Agency, 2000).
- The Department of Justice has established a National Origin Working Group that promoted outreach and enforcement actions against discrimination based on national origin, including primary language. (Department of Justice, 2000).
- The U.S. Postal Service has conducted needs assessment studies, developed products and services for Asian American and Pacific Islanders, and provided financial sponsorship for partnerships with Asian American and Pacific Islander community organizations. (U.S. Postal Service, 2000).
- The Department of Energy has implemented significant outreach efforts to Asian American and Pacific Islander employees in order to address concerns based on the findings of a task force on racial profiling convened by Secretary Bill Richardson. (Department of Energy, 2000).

The Inventories revealed some exemplary federal programs and services available to Asian Americans and Pacific Islanders. However, the collective responses from the federal agencies provide empirical validation of the substantial barriers that Asian American and Pacific Islander communities face in accessing and participating in many federal government programs and services. Many of the agencies responded that they had no programs that focused specifically on the needs of Asian Americans and Pacific Islanders. Prior to the current inventory, less than half of the agencies had conducted a needs assessment, report or other document within the last five years to identify, quantify, and evaluate Asian American and Pacific Islander needs. Twelve agencies (38%) collect aggregated or disaggregated program data on Asian Americans or Pacific Islanders other than internal employment figures. A small number of agencies, six (19%), have performance measures specifically for Asian Americans and Pacific Islanders.

Providing essential information and forms in Asian and Pacific Islander languages are more the exception rather than the rule. Eight of the agencies (25%) have regulations, policies, or guidance memoranda on compliance with Title VI of the Civil Rights Act for the individuals with limited

English Proficiency. While 17 agencies (53%) had some informational materials available in Asian and Pacific Islander languages, far fewer had a national consistent policy for making such materials available. Most agencies had translated only a small amount of material in a limited number of languages. In response to the President Clinton's directive to improve access to services to persons with Limited English Proficiency, all federal agencies will be taking steps and instructing their grantees to take steps to improve language accessibility consistent with Title VI.

Funding initiatives aimed at Asian Americans and Pacific Islanders are limited and the size of grants and programs are typically small. A total of seven agencies (22%) reported having grant programs in fiscal year 1999 for which Asian Americans and Pacific Islanders were listed as a funding priority but seven agencies reported having no grant programs for any populations.

Outreach activities by most agencies to Asian American and Pacific Islander communities are limited or do not exist. Activities often are poorly coordinated, with either local and regional field offices or specific programs often taking the initiative on activities that should be more centralized and involve the entire department or agency. Eighteen agencies (57%) reporting that they have advisory bodies for focusing on Asian American and Pacific Islander issues actually listed local and regional entities as fulfilling this responsibility. The same holds true for the 17 agencies (53%) stating that they have a process in place for receiving input from Asian Americans and Pacific Islanders and Asian American and Pacific Islander community-based organizations. While 17 agencies (53%) reported that they have a Full Time Equivalent (FTE) equivalent that focuses on Asian American and Pacific Islander issues, the vast majority had less than one FTE equivalent and the employee was usually assigned to deal with workforce diversity issues rather than program issues for Asian American and Pacific Islander communities.

Asian Americans and Pacific Islanders in the federal government workforce confront barriers to promotion and advancement. The Clinton Administration has appointed an unprecedented number of Asian Americans and Pacific Islanders and has made a concerted effort to increase the number of Asian Americans and Pacific Islanders in high level positions. However, the data show that Asian Americans and Pacific Islanders face a "glass ceiling," an invisible barrier that prevents them from achieving their potential, especially in senior management, executive and policymaking positions. Although 23 agencies (72%) collect internal employment data, no data were available on Asian American and Pacific Islander federal employment by national origin subgroups. Thus, it is impossible to determine at this time which Asian American and Pacific Islander subgroups are underrepresented in the federal workforce. Eighteen of the agencies (56%) are developing processes and strategies for complying with the 1997 OMB standards for the classification of federal data on race and ethnicity, although most will not be in compliance before the 2003 deadline. Several agencies were unaware of the new standards.

The following summary table of Agency Infrastructure to Support Asian American and Pacific Islander Activities has been compiled to provide an overview of the preparedness of federal agencies for increasing Asian American and Pacific Islander participation in their programs and services. In compiling the table, it became apparent that few agencies have systematic programs or policies in place for dealing with the program and service needs of Asian Americans and Pacific Islanders, such as a consistent plan for providing translated materials or standard mechanisms for gathering information and input on Asian American and Pacific Islander issues. The table provides a generous interpretation of the data that takes into account any attempt by agencies to conduct needs assessments, provide translated materials, or collect data on Asian American and Pacific Islanders. Any evidence of agencies taking steps to promote workforce diversity, establish an employee organization, or accommodate even a partial FTE employee to focus on Asian American and Pacific Islander issues is reflected in the table.

Federal Infrastructure to Support Asian American and Pacific Islander Activities Summary Table

Understanding Asian American and Pacific Islander Needs

Agency conducted needs assessments, reports or other documents over the last five years to identify, quantify and evaluate Asian American and Pacific Islander service needs.

Total	Executive Departments	Independent Agencies
13 of 32 41%	6 of 14 43%	7 of 18 39%

Cultural and Linguistic Competency

Agency regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act for individuals with Limited English Proficiency.

Total	Executive Departments	Independent Agencies
8 of 32 25%	4 of 14 29%	4 of 18 22%

Agency has any informational materials translated in Asian and Pacific Islander languages.

Total	Executive Departments	Independent Agencies
17 of 32 53%	8 of 14 57%	9 of 18 50%

Internal Agency Infrastructure

Agency has ongoing mechanisms for focusing on Asian American and Pacific Islander issues, such as advisory bodies and workgroups.

Total	Executive Departments	Independent Agencies
18 of 32 56%	9 of 14 64%	9 of 18 50%

Agency has a process in place to receive input from Asian Americans and Pacific Islanders and from Asian American and Pacific Islander community-based organizations.

Total	Executive Departments	Independent Agencies
17 of 32 53%	7 of 14 50%	10 of 18 56%

Agency has an FTE equivalent that focuses specifically on Asian American and Pacific Islander issues, or responsibilities and duties involving Asian American and Pacific Islander issues are parceled out as collateral duties to one or more employees.

Total	Executive Departments	Independent Agencies
17 of 32 53%	9 of 14 64%	8 of 18 44%

Agency has grant programs in fiscal year 1999 for which Asian Americans and Pacific Islanders were listed as a funding priority. Note: Seven agencies (22%) reported having no grant programs for any population.

Total	Executive Departments	Independent Agencies
7 of 32 22%	4 of 14 29%	3 of 18 17%

Representation and Workforce Issues

Agency identified or implemented strategies for improving workforce diversity and the representation of Asian Americans and Pacific Islanders in the workforce.

Total	Executive Departments	Independent Agencies
22 of 32 69%	11 of 14 79%	11 of 18 61%

The agency has an Asian American and Pacific Islander federal employee organization.

Total	Executive Departments	Independent Agencies
15 of 32 47%	11 of 14 79%	4 of 18 22%

Data Collection and Evaluation

Agency collects internal employment data on Asian Americans and Pacific Islanders.

Total	Executive Departments	Independent Agencies
23 of 32 72%	13 of 14 93%	10 of 18 56%

Agency collects aggregated or disaggregated data on Asian Americans and Pacific Islanders, other than employment data.

Total	Executive Departments	Independent Agencies
12 of 32 38%	6 of 14 43%	6 of 18 33%

Agency has either complied with the revised standards for the classification of federal data on race and ethnicity, or has a process and strategy in place for complying by 2003.

Total	Executive Departments	Independent Agencies
18 of 32 56%	8 of 14 57%	10 of 18 56%

Agency has performance measures specifically for Asian Americans and Pacific Islanders.

Total	Executive Departments	Independent Agencies
6 of 32 19%	3 of 14 21%	3 of 18 17%

Fortunately, many agencies detailed their commitments and planned efforts to achieve the goals of the White House Initiative on Asian Americans and Pacific Islanders in their Federal Inventories and Fiscal Year 2001 Plans. Many agencies are in the process of revamping existing programs and initiating new programs to better serve Asian Americans and Pacific Islanders. Planned activities include institutionalizing departmental or agency-wide mechanisms for addressing Asian American and Pacific Islander issues, creating designated staff positions to coordinate Asian American and Pacific Islander activities, developing or expanding programs to meet Asian American and Pacific Islander-specific needs, designating funds for Asian American and Pacific Islander projects, translating program and consumer materials into Asian and Pacific Islander languages, hiring Asian American and Pacific Islander language-speaking personnel, enhancing outreach and employment recruitment efforts to Asian American and Pacific Islander communities, and improving Asian American and Pacific Islander data collection and reporting efforts.

This Commission and the staff of the White House Initiative on Asian Americans and Pacific Islanders are committed to working with the federal agencies to continue to increase access for and participation of Asian Americans and Pacific Islanders in federal programs, services, and employment. The Commission and the staff of the White House Initiative will continue to make information available to federal agencies and facilitate improved working relationships with the Asian American and Pacific Islander communities. The Commission will also continue to encourage the development of interdepartmental cooperative efforts. Finally, this report includes both interim findings and recommendations for the federal agencies to consider in preparing their more comprehensive three-year plans to implement Executive Order 13125.

FINDINGS

Many federal agencies have engaged in outreach efforts to the Asian American and Pacific Islander communities.

One of the consistent responses from the agencies is a commitment to improving and expanding outreach efforts to the Asian American and Pacific Islander communities. Several agencies referred to the need for centralized and updated information about Asian American and Pacific Islander community-based organizations, businesses and contacts to facilitate their outreach activities. Several agencies referred to the usefulness of the National Directory of Asian Pacific American Organizations published annually by the Organization of Chinese Americans; several have incorporated the contact information into their databases and electronic mailing lists. The Seattle Regional Office of the DHHS Health Care Financing Administration has converted the directory into an electronic database. (DHHS, 2000). Similarly, several agencies identified a need for a comprehensive list of Asian radio, print, and television media outlets that could be included in their press distribution and outreach activities.

Federal agencies have developed many types of partnerships with Asian American and Pacific Islander community-based organizations and businesses.

Many of the agencies described effective collaborations and partnerships with Asian American and Pacific Islander community-based organizations and businesses. The Census 2000 Partnership Program has established partnerships with 7,100 Asian American and Pacific Islander community organizations, churches, businesses, and media. The Partnership engaged in numerous activities to enhance Asian American and Pacific Islander participation in Census 2000, which included providing translated forms and educational materials, holding meetings to foster grassroots outreach, participating in cultural events and school gatherings, and providing support to community-based organizations which would encourage non-respondents to answer the questionnaire (Department of Commerce, 2000).

The Department of Housing and Urban Development and the Small Business Administration collaborated to support the inaugural conference of the National Coalition for Asian Pacific American

Community Development in April 2000. (HUD, 2000 and SBA, 2000). In addition, the SBA has coordinated outreach initiatives with Hmong regional organizations, such as Hmong Educational Advancements, Eau Claire Area Hmong Mutual Assistance Association, Green Bay Area Hmong Association, and M&I First American Bank.

The Department of Health and Human Services has numerous cooperative agreements with national and local Asian American and Pacific Islander community-based organizations. (DHHS, 2000). DHHS' Administration on Children and Families is one of the only agencies that made a specific commitment to increase funding for Asian American and Pacific Islander programs and services: to fund at least one new Early Head Start program serving Asian Americans and Pacific Islanders, to fund at least one Projects of National Significance to address needs of Asian Americans and Pacific Islanders with developmental disabilities, and to increase funding to Pacific Islanders. (DHHS, 2000).

Half of the agencies have an internal infrastructure to address Asian American and Pacific Islander-specific issues and needs.

Only a few agencies have designated staff, advisory bodies or other internal infrastructure to address Asian American and Pacific Islander issues. For example, the Department of Agriculture has a number of established outreach mechanisms to reach Asian American and Pacific Islander communities, including a network of State Outreach Coordinators in its Farm and Foreign Agricultural Services Division, which seeks to increase the participation of minority farmers in the agency's programs and services. (Department of Agriculture, 2000). The Census Bureau has both an Asian American Census Advisory and a Native Hawaiian and Other Pacific Islander Census Advisory committee, but the Department of Commerce does not have any department-wide Asian American and Pacific Islander advisory body. (Department of Commerce, 2000). The U.S. Postal Service established an Asian American and Pacific Islander Steering Committee in June 2000. (U.S. Postal Service, 2000). The Office of Personnel Management intends to establish an Asian American and Pacific Islander Advisory Committee as part of its Fiscal Year 2001 Plan. (Office of Personnel Management, 2000). The National Science Foundation intends to convene a Committee on Asian Americans and Pacific Islanders by December 2000 and create a one-year staff position. (National Science Foundation, 2000).

The Department of Agriculture plans to designate two FTEs and the EPA plans to designate a full-time staff person to deal with Asian American and Pacific Islander issues. (Department of Agriculture, 2000 and Environmental Protection Agency, 2000). The Peace Corps is creating a full-time Special Emphasis Program Manager position and designating collateral duty program managers by October 2000. (Peace Corps, 2000). The U.S. Postal Service will create a National Asian American and Pacific Islander Program Coordinator position by January 2001. (U.S. Postal Service, 2000).

The Department of Health and Human Services (DHHS) has established the most comprehensive department-wide infrastructure to address the needs of Asian Americans and Pacific Islanders and other communities of color, and serves as a model for other agencies. DHHS instituted a department-wide Asian American and Pacific Islander Initiative in June 1997 with a commitment to addressing the health and human service needs of Asian Americans and Pacific Islanders. A departmental working group developed a framework document that defined priority areas. The document was released for public comment in September 1997. The departmental working group then asked each operating division and staff division to develop one-year implementation plans by December 1997. These implementation plans also were released for public comment. The DHHS Initiative was the basis and model for Executive Order 13125. (DHHS, 2000).

After Executive Order 13125 was issued in June 1999, DHHS consolidated its Asian American and Pacific Islander Initiative with its other minority initiatives. All four racial (continued)

and ethnic minority initiatives fall under the purview of DHHS's Departmental Minority Initiatives Steering Committee and a Departmental Minority Initiatives Coordinating Committee, which were established per Secretary Shalala's directive in 1998 to better coordinate all the minority initiatives. The Departmental Minority Initiatives Steering Committee is chaired by DHHS Deputy Secretary Kevin Thurm and is composed of the heads or deputies of DHHS operating divisions and staff divisions. The Departmental Minority Initiatives Coordinating Committee is chaired by the DHHS Deputy Assistant Secretary for Minority Health and is composed of senior level representatives from each of the operating divisions and staff divisions who have responsibility for implementation of the divisional plans. Both the Departmental Minority Initiatives Steering Committee and Coordinating Committee are staffed by the DHHS Office of Minority Health. These two internal bodies will continue to monitor department activities and progress in implementing the four Executive Orders related to minority communities. The Coordinating Committee has a committee that focuses on unresolved Asian American and Pacific Islander issues. The DHHS Departmental Minority Initiatives Steering Committee and Coordinating Committee worked together to prepare the DHHS responses to this White House Initiative on Asian Americans and Pacific Islanders. (DHHS, 2000).

Finally, each DHHS operating division is encouraged to establish its own internal infrastructure to address minority health issues, including Asian American and Pacific Islander issues. The Health Resources and Services Administration and the Centers for Disease Control and Prevention each have Offices of Minority Health, the National Institutes of Health has its Office of Research on Minority Health, the Health Care Financing Administration has an Asian American and Pacific Islander Workgroup, the Administration on Children and Families has established a Steering Committee on Minority Initiatives and Minority Liaisons at each of its Regional Offices, the Administration on Aging has established a Minority Initiatives Committee, the Agency for Healthcare Research and Quality has established a Minority Health Coordinating Committee and the Substance Abuse and Mental Health Services Administration has a Minority Health Coordinating Council. (DHHS, 2000).

Few agencies have implemented the 1997 Office of Management and Budget (OMB) "Standards for Collecting, Maintaining and Reporting Federal Data on Race and Ethnicity" in their data collection and reporting about their programs and services.

Only six departments and six agencies of the 32 have implemented the 1997 OMB Standards in their national data collection and reporting about their programs and services. (Note: Full compliance with the 1997 OMB standards is not required until January 2003). The Department of Commerce used the Standards in Census 2000 and the Department of Health and Human Services is using the Standards in its Healthy People 2010 Initiative. The National Endowment for the Arts (NEA) did begin collecting data disaggregated into the Asian and the Native Hawaiian or Pacific Islander categories from its applicants and grantees beginning in fiscal year 2000. The NEA also is working with the National Assembly of State Arts Agencies to implement the 1997 OMB Standards at state arts agencies. (National Endowment for the Arts, 2000). The National Science Foundation began collecting data disaggregated into the Asian and the Native Hawaiian or Pacific Islander categories from its awardees beginning in 1999.

The Federal Inventories provide some excellent examples of state and local program data collection efforts that focus on particular Asian American and Pacific Islander subpopulations that can serve as models for future federal efforts. For example, the Department of Health and Human Services has funded several community-based research projects on particular Asian American and Pacific Islander communities, such as a measure of the quality of care for hypertension among Hmong refugees in Fresno, California, and a measure of community access to care among Chinese and Vietnamese patients in Boston, Massachusetts. (Department of Health and Human Services, 2000). The Department of Housing and Urban Development (HUD) conducted a study of the Asian American and Pacific Islander population in New Jersey, developing profiles of eleven Asian

American and Pacific Islander immigrant groups. These profiles revealed major differences in living conditions among Asian American and Pacific Islander subgroups, and allowed HUD to develop more targeted outreach efforts. (HUD, 2000).

Some agencies were not aware that the 1997 OMB Standards applied to its programs and services. Several departments and agencies stated that they were waiting for additional guidance and direction from the Office of Management and Budget regarding the 1997 Standards before they could begin the process of revising their data collection procedures.

Most federal agencies do not have national or strategic plans to address the needs and issues of Asian Americans and Pacific Islanders.

Most agencies do not have comprehensive plans or programs to address the needs and issues of Asian Americans and Pacific Islanders. Some departments and agencies, including the Department of Justice, the Department of Transportation, the Federal Housing Finance Board, and the Social Security Administration, responded that their programs and services are available to Asian Americans and Pacific Islanders as part of their general mandate to serve all Americans. These agencies responded that they have not identified any specific needs or issues for Asian Americans and Pacific Islanders. For example, the Department of Transportation states in its Inventory that "safe cars, roads, and airplanes are safe for almost all users. Relatively few specific Asian American and Pacific Islander transportation needs have been identified." However, the Department's own Federal Transit Administration recently completed a major assessment of the lack of access to public transportation in Los Angeles by Asian Americans and Pacific Islanders due to technical and cultural barriers. (Los Angeles County Metropolitan Transportation Authority, 2000).

On the other hand, some agencies have made a strong commitment to address the needs of the Asian American and Pacific Islander communities. The Department of Agriculture's "Asian Pacific American Strategic Plan" is designed to foster cooperative efforts between government officials and Asian Americans and Pacific Islanders to preserve natural resources and foster conservation efforts (Department of Agriculture, 2000). The Department of Health and Human Services' Administration on Aging funds a nationwide community-based capacity building initiative to enhance social and health services for Asian American and Pacific Islander seniors (DHHS, 2000). DHHS' Health Resources and Services Administration also supports eleven Asian American and Pacific Islander community health centers and the Native Hawaiian Health System. (DHHS, 2000). DHHS' Substance Abuse and Mental Health Services Administration convened a national summit on Asian American and Pacific Islander mental health issues in 1999. In part due to the recommendations of the summit, four Asian American and Pacific Islander organizations received Strengthening Families research dissemination grants and four Asian American and Pacific Islander organizations received High Risk Youth substance abuse grants in fiscal year 1999.

The Department of Education's Education for Native Hawaiians program under Title IX of the Elementary and Secondary Education Act supports coordinated efforts to improve the educational status of Native Hawaiians through family- and community-based education centers, gifted and talented, higher education, and special education programs, curriculum development, teacher training and recruitment, and Native Hawaiian Councils (Department of Education, 2000). The Department of Labor's "No Sweat" campaign aims to eliminate sweatshops and provide protection for garment workers in New York, many of whom are Asian Americans and Pacific Islanders, through enforcement activities and education. (Department of Labor, 2000).

Federal funding for Asian American and Pacific Islander-specific projects and initiatives is inadequate relative to their needs and numbers in the general population.

According to the Federal Inventories, most agencies provide limited funding for projects and initiatives specifically targeting Asian American and Pacific Islander communities. The agencies were asked to provide comprehensive information on the specific levels of funding for outreach and direct services; research, development, and evaluation; technical assistance; facilities and equipment; training and professional development; and fellowships, scholarships, and other aid for Asian Americans and Pacific Islanders. Many agencies could not list any specific funding focused on Asian Americans and Pacific Islanders. Some agencies provided extensive lists of funding opportunities potentially available to Asian Americans and Pacific Islanders with no evidence that Asian Americans and Pacific Islanders had actually participated in or been served by the programs.

...there is still a tendency to see Asians and Pacific Islanders as one large mass and to believe mistakenly that funding an agency serving one ethnic group in one geographic area is sufficient to meet the needs of Asians and Pacific Islanders across the country. It's even worse when federal officials believe that it's sufficient for the Asian and Pacific Islander community to fund a large agency that claims to serve Asians and Pacific Islanders but doesn't have the language or cultural competence to do so. Understanding that the Asian and Pacific Islander community is made up of multiple language and ethnic groups and that there are differences between regions is especially important...

*Therese Rodriguez,
Asian and Pacific Islander Coalition on HIV/AIDS,
New York, NY, at Eastern Region Town Hall,
September 18, 2000.*

There are some notable exceptions, with some agencies committing substantial resources to programs and services for Asian Americans and Pacific Islanders. The Environmental Protection Agency has funded numerous projects directly targeting Asian American and Pacific Islander communities, including the Senior Environmental Employment Program, which employs retired Asian American and Pacific Islanders in seven states and a grant to the Association of Asian Pacific Community Health Organizations to reduce the risk from indoor pollutants in Asian American and Pacific Islander communities (Environmental Protection Agency, 2000). The Department of Health and Human Services identified numerous projects, totaling millions of dollars, which support many programs, services, and research efforts to improve the quality of life of Asian Americans and Pacific Islanders. For example, the DHHS Office of Minority Health provides grants focused on enhancing bilingual and bicultural health services and on building minority health coalitions. (Department of Health and Human Services, 2000). The DHHS Office of Women's Health has several programs to support information dissemination about Asian American and Pacific Islander women's health issues. (Department of Health and Human Services, 2000).

The Small Business Administration has increased the number of contracts with Asian American and Pacific Islander small businesses by three and a half times since 1993, involving nearly 1,500 contracts totaling \$1.2 billion dollars in fiscal year 1999. The Asian American and Pacific Islander percentages of the total small business contracts was 24% and of the total dollars awarded was 28%. The Small Business Administration also recently entered into Memoranda of Agreement with five national Asian American and Pacific Islander community-based organizations to increase community outreach activities. (Small Business Administration Press Release, September 18, 2000).

Federal agencies provide only a limited amount of consumer and program materials in Asian or Pacific Islander languages and do not collect data on the number of bilingual or multilingual employees in public contact positions.

Few agencies have a systematic plan to assess the need for and make available consumer and program materials in Asian or Pacific Islander languages. Even the Census Bureau only translated the Census 2000 forms into four Asian (and no Pacific Islander) languages -- Chinese, Korean, Tagalog and, Vietnamese -- although outreach and educational materials also were made available in Chinese, Japanese, Laotian, Tahitian, Burmese, Gujarati, Punjabi, Urdu, Bengali, Cambodian, Hmong, Korean, Tagalog, Vietnamese, Hindi, and Tamil (Department of Commerce, 2000). The Department of Health and Human Services has recently uploaded some Chinese language materials onto its Medicare Internet website but does not have Medicare materials available in any other Asian or Pacific Islander language. The National Aeronautics and Space Administration only has promotional materials available in Japanese at the Kennedy Space Center in Florida. (National Aeronautics and Space Administration, 2000).

The Federal Inventories included several other examples of translated materials available in Asian and Pacific Islander languages. The Department of Agriculture has translated educational and loan information materials into Hmong, Lao, Mien and Cambodian. (Department of Agriculture, 2000). The Department of Labor has educational materials on wage and hour laws available in Chinese, Korean and Vietnamese. (Department of Labor, 2000). The Environmental Protection Agency has materials on fish consumption hazards in Hmong, on perchloroethylene hazards in Korean and pesticide warnings in Cambodian, Chinese, Korean, Lao, Tagalog, Thai and Vietnamese. (Environmental Protection Agency, 2000). The U.S. Postal Service has developed Product Sell Sheets in Chinese, Hindi, Japanese, Khmer, Korean, Punjabi and Vietnamese. The Department of Education has translated posters, brochures, videotapes, and CD-ROM instructional materials for parents and students into 11 Pacific languages with more in progress.

Some translation activities seem to be conducted locally while the translated materials seem to have usefulness nationally. For example, a local office in Denver translated U.S. postal forms into Vietnamese while another local office in New York translated forms into Chinese and Korean. (U.S. Postal Service, 2000). Similarly, DHHS' Administration for Children and Families is working with a local Asian American community-based organization in Florida to translate Head Start and Early Head Start materials (DHHS, 2000). The FDIC provided Y2K information and educational brochures on deposit insurance in Korean and Chinese in conjunction with community outreach efforts in New York City (FDIC, 2000). Increased coordination between local and federal entities could facilitate the creation and dissemination of translated materials.

Almost none of the agencies provided information about the number of bilingual or multilingual employees they employed in public contact positions that might address some of the linguistic access barriers faced by Asian Americans and Pacific Islanders with Limited English Proficiency. For example, the Equal Employment Opportunity Commission was one of the only agencies that described its efforts to recruit additional bilingual and multilingual employees with proficiency in Asian languages in field offices in areas with significant numbers of Asian American residents. (EEOC, 2000). The Department of Labor also noted that it intended to increase the number of bilingual Chinese health and safety compliance officers at its Occupational Health and Safety Administration. (Department of Labor, 2000).

Some agencies did not identify any needs for addressing linguistic access issues. For example, the Department of Defense stated that there are no linguistic access or cultural competence issues that it can identify for the members of its armed forces. (Department of Defense, 2000).

Finally, several agencies that are planning the translation of materials as part of their Fiscal Year 2001 Plans will be seeking appropriate federal government resources or private contractors to complete the translations. (Consumer Product Safety Commission, 2000; DHHS, 2000). DHHS' National Institutes of Health has a multi-year project examining issues of digitalization of Asian

language consumer health information for uploading onto the Internet and linkage to electronic health databases. (DHHS, 2000).

Asian Americans and Pacific Islanders in the federal workforce face a "glass ceiling" limiting promotions to senior, supervisory and managerial levels.

In fiscal year 1999, Asian Americans and Pacific Islanders constituted 5.1% of the total federal workforce, 4.1% of the permanent federal civilian workforce, and 3.7% of the civilian labor force (OPM, 2000). As the table of Asian Americans and Pacific Islanders in the federal Workforce fiscal year 1999 demonstrates, Asian Americans and Pacific Islanders were underrepresented in 18 of 29 (62%) agencies reporting the overall percentage of Asian Americans and Pacific Islanders in their full-time civilian workforce. Underrepresentation was greater among executive departments, as 9 of 13 (69%) employ less than 4% Asian Americans and Pacific Islanders compared to 9 of 16 (56%) of independent agencies, despite the generally larger number of departmental employees.

AAPIs in the Federal Workforce Fiscal Year 1999 Executive Departments

Department	Total Number of Employees	% AAPI Employees Overall	% AAPI Supervisors	% AAPIs in Senior Executive Service
Agriculture	85,230	2.3	2.7	1.7
Commerce	33,413	6.0	3.2	1.6
Defense	642,667	5.5	4.0	1.7
Education	4,390	3.2	1.5	2.1
Energy	14,349	3.8	1.6	2.7
HHS	56,381	4.2	2.8	2.1
HUD	*	3.3**	*	*
Interior	57,775	1.8	1.3	0.6
Justice	144,586	2.8	1.9	1.6
Labor	16,266	3.4	1.4	0.0
State	13,571	4.0	*	0.2
Transportation	63,096	3.0	*	*
Treasury	*	*	*	0.6
Veterans Affairs	121,829	3.3	2.0	1.6

Source: Federal Inventory, Part IV

* Information not reported by agency

** Includes part-time and temporary positions

The Clinton Administration has appointed an unprecedented number of Asian Americans and Pacific Islanders and has made a concerted effort to increase the number of Asian Americans and Pacific Islanders in high level positions. The historic appointments of Commerce Secretary Norman Mineta and Chair of the Federal Deposit Insurance Corporation Chairperson Donna Tanoue highlight the President's commitment to placing Asian Americans and Pacific Islanders in top leadership positions. However, the data show that Asian Americans and Pacific Islanders at many levels of government have experienced a "glass ceiling," an invisible barrier to advanced employment status, especially in senior management, executive and policymaking positions.

Asian Americans and Pacific Islanders constitute approximately 2% of the Senior Executive Service (SES), which is comprised of the top managers and highest salaried employees in the federal government (OPM, 2000; CAPAFEO, 2000). According to the Federal Inventory data presented in the table, Asian Americans and Pacific Islanders are underrepresented in supervisory positions in all

**AAPIs in the Federal Workforce Fiscal Year 1999
Independent Agencies**

Agency	Total Number of Employees	% AAPI Employees Overall	% AAPI Supervisors	% AAPIs in Senior Executive Service
CPSC	472	5.7	0.0	0.0
EPA	18,186	5.0	2.7	1.5
EEOC	2,966	3.3	2.5	2.7
FDIC	6600	2.9	1.6	0.8
FHFB	*	*	*	0.0
GSA	14,293	3.3	*	0.9
NASA	17,639	5.2	3.9	2.8
NARA	2,680	1.7	0.7	0.0
NCD	*	*	0.0	0.0
NEA	162	2.0	0.0	0.0
NEH	166	3.0	5.7	0.0
NSF	1,064	3.6	1.8	6.0
OPM	3,610	1.3	1.3	0.0
Peace Corps	7,981	4.8	3.5	0.0
SBA	3,452	4.5	2.4	0.0
SSA	61,959	2.3	1.3	2.6
Civil Rights	82	7.3	*	*
Postal Service	796,535	6.4	3.6	1.5

Source: Federal Inventory, Part IV
* Information not reported by agency

but two agencies, the Defense Department and the National Endowment for the Humanities. The situation is worse for the SES, as only one agency, the National Science Foundation, has adequate representation of Asian Americans and Pacific Islanders. Ten of the 29 (34%) agencies reporting had no Asian Americans and Pacific Islanders in SES positions, and Asian Americans and Pacific Islanders constituted less than 1% of SES positions in an additional five agencies. Most Asian American and Pacific Islanders at the SES level hold the rank of deputy, associate, or assistant.

A "glass ceiling" also exists for Asian Americans and Pacific Islanders employed under the General Schedule (GS) pay plan. While the average GS grade of Asian Americans and Pacific Islanders is 9.3, which is similar to the average grade of Federal employees overall, Asian Americans and Pacific Islanders tend to be concentrated in the mid-grades (GS-12 to GS-13). A few agencies, such as the National Institutes of Health, employ significant numbers of Asian American and Pacific Islander scientists and researchers with advanced technical degrees, but very few are in managerial or executive positions.

As it is not required by law, none of the federal agencies voluntarily collect employment data disaggregated by Asian American and Pacific Islander subgroups.

Many agencies interpreted the questions in the Federal Inventory and Fiscal Year 2001 Plans about data collection to apply only to their data on federal employees. Yet, no federal agency collects employment data disaggregated by Asian American and Pacific Islander subgroups. The employment data is only reported for Asian Americans and Pacific Islanders as a single aggregated category. It is impossible to determine whether specific Asian American and Pacific Islander subgroups are underrepresented. In addition, recruitment and retention rates for Asian American and Pacific Islander employees are not maintained. Several agencies stated that they were waiting for

additional guidance and direction from the Office of Personnel Management regarding the implementation of the 1997 OMB Standards to their data collection about their employees.

Many federal agencies are committed to increasing the recruitment and supporting the promotion of more Asian American and Pacific Islanders in their workforce.

Despite the unavailability of disaggregated data about Asian American and Pacific Islander federal employees, many agencies were interested in increasing their recruitment efforts. Many agencies referred to the need for a list of Asian American and Pacific Islander-serving academic institutions that could be the focus of additional outreach and recruitment efforts. Others referred to efforts to ensure that Asian Americans and Pacific Islanders are identified for internal training and professional development programs in order to support the promotion of more Asian Americans and Pacific Islanders to management and executive levels. The Coordinating Committee has established an "Asian American Pacific Islander-Serving Institution and Organization" subcommittee to explore the implementation of such a designation.

Some agencies have been proactive in their recruitment activities. For example, the National Science Foundation noted that although its overall national employee data did not indicate an under-representation of Asian Americans and Pacific Islanders, additional recruitment efforts could be made to increase the number of Asian Americans and Pacific Islanders employed at its main office in Virginia, where there is a significant Asian American population. (National Science Foundation, 2000). The Department of Commerce analyzed its workforce data and is committed to recruitment efforts focused on the underrepresentation of Asian Americans and Pacific Islanders in its senior levels and at the National Institute of Standards and Technology. (Department of Commerce, 2000). The Office of Personnel Management will be reviewing its diversity training course materials to ensure inclusion of Asian American and Pacific Islander issues. (Office of Personnel Management, 2000). The Department of Defense is reviewing and updating its recruitment and equal opportunity training materials on Asian Americans and Pacific Islanders. (Department of Defense, 2000). These types of more detailed analysis of and responses to workforce issues are to be commended and encouraged.

INTERIM RECOMMENDATIONS TO FEDERAL AGENCIES

This Interim Report is our first report. In many ways, this is only a beginning, with the most difficult tasks of implementation, refinement and institutionalization through long-term programmatic, personnel and budget changes before us. As a Commission, we are acutely aware of the challenge of making this White House Initiative on Asian Americans and Pacific Islanders meaningful and sustainable. In this final section, we make some recommendations to the federal agencies that would help achieve the goals of this Initiative, especially as the agencies implement their Fiscal Year 2001 Plans and begin development of their Three Year Implementation Plans. We also highlight some of the "best practices" that have been identified by the agencies themselves that might serve as examples for other agencies. We look forward to continuing to work with the federal agencies and all our partners in the Asian American and Pacific Islander communities to achieve the goals of this Initiative to increase the participation of Asian Americans and Pacific Islanders in federal programs and services and to improve the quality of their lives.

INSTITUTIONALIZE EACH FEDERAL DEPARTMENT'S AND AGENCY'S IMPLEMENTATION OF THIS INITIATIVE

The Commission is gratified to learn of the various mechanisms that many federal agencies have already used to increase the representation and participation of Asian Americans and Pacific Islanders in their programs and services. This White House Initiative on Asian Americans and Pacific Islanders provides additional opportunities to formalize and institutionalize such efforts.

Adopt specific, measurable objectives related to this Initiative as part of each department and agency's Government Performance and Results Act (GPRA) plans and objectives.

Each federal department and agency already is required to develop and meet annual measurable objectives under the Government Performance and Results Act (GPRA). The specific activities and plans to implement this White House Initiative on Asian Americans and Pacific Islanders can be further institutionalized by incorporating them into each department's and agency's annual GPRA plans and objectives.

Establish specific goals for increasing funding for Asian American and Pacific Islander programs and services.

A few federal agencies established specific, measurable goals for increasing funding for Asian American and Pacific Islander programs and services. Even a commitment to increase funding each fiscal year would demonstrate progress in increasing the participation of Asian Americans and Pacific Islanders in federal programs and services where they are underrepresented. Ultimately, more strategic and long-term national, regional and local plans can be adopted by the federal agencies to ensure that programs and services for Asian Americans and Pacific Islanders are sustained.

Support formalization of agency Asian American and Pacific Islander advisory bodies.

The interest in and support by the Asian American and Pacific Islander communities of this Initiative demonstrates the communities' eagerness to partner with the federal government to achieve the Initiative's goals. The Commission heard repeated calls for increased communication and coordination among federal agencies and the Asian American and Pacific Islander communities. Formalizing Asian American and Pacific Islander advisory bodies and increasing Asian American and Pacific Islander representation and participation in existing advisory bodies would continue to build on these partnerships. These bodies should report directly to department and agency heads.

Support formalization of agency Asian American and Pacific Islander employee organizations.

Asian Americans and Pacific Islanders who serve in the federal workforce are vital links to the Asian American and Pacific Islander communities. Recognizing and supporting formal Asian American and Pacific Islander employee organizations can help focus and more effectively access these valuable "in-house" experts and resource persons within each federal agency. During the past three years, the number of these federal employee organizations has increased dramatically.

The Federal Asian Pacific American Council (FAPAC) was organized in 1985 as an interagency organization of Asian Pacific American employees of all rank and file, representing over fifty federal agencies and the District of Columbia government. FAPAC assists the federal and District of Columbia governments in promoting and establishing effective and equitable participation of Asian Pacific Americans in the workforce and promoting overall awareness of the impact of Asian Pacific American cultures, contributions, work ethics and behavior as related to government employment. The Coalition of Asian Pacific American Federal Employee Organizations (CAPAFEO) was formed in 1998 with the purpose of uniting more than 120,000 Asian Pacific American Federal employees of all ranks and grades to improve their well-being and the welfare of the community by actively addressing such issues as "glass ceiling", under-representation, and employment barriers, by exchanging information, networking, good fellowship, leadership, mentoring, training, advocacy, self-help, and further coalition efforts. The Commission looks forward to continuing to work in close partnership with FAPAC and CAPAFEO in implementing this Initiative and encourages federal agencies to work with CAPAFEO and FAPAC in identifying internal employee resources that can assist in achieving the goals of this Initiative.

In its Fiscal Year 2001 Plan, the Department of Energy is committed to establishing an Asian American and Pacific Islander employee group. (Department of Energy, 2000). The Department of State will be conducting a focus group of some of its Asian American and Pacific Islander employees to identify potential program ideas for Asian Americans and Pacific Islanders. (Department of State, 2000).

Support designation and funding of staff positions dedicated to the implementation of this White House Initiative on Asian Americans and Pacific Islanders.

In their Fiscal Year 2001 Plans, many agencies discussed commitments to dedicate their staff and resources to the implementation of this Initiative. For example, the Department of Education is establishing a department-wide staff team to coordinate Asian American and Pacific Islander activities. (Department of Education, 2000). The Commission strongly encourages increasing such specific commitments of resources and personnel to this Initiative.

Collect and analyze employee data disaggregated by Asian American and Pacific Islander subgroups, pay and service levels, geographic location and gender; and develop and implement focused and coordinated recruitment, training, retention and promotion strategies to increase the number of underrepresented Asian Americans and Pacific Islanders in the federal workforce. The lack of disaggregated data about Asian American and Pacific Islander employees in the federal workforce make it difficult to determine which subgroups are underrepresented. The Office of Personnel Management must take a proactive role in working with all the agencies to implement employee data collection systems in compliance with the 1997 OMB Standards.

While many agencies are to be commended on their plans to increase their employment recruitment activities in the Asian American and Pacific Islander communities, these efforts are not coordinated and may often be duplicative and inefficient. For example, the Department of Energy has committed to focus on increasing its number of Hmong employees. (Department of Energy, 2000). The designation of "Asian American and Pacific Islander-Serving Institutions and Organizations" and supporting formal relationships with Asian American and Pacific Islander federal employee organizations will also assist in focusing these employment recruitment efforts.

Increase interdepartmental and interagency coordination of Asian American and Pacific Islander activities.

The detailed Federal Inventories and Fiscal Year 2001 Plans prepared by the federal agencies reflect numerous opportunities for increased collaboration and coordination among the agencies. Sharing resources, information and community contacts can reduce duplication of efforts. The Interagency Working Group and Coordinating Committee can facilitate these collaborations.

...the Interior Department wants to be a very full partner in our interagency efforts on Asian Americans and Pacific Islanders...our department, in particular, has a special relationship with the Pacific insular territories and has been working on a number of fronts to help bring more federal resources to those important areas: Guam, American Samoa, the Commonwealth of the Northern Mariana Islands...We are also working in this department on issues associated with the native peoples of Hawai'i...we're actively acquiring and helping to preserve the cultural lands associated with the internment camps in World War II for Japanese Americans...so that we remember that unfortunate chapter of our history because it's an important reminder of...the poor relationships we've had in the past that we never want to see again in this country.

*Department of Interior Deputy Secretary David Hayes,
at Interagency Working Group, May 9, 2000.*

Institutionalize mechanisms to improve communication, collaboration and coordination between the President's Advisory Commission on Asian Americans and Pacific Islanders, the Office of the White House Initiative on Asian Americans and Pacific Islanders, the Interagency Working Group and the Coordinating Committee.

At its September 19, 2000 meeting, the Commission established committees based on its five priority issue areas that would liaison with appropriate agencies on those issues. The Commission hopes that these committees would work closely with the members of the Interagency Working Group and the Coordinating Committee from those respective federal agencies with jurisdiction over those issues. The Commission looks forward to implementing these and other mechanisms to improve communication, collaboration and coordination.

IMPROVE DATA COLLECTION, ANALYSIS AND DISSEMINATION FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

In order to meet the 2003 deadline, immediately formulate a plan to implement the 1997 Office of Management and Budget Standards in all federal data collection, analyses and dissemination. The Office of Management and Budget should take a proactive role in reviewing each department and agency's progress in implementing the 1997 Standards. Similarly, the Office of Personnel Management (OPM) and the Equal Opportunity Employment Commission (EEOC) should assume lead roles in ensuring that the collection of racial and ethnic data about federal employees is consistent with the 1997 OMB Standards. The recently established joint OPM-EEOC Task Force on Asian American and Pacific Islander Federal Employees will be an important mechanism to monitor progress on these efforts.

Conduct systematic review of all federal data collection instruments, sampling and analytical methods in order to maximize the inclusion of disaggregated Asian American and Pacific Islander subpopulations.

Each agency should conduct a systematic review of its data collection instruments for its programs and services to determine how to maximize the inclusion of disaggregated data about Asian Americans and Pacific Islanders. The recent review and analysis of national surveys by the

Department of Health and Human Services provides important background and technical information that would be useful to all departments and agencies. (Westat, Inc., "Assessment of Major Federal Data Sets for Analyses of Hispanic and Asian or Pacific Islander Subgroups and Native Americans," May 2000).

It also will be critical to consider and incorporate the imminent release of data from Census 2000 by the Department of Commerce. Given the rapid growth in the Asian American and Pacific Islander population, it is imperative that the new Asian American and Pacific Islander population data from Census 2000 immediately be used as baselines and data denominators.

Both the Office of Management and Budget and the Office of Personnel Management will have ongoing responsibilities to promptly review and approve changes in forms, applications and other documents to implement any changes proposed by each department and agency.

Increase data collection, analyses and dissemination about underrepresented Asian Americans and Pacific Islanders.

While it is important to obtain and utilize as much disaggregated data about Asian Americans and Pacific Islanders as possible, data regarding underrepresented populations such Southeast Asians, Native Hawaiians, Pacific Islanders, and emerging Asian American and Pacific Islander communities such as Thai Americans should be a priority for future data collection, analysis and dissemination. Such focus may be accomplished through targeted oversampling or secondary data analysis methods. (Westat, Inc., "Assessment of Major Federal Data Sets for Analyses of Hispanic and Asian or Pacific Islander Subgroups and Native Americans," May 2000). For example, the Department and Health and Human Services (DHHS) and the Department of Education are collaborating on including a 10% oversample of Asian Americans and Pacific Islanders, including a specific oversample of Chinese Americans, in the Early Childhood Longitudinal Study Birth Cohort, which will collect data on the development of 15,000 children born in the year 2000 through their first grade year of school. A relatively minimal investment in such oversampling ensures that there will be data relevant to Asian Americans and Pacific Islanders from such national surveys.

There also are statistically significant samples of Asian American and Pacific Islander data that have yet to be analyzed from DHHS' Medical Expenditure Panel Survey and National Consumer Assessment of Health Plans Benchmarking Database. DHHS also recently added data from Hawai'i to its Healthcare Cost and Utilization Project, which will add data about Asian Americans, Native Hawaiians and Pacific Islanders to the national database. DHHS' Health Resources and Services Administration currently is conducting analysis of some limited Asian American and Pacific Islander client level data about access to HIV/AIDS care. (Department of Health and Human Services, 2000). Additional resources and funding should be committed to these efforts.

Develop and implement ongoing mechanisms for identifying, training and funding Asian American and Pacific Islander researchers working with the Asian American and Pacific Islander communities, including researchers at non-academic institutions.

Federal agencies can collaborate on supporting the training and funding of Asian American and Pacific Islander researchers and research institutions. A designation of "Asian American and Pacific Islander-Serving Institutions and Organizations" would facilitate the identification of appropriate institutions for partnership and support. These institutions should include Asian American and Pacific Islander community-based organizations that are more culturally appropriate venues for community-based research and data collection. It will also be important to focus training and professional development programs on underrepresented Asian Americans and Pacific Islanders, particularly Pacific Islanders and Southeast Asians.

ENSURE ACCESS, ESPECIALLY LINGUISTIC ACCESS AND CULTURAL COMPETENCE, FOR ASIAN AMERICANS AND PACIFIC ISLANDERS**Commit specific program and personnel resources to the implementation, monitoring and enforcement of Executive Order 13166 increasing access for individuals with Limited English Proficiency.**

Each agency was required to prepare a plan to implement Executive Order 13166 increasing access for individuals with Limited English Proficiency by December 16, 2000. The Commission looks forward to reviewing these efforts and encourages the commitment of specific program and personnel resources to implement, monitor and enforce each agency's plan. Given the fact that in many programs and services, Spanish is the most common language among consumers and constituents, the more problematic discussions will most likely focus on how many and which Asian languages are required for interpretation and translation. Accordingly, this Commission will continue to place one of its highest priorities on the implementation of Executive Order 13166 consistent with the goals of this Initiative.

Identify and maximize the utilization of coordinated federal and community resources for culturally competent translation and interpretation.

Many agencies have committed to specific translations of written materials as part of their Fiscal Year 2001 Plans. In order to maximize the efficiency and minimize the costs of these efforts, agencies are encouraged to coordinate their needs and work to develop ongoing working relationships with both federal and community resources for translation and Asian and Pacific Islander materials development. Moreover, the Commission encourages the community-based development of materials rather than literal translations from English texts as more effective in communicating with Asian Americans and Pacific Islanders with Limited English Proficiency.

Develop and use multiple formats and media to increase linguistic access.

The Commission notes that several agencies utilized other formats and media to increase linguistic access to their programs and services in addition to written translations. The Commission encourages the additional utilization of telephone hotlines, educational videos, non-text materials and workshops conducted in Asian and Pacific Islander languages as other means of increasing linguistic access. For example, the Consumer Product and Safety Commission has a toll-free hotline with Chinese, Japanese, Korean, Vietnamese and Tagalog language capacity. In fiscal year 2001, the Consumer Product Safety Commission will assess the need to increase its Asian language capacity. (Consumer Product Safety Commission, 2000). The Department of State is considering establishing a call center for questions about the affidavit of support required for family immigration. (Department of State, 2000). DHHS' Centers for Disease Control and Prevention recently developed educational videos on Hepatitis A, B and C in Mandarin and Vietnamese. (Department of Health and Human Services, 2000). The Department of Agriculture has conducted Hmong language educational and training workshops for farmers. (Department of Agriculture, 2000). The National Council on Disability conducted its 1998 hearing with Spanish and Chinese language interpretation. (National Council on Disability, 2000).

Increase utilization of Asian and Pacific Islander language radio, print, and television media for community outreach and education.

Asian and Pacific Islander radio, print and television media can be effectively utilized for community outreach and education efforts. Some agencies have developed strong working relationships with these media outlets. For example, DHHS' Health Care Financing Administration conducted mammography awareness education through Chinese language radio in Boston, New York, Chicago, Seattle, San Francisco and Los Angeles and is working with a community-based organization to provide information about Medicare through Hmong language radio in Fresno, CA. (Department of Health and Human Services, 2000). The Consumer Product Safety Commission

has worked with Cambodian, Chinese, Korean and Vietnamese media outlets to publicize safety alerts and recall notices in California and Texas. (Consumer Product Safety Commission, 2000). The Department of Agriculture has conducted educational programs about orchard management on Punjabi radio. (Department of Agriculture, 2000). Sharing these contacts and media lists among departments and agencies, especially among press and community outreach offices, can increase linguistically accessible information dissemination to Asian American and Pacific Islander communities.

Commit research and programmatic resources to develop standards and implement cultural competence in all programs and services.

Few agencies have examined the issue of cultural competence in their programs and services. The development of standards, training curricula and evaluation methods are needed. There can be useful collaborations among the agencies to develop and implement appropriate standards and guidelines. The Department of Health and Human Services has had significant experience and some publications on cultural competence that would be useful to other agencies. DHHS' Office on Minority Health has published its CLAS standards and is compiling information on "best practices" regarding cultural competency in health care service delivery.

Include consideration of linguistic access and cultural competence in all federal funding and reviews of funding applications.

Policies and guidelines need to be developed to ensure that linguistic access and cultural competence are part of the requirements for funding programs that are focused on Asian Americans and Pacific Islanders and other minority groups. Requests for proposals, applications and program announcements should be revised to include such requirements.

Increase the participation of Asian Americans and Pacific Islanders on all federal grant review panels.

It is evident that long-term institutional programmatic and funding changes at most federal agencies will only result from changing the perspectives of the decision makers. The Commission strongly advocates the increased identification, recruitment and retention of Asian American and Pacific Islanders on all federal grant review panels and study sections, advisory bodies, task forces and working groups and committees. Even our initial work as a Commission has identified numerous Asian Americans and Pacific Islanders in every field of interest who are extremely well-qualified to participate in such review panels but are often overlooked. Beyond the obvious issues of representation and parity, participation in the federal grant review process also increases the Asian American and Pacific Islander community capacity to prepare better grants, to increase collaborations with other key individuals in the field and to increase overall cultural competence in federal programs. For example, the Department of Health and Human Services Agency for Healthcare Research and Quality plans to proactively identify Asian Americans and Pacific Islanders to serve on its review panels. (Department of Health and Human Services, 2000).

Proactively seek and create opportunities to integrate and preserve Asian American and Pacific Islander cultures in all programs and services where appropriate.

It is important to seek and create opportunities to integrate and preserve Asian American and Pacific Islander cultures in all federal programs and services in order to increase participation and make them more effective. The Department of Education has recognized the need for curricula development and a clearinghouse of education resources relevant to Asian Americans and Pacific Islanders. (Department of Education, 2000).

Federal agencies that provide funding for arts programs such as the National Endowment for the Arts and the National Endowment for the Humanities should increase their efforts to support Asian American and Pacific Islander projects and programs. Other federal agencies such as the National Archives and Records Administration and the Department of Interior's Bureau of Land Management and National Park Service can assist in the preservation and educational use of historic documents and sites relevant to the Asian American and Pacific Islander experience. For example, the recent efforts by the Department of Interior to preserve and restore the World War II relocation and internment camps for Japanese Americans create additional opportunities to develop more extensive educational programs at the sites.

PROTECT CIVIL RIGHTS AND EQUAL OPPORTUNITY FOR ASIAN AMERICANS AND PACIFIC ISLANDERS

The Department of Justice fully supports the efforts of the White House Initiative on Asian Americans and Pacific Islanders to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in federal programs. We look forward to hearing what the community has been saying at the regional town hall meetings because their input will provide a framework for the Department of Justice, along with the other federal agencies, to prepare a three-year plan for how we can address the priority concerns of the Asian American and Pacific Islander community."

*Attorney General Janet Reno,
at National Asian Pacific American Bar Association Dinner, Washington, D.C.,
October 14, 2000.*

Address issues of racial profiling against Asian Americans and Pacific Islanders by law enforcement; provide full disclosure and accounting of the investigations and prosecution of Asian American employees at the Department of Energy and in other national security positions.

This Commission will continue to call upon both the Department of Energy and the Department of Justice for a full and comprehensive disclosure and accounting of any policy or practice of racial stereotyping or profiling against Asian Americans. The Commission also has called upon the Department of Energy to clarify its response to any incidents of racial stereotyping or profiling, including the revocation of existing contracts or the non-renewal of future contracts. Finally, the Commission will be vigilant in monitoring and speaking out against other instances of racial profiling by federal, state and local law enforcement.

Support enforcement and strengthening of hate crimes legislation and ensure vigorous monitoring and prosecutions of violations of federal civil rights.

The Department of Justice should continue to vigorously monitor and enforce federal hate crimes and other civil rights laws. The Department of Justice, Department of Education and Department of Health and Human Services can work together on more comprehensive crime prevention and bias reduction strategies.

Support domestic violence prevention and service programs focused on Asian American and Pacific Islander women, children and elders.

Both the Department of Health and Human Services and the Department of Justice should continue to support domestic violence prevention and services for Asian American and Pacific Islander women, children and elders. It is especially vital that services always be linguistically accessible and culturally competent. Training of local law enforcement, courts and health and social service providers is also critical.

Proactively enforce equal employment opportunity, wage and hour and occupational health and safety laws.

The Department of Justice, the Department of Labor, the Equal Opportunity Employment Commission and the Environmental Protection Agency all have civil rights enforcement responsibilities in the workplace. These departments should improve their coordination of outreach, education and enforcement activities focused on Asian American and Pacific Islander workers. There should be an increase in the number of consumer materials available regarding these laws available in Asian and Pacific Islander languages. Outreach efforts also should be focused on employers who have Limited English Proficiency. There should be plans developed to increase the number of investigators and other public contact personnel in these departments who are bilingual or multilingual in Asian and Pacific Islander languages.

Increase access to federal education and training programs and increase federal support for bilingual and other educational programs that support Asian Americans and Pacific Islanders.

Underrepresented Asian Americans and Pacific Islanders continue to need focused recruitment and retention strategies at all levels of education. While the Department of Education can take the lead on such efforts, there are other programs at other federal agencies such as the Department of Labor and the Department of Health and Human Services. These programs include professional development, vocational educational and training and other education and training programs. In its Fiscal Year 2001 Plan, the Department of Education has committed to focusing on increasing the availability of its adult education programs for Asian Americans and Pacific Islanders. (Department of Education, 2000).

There should be a renewed commitment to provide federal support and resources for both bilingual education as well as English as a Second Language classes. Parental involvement in programs that are linguistically accessible and culturally competent is also urgently needed. Finally, the federal agencies can collaborate to improve teacher training programs to increase the number of Asian American and Pacific Islander teachers, administrators and college and university faculty and support Asian American and Pacific Islander studies programs and curricula.

Ensure that Asian American and Pacific Islander women are included in all relevant programs and services and have equal opportunities for access and participation.

Each agency should review its programs and services for Asian Americans and Pacific Islanders to ensure the access and participation of Asian American and Pacific Islander women. The Equal Employment Opportunity Commission and the Department of Justice should proactively pursue issues of discrimination, sexual harassment and pay equity. Finally, ensuring adequate resources for affordable and culturally appropriate childcare for Asian American and Pacific Islander families is a high priority.

Proactively reduce barriers to participation in federal programs and services by persons with disabilities.

The Equal Employment Opportunity Commission and the Department of Justice should continue to proactively enforce the Americans with Disabilities Act to ensure full access for the disabled to federally-funded programs and services. All federal outreach and education should include Asian Americans and Pacific Islanders with disabilities. Recommendations made by the National Council on Disability to increase access to federal programs and to reduce barriers to assistive technologies should be implemented.

Include issues of sexual orientation and gender identity in diversity efforts and nondiscrimination efforts as well as in the administration of federal programs and services.

All federal diversity programs should include issues of sexual orientation and gender identity. Executive Order 13087 prohibiting discrimination on the basis of sexual orientation in the federal workforce must be implemented throughout all agencies. Federal programs and services, especially in the areas of education, health and mental health and the arts, must address issues of sexual and gender diversity. Baseline research and community development efforts should be funded. Finally, issues of sexual orientation and gender identity in the administration of U.S. immigration law, especially asylum and deportation law, should be addressed.

Improve customer service, reduce delays and address inequities in the administration of U.S. immigration laws.

Improving customer services for U.S. citizens and immigrants under the administration of the U.S. immigration laws is a high priority. This involves changes at both the Department of Justice and the Department of State through overseas embassies and consulates and continuous review of the delays and unfair policies and practices that are unfortunately common for the Immigration and Naturalization Service (INS). Changes in INS policies and practices on the indefinite detention of immigrants who cannot be deported to their home countries can be made through the INS' administrative discretion. The INS is also responsible for implementing the Hmong Naturalization Act; Hmong language outreach and education, interpreters and translations will be required to successfully administer this new law.

Analyze the impacts of the welfare reform and immigration reform laws of 1996.

While the welfare reform and immigration reform laws were enacted by Congress, federal agencies can continue to support regulations, policies, practices and legal interpretations that minimize the potential adverse impacts of those laws. For example, continued community outreach and education that the receipt of health and other non-cash benefits will not make individuals ineligible as "public charges" or ineligible to sponsor their family members for immigration is needed. Federal agencies also can work with state and local governments to encourage and support state and local programs and services for immigrants.

Unfortunately, the Commission notes only one research project, being conducted by the Urban Institute focused only on Los Angeles and New York, and funded by the Department of Health and Human Services, which is examining the impact of welfare reform on immigrant families. (Department of Health and Human Services, 2000). More research and programmatic responses are needed on this vital issue for Asian Americans and Pacific Islanders.

Support full and equitable benefits to Filipino American World War II veterans.

Although some veterans' benefits were restored to Filipino American World War II veterans in a fiscal year 2001 appropriations bill, we support extending full and equitable benefits to Filipino American World War II veterans, particularly health benefits, considering their advanced age and the poor health status of many of the veterans.

Support the provision of bilingual ballots and other methods for increasing civic participation among Asian Americans and Pacific Islanders.

The Department of Justice should continue to monitor and enforce the Voting Rights Act to ensure access to bilingual ballots and voter materials, especially as reapportionment is implemented based on Census 2000 data. Federal agencies also can collaborate on activities that will promote increased civic participation by Asian Americans and Pacific Islanders.

STRENGTHEN AND SUSTAIN ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY CAPACITY

Increase outreach, education and funded partnership agreements with Asian American and Pacific Islander community-based organizations and businesses.

We commend the community outreach efforts of agencies such as the Department of Health and Human Services, the Equal Employment Opportunity Commission and the Environmental Protection Agency. We particularly note the activities of DHHS Deputy Secretary Kevin Thurm, EEOC Vice-Chair Paul Igasaki and Romulo Diaz of the Environmental Protection Agency in meeting directly with Asian American and Pacific Islander communities. We encourage increased coordination of these community outreach and education efforts at the regional and local level, especially through regional and local field offices.

Finally, the Commission notes that many of these outreach efforts do not include funding for the community-based organizations that are asked to plan, organize, host and follow-up with these federal efforts. While we commend the formalization of these efforts through Memoranda of Understanding and other written agreements, we encourage funded partnership agreements with Asian American and Pacific Islander community-based organizations and businesses as gateways to reach the Asian American and Pacific Islander communities.

Increase coordination of minority, women's, disabled, veterans, and small business programs for Asian Americans and Pacific Islanders.

It is evident that there are numerous federal programs that seek to increase the participation of minority, women's, disabled, veterans, disadvantaged and small businesses for which Asian American and Pacific Islander businesses are eligible. (Small Business Administration, 2000; Department of Commerce, 2000; Department of Labor, 2000; General Services Administration, 2000; Department of Defense, 2000). The need for coordination of information about eligibility, certification and contracting requirements; outreach and education; training and technical assistance programs are needed. The success of the Small Business Administration in increasing the number and amount of contracts with Asian American and Pacific Islander small businesses should be replicated and expanded to include Asian American and Pacific Islander businesses that face linguistic, cultural and geographic barriers to participation.

Fund targeted technical assistance programs that increase the participation of Asian American and Pacific Islander community-based organizations in federal grant programs.

The work of this Initiative and this Commission has helped to identify many other Asian American and Pacific Islander organizations working on a wide range of issues that can provide essential technical assistance to the Asian American and Pacific Islander communities. For example, the Department of Health and Human Services uses cooperative agreements to support the technical assistance activities of national Asian American and Pacific Islander organizations such as the Asian and Pacific Islander American Health Forum, the Association of Asian Pacific Community Health Organizations and the National Asian Pacific Center on Aging. The Department of Housing and Urban Development and the Small Business Administration are collaborating to support the capacity-building work of the National Coalition for Asian Pacific American Community Development. Many additional national, regional, state and local Asian American and Pacific Islander community-based organizations that are interested in and would benefit from technical assistance to increase their participation in federal programs.

Support the organizational development and sustainability of Asian American and Pacific Islander community-based organizations and businesses.

The Commission commends the efforts of the Department of Housing and Urban Development and the Small Business Administration in supporting the inaugural efforts of the National Coalition for Asian Pacific American Community Development and we encourage the continuing development of

similar federal partnerships with national, regional and local Asian American and Pacific Islander organizations and networks.

Support housing development and promotion of home ownership in Asian American and Pacific Islander communities.

Given the overcrowding in many Asian American and Pacific Islander communities and households, it is vital that additional resources be provided for housing development. Public and private partnerships can be leveraged with the experience of community-based non-profit housing development organizations. Similarly, increased community outreach and partnerships can help promote home ownership and increase access to loans and other financing by Asian Americans and Pacific Islanders.

Reduce the “digital divide” for underrepresented Asian Americans and Pacific Islanders, especially individuals with lower incomes, literacy and Limited English Proficiency.

While the Internet can be a core element of a federal strategy to increase access to information and communications with federal agencies, a “digital divide” continues to pose barriers to access and participation for underrepresented Asian Americans and Pacific Islanders, especially individuals with lower incomes, literacy and Limited English Proficiency. For example, the U.S. government’s new portal, FirstGov.gov, is entirely in English. Any information dissemination or communications strategy that relies on the Internet must have sufficient alternatives to effectively reach those who face barriers to accessing online technologies. At the same time, federal agencies involved in increasing the utilization of telecommunications and online technologies such as the Department of Commerce, can develop and implement strategies to reduce these access barriers.

Establish a designation of “Asian American and Pacific Islander-Serving Institutions and Organizations” as the focus for outreach, employment recruitment, research and program development, implementation and evaluation activities.

The Commission looks forward to the recommendations of the Coordinating Committee on creating an “Asian American and Pacific Islander-Serving Institutions and Organizations” designation similar to the designations of the Historically Black Colleges and Universities, Tribal Colleges and Universities and Hispanic-Serving Institutions. Many agencies have referred to the usefulness of such a designation to focus their outreach and recruitment efforts. (Department of Interior, 2000; National Aeronautics and Space Administration, 2000; National Science Foundation, 2000; Consumer Product Safety Commission, 2000). The Fish and Wildlife Service in the Department of Interior, together with the Federal Asian Pacific American Council, has developed an initial list of Asian American and Pacific Islander-Serving Institutions. (Department of Interior, 2000). Such a designation also would be important in identifying appropriate institutional partners for federal agencies for research and program activities. The Commission strongly urges that such a designation include non-academic, community-based organizations in the Asian American and Pacific Islander communities. These community-based organizations are vital resources for increasing the access and participation of Asian Americans and Pacific Islanders in federal programs and services.

RECOGNIZE AND INCLUDE NATIVE HAWAIIANS AND PACIFIC ISLANDERS IN FEDERAL PROGRAMS AND SERVICES

The Commission emphasizes that these interim findings and recommendations regarding Native Hawaiians and Pacific Islanders are even more tentative because the Commission has not yet had the opportunity to visit Hawai'i or the Pacific jurisdictions. Plans are currently being finalized for a Pacific Region Town Hall meeting in Hawai'i in early 2001, with Commissioner site visits to several Pacific jurisdictions (Guam and American Samoa) afterwards.

Continue coordination of this Initiative with other federal initiatives and activities focused on Native Hawaiians and Pacific Islanders.

This Commission looks forward to continuing to work closely with the Interagency Group on Insular Areas, the Department of Interior and Department of Justice's reconciliation process with Native Hawaiians as well as the Department of Health and Human Services' Office of Pacific Health and Human Services, the Department of Education's Pacific Basin Council and the Department of Interior's Samoan Economic Commission.

Support reconciliation with Native Hawaiians.

The Commission will continue working closely with the Department of Interior and Department of Justice's reconciliation process with Native Hawaiians.

Support the self-determination of Chamorros and Samoans.

The Commission will support the self-determination of Chamorros of Guam and American Samoans.

Support the return of lands held by the U.S. government and military to Native Hawaiians and the people of Guam.

The Commission will continue to support the return of Native Hawaiian homelands and the expedited and priority transfer of land held by the U.S. military and government in excess of the needs of federal agencies, to the government of Guam.

Improve the collection, analyses and dissemination of data about Native Hawaiians and Pacific Islanders while respecting Pacific Islander cultures.

Improving the collection and analysis of data about Native Hawaiians and Pacific Islanders remains a priority need. The implementation of the 1997 OMB Standards will advance this objective significantly. Culturally competent and respectful research methodologies also are required.

Reduce the housing, health, education and economic disparities among Native Hawaiians and Pacific Islanders.

Increased and sustained resources to reduce the severe housing, health, education and economic disparities for Native Hawaiians and Pacific Islanders living in Hawai'i, the Pacific jurisdictions and the U.S. continent, are critically needed. While the Department of Health and Human Services, the Department of Education and the Department of Interior lead these federal efforts, there are many other resources and opportunities available from other departments and agencies that could be better coordinated in a more comprehensive federal strategy to address and reduce these disparities.

Support capacity-building activities for Native Hawaiian and Pacific Islander communities both in the Pacific Islands and in the continental U.S.

There are several important capacity-building efforts to improve and sustain the infrastructure of the Pacific jurisdictions and Native Hawaiian institutions. These efforts should be supported and increased. Capacity-building efforts for Native Hawaiians and Pacific Islanders also must include Native Hawaiian and Pacific Islander communities and organizations in the continental U.S. These smaller communities often have great needs for technical assistance and other support.

Support the perpetuation and integration of Native Hawaiian and Pacific Islander cultures in all relevant federal programs and services.

It is particularly important to perpetuate and integrate Native Hawaiian and Pacific Islander cultures and languages in all federal programs and services for Native Hawaiians and Pacific Islanders. Beyond an academic approach, cultural perpetuation through support for indigenous education, arts and other cultural programs are vital.

Reduce the “digital divide” for Pacific Islanders.

The geographic and technological barriers to telecommunications are particularly acute for the Pacific jurisdictions. The Department of Health and Human Services has taken the lead in developing telemedicine and telehealth applications for the Pacific jurisdictions. Additional efforts, with contributions and improved coordination from other federal agencies, particularly the Department of Interior, the Department of Commerce and the Department of Education can help reduce this “digital divide.”

CONCLUSION: A PEOPLE LOOKING FORWARD

The goal of the Executive Order is to improve the quality of life for all Asian Americans and Pacific Islanders but particularly for those that have been underrepresented and overlooked. As a Commission, we specifically recognize some members of our Asian American and Pacific Islander communities who often have been ignored and marginalized, both by our own communities as well as general American society. We have heard your calls for recognition and inclusion in this effort to improve the quality of life for all Asian Americans and Pacific Islanders.

To our indigenous Native Hawaiian and Pacific Islander brothers and sisters, we fully support your self-determination and reconciliation, while urgently seeking a greater commitment and investment by the federal government to address the many health, education, housing and economic disparities that you continue to experience.

To our immigrant and refugee Asian American and Pacific Islander sisters and brothers, we welcome your full participation in our nation's life while committing to reducing the linguistic, cultural and social barriers to access and equal opportunity. In particular, we recognize the many economic contributions made by Asian American and Pacific Islander immigrants, including undocumented immigrants, and seek vigorous enforcement of all laws to protect you from discrimination and exploitation.

To all Asian American and Pacific Islander women, we honor the roles that you play in all aspects of the economy, our families and communities, often at the cost of your own health and well-being. We want to challenge the particular and persistent inequities that you face in our families, in education, and in employment and business opportunities, both in our own Asian American and Pacific Islander communities and in American society in general.

To our multiracial Asian American and Pacific Islander sisters and brothers, we pledge to work with you in defining and refining our societal notions of racial and ethnic identity, to ensure your inclusion and representation in all our discussions of what it means to be Asian American or Pacific Islander. You are an important bridge to overcome some of the barriers and divisions among all Americans. To Asian American and Pacific Islander intercountry adoptees, we are committed to assisting you in your journeys to claim your birth identities and heritage and to help build bridges between families, cultures, races and nationalities.

To our Asian American and Pacific Islander brothers and sisters with disabilities, we are committed to work with you to eliminate the barriers, both physical and attitudinal, to your full participation in all our communities and in all federal programs. These are basic civil and human rights that you are entitled to.

To Asian American and Pacific Islander survivors and victims of domestic violence, we challenge all of us to do more to break the silence around domestic violence and ensure that comprehensive, linguistically accessible and culturally competent services are available to you and your families.

To our Asian American and Pacific Islander gay, lesbian, bisexual and transgender sisters and brothers, we want to explicitly recognize your presence and contributions and join you in condemning and changing the ignorance and prejudice that keep you invisible, threaten your physical, mental and emotional health and deny all of us your talents and gifts. We reject all forms of discrimination and exclusion because of sexual orientation, gender identity or gender expression.

To our Asian American and Pacific Islander elders and seniors, we honor all that you have sacrificed and risked for ourselves and our families. We seek to ensure that your lives are lived with a sense of security and respect. We will continue to celebrate the proud legacy of our ancestors.

To our Asian American and Pacific Islander youth, we recognize both the pressures and the opportunities that you face as our collective hope for the future. We acknowledge the very real, daily

stress of growing up in today's world, often torn between the traditional values and cultures of your parents and grandparents and the rapidly changing, increasingly technological, modern world. Our work as a Commission is in large part inspired by our commitment to doing what we can to ensure that your futures are ones in which your highest aspirations and loftiest dreams are realized.

And to our Asian American and Pacific Islander veterans, we express our gratitude for your service and sacrifice to our nation and we join with you to express our loyalty and pride in public service while demanding equity in all veterans' programs and services. We honor you as living examples of the best of American patriots.

We call upon our own Asian American and Pacific Islander communities and the federal agencies to recognize and include all our sisters and brothers as we all work together to build a better future for all of America.

As the first Presidential Advisory Commission on Asian Americans and Pacific Islanders, we are acutely aware of our obligations to our families and our communities to translate what we have heard and learned into recommendations that will result in meaningful, measurable and sustainable programmatic changes that increase access for and participation by Asian Americans and Pacific Islanders in federal government programs. As a Presidential Advisory Commission, we will proactively and aggressively use the platform created by this White House Initiative to inform, educate and advocate about the critical issues and needs as well as the valuable assets and resources in our Asian American and Pacific Islander communities. As pervasive and persistent as our communities' needs are, we resist and reject a "deficit model" that requires us to identify and document our needs and concerns, only to compete with others who are marginalized for scarce and shrinking resources. Instead, we proudly assert our community strengths and assets, and a sense of community empowerment to share in the solutions to our needs and issues. At the same time, we invite the federal government to partner with our communities to maximize resources and to increase both the effectiveness and efficiency of federal government programs. We will continue to depend on the assistance, cooperation and partnership of both the federal government and the Asian American and Pacific Islander communities in making the promise of this Initiative a reality.

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APPENDIX A: BIOGRAPHIES OF PRESIDENT'S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS

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APPENDIX F: WESTERN REGION COMMUNITY TOWN HALL MEETING, LOS ANGELES, CALIFORNIA, JULY 24, 2000, AGENDA AND WITNESSES

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APPENDIX A: BIOGRAPHIES OF PRESIDENT'S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS

Ms. Martha Choe, of Seattle, Washington, is the chair of the Commission. Ms. Choe is currently serving as the Director of the Department of Community, Trade and Economic Development of the State of Washington. Prior to her appointment, she served as a member of the Seattle City Council, having been elected in 1991 and again, in 1995. Previously, Ms. Choe was Vice President of the Bank of California in commercial lending, credit administration, and private banking. She serves as a trustee of Western Washington University and has been recognized for her accomplishments by *Newsweek* magazine, the *Seattle Chinese Post*, the Japanese American Citizens League, the Korean American Professional Society, and the Korean American Alliance. Ms. Choe received a B.A. degree from the University of Washington and a M.B.A. degree from Seattle University.

Ms. Haunani Apoliona, of Honolulu, Hawai'i, is currently serving her fourth year as a Trustee of the Office of Hawaiian Affairs of the State of Hawai'i; a semi-autonomous agency dedicated to improving the quality of life for Native Hawaiians. In addition, she serves as Chair of the Native Hawaiian and Other Pacific Islanders Subcommittee of the U.S. Department of Commerce Census Advisory Committee on Asian and Pacific Islander Populations. Ms. Apoliona has held positions in numerous community-based organizations including President and Chief Operating Officer of ALU LIKE, a non-profit service organization whose mission is to assist Native Hawaiians in their efforts to achieve social and economic self-sufficiency. Ms. Apoliona received a B.A. and a M.S.W. degree from the University of Hawai'i.

Ms. Gloria T. Caoile, of Springfield, Virginia, is Assistant to the President of the American Federation of State, County and Municipal Employees, a 1.3 million-member labor union. In this capacity, Ms. Caoile is considered the highest-ranking Asian Pacific American in the American labor movement. She is currently the First Vice President of the National Asian Pacific American Labor Alliance and formerly served as President of the Metropolitan Washington chapter. Ms. Caoile is a founding member of the Asian Pacific American Women's Leadership Institute and a board member of the Filipino American Civil Rights Advocates. She is the National Vice Chair of the National Federation of the Filipino American Associations. In addition, she has served in leadership capacities of the APA Heritage Council and the Association of Philippine American Women.

Ms. Susan Soon-Keum Cox, of Eugene, Oregon, is a nationally-recognized expert in the fields of international adoption and child welfare. Currently, Ms. Cox is the Vice President of Public Policy and External Affairs for Holt International Child Services. She has advised the First Lady on public policy regarding adoption and foster care and has participated in White House briefings on these issues. Ms. Cox serves on the North American Council on Adoptable Children and was designated by the Korean Ministry of Health and Welfare as the U.S. Spokesperson for Korean adoption during the 1988 Olympic Games.

Mr. Vinod Dham, of Fremont, California, is the Chairman, President, and Chief Executive Officer of Silicon Spice, Inc., a communications technology development firm in Silicon Valley. Previously, he was the Chief Operating Officer and Executive Vice President of NexGen, Inc. where he executed the launch of the world's fastest PC microprocessor. Mr. Dham earned a reputation as a technology trailblazer during his time at Intel Corporation where he headed the team responsible for the creation of the Pentium-chip processor. He has also developed a non-profit virtual community for Bay-area seniors and was named to *A. Magazine's* list of the 100 Most Influential Asian Americans for the Past Decade. Mr. Dham received a B.S.E.E. from the University of Delhi, and a M.S.E.E. from the University of Cincinnati.

Dr. Wilfred P. Leon Guerrero, of Asan, Guam, is the President and owner of W. P. Leon Guerrero & Associates, a consulting firm based in Guam. Dr. Guerrero is also a prominent advocate of education, having served as President of the University of Guam, in addition to being the Founding Dean of the College of Agriculture and Life Sciences, Dean of the Land Grant Program, and Associate Dean of the College of Education. With his extensive knowledge as a working professional in the Asia/Pacific Region, he has authored numerous articles emphasizing agriculture and education issues. Dr. Guerrero is currently the Chairman of the University of Guam Endowment Foundation Board. He is also an active member in Guam's community, having served, among others, as the President of the Hagatna Archdiocesan Pastoral Council and President of the Young Men's League of Guam, a community assistance organization. Dr. Guerrero received a B.A. degree from the University of Guam, a M.A. degree from the University of Northern Colorado, and an ED.D. degree from the University of Northern Colorado.

Ms. Tessie Guillermo, of San Francisco, California, serves as the Executive Director of the Asian and Pacific Islander American Health Forum, a national health policy and advocacy organization based in San Francisco. Ms. Guillermo has served as a member of the U.S. Department of Health and Human Services' Minority Women's Panel of Experts, and on the boards of the Community Technology Foundation of California, the California Pan-Ethnic Health Network, and the Intercultural Cancer Council. Ms. Guillermo is a published author on health policy issues and was recognized by the *American Journal of Health Promotion* for her distinguished work on behalf of the health needs of underserved ethnic communities. Ms. Guillermo attended the University of California, Berkeley and California State University, Hayward, and graduated from the Gallup Leadership Institute.

Mr. Dennis Hayashi, of Sacramento, California, currently serves as the Director of the State of California Department of Fair Employment and Housing, the first Asian American appointed to this post. Previously, he led the Office of Civil Rights at the U.S. Department of Health and Human Services and held the position of Counsel to the Deputy Secretary. During his tenure in Washington, D.C., Mr. Hayashi served on President Clinton's Working Group on Affirmative Action and the White House Interagency Group on Immigration Policy. He has been an advocate for civil rights and equality for AAPIs as an attorney with the Asian Law Caucus, Inc., as the National Director for the Japanese American Citizens League, and serves on the boards of the San Francisco Legal Assistance Foundation and the Coalition of Asian Pacific Americans. Mr. Hayashi received a B.A. degree in philosophy from Occidental College, and a J.D. degree from Hastings College.

Dr. David D. Ho, of Chappaqua, New York, is a distinguished AIDS researcher who serves as Director and Chief Executive Officer of the Aaron Diamond AIDS Research Center. He has served on numerous councils and boards, advising the Scientific Advisory Board of the National Cancer Institute and the Office of AIDS Research at the National Institutes of Health. Dr. Ho has taught at Harvard Medical School, UCLA School of Medicine and the NYU School of Medicine. He is currently a professor at The Rockefeller University. Dr. Ho was named *Time* magazine's 1996 Man of the Year award for his groundbreaking work in HIV research. Dr. Ho received a B.S. degree from California Institute of Technology and a M.D. from Harvard Medical School.

Ms. Ngoan Le, of Chicago, Illinois, currently serves as the Deputy Commissioner of Human Services for the City of Chicago. Formerly, she served in the Illinois Department of Human Services as Assistant to the Secretary for Special Projects. She has served as a Special Assistant for Asian American Affairs to Governor James R. Thompson and as Executive Director of the Vietnamese Association of Illinois, a non-profit agency providing services in business and community development, employment services, and women's services. Ms. Le serves on numerous boards such as the National Asian Pacific American Legal Consortium and the Leadership Education for Asian Pacifics, Inc. and has been recognized by the National Association for the Education and Advancement of Cambodian, Laotian and Vietnamese Americans. Ms. Le attended Saigon University and received a B.A. degree from Illinois State University.

Mr. Jonathan R. Leong, of Piedmont, California, is a businessman and President of JLA Companies. Mr. Leong is the founder of the Asian Business Association and a past board member of the Council of Asian American Business Associations. He also served as an elected delegate to the White House Conference on Small Business in 1986 as well as in 1995. In addition, Mr. Leong has been an active leader in the AAPI community, where he has served on various boards and committees including the National Marrow Donor Program, The Institute for the New California, Chinese Performing Arts Foundation, and Oakland Chinatown/Center District Community Development Council. Mr. Leong is currently the President of the Asian American Donor Program. He recently initiated an AAPI-based umbilical cord blood bank. Mr. Leong received a B.A. degree from San Francisco State University.

Mr. Mukesh "Mike" Patel, of Atlanta, Georgia, is a leader in the hospitality industry. He is a founding member of the Asian American Hotel Owners Association (AAHOA) and served as its Chairman from 1997-1999, and currently serves as the Industrial Relation Chairman. He co-founded the Diplomat Hotel Corporation in 1981, where he is currently the President. AAHOA represents the almost 15,000 hotel properties owned by Asian Americans, comprising about 40% of the hotels in the United States. Mr. Patel is a board member of Georgia State University's Cecil B. Day School of Hospitality, a Chairman of Horizon Bank, a trustee of the American Hotel Foundation and a former trustee of Morris Brown College in Atlanta. In addition, the *Lodging Magazine* selected him in 2000 as one of the top 75 individuals in the lodging industry. Mr. Patel is a graduate of the London School of Business and lives in Atlanta with his wife and two children.

Ms. Jacinta Folsa Titalii Abbott, of Philadelphia, Pennsylvania, has been involved in the health care industry for fifteen years and is currently Vice President and Assistant General Counsel for Tenet Healthcare Corporation, the second largest investor-owned health care management company in the United States. She has been very active in the Samoan and Pacific Island communities in the continental U.S., Hawaii, and in American Samoa. Ms. Titalii Abbott has also served as Chair of the Seattle Arts Commission and Director of Employment Opportunity Centers, Inc., a non-profit organization aiding AAPIs with employment opportunities. Ms. Titalii Abbott received two B.A. degrees from the University of Washington and a J.D. degree from the University of Washington School of Law.

Mr. Lee Pao Xiong, of St. Paul, Minnesota, is the Director of Government and Community Relations for Concordia University in St. Paul. He presently serves as a member of the Metropolitan Council, a regional planning agency for the Seven Counties Metropolitan Area. Previously, he was the Executive Director of the Minnesota Council on Asian-Pacific Minnesotans, where he advised the Governor, the State Legislature and other government agencies on AAPI issues. He has also been the Executive Director of the Hmong American Partnership and the Hmong Youth Association of Minnesota. Mr. Xiong was the Legislative Clerk for State Senator Joe Bertram, Jr. and also worked as an intern for United States Senator Carl Levin (D-MI). He is currently on the board of University National Bank, the Hmong National Development and chair of the Asian Development Corporation, a non-profit community development corporation. Mr. Xiong received a B.A. degree from the University of Minnesota, and a M.A. degree from Hamline University.

Former Member

Secretary Norman Y. Mineta, of Edgewater, Maryland, former chair of the Commission, is currently the Secretary of Commerce. Mr. Mineta is a former Member of the United States House of Representatives and has a long and distinguished record of public service. First elected to Congress in 1974 to represent Silicon Valley, Mr. Mineta became the first Asian American to chair the important U.S. House of Representatives Committee on Public Works and Transportation. While serving in Congress, he founded and chaired the Congressional Asian Pacific American Caucus and was the driving force behind the passage of the Civil Liberties Act of 1988 which provided an official apology and redress to over 100,000 Japanese Americans interned in camps during World War II. Prior to his election to Congress, Mr. Mineta spent seven years in local government serving on the City Council and as Mayor of San Jose, California.

APPENDIX B: MEMBERS OF INTERAGENCY WORKING GROUP

CHAIR:

Kevin Thurm,
Deputy Secretary,
U.S. Department of Health and Human Services

FEDERAL DEPARTMENTS

Agriculture	Paul Fiddick, Assistant Secretary, Administration
Commerce	Robert L. Mallett, Deputy Secretary
Defense	Randall Yim, Deputy Under Secretary of Defense, Installations William E. Leftwich, Deputy Assistant Secretary
Education	Frank Holleman, Deputy Secretary
Energy	T. J. Glauthier, Deputy Secretary James Lewis, Director, Economic Impact and Diversity
Health and Human Services	Kevin L. Thurm, Deputy Secretary
Housing and Urban Development	Saul N. Ramirez, Jr., Deputy Secretary
Interior	David J. Hayes, Deputy Secretary
Justice	Eric Holder, Deputy Attorney General
Labor	Edward B. Montgomery, Deputy Secretary
State	Deirdre A. Davis, Deputy Assistant Secretary, Office of Equal Opportunity and Civil Rights
Transportation	Ronald A. Stroman, Director, Office of Civil Rights
Treasury	Gary Gensler, Under Secretary, Domestic Finance
Veterans Affairs	Edward Powell Jr., Acting Deputy Secretary

DESIGNATED AGENCIES

Consumer Product Safety Commission	Patricia H. Adkins, Chief of Staff
Environmental Protection Agency	Romulo L. Diaz, Assistant Administrator
Equal Employment Opportunity Commission	Ida L. Castro, Chair Paul Iqasaki, Vice Chairman
Federal Deposit Insurance Corporation	Jadine Nielsen, Deputy to the Chairman
Federal Communications Commission	Clarence Anthony Bush, Acting Director of the Office of Communications Business Opportunities
Federal Housing Finance Board	William Apgar, HUD Assistant Secretary
General Services Administration	Eric Dodds, Deputy Chief of Staff
National Aeronautics and Space Administration	George Reese, Associate Administrator

National Archives and Records Administration	Raymond Mosley, Director, Office of the Federal Register
National Council on Disability	Marca Bristo, Chair Hughey Walker, Vice Chair
National Endowment for the Arts	Scott Shanklin-Peterson, Senior Deputy Chairman
National Endowment for the Humanities	John W. Roberts, Acting Deputy Chairman
National Science Foundation	Joseph Bordoqna, Deputy Director
Office of Personnel Management	John Sepulveda, Deputy Director
Peace Corps	Charles R. Baquet III, Deputy Director Michael Ward, Associate Director
Presidential Task Force on Employment of Adults with Disabilities	Rebecca Ogle, Executive Director
Small Business Administration	Fred Hochberg, Deputy Administrator
Social Security Administration	Kenneth Apfel, Commissioner
U.S. Commission on Civil Rights	Yvonne Y. Lee, Commissioner

APPENDIX C: MEMBERS OF COORDINATING COMMITTEE

CO-CHAIRS:

Shamina Singh,
Executive Director
White House Initiative on Asian
Americans and Pacific Islanders

Laura Efurd,
Deputy Assistant to the President
and Deputy Director
White House Office of Public Liaison

FEDERAL DEPARTMENTS

Agriculture	Wai-Ping Chan, Program Examiner, Office of Civil Rights Nathaniel Deutsch, Departmental Administration Program Manager, Office of the Assistant Secretary for Administration
Commerce	Sumiye Okubo, Associate Director, Industry Economic Accounts
Defense	Judith Gilliom, APA Program Manager
Education	Edward Fujimoto, Deputy Director, Office of Public Affairs
Energy	John Robinson, Senior Policy Advisor Jeremy Wu, Ombudsman
Health and Human Services	Tuei Doong, Deputy Director, Office of Minority Health
Housing and Urban Development	Bessy Kong, Community Builder, Office of the Secretary
Interior	Ferdinand Aranza, Director, Office of Insular Affairs Sandra King, Deputy Director, Office of Insular Affairs Roylinne Wada, Program Analyst, Office of Insular Areas
Justice	Rose Ochi, Director, Community Relations Service Emmy Akiyama, Special Assistant to the Director
Labor	June Robinson, Director, Office of Small Business Programs Jacqueline Johnson, Management Analyst Elia Mendoza, Program Specialist
State	Joanne Malkin, Affirmative Action Outreach Manager, Office of Equal Opportunity and Civil Rights
Transportation	Marc Brenman, Senior Policy Advisor, Office of Civil Rights Thuy Cooper, Evaluator
Treasury	Melissa Schroder, Policy Analyst
Veterans Affairs	Carolyn Wong, Staff Director, Office of Equal Opportunity

DESIGNATED AGENCIES

Consumer Product Safety Commission	Felipa Coleman, Director, Office of Equal Employment Opportunity and Minority Enterprise
Environmental Protection Agency	Daiva Balkus, Acting Director, Human Resources Maria Hendriksson, Special Assistant to the Director, Human Resources & Organizational Services
Equal Employment Opportunity Commission	Emille Heller, Director, Policy Management and Coordination Mark Wong, Special Assistant to the Vice Chair

Federal Communications Commission	Alexander Chan, Senior Auditor for the Common Carrier Bureau
Federal Deposit Insurance Corporation	Lisa Kanemoto, Executive Project Manager, Office of the Chairman
Federal Housing Finance Board	Charles McLean, Deputy Director, Community Investment Division
General Services Administration	Jackie Robinson, Industry Specialist, Office of Enterprise Development
National Aeronautics and Space Administration	Bettie White, Director, Minority University Research and Education Division Mervyn Jones, Special Emphasis Program Manager for APAs
National Archives and Records Administration	Miriam Vincent, Attorney, Legal Affairs and Policy
National Council on Disability	Ethel Briggs, Executive Director
National Endowment for the Arts	Vanessa Whang, Director, Presenting and Multidisciplinary Projects
National Endowment for the Humanities	Frank Shaw, Program Analyst, Office of Strategic Planning
National Science Foundation	Jane Stutsman, Deputy Assistant Director, Education and Human Resources
Office of Personnel Management	Becky Kumar, Attorney, Merit Systems
Peace Corps	Mary Gutmann, Director, Office of Special Services
Presidential Task Force on Employment of Adults with Disabilities	Julie Clark, Senior Policy Advisor
Small Business Administration	Elizabeth Kim, Associate General Counsel
Social Security Administration	Fritz Streckewald, Associate Director, Program Benefits Georgina Harding, Project Manager to the Non-English Population
U.S. Commission on Civil Rights	Krishna Toolsie, Special Assistant to the Chairperson
U.S. Postal Service	Rupert Warner, Special Emphasis Programs Specialist Evelyn Hill, Headquarters and Field Programs Specialist

APPENDIX D: KEY DOCUMENTS

EXECUTIVE ORDER 13125:

INCREASING PARTICIPATION OF ASIAN AMERICANS AND PACIFIC ISLANDERS IN FEDERAL PROGRAMS

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the Federal Advisory Committee Act, as amended (5 U.S.C. App.), and in order to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in Federal programs where they may be underserved (e.g., health, human services, education, housing, labor, transportation, and economic and community development), it is hereby ordered as follows:

Section 1. (a) There is established in the Department of Health and Human Services the President's Advisory Commission on Asian Americans and Pacific Islanders (Commission). The Commission shall consist of not more than 15 members appointed by the President, one of which shall be designated by the President as Chair. The Commission shall include members who: (i) have a history of involvement with the Asian American and Pacific Islander communities; (ii) are from the fields of health, human services, education, housing, labor, transportation, economic and community development, civil rights, and the business community; (iii) are from civic associations representing one or more of the diverse Asian American and Pacific Islander communities; and (iv) have such other experience as the President deems appropriate.

(b) The Secretary of the Department of Health and Human Services (Secretary) shall appoint an Executive Director for the Commission.

Sec. 2. The Commission shall provide advice to the President, through the Secretary, on: (a) the development, monitoring, and coordination of Federal efforts to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in Federal programs where such persons may be underserved and the collection of data related to Asian American and Pacific Islander populations and sub-populations; (b) ways to increase public-sector, private-sector, and community involvement in improving the health and well-being of Asian Americans and Pacific Islanders; and (c) ways to foster research and data on Asian Americans and Pacific Islanders, including research and data on public health.

Sec. 3. The Department of Health and Human Services shall establish the White House Initiative on Asian Americans and Pacific Islanders (Initiative), an interagency working group (working group) whose members shall be appointed by their respective agencies. The Executive Director of the Commission shall also serve as the Director of the Initiative, and shall report to the Secretary or the Secretary's designee. The working group shall include both career and noncareer civil service staff and commissioned officers of the Public Health Service with expertise in health, human services, education, housing, labor, transportation, economic and community development, and other relevant issues. The working group shall advise the Secretary on the implementation and coordination of Federal programs as they relate to Asian Americans and Pacific Islanders across executive departments and agencies.

Sec. 4. The head of each executive department and each agency designated by the Secretary shall appoint a senior Federal official responsible for management or program administration to report directly to the agency head on activity under this Executive order, and to serve as a liaison to the Initiative. The Secretary also may designate additional Federal Government officials, with the agreement of the relevant agency head, to carry out the functions of the Initiative. To the extent permitted by law and to the extent practicable, each executive department and designated agency shall provide any appropriate information requested by the working group, includ-

ing data relating to the eligibility for and participation of Asian Americans and Pacific Islanders in Federal programs. Where adequate data are not available, the Initiative shall suggest the means of collecting such data.

Sec. 5. Each executive department and designated agency (collectively, the "agency") shall prepare a plan for, and shall document, its efforts to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in Federal programs where Asian Americans and Pacific Islanders may be underserved. This plan shall address, among other things, Federal efforts to: (a) improve the quality of life for Asian Americans and Pacific Islanders through increased participation in Federal programs where they may be underserved and the collection of data related to Asian American and Pacific Islander populations and sub-populations; (b) increase public-sector, private-sector, and community involvement in improving the health and well-being of Asian Americans and Pacific Islanders; and (c) foster research and data on Asian Americans and Pacific Islanders, including research and data on public health. Each agency's plan shall provide appropriate measurable objectives and, after the first year, shall assess that agency's performance on the goals set in the previous year's plan. Each plan shall be submitted at a date to be established by the Secretary.

Sec. 6. The Secretary shall review the agency plans and develop for submission to the President an integrated Federal plan (Federal Plan) to improve the quality of life of Asian American and Pacific Islanders through increased participation in Federal programs where such persons may be underserved. Actions described in the Federal Plan shall address improving access by Asian Americans and Pacific Islanders to Federal programs and fostering advances in relevant research and data. The Secretary shall ensure that the working group is given the opportunity to comment on the proposed Federal Plan prior to its submission to the President. The Secretary shall disseminate the Federal Plan to appropriate members of the executive branch. The findings and recommendations in the Federal Plan shall be considered by the agencies in their policies and activities.

Sec. 7. Notwithstanding any other Executive order, the responsibilities of the President that are applicable to the Commission under the Federal Advisory Committee Act, as amended, except that of reporting to the Congress, shall be performed by the Secretary in accordance with the guidelines and procedures established by the Administrator of General Services.

Sec. 8. Members of the Commission shall serve without compensation, but shall be allowed travel expenses, including per diem in lieu of subsistence, as authorized by law for persons serving intermittently in the Government service (5 U.S.C. 5701-5707). To the extent permitted by law and appropriations, and where practicable, agencies shall, upon request by the Secretary, provide assistance to the Commission and to the Initiative. The Department of Health and Human Services shall provide administrative support and funding for the Commission.

Sec. 9. The Commission shall terminate 2 years after the date of this Executive order unless the Commission is renewed by the President prior to the end of that 2-year period.

Sec. 10. For the purposes of this order, the terms: (a) "Asian American" includes persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent; and

(b) "Pacific Islander" includes the aboriginal, indigenous, native peoples of Hawaii and other Pacific Islands within the jurisdiction of the United States.

WILLIAM J. CLINTON

THE WHITE HOUSE,
June 9, 1999.
#

OFFICE OF MANAGEMENT AND BUDGET

**1997 STANDARDS ON COLLECTING, MAINTAINING AND PRESENTING
FEDERAL DATA ON RACE AND ETHNICITY**

AGENCY: Executive Office of the President, Office of Management and Budget (OMB), Office of Information and Regulatory Affairs

ACTION: Notice of decision.

SUMMARY: By this Notice, OMB is announcing its decision concerning the revision of Statistical Policy Directive No. 15, Race and Ethnic Standards for Federal Statistics and Administrative Reporting. OMB is accepting the recommendations of the Interagency Committee for the Review of the Racial and Ethnic Standards with the following two modifications: (1) the Asian or Pacific Islander category will be separated into two categories -- "Asian" and "Native Hawaiian or Other Pacific Islander," and (2) the term "Hispanic" will be changed to "Hispanic or Latino."

The revised standards will have five minimum categories for data on race: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. There will be two categories for data on ethnicity: "Hispanic or Latino" and "Not Hispanic or Latino."

The Supplementary Information in this Notice provides background information on the standards (Section A); a summary of the comprehensive review process that began in July 1993 (Section B); a brief synopsis of the public comments OMB received on the recommendations for changes to the standards in response to the July 9, 1997, **Federal Register** Notice (Section C); OMB's decisions on the specific recommendations of the Interagency Committee (Section D); and information on the work that is underway on tabulation issues associated with the reporting of multiple race responses (Section E).

The revised standards for the classification of Federal data on race and ethnicity are presented at the end of this notice; they replace and supersede Statistical Policy Directive No. 15.

EFFECTIVE DATE: The new standards will be used by the Bureau of the Census in the 2000 decennial census. Other Federal programs should adopt the standards as soon as possible, but not later than January 1, 2003, for use in household surveys, administrative forms and records, and other data collections. In addition, OMB has approved the use of the new standards by the Bureau of the Census in the "Dress Rehearsal" for Census 2000 scheduled to be conducted in March 1998.

ADDRESSES: Please send correspondence about OMB's decision to: Katherine K. Wallman, Chief Statistician, Office of Information and Regulatory Affairs, Office of Management and Budget, Room 10201 New Executive Office Building, 725 17th Street, N.W., Washington, D.C. 20503; fax: (202) 395-7245.

ELECTRONIC AVAILABILITY AND ADDRESSES: This **Federal Register** Notice and the related OMB Notices of June 9, 1994, August 28, 1995, and July 9, 1997, are available electronically from the OMB Homepage on the World Wide Web:
<</OMB/fedreg/>>.

Federal Register Notices are also available electronically from the U.S. Government Printing Office web site: <<http://www.access.gpo.gov/su_docs/aces/aces140.html>>. Questions about accessing the **Federal Register** online via **GPO Access** may be directed to telephone (202) 512-1530 or toll free at (888) 293-6498; to fax (202) 512-1262; or to E-mail <<gpoaccess@gpo.gov>>.

This Notice is available in paper copy from the OMB Publications Office, 725 17th Street, NW, NEOB, Room 2200, Washington, D.C. 20503; telephone (202) 395-7332; fax (202) 395-6137.

FOR FURTHER INFORMATION CONTACT: Suzann Evinger, Statistical Policy Office, Office of Information and Regulatory Affairs, Office of Management and Budget, NEOB, Room 10201, 725 17th Street, N.W., Washington, D.C. 20503; telephone: (202) 395-3093; fax (202) 395-7245.

SUPPLEMENTARY INFORMATION:

A. Background

For more than 20 years, the current standards in OMB's Statistical Policy Directive No. 15 have provided a common language to promote uniformity and comparability for data on race and ethnicity for the population groups specified in the Directive. They were developed in cooperation with Federal agencies to provide consistent data on race and ethnicity throughout the Federal Government. Development of the data standards stemmed in large measure from new responsibilities to enforce civil rights laws. Data were needed to monitor equal access in housing, education, employment, and other areas, for populations that historically had experienced discrimination and differential treatment because of their race or ethnicity. The standards are used not only in the decennial census (which provides the data for the "denominator" for many measures), but also in household surveys, on administrative forms (e.g., school registration and mortgage lending applications), and in medical and other research. The categories represent a social-political construct designed for collecting data on the race and ethnicity of broad population groups in this country, and are not anthropologically or scientifically based.

B. Comprehensive Review Process

Particularly since the 1990 census, the standards have come under increasing criticism from those who believe that the minimum categories set forth in Directive No. 15 do not reflect the increasing diversity of our Nation's population that has resulted primarily from growth in immigration and in interracial marriages. In response to the criticisms, OMB announced in July 1993 that it would undertake a comprehensive review of the current categories for data on race and ethnicity. This review has been conducted over the last four years in collaboration with the Interagency Committee for the Review of the Racial and Ethnic Standards, which OMB established in March 1994 to facilitate the participation of Federal agencies in the review. The members of the Interagency Committee, from more than 30 agencies, represent the many and diverse Federal needs for data on race and ethnicity, including statutory requirements for such data. The Interagency Committee developed the following principles to govern the review process:

1. The racial and ethnic categories set forth in the standards should not be interpreted as being primarily biological or genetic in reference. Race and ethnicity may be thought of in terms of social and cultural characteristics as well as ancestry.
2. Respect for individual dignity should guide the processes and methods for collecting data on race and ethnicity; ideally, respondent self-identification should be facilitated to the greatest extent possible, recognizing that in some data collection systems observer identification is more practical.
3. To the extent practicable, the concepts and terminology should reflect clear and generally understood definitions that can achieve broad public acceptance. To assure they are reliable, meaningful, and understood by respondents and observers, the racial and ethnic categories set forth in the standard should be developed using appropriate scientific methodologies, including the social sciences.
4. The racial and ethnic categories should be comprehensive in coverage and produce compatible, nonduplicative, exchangeable data across Federal agencies.

5. Foremost consideration should be given to data aggregations by race and ethnicity that are useful for statistical analysis and program administration and assessment, bearing in mind that the standards are not intended to be used to establish eligibility for participation in any federal program.
6. The standards should be developed to meet, at a minimum, Federal legislative and programmatic requirements. Consideration should also be given to needs at the State and local government levels, including American Indian tribal and Alaska Native village governments, as well as to general societal needs for these data.
7. The categories should set forth a minimum standard; additional categories should be permitted provided they can be aggregated to the standard categories. The number of standard categories should be kept to a manageable size, determined by statistical concerns and data needs.
8. A revised set of categories should be operationally feasible in terms of burden placed upon respondents; public and private costs to implement the revisions should be a factor in the decision.
9. Any changes in the categories should be based on sound methodological research and should include evaluations of the impact of any changes not only on the usefulness of the resulting data but also on the comparability of any new categories with the existing ones.
10. Any revision to the categories should provide for a crosswalk at the time of adoption between the old and the new categories so that historical data series can be statistically adjusted and comparisons can be made.
11. Because of the many and varied needs and strong interdependence of Federal agencies for racial and ethnic data, any changes to the existing categories should be the product of an interagency collaborative effort.
12. Time will be allowed to phase in any new categories. Agencies will not be required to update historical records.
13. The new directive should be applicable throughout the U.S. Federal statistical system. The standard or standards must be usable for the decennial census, current surveys, and administrative records, including those using observer identification.

The principal objective of the review has been to enhance the accuracy of the demographic information collected by the Federal Government. The starting point for the review was the minimum set of categories for data on race and ethnicity that have provided information for more than 20 years for a variety of purposes, and the recognition of the importance of being able to maintain this historical continuity. The review process has had two major elements: (1) public comment on the present standards, which helped to identify concerns and provided numerous suggestions for changing the standards; and (2) research and testing related to assessing the possible effects of suggested changes on the quality and usefulness of the resulting data.

Public input, the first element of the review process, was sought through a variety of means: (1) During 1993, Congressman Thomas C. Sawyer, then Chairman of the House Subcommittee on Census, Statistics, and Postal Personnel, held four hearings that included 27 witnesses, focusing particularly on the use of the categories in the 2000 census. (2) At the request of OMB, the National Academy of Sciences' Committee on National Statistics (CNSTAT) conducted a workshop in February 1994 to articulate issues surrounding a review of the categories. The workshop included representatives of Federal agencies, academia, social science research institutions, interest groups, private industry, and a local school district. (A summary of the workshop, **Spotlight on Heterogeneity: The Federal Standards for Racial and Ethnic Classification**, is available from CNSTAT, 2101 Constitution Avenue, N.W., Washington, D.C. 20418.) (3) On June 9, 1994, OMB published a **Federal Register** (59 FR 29831-29835) Notice that contained background infor-

mation on the development of the current standards and requested public comment on: the adequacy of current racial and ethnic categories; the principles that should govern any proposed revisions to the standards; and specific suggestions for change that had been offered by individuals and interested groups over a period of several years. In response, OMB received nearly 800 letters. As part of this comment period and to bring the review closer to the public, OMB also heard testimony from 94 witnesses at hearings held during July 1994 in Boston, Denver, San Francisco, and Honolulu. (4) In an August 28, 1995, **Federal Register** (60 FR 44674-44693) Notice, OMB provided an interim report on the review process, including a summary of the comments on the June 1994 **Federal Register** Notice, and offered a final opportunity for comment on the research to be conducted during 1996. (5) OMB staff have also discussed the review process with various interested groups and have made presentations at numerous meetings.

The second element of the review process involved research and testing of various proposed changes. The categories in OMB's Directive No. 15 are used not only to produce data on the demographic characteristics of the population, but also to monitor civil rights enforcement and program implementation. Research was undertaken to provide an objective assessment of the data quality issues associated with various approaches to collecting data on race and ethnicity. To that end, the Interagency Committee's Research Working Group, co-chaired by the Bureau of the Census and the Bureau of Labor Statistics, reviewed the various criticisms and suggestions for changing the current categories, and developed a research agenda for some of the more significant issues that had been identified. These issues included how to collect data on persons who identify themselves as "multiracial"; whether to combine race and Hispanic origin in one question or have separate questions on race and Hispanic origin; whether to combine the concepts of race, ethnicity, and ancestry; whether to change the terminology used for particular categories; and whether to add new categories to the current minimum set.

Because the mode of data collection can have an effect on how a person responds, the research agenda proposed studies both in surveys using in-person or telephone interviews and in self-administered questionnaires, such as the decennial census, which are filled out by the respondent and mailed back. Cognitive interviews were conducted with various groups to provide guidance on the wording of the questions and the instructions for the tests and studies.

The research agenda included several major national tests, the results of which are discussed throughout the Interagency Committee's **Report to the Office of Management and Budget on the Review of Statistical Policy Directive No. 15**: (1) In May 1995, the Bureau of Labor Statistics (BLS) sponsored a Supplement on Race and Ethnicity to the Current Population Survey (CPS). The findings were made available in a 1996 report, **Testing Methods of Collecting Racial and Ethnic Information: Results of the Current Population Survey Supplement on Race and Ethnicity**, available from BLS, 2 Massachusetts Avenue, N.E., Room 4915, Postal Square Building, Washington, D.C. 20212, or by calling 202-606-7375. The results were also summarized in an October 26, 1995, news release, which is available electronically at <<<http://stats.bls.gov/news.release/ethnic.toc.htm>>>. (2) The Bureau of the Census, as part of its research for the 2000 census, tested alternative approaches to collecting data on race and ethnicity in the March 1996 National Content Survey (NCS). The Census Bureau published the results in a December 1996 report, **Findings on Questions on Race and Hispanic Origin Tested in the 1996 National Content Survey**; highlights of the report are available at <<<http://www.census.gov/population/www/socdemo/96natcontentsurvey.html>>>. (3) In June 1996, the Census Bureau conducted the Race and Ethnic Targeted Test (RAETT), which was designed to permit assessments of the effects of possible changes on smaller populations not reliably measured in national samples, including American Indians, Alaska Natives, detailed Asian and Pacific Islander groups (such as Chinese and Hawaiians), and detailed Hispanic groups (such as Puerto Ricans and Cubans). The Census Bureau released the results in a May 1997 report, **Results of the 1996 Race and Ethnic Targeted Test**; highlights of the report are available at <<<http://www.census.gov/population/www/documentation/twps-0018.html>>>. Single copies (paper) of the NCS and RAETT reports may be obtained from the Population Division, U.S. Bureau of the Census, Washington, D.C. 20233; telephone 301-457-2402.

In addition to these three major tests, the National Center for Education Statistics (NCES) and the Office for Civil Rights in the Department of Education jointly conducted a survey of 1,000 public schools to determine how schools collect data on the race and ethnicity of their students and how the administrative records containing these data are maintained to meet statutory requirements for reporting aggregate information to the Federal Government. NCES published the results in a March 1996 report, *Racial and Ethnic Classifications Used by Public Schools* (NCES 96-092). The report is available electronically at <<<http://nces.ed.gov/pubs/96092.html>>>. Single paper copies may be obtained from NCES, 555 New Jersey, NW, Washington, D.C. 20208-5574, or by calling 202-219-1442.

The research agenda also included studies conducted by the National Center for Health Statistics, the Office of the Assistant Secretary for Health, and the Centers for Disease Control and Prevention to evaluate the procedures used and the quality of the information on race and ethnicity in administrative records such as that reported on birth certificates and recorded on death certificates.

On July 9, 1997, OMB published a **Federal Register** Notice (62 FR 36874 - 36946) containing the Interagency Committee's **Report to the Office of Management and Budget on the Review of Statistical Policy Directive No. 15**. The Notice made available for comment the Interagency Committee's recommendations for how OMB should revise Directive No. 15. The report consists of six chapters. Chapter 1 provides a brief history of Directive No. 15, a summary of the issues considered by the Interagency Committee, a review of the research activities, and a discussion of the criteria used in conducting the evaluation. Chapter 2 discusses a number of general concerns that need to be addressed when considering any changes to the current standards. Chapters 3 through 5 report the results of the research as they bear on the more significant suggestions OMB received for changes to Directive No. 15. Chapter 6 gives the Interagency's Committee's recommendations concerning the various suggested changes based on a review of public comments and testimony and the research results.

C. Summary of Comments Received on the Interagency Committee's Recommendations

In response to the July 9, 1997, **Federal Register** Notice, OMB received approximately 300 letters (many of them hand written) on a variety of issues, plus approximately 7000 individually signed and mailed, preprinted postcards on the issue of classifying data on Native Hawaiians, and about 500 individually signed form letters from members of the Hapa Issues Forum in support of adopting the recommendation for multiple race reporting. Some of the 300 letters focused on a single recommendation of particular interest to the writer, while other letters addressed a number of the recommendations. The preponderance of the comments were from individuals. Each comment was considered in preparing OMB's decision.

1. Comments on Recommendations Concerning Reporting More Than One Race

The Interagency Committee recommended that, when self-identification is used, respondents who wish to identify their mixed racial heritage should be able to mark or select more than one of the racial categories originally specified in Directive No. 15, but that there should not be a "multiracial" category. This recommendation to report multiple races was favorably received by most of those commenting on it, including associations and organizations such as the American Medical Association, the National Education Association, the National Council of La Raza, and the National Committee on Vital and Health Statistics, as well as all Federal agencies that responded. Comments from some organizations, such as the NAACP Legal Defense and Educational Fund, the Lawyers' Committee for Civil Rights Under Law, and the Equal Employment Advisory Council, were receptive to the recommendation on multiple race responses, but expressed reservations pending development of tabulation methods to ensure the utility of these data. The recommendation was also supported by many of the advocacy groups that had earlier supported a "multiracial" (box) category, such as the Association of MultiEthnic Americans and its affiliates nationwide. Several individuals wrote in support of "multiple race" reporting, basing their comments on a September 1997 article, "What Race Am I?" in **Mademoiselle** magazine, which urged its readers "to express

an opinion on whether or not a 'Multiracial' category should be included in all federal record keeping, including the 2000 census." A few comments specifically favoring multiple race responses suggested that respondents should also be asked to indicate their primary racial affiliation in order to facilitate the tabulation of responses. A handful of comments on multiple race reporting suggested that individuals with both Hispanic and non-Hispanic heritages be permitted to mark or select both categories (see discussion below).

A few comments, in particular some from state agencies and legislatures, opposed any multiple race reporting because of possible increased costs to collect the information and implementation problems. Comments from the American Indian tribal governments also were opposed to the recommendation concerning reporting more than one race. A number of the comments that supported multiple race responses also expressed concern about the cost and burden of collecting the information to meet Federal reporting requirements, the schedule for implementation, and how the data would be tabulated to meet the requirements of legislative redistricting and enforcement of the Voting Rights Act. A few comments expressed support for categories called "human," or "American"; several proposed that there be no collection of data on race.

2. Comments on Recommendation for Classification of Data on Native Hawaiians

The Interagency Committee recommended that data on Native Hawaiians continue to be classified in the Asian or Pacific Islander category. This recommendation was opposed by the Hawaiian congressional delegation, the 7,000 individuals who signed and sent preprinted yellow postcards, the State of Hawaii departments and legislature, Hawaiian organizations, and other individuals who commented on this recommendation. Instead, the comments from these individuals supported reclassifying Native Hawaiians in the American Indian or Alaska Native category, which they view as an "indigenous peoples" category (although this category has not been considered or portrayed in this manner in the standards). Native Hawaiians, as the descendants of the original inhabitants of what is now the State of Hawaii, believe that as indigenous people they should be classified in the same category as American Indians and Alaska Natives. On the other hand, the American Indian tribal governments have opposed such a reclassification, primarily because they view the data obtained from that category as being essential for administering Federal programs for American Indians. Comments from the Native Hawaiians also noted the Asian or Pacific Islander category provides inadequate data for monitoring the social and economic conditions of Native Hawaiians and other Pacific Islander groups. Because the Interagency Committee had recommended against adding categories to the minimum set of categories, requesting a separate category for Native Hawaiians was not viewed as an option by those who commented.

3. Comments on Recommendation Concerning Classification of Data on Central and South American Indians

The Interagency Committee recommended that data for Central and South American Indians be included in the American Indian or Alaska Native category. Several comments from the American Indian community opposed this recommendation. Moreover, comments from some Native Hawaiians pointed out what they believed to be an inconsistency in the Interagency Committee's recommendation to include in the American Indian or Alaska Native category descendants of Central and South American Indians -- persons who are not original peoples of the United States -- if Native Hawaiians were not to be included.

4. Comments on Recommendation Not to Add an Arab or Middle Eastern Ethnic Category

The Interagency Committee recommended that an Arab or Middle Eastern ethnic category should not be added to the minimum standards for all reporting of Federal data on race and ethnicity. Several comments were received in support of having a separate category in order to have data viewed as necessary to monitor discrimination against this population.

5. Comments on Recommendations for Terminology

Comments on terminology largely supported the Interagency Committee's recommendations to retain the term "American Indian," to change "Hawaiian" to "Native Hawaiian," and to change "Black" to "Black or African American." There were a few requests to include "Latino" in the category name for the Hispanic population.

D. OMB's Decisions

This section of the Notice provides information on the decisions taken by OMB on the recommendations that were proposed by the Interagency Committee. The Committee's recommendations addressed options for reporting by respondents, formats of questions, and several aspects of specific categories, including possible additions, revised terminology, and changes in definitions. In reviewing OMB's decisions on the recommendations for collecting data on race and ethnicity, it is useful to remember that these decisions:

- retain the concept that the standards provide a **minimum** set of categories for data on race and ethnicity;
- permit the collection of more detailed information on population groups provided that any additional categories can be aggregated into the minimum standard set of categories;
- underscore that self-identification is the preferred means of obtaining information about an individual's race and ethnicity, except in instances where observer identification is more practical (e.g., completing a death certificate);
- do **not** identify or designate certain population groups as "minority groups";
- continue the policy that the categories are **not** to be used for determining the eligibility of population groups for participation in any Federal programs;
- do **not** establish criteria or qualifications (such as blood quantum levels) that are to be used in determining a particular individual's racial or ethnic classification; and
- do **not** tell an individual who he or she is, or specify how an individual should classify himself or herself.

In arriving at its decisions, OMB took into account not only the public comment on the recommendations published in the **Federal Register** on July 9, 1997, but also the considerable amount of information provided during the four years of this review process, including public comments gathered from hearings and responses to two earlier OMB Notices (on June 9, 1994, and August 28, 1995). The OMB decisions benefited greatly from the participation of the public that served as a constant reminder that there are real people represented by the data on race and ethnicity and that this is for many a deeply personal issue. In addition, the OMB decisions benefited from the results of the research and testing on how individuals identify themselves that was undertaken as part of this review process. This research, including several national tests of alternative approaches to collecting data on race and ethnicity, was developed and conducted by the professional statisticians and analysts at several Federal agencies. They are to be commended for their perseverance, dedication, and professional commitment to this challenging project.

OMB also considered in reaching its decisions the extent to which the recommendations were consistent with the set of principles (see Section B of the Supplementary Information) developed by the Interagency Committee to guide the review of this sensitive and substantively complex issue. OMB believes that the Interagency Committee's recommendations took into account the principles and achieved a reasonable balance with respect to statistical issues, data needs, social concerns, and the personal dimensions of racial and ethnic identification. OMB also finds that the Committee's recommendations are consistent with the principal objective of the review, which is

to enhance the accuracy of the demographic information collected by the Federal Government by having categories for data on race and ethnicity that will enable the capture of information about the increasing diversity of our Nation's population while at the same time respecting each individual's dignity.

As indicated in detail below, OMB accepts the Interagency Committee's recommendations concerning reporting more than one race, including the recommendation that there be no category called "multiracial," the formats and sequencing of the questions on race and Hispanic origin, and most of the changes to terminology.

OMB does not accept the Interagency Committee's recommendations concerning the classification of data on the Native Hawaiian population and the terminology for Hispanics, and it has instead decided to make the changes that follow.

Native Hawaiian classification.--OMB does not accept the recommendation concerning the continued classification of Hawaiians in the Asian or Pacific Islander category. **Instead, OMB has decided to break apart the Asian or Pacific Islander category into two categories -- one called "Asian" and the other called "Native Hawaiian or Other Pacific Islander."** As a result, there will be five categories in the minimum set for data on race.

The "Native Hawaiian or Other Pacific Islander" category will be defined as "A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands." (The term "Native Hawaiian" does not include individuals who are native to the State of Hawaii by virtue of being born there.) In addition to Native Hawaiians, Guamanians, and Samoans, this category would include the following Pacific Islander groups reported in the 1990 census: Carolinian, Fijian, Kosraean, Melanesian, Micronesian, Northern Mariana Islander, Palauan, Papua New Guinean, Ponapean (Pohnpelan), Polynesian, Solomon Islander, Tahitian, Tarawa Islander, Tokelauan, Tongan, Trukese (Chuukese), and Yapese.

The "Asian" category will be defined as "A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam."

The Native Hawaiians presented compelling arguments that the standards must facilitate the production of data to describe their social and economic situation and to monitor discrimination against Native Hawaiians in housing, education, employment, and other areas. Under the current standards for data on race and ethnicity, Native Hawaiians comprise about three percent of the Asian and Pacific Islander population. By creating separate categories, the data on the Native Hawaiians and other Pacific Islander groups will no longer be overwhelmed by the aggregate data of the much larger Asian groups. Native Hawaiians will comprise about 60 percent of the new category.

The Asian, Native Hawaiian, and Pacific Islander population groups are well defined; moreover, there has been experience with reporting in separate categories for the Native Hawaiian and Pacific Islander population groups. The 1990 census included "Hawaiian," "Samoan," and "Guamanian" as response categories to the race question. In addition, two of the major tests conducted as part of the current review (the NCS and the RAETT) used "Hawaiian" and/or "Native Hawaiian," "Samoan," "Guamanian," and "Guamanian or Chamorro" as response options to the race question. These factors facilitate breaking apart the current category.

Terminology for Hispanics.--OMB does not accept the recommendation to retain the single term "Hispanic." **Instead, OMB has decided that the term should be "Hispanic or Latino."** Because regional usage of the terms differs -- Hispanic is commonly used in the eastern portion of the United States, whereas Latino is commonly used in the western portion -- this change may contribute to improved response rates.

The OMB decisions on the Interagency Committee's specific recommendations are presented below:

(1) OMB accepts the following recommendations concerning reporting more than one race:

When self-identification is used, a method for reporting more than one race should be adopted.

The method for respondents to report more than one race should take the form of multiple responses to a single question and not a "multiracial" category.

When a list of races is provided to respondents, the list should not contain a "multiracial" category.

Based on research conducted so far, two recommended forms for the instruction accompanying the multiple response question are "Mark one or more ..." and "Select one or more...."

If the criteria for data quality and confidentiality are met, provision should be made to report, at a minimum, the number of individuals identifying with more than one race. Data producers are encouraged to provide greater detail about the distribution of multiple responses.

The new standards will be used in the decennial census, and other data producers should conform as soon as possible, but not later than January 1, 2003.

(2) OMB accepts the following recommendations concerning a combined race and Hispanic ethnicity question:

When self-identification is used, the two question format should be used, with the race question allowing the reporting of more than one race.

When self-identification is not feasible or appropriate, a combined question can be used and should include a separate Hispanic category co-equal with the other categories.

When the combined question is used, an attempt should be made, when appropriate, to record ethnicity and race or multiple races, but the option to indicate only one category is acceptable.

(3) OMB accepts the following recommendations concerning the retention of both reporting formats:

The two question format should be used in all cases involving self-identification.

The current combined question format should be changed and replaced with a new format which includes a co-equal Hispanic category for use, if necessary, in observer identification.

(4) OMB accepts the following recommendation concerning the ordering of the Hispanic origin and race questions:

When the two question format is used, the Hispanic origin question should precede the race question.

(5) OMB accepts the following recommendation concerning adding Cape Verdean as an ethnic category:

A Cape Verdean ethnic category should not be added to the minimum data collection standards.

(6) OMB accepts the following recommendation concerning the addition of an Arab or Middle Eastern ethnic category:

An Arab or Middle Eastern ethnic category should not be added to the minimum data standards.

(7) OMB interprets the recommendation not to add any other categories to mean the expansion of the minimum set to include new population groups. The OMB decision to break apart the "Asian or Pacific Islander" category does not create a category for a new population group.

(8) OMB accepts the following recommendation concerning changing the term "American Indian" to "Native American":

The term American Indian should not be changed to Native American.

(9) OMB accepts the following recommendation concerning changing the term "Hawaiian" to "Native Hawaiian":

The term "Hawaiian" should be changed to "Native Hawaiian."

(10) OMB does not accept the recommendation concerning the continued classification of Native Hawaiians in the Asian or Pacific Islander category.

OMB has decided to break apart the Asian or Pacific Islander category into two categories -- one called "Asian" and the other called "Native Hawaiian or Other Pacific Islander." As a result, there are five categories in the minimum set for data on race.

The "Native Hawaiian or Other Pacific Islander" category is defined as "A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands."

The "Asian" category is defined as "A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam."

(11) OMB accepts the following recommendations concerning the use of "Alaska Native" instead of "Eskimo" and "Aleut":

"Alaska Native" should replace the term "Alaskan Native."

Alaska Native should be used instead of Eskimo and Aleut.

The Alaska Native response option should be accompanied by a request for tribal affiliation when possible.

(12) OMB accepts the following recommendations concerning the classification of Central and South American Indians:

Central and South American Indians should be classified as American Indian.

The definition of the "American Indian or Alaska Native" category should be modified to include the original peoples from Central and South America.

In addition, OMB has decided to make the definition for the American Indian or Alaska Native category more consistent with the definitions of the other categories.

(13) OMB accepts the following recommendations concerning the term or terms to be used for the name of the Black category:

The name of the Black category should be changed to "Black or African American."

The category definition should remain unchanged.

Additional terms, such as Haitian or Negro, can be used if desired.

(14) OMB decided to modify the recommendations concerning the term or terms to be used for Hispanic:

The term used should be "Hispanic or Latino."

The definition of the category should remain unchanged.

In addition, the term "Spanish Origin," can be used if desired.

Accordingly, the Office of Management and Budget adopts and issues the revised minimum standards for Federal data on race and ethnicity for major population groups in the United States which are set forth at the end of this Notice.

Topics for further research

There are two areas where OMB accepts the Interagency Committee's recommendations but believes that further research is needed: (1) multiple responses to the Hispanic origin question and (2) an ethnic category for Arabs/Middle Easterners.

Multiple Responses to the Hispanic Origin Question.--The Interagency Committee recommended that respondents to Federal data collections should be permitted to report more than one race. During the most recent public comment process, a few comments suggested that the concept of "marking more than one box" should be extended to the Hispanic origin question. Respondents are now asked to indicate if they are "of Hispanic origin" **or** "not of Hispanic origin." Allowing individuals to select more than one response to the ethnicity question would provide the opportunity to indicate ethnic heritage that is both Hispanic and non-Hispanic.

The term "Hispanic" refers to persons who trace their origin or descent to Mexico, Puerto Rico, Cuba, Central and South America, and other Spanish cultures. While there has been considerable public concern about the need to review Directive No. 15 with respect to classifying individuals of mixed racial heritage, there has been little comment on reporting both an Hispanic and a non-Hispanic origin. On many Federal forms, Hispanics can also express a racial identity on a separate race question. In the decennial census, individuals who consider themselves part Hispanic can also indicate additional heritages in the ancestry question.

On one hand, it can be argued that allowing individuals to mark both categories in the Hispanic origin question would parallel the instruction "to mark (or select) one or more" racial categories. Individuals would not have to choose between their parents' ethnic heritages, and movement toward an increasingly diverse society would be recognized.

On the other hand, because the matter of multiple responses to the Hispanic ethnicity question was not raised in the early phases of the public comment process, no explicit provisions were made for testing this approach in the research conducted to inform the review of Directive No. 15. While a considerable amount of research was focused on how to improve the response rate to the Hispanic origin question, it is unclear whether and to what extent explicitly permitting multiple

responses to the Hispanic origin question would affect nonresponse to the race question or hamper obtaining more detailed data on Hispanic population groups.

Information on the possible impact of any changes on the quality of the data has been an essential element of the review. While the effects of changes in the Hispanic origin question are unknown, they could conceivably be substantial. Thus, OMB has decided not to include a provision in the standards that would explicitly permit respondents to select both "Hispanic origin" and "Not of Hispanic Origin" options. OMB believes that this is an item for future research. In the meantime, the ancestry question on the decennial census long form does provide respondents who consider themselves part Hispanic to write in additional heritages.

Research on an Arab/Middle Easterner category.--During the public comment process, OMB received a number of requests to add an ethnic category for Arabs/Middle Easterners so that data could be obtained that could be useful in monitoring discrimination. The public comment process indicated, however, that there was no agreement on a definition for this category. The combined race, Hispanic origin, and ancestry question in the RAETT, which was designed to address requests that were received from groups for establishing separate categories, did not provide a solution.

While OMB accepted the Interagency's Committee recommendation not to create a new category for this population group, OMB believes that further research should be done to determine the best way to improve data on this population group. Meanwhile, the write-ins to the ancestry question on the decennial census long form will continue to provide information on the number of individuals who identify their heritage as Arab or Middle Easterner.

E. Tabulation Issues

The revised standards retain the concept of a minimum set of categories for Federal data on race and ethnicity and make possible at the same time the collection of data to reflect the diversity of our Nation's population. Since the Interagency Committee's recommendation concerning the reporting of more than one race was made available for public comment, the focus of attention has been largely on how the data would be tabulated. Because of the concerns expressed about tabulation methods and our own view of the importance of this issue, OMB committed to accelerate the work on tabulation issues when it testified in July 1997 on the Interagency Committee's recommendations.

A group of statistical and policy analysts drawn from the Federal agencies that generate or use these data has spent the past few months considering the tabulation issues. Although this work is still in its early stages, some preliminary guidance can be shared at this time. In general, OMB believes that, consistent with criteria for confidentiality and data quality, the tabulation procedures used by the agencies should result in the production of as much detailed information on race and ethnicity as possible.

Guidelines for tabulation ultimately must meet the needs of at least two groups within the Federal Government, with the overriding objective of providing the most accurate and informative body of data. The first group is composed of those government officials charged with carrying out constitutional and legislative mandates, such as redistricting legislatures, enforcing civil rights laws, and monitoring progress in anti-discrimination programs. (The legislative redistricting file produced by the Bureau of the Census, also known as the Public Law 94-171 file, is an example of a file meeting such legislative needs.) The second group consists of the staff of statistical agencies producing and analyzing data that are used to monitor economic and social conditions and trends.

Many of the needs of the first group can be met with an initial tabulation that provides, consistent with standards for data quality and confidentiality, the full detail of racial reporting; that is, the number of people reporting in each single race category and the number reporting each of the possible combinations of races, which would add to the total population. Depending on the judgment of users, the combinations of multiple responses could be collapsed. One method would be to provide separate totals for those reporting in the most common multiple race combinations and to

collapse the data for other less frequently reported combinations. The specifics of the collapsed distributions must await the results of particular data collections. A second method would be to report the total selecting each particular race, whether alone or in combination with other races. These totals would represent upper bounds on the size of the populations who identified with each of the racial categories. In some cases, this latter method could be used for comparing data collected under the old standards with data collected under the new standards. It is important that users with the same or closely related responsibilities adopt the same tabulation method. Regardless of the method chosen for collapsing multiple race responses, the total number reporting more than one race must be made available, if confidentiality and data quality requirements can be met, in order to ensure that any changes in response patterns resulting from the new standards can be monitored over time.

Meeting the needs of the second group (those producing and analyzing statistical data to monitor economic and social conditions and trends), as well as some additional needs of the first group, may require different tabulation procedures. More research must be completed before guidelines that will meet the requirements of these users can be developed. A group of statistical and policy experts will review a number of alternative procedures and provide recommendations to OMB concerning these tabulation requirements by Spring 1998. Four of the areas in which further exploration is needed are outlined below.

Equal employment opportunity and other anti-discrimination programs have traditionally provided the numbers of people in the population by selected characteristics, including racial categories, for business, academic, and government organizations to use in evaluating conformance with program objectives. Because of the potentially large number of categories that may result from application of the new standards, many with very small numbers, it is not clear how this need for data will be best satisfied in the future.

The numbers of people in distinct groups based on decennial census results are used in developing sample designs and survey controls for major demographic surveys. For example, the National Health Interview Survey uses census data to increase samples for certain population groups, adjust for survey non-response, and provide weights for estimating health outcomes at the national level. The impact of having data for many small population groups with multiple racial heritages must be explored.

Vital statistics data include birth and death rates for various population groups. Typically the numerator (number of births or deaths) is derived from administrative records, while the denominator comes from intercensal population estimates. Birth certificate data on race are likely to have been self reported by the mother. Over time, these data may become comparable to data collected under the new standards. Death certificate data, however, frequently are filled out by an observer, such as a mortician, physician, or funeral director. These data, particularly for the population with multiple racial heritages, are likely to be quite different from the information obtained when respondents report about themselves. Research to define comparable categories to be used in both numerators and denominators is needed to assure that vital statistics are as accurate and useful as possible.

More generally, statistical indicators are often used to measure change over time. Procedures that will permit meaningful comparisons of data collected under the previous standards with those that will be collected under the new standards need to be developed.

The methodology for tabulating data on race and ethnicity must be carefully developed and coordinated among the statistical agencies and other Federal data users. Moreover, just as OMB's review and decision processes have benefited during the past four years from extensive public participation, we expect to discuss tabulation methods with data users within and outside the Federal Government. OMB expects to issue additional guidance with respect to tabulating data on race and ethnicity by Fall 1998.

EXECUTIVE ORDER 13166

**IMPROVING ACCESS TO SERVICES FOR
PERSONS WITH LIMITED ENGLISH PROFICIENCY**

By the authority vested in me as President by the Constitution and the laws of the United States of America, and to improve access to federally conducted and federally assisted programs and activities for persons who, as a result of national origin, are limited in their English proficiency (LEP), it is hereby ordered as follows:

Section 1. Goals.

The Federal Government provides and funds an array of services that can be made accessible to otherwise eligible persons who are not proficient in the English language. The Federal Government is committed to improving the accessibility of these services to eligible LEP persons, a goal that reinforces its equally important commitment to promoting programs and activities designed to help individuals learn English. To this end, each Federal agency shall examine the services it provides and develop and implement a system by which LEP persons can meaningfully access those services consistent with, and without unduly burdening, the fundamental mission of the agency. Each Federal agency shall also work to ensure that recipients of Federal financial assistance (recipients) provide meaningful access to their LEP applicants and beneficiaries. To assist the agencies with this endeavor, the Department of Justice has today issued a general guidance document (LEP Guidance), which sets forth the compliance standards that recipients must follow to ensure that the programs and activities they normally provide in English are accessible to LEP persons and thus do not discriminate on the basis of national origin in violation of title VI of the Civil Rights Act of 1964, as amended, and its implementing regulations. As described in the LEP Guidance, recipients must take reasonable steps to ensure meaningful access to their programs and activities by LEP persons.

Sec. 2. Federally Conducted Programs and Activities.

Each Federal agency shall prepare a plan to improve access to its federally conducted programs and activities by eligible LEP persons. Each plan shall be consistent with the standards set forth in the LEP Guidance, and shall include the steps the agency will take to ensure that eligible LEP persons can meaningfully access the agency's programs and activities. Agencies shall develop and begin to implement these plans within 120 days of the date of this order, and shall send copies of their plans to the Department of Justice, which shall serve as the central repository of the agencies' plans.

Sec. 3. Federally Assisted Programs and Activities.

Each agency providing Federal financial assistance shall draft title VI guidance specifically tailored to its recipients that is consistent with the LEP Guidance issued by the Department of Justice. This agency-specific guidance shall detail how the general standards established in the LEP Guidance will be applied to the agency's recipients. The agency-specific guidance shall take into account the types of services provided by the recipients, the individuals served by the recipients, and other factors set out in the LEP Guidance. Agencies that already have developed title VI guidance that the Department of Justice determines is consistent with the LEP Guidance shall examine their existing guidance, as well as their programs and activities, to determine if additional guidance is necessary to comply with this order. The Department of Justice shall consult with the agencies in creating their guidance and, within 120 days of the date of this order, each agency shall submit its specific guidance to the Department of Justice for review and approval. Following approval by the Department of Justice, each agency shall publish its guidance document in the Federal Register for public comment.

Sec. 4. Consultations.

In carrying out this order, agencies shall ensure that stakeholders, such as LEP persons and their representative organizations, recipients, and other appropriate individuals or entities, have an adequate opportunity to provide input. Agencies will evaluate the particular needs of the LEP persons they and their recipients serve and the burdens of compliance on the agency and its recipients. This input from stakeholders will assist the agencies in developing an approach to ensuring meaningful access by LEP persons that is practical and effective, fiscally responsible, responsive to the particular circumstances of each agency, and can be readily implemented.

Sec. 5. Judicial Review.

This order is intended only to improve the internal management of the executive branch and does not create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its agencies, its officers or employees, or any person.

WILLIAM J. CLINTON

THE WHITE HOUSE,
August 11, 2000.
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**PUBLIC LAW 103-150
U.S. APOLOGY TO NATIVE HAWAIIANS**

To acknowledge the 100th anniversary of the January 17, 1893 overthrow of the Kingdom of Hawaii, and to offer an apology to Native Hawaiians on behalf of the United States for the overthrow... (Enrolled Bill)
--S.J.Res. 19—

***One Hundred Third Congress
of the
United States of America
AT THE FIRST SESSION***

Begun and held at the City of Washington on Tuesday, the fifth day of January, one thousand nine hundred and ninety-three

Joint Resolution

To acknowledge the 100th anniversary of the January 17, 1893 overthrow of the Kingdom of Hawaii, and to offer an apology to Native Hawaiians on behalf of the United States for the overthrow of the Kingdom of Hawaii.

Whereas, prior to the arrival of the first Europeans in 1778, the Native Hawaiian people lived in a highly organized, self-sufficient, subsistent social system based on communal land tenure with a sophisticated language, culture, and religion;

Whereas a unified monarchical government of the Hawaiian Islands was established in 1810 under Kamehameha I, the first King of Hawaii;

Whereas, from 1826 until 1893, the United States recognized the independence of the Kingdom of Hawaii, extended full and complete diplomatic recognition to the Hawaiian Government, and entered into treaties and conventions with the Hawaiian monarchs to govern commerce and navigation in 1826, 1842, 1849, 1875, and 1887;

Whereas the Congregational Church (now known as the United Church of Christ), through its American Board of Commissioners for Foreign Missions, sponsored and sent more than 100 missionaries to the Kingdom of Hawaii between 1820 and 1850;

Whereas, on January 14, 1893, John L. Stevens (hereafter referred to in this Resolution as the `United States Minister'), the United States Minister assigned to the sovereign and independent Kingdom of Hawaii conspired with a small group of non-Hawaiian residents of the Kingdom of Hawaii, including citizens of the United States, to overthrow the indigenous and lawful Government of Hawaii;

Whereas, in pursuance of the conspiracy to overthrow the Government of Hawaii, the United States Minister and the naval representatives of the United States caused armed naval forces of the United States to invade the sovereign Hawaiian nation on January 16, 1893, and to position themselves near the Hawaiian Government buildings and the Iolani Palace to intimidate Queen Liliuokalani and her Government;

Whereas, on the afternoon of January 17, 1893, a Committee of Safety that represented the American and European sugar planters, descendents of missionaries, and financiers deposed the Hawaiian monarchy and proclaimed the establishment of a Provisional Government;

Whereas the United States Minister thereupon extended diplomatic recognition to the Provisional Government that was formed by the conspirators without the consent of the Native

Hawaiian people or the lawful Government of Hawaii and in violation of treaties between the two nations and of international law;

Whereas, soon thereafter, when informed of the risk of bloodshed with resistance, Queen Liliuokalani issued the following statement yielding her authority to the United States Government rather than to the Provisional Government:

'I Liliuokalani, by the Grace of God and under the Constitution of the Hawaiian Kingdom, Queen, do hereby solemnly protest against any and all acts done against myself and the Constitutional Government of the Hawaiian Kingdom by certain persons claiming to have established a Provisional Government of and for this Kingdom.

'That I yield to the superior force of the United States of America whose Minister Plenipotentiary, His Excellency John L. Stevens, has caused United States troops to be landed at Honolulu and declared that he would support the Provisional Government.

'Now to avoid any collision of armed forces, and perhaps the loss of life, I do this under protest and impelled by said force yield my authority until such time as the Government of the United States shall, upon facts being presented to it, undo the action of its representatives and reinstate me in the authority which I claim as the Constitutional Sovereign of the Hawaiian Islands.'

Done at Honolulu this 17th day of January, A.D. 1893.;

Whereas, without the active support and intervention by the United States diplomatic and military representatives, the insurrection against the Government of Queen Liliuokalani would have failed for lack of popular support and insufficient arms;

Whereas, on February 1, 1893, the United States Minister raised the American flag and proclaimed Hawaii to be a protectorate of the United States;

Whereas the report of a Presidentially established investigation conducted by former Congressman James Blount into the events surrounding the insurrection and overthrow of January 17, 1893, concluded that the United States diplomatic and military representatives had abused their authority and were responsible for the change in government;

Whereas, as a result of this investigation, the United States Minister to Hawaii was recalled from his diplomatic post and the military commander of the United States armed forces stationed in Hawaii was disciplined and forced to resign his commission;

Whereas, in a message to Congress on December 18, 1893, President Grover Cleveland reported fully and accurately on the illegal acts of the conspirators, described such acts as an 'act of war, committed with the participation of a diplomatic representative of the United States and without authority of Congress', and acknowledged that by such acts the government of a peaceful and friendly people was overthrown;

Whereas President Cleveland further concluded that a 'substantial wrong has thus been done which a due regard for our national character as well as the rights of the injured people requires we should endeavor to repair' and called for the restoration of the Hawaiian monarchy;

Whereas the Provisional Government protested President Cleveland's call for the restoration of the monarchy and continued to hold state power and pursue annexation to the United States;

Whereas the Provisional Government successfully lobbied the Committee on Foreign Relations of the Senate (hereafter referred to in this Resolution as the 'Committee') to conduct a new investigation into the events surrounding the overthrow of the monarchy;

Whereas the Committee and its chairman, Senator John Morgan, conducted hearings in Washington, D.C., from December 27, 1893, through February 26, 1894, in which members of the

Provisional Government justified and condoned the actions of the United States Minister and recommended annexation of Hawaii;

Whereas, although the Provisional Government was able to obscure the role of the United States in the illegal overthrow of the Hawaiian monarchy, it was unable to rally the support from two-thirds of the Senate needed to ratify a treaty of annexation;

Whereas, on July 4, 1894, the Provisional Government declared itself to be the Republic of Hawaii;

Whereas, on January 24, 1895, while imprisoned in Iolani Palace, Queen Liliuokalani was forced by representatives of the Republic of Hawaii to officially abdicate her throne;

Whereas, in the 1896 United States Presidential election, William McKinley replaced Grover Cleveland;

Whereas, on July 7, 1898, as a consequence of the Spanish-American War, President McKinley signed the Newlands Joint Resolution that provided for the annexation of Hawaii;

Whereas, through the Newlands Resolution, the self-declared Republic of Hawaii ceded sovereignty over the Hawaiian Islands to the United States;

Whereas the Republic of Hawaii also ceded 1,800,000 acres of crown, government and public lands of the Kingdom of Hawaii, without the consent of or compensation to the Native Hawaiian people of Hawaii or their sovereign government;

Whereas the Congress, through the Newlands Resolution, ratified the cession, annexed Hawaii as part of the United States, and vested title to the lands in Hawaii in the United States;

Whereas the Newlands Resolution also specified that treaties existing between Hawaii and foreign nations were to immediately cease and be replaced by United States treaties with such nations;

Whereas the Newlands Resolution effected the transaction between the Republic of Hawaii and the United States Government;

Whereas the indigenous Hawaiian people never directly relinquished their claims to their inherent sovereignty as a people or over their national lands to the United States, either through their monarchy or through a plebiscite or referendum;

Whereas, on April 30, 1900, President McKinley signed the Organic Act that provided a government for the territory of Hawaii and defined the political structure and powers of the newly established Territorial Government and its relationship to the United States;

Whereas, on August 21, 1959, Hawaii became the 50th State of the United States;

Whereas the health and well-being of the Native Hawaiian people is intrinsically tied to their deep feelings and attachment to the land;

Whereas the long-range economic and social changes in Hawaii over the nineteenth and early twentieth centuries have been devastating to the population and to the health and well-being of the Hawaiian people;

Whereas the Native Hawaiian people are determined to preserve, develop and transmit to future generations their ancestral territory, and their cultural identity in accordance with their own spiritual and traditional beliefs, customs, practices, language, and social institutions;

Whereas, in order to promote racial harmony and cultural understanding, the Legislature of the State of Hawaii has determined that the year 1993 should serve Hawaii as a year of special reflection on the rights and dignities of the Native Hawaiians in the Hawaiian and the American societies;

Whereas the Eighteenth General Synod of the United Church of Christ in recognition of the denomination's historical complicity in the illegal overthrow of the Kingdom of Hawaii in 1893 directed the Office of the President of the United Church of Christ to offer a public apology to the Native Hawaiian people and to initiate the process of reconciliation between the United Church of Christ and the Native Hawaiians; and

Whereas it is proper and timely for the Congress on the occasion of the impending one hundredth anniversary of the event, to acknowledge the historic significance of the illegal overthrow of the Kingdom of Hawaii, to express its deep regret to the Native Hawaiian people, and to support the reconciliation efforts of the State of Hawaii and the United Church of Christ with Native Hawaiians: Now, therefore, be it

Resolved by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. ACKNOWLEDGMENT AND APOLOGY.

The Congress--

- (1.) on the occasion of the 100th anniversary of the illegal overthrow of the Kingdom of Hawaii on January 17, 1893, acknowledges the historical significance of this event which resulted in the suppression of the inherent sovereignty of the Native Hawaiian people;
- (2.) recognizes and commends efforts of reconciliation initiated by the State of Hawaii and the United Church of Christ with Native Hawaiians;
- (3.) apologizes to Native Hawaiians on behalf of the people of the United States for the overthrow of the Kingdom of Hawaii on January 17, 1893 with the participation of agents and citizens of the United States, and the deprivation of the rights of Native Hawaiians to self-determination;
- (4.) expresses its commitment to acknowledge the ramifications of the overthrow of the Kingdom of Hawaii, in order to provide a proper foundation for reconciliation between the United States and the Native Hawaiian people; and
- (5.) urges the President of the United States to also acknowledge the ramifications of the overthrow of the Kingdom of Hawaii and to support reconciliation efforts between the United States and the Native Hawaiian people.

SEC. 2. DEFINITIONS.

As used in this Joint Resolution, the term 'Native Hawaiian' means any individual who is a descendent of the aboriginal people who, prior to 1778, occupied and exercised sovereignty in the area that now constitutes the State of Hawaii.

SEC. 3. DISCLAIMER.

Nothing in this Joint Resolution is intended to serve as a settlement of any claims against the United States.

Speaker of the House of Representatives.
Vice President of the United States and
President of the Senate.

APPENDIX E: SUMMARIES OF FEDERAL DEPARTMENT AND AGENCY INVENTORIES AND FISCAL YEAR 2001 PLANS

INTRODUCTION

SUMMARIES

FEDERAL DEPARTMENTS

- Department of Agriculture
- Department of Commerce
- Department of Defense
- Department of Education
- Department of Energy
- Department of Health and Human Services
- Department of Housing and Urban Development
- Department of the Interior
- Department of Justice
- Department of Labor
- Department of State
- Department of Transportation
- Department of the Treasury
- Department of Veterans Affairs

FEDERAL INDEPENDENT AGENCIES

- Consumer Product Safety Commission
- Environmental Protection Agency
- Equal Employment Opportunity Commission
- Federal Deposit Insurance Corporation
- Federal Housing Finance Board
- General Services Administration
- National Aeronautics and Space Administration
- National Archives and Records Administration
- National Council on Disability
- National Endowment for the Arts
- National Endowment for the Humanities
- National Science Foundation
- Office of Personnel Management
- Peace Corps
- Small Business Administration
- Social Security Administration
- U.S. Commission on Civil Rights
- U.S. Postal Service

FEDERAL INVENTORY TEMPLATE

FISCAL YEAR 2001 IMPLEMENTATION PLAN TEMPLATE

INTRODUCTION

Synopses incorporate material from the Federal Departmental Snapshot, Federal Inventory, and Fiscal Year 2001 Plan submissions. Each synopsis contains: 1) a brief description of the agency mission, especially as it relates to AAPIs; 2) a description of major programs and services for AAPIs; and 3) an AAPI employment profile. Best practices, challenges, and future plans are identified for agency programs and services for AAPIs. The current status of AAPI employment in each agency is detailed and future plans are listed.

The synopses provide information for thirty-two federal departments and agencies. Recently, The Federal Communications Commission and the Presidential Task Force on Employment of Adults with Disabilities joined the Interagency Working Group and Coordinating Committee. Information from these agencies will be included in subsequent reports.

Brief Description of Agency Mission

A concise description of the Department or Agency mission is based on the response to the Departmental Snapshot and/or the Federal Inventory. When agencies related their mission specifically to AAPIs it is noted.

Description of Major Programs and Services for AAPIs

The synopsis includes a basic description of major Department and Agency programs, services, and funding/grant opportunities that have a direct or potential impact on AAPIs. The information is derived primarily from the Federal Inventory, especially the "Executive Summary," "Part II: AAPI Participation in Major Agency Programs and Services Based on FY 1999 or the Last Year for which Data is Available" (Table A), and "Part III: Specific Projects and Initiatives for AAPIs Based on FY 1999 or the Last Year for which Data is Available" (Table B), supplemented by the Departmental Snapshot. *Best Practices* are programs and services that encompass the goals of Executive Order 13125 of improving the quality of life of AAPIs. These programs and services are models for Agency and public/private sector initiatives.

Challenges are obstacles faced by Departments and Agencies in understanding, assessing, and meeting the needs of AAPIs. In an effort to standardize the listing of challenges in the synopses as much as possible, a series of questions was devised largely from "Part V: Agency Infrastructure to Support AAPI Activities" of the Federal Inventory. Negative responses to the following questions were recorded as Challenges:

- Has the agency conducted any needs assessments, reports or other documents within the last five years to identify, quantify, and evaluate AAPI needs?
- Does the agency have regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act for the limited English-Proficient?
- Does the agency have informational materials translated in AAPI languages?
- Does the agency have any ongoing mechanisms for focusing on AAPI issues, such as advisory bodies and workgroups?
- Does the agency have a process in place to receive input from AAPIs and AAPI community-based organizations?
- Is there an FTE equivalent in the agency that focuses specifically on AAPI issues?
- Did the agency have any grant programs in FY99 for which AAPIs were listed as a funding priority?

- Has the agency identified or implemented any strategies for improving workforce diversity and the representation of AAPIs within the workforce?
- Is there an AAPI federal employee organization in the agency?
- Does the agency have any procedure in place for collecting disaggregated data on AAPIs?
- Does the agency have any performance measures specifically for AAPIs?

It is important to note that some Departments and Agencies were commendably upfront about stating the challenges they face in supporting AAPI activities and initiatives. In some instances, Agencies reported additional Challenges to those ascertained by the above questions that are listed in the synopses because they provide useful insights and guidance. Other Agencies were less forthcoming or chose to leave Part V of the Federal Inventory blank.

Department and Agencies' *Future Plans* for meeting the objectives of Executive Order 13125 were based primarily on the FY 2001 Implementation Plans and in some cases on information provided in the Federal Inventories. The FY 2001 Plans indicate Agencies' strategies for fulfilling the Presidential mandate focusing on seven goals, six of which are related to programs and services.

- Institutionalize an agency-wide mechanism to address AAPI issues.
- Improve research and data collection on the AAPI population and its subpopulations.
- Promote AAPI access to governmental services.
- Develop and/or enhance programs and initiatives directed at the unmet needs of AAPIs.
- Increase participation of AAPIs in government sponsored training programs.
- Increase outreach to AAPI communities to establish public-private partnerships that will promote linguistically and culturally competent services.

AAPI Employment Profile

AAPI employment data were compiled predominantly from the Federal Inventory, "Part IV: Asian American and Pacific Islander Employment Profile Based on FY 1999 or the Last Year for which Data is Available," and Table C. The Employment Profile focuses on the federal civilian workforce, although information on other types of federal employees, such as military personnel and contractors, is provided where relevant. The total percentage of AAPI General Service employees in the Agency, the percentage of AAPIs in supervisory positions, and the percentage of AAPIs in the Senior Executive Service (SES) or equivalent are reported. The number of AAPI employees broken down by GS level and position (professional, administrative, technical, clerical, and other). Bottlenecks and other information relevant to the "glass ceiling" issue are noted.

Future Plans to improve Department and Agency employment opportunities for AAPIS are based the FY 2001 Plans and, to a lesser extent, the Federal Inventories. In particular, information is taken from FY 2001 Plan responses to the strategic goal of "ensuring adequate representation of AAPIs in the departmental workforce and its operations."

SUMMARIES: FEDERAL DEPARTMENTS

SYNOPSIS FOR THE DEPARTMENT OF AGRICULTURE

I. Brief description of agency mission, particularly as it relates to AAPIs

The mission of the U.S. Department of Agriculture (USDA) is to ensure the well-being of Americans with special emphasis on individuals engaged in commercial agriculture and forestry, families needing nutritional services, consumers dependent on a safe, affordable food supply and residents of depressed rural areas.

II. Description of major programs and services for AAPIs

Of the USDA's 200 or more programs the following have the greatest potential impact on AAPIs:

- Food Stamps
- Special Supplemental Nutrition Program for Women, Infants and Children (WIC)
- National School Lunch and School Breakfast Programs
- Nutrition Assistance Programs for American Samoa and the Commonwealth of the Northern Marianas.
- California and Pacific Islands Urban and Community Forestry Grant Programs
- Pacific Northwest Mushroom Picking Program
- Conservation Reserve Program
- Conservation Technical Assistance
- Single Family Housing Direct Loan Program

Best Practices

- Nutrition Assistance Programs target Puerto Rico, American Samoa, and the Commonwealth of the Northern Marianas Islands.
- Farm Service Agency translated information on Direct and Guaranteed Loans into Hmong. Extension Service provides publications in a variety of languages. Examples include information on labor laws and regulations in South East Asian languages, and a grower's guide to pesticide safety in Hmong, Lao and Cambodian.
- The New Entry Farmer Program. The USDA works with Cambodians and Laotian Hmong to develop innovative opportunities for new entry farming and related enterprise development. The New Entry Farmer Project in Massachusetts teaches Hmong, Cambodian and Latino immigrants about new farming and market techniques, working in partnership with the Lowell Farmer's Market. The group is also developing an aquaculture project.
- Asian Pioneer Settlement. The Forest Service is partnering with the University of Nevada to conduct an archaeological excavation of the Gold Creek town site, an AAPI pioneer settlement located in a National Forest.
- The Stone Soup Project. The USDA worked in collaboration with California State University to provide training and technical assistance to members of the Southeast Asian agricultural community. The effort was supported by the Stone Soup Partnership and the California Highlander Cooperative, Inc. The goal is for AAPI farmers to acquire skills and resources necessary to competitively participate in California production agriculture.
- Hmong Project. The USDA established an education program for Hmong and other Southeast Asian farmers through the Hmong Farmer Outreach and Technical Training Program. Educational initiatives were focused on farm management skills, state and federal regulations, crop handling, marketing, land lease and contract negotiations, basic banking concepts and an overview of an American banking system.

Challenges

- Food and Nutrition Services has no current projects and initiatives dedicated to AAPIs and/or no specific projects documented.
- Most divisions have no regulations, policies, or guidance memoranda in compliance with the Title VI of the Civil Rights Act for the limited English proficient.
- Most divisions have no grant programs for FY99 for which AAPIs were listed as a funding

priority.

- Most divisions are not currently collecting AAPI data into two categories, Asian and Native Hawaiian or Other Pacific Islander (NHOPI).
- Most divisions do not have performance measures specifically for AAPIs.
- Some divisions do not have workgroups or advisory bodies tied to AAPIs major programs and services.
- Limited FTE equivalents in the agency that specifically focus on AAPI issues.

Future Plans

- USDA will establish an USDA AAPI advisory council via a directive from the Secretary.
- USDA will conduct a study to ascertain the extent of AAPI participation in USDA programs and where they are underserved. The agency will assess compliance with applicable guidance for ensuring participation of AAPIs in USDA programs.
- USDA will establish a mechanism to work with educational institutions to facilitate partnership initiatives, including recruitment, curriculum development, outreach, and cooperative agreements.
- Target AAPI communities to promote USDA programs and services. USDA will publicize USDA programs through AAPI media. USDA will establish partnerships to ensure that AAPI communities have access to USDA programs and services.
- USDA will ensure that agency databases on program participation include the new categories for AAPI populations and subpopulations to enhance program planning.
- The agency will provide USDA publications in AAPI languages.
- USDA will identify an AAPI Coordinator for AAPI Initiative outreach activities, and will address AAPI needs in Agency and State Outreach Plans with clear actions and budget allocations to achieve the objectives of EO 13125.

III. AAPI Employment Profile

- Of the USDA's 85,260 employees, 1,947 (2.3%) are AAPIs.
- Of 21,669 employees in supervisory positions, 575 (2.7%) are AAPIs.
- Of 341 USDA employees in the SES, 6 (1.7%) are AAPIs.
- There is good representation of AAPIs at GS12 and GS13 levels, with the highest representation at GS14 (3.5%). Above this there is a drop off.
- Key entry levels for professionals (GS5-9) show significant underrepresentation, suggesting that the USDA must focus its efforts on college recruitment and getting professional AAPIs starting out in their careers in the door.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	55	9, technical, 29 clerical, 17 other
GS5	125	5 professional, 2 administrative, 75 technical, 41 clerical
GS6	65	54 technical, 11 clerical
GS7	237	18 professional, 174 technical, 14 clerical, 8 other
GS8	40	1 administrative, 34 technical, 5 clerical
GS9	293	151 professional, 39 administrative, 98 technical, 1 clerical, 4 other
GS10	11	10 technical, 1 clerical
GS11	307	210 professional, 77 administrative, 17 technical
GS12	382	293 professional, 87 administrative, 2 technical
GS13	247	167 professional, 78 administrative, 2 technical
GS14	116	90 professional, 24 technical, 1 other
GS15	42	38 professional, 4 administrative
SES	6	1 professional, 5 administrative
Other	32	9 professional, 23 other

Future Plans

- USDA plans to increase AAPI representation in the workforce, and to implement strategies to enhance retention and career advancement for AAPIS.
- USDA will target recruitment for USDA employment opportunities, include identifying colleges and universities with high enrollment of AAPIS, using STEP to employ students and create USDA “ambassadors,” and using SCEP to enhance recruitment and retention of students.
- USDA will establish an FTE in OHRM to support the AAPI Advisory Council and lead departmental efforts in AAPI recruitment.
- USDA will include new categories for AAPI populations and subpopulations in NFC reports containing workforce profiles.
- USDA will monitor and track progress of hiring and career progression of AAPI populations and subpopulations.
- USDA will collect RSNOD data for employment activities.

SYNOPSIS FOR THE DEPARTMENT OF COMMERCE

I. Brief description of the agency mission, particularly as it relates to AAPIs

The mission of the Department of Commerce (DOC) is to promote job creation, economic growth, sustainable development and improved living standards for all Americans by working in partnership with businesses, universities, communities and workers. The Department offers opportunities and services to all Americans, but eight programs are of particular interest to the nation's AAPIs. These programs include grants to promote the use of information technologies, expand telecommunication services, monitor telecommunications access, assist minority-owned business, promote quality and business performance, collect and disseminate demographic data, and raise exports of minority-owned firms.

II. Description of major programs and services for AAPIs offered by agency

- The Technology Opportunity Program promotes the widespread use of advanced telecommunications and information technologies.
- The Public Telecommunications and Facilities Program supports the expansion and improvement of public telecommunications services by providing matching grants for equipment that disseminates non-commercial educational and cultural programs to the American public.
- Falling through the Net annually collects data to monitor the access of U. S. households to telephones, computers, and the Internet.
- The Minority Telecommunications Development Program develops programs and policies to increase minority ownership of broadcast and telecommunications businesses.
- The Minority Business Development Centers provide direct business assistance services through grantee organizations to minority firms, including management and technical assistance, education and training, access to capital, and access to markets.
- The Baldrige National Quality Program recognizes the U.S. organizations for their achievements in quality and business performance.
- The Global Diversity Initiative is aimed at increasing the number of minority-owned firms that export and expanding the capability of minority firms entering international trade.

Best Practices

- The Pan-Pacific Educational and Cultural Experiments by Satellite awarded a grant to provide satellite-delivered education, medical and environmental telecommunications to many small-island nations and territories in the Pacific region.
- The Technology Opportunities Program promotes outreach to AAPI communities about the use of telecommunications technologies, and plans to expand its activities through mailings to AAPI organizations, hosting regional workshops in Pacific jurisdictions, and broadening the peer review panel for technology grants to include additional qualified AAPIs.
- The Minority Telecommunications Development Program held workshops to explore ways of promoting diversity, including the prospects for minorities to acquire media properties and to compete effectively.

Challenges

- No needs assessments, reports or other documents within the last five years to identify, quantify and evaluate AAPI service needs.
- No regulations, policies or guidance memoranda on compliance with the Title VI of the Civil Rights Act for the limited English proficient.
- No grant programs for FY99 for AAPIs were separately listed as a funding priority.
- No performance measures specifically for AAPIs.

Future Plans to Increase AAPI Programs and Services

- Seek government-wide legislative authority to collect data identifying the racial and ethnic identity of individuals or ownership of entities that receive federal contracts, loans, or financial assistance, or that participate in significant fashion in federal programs.

- Create an electronic directory of AAPI community organizations and other pertinent entities in such a fashion that allows the entries to be sorted by area of focus. Offer the directory to federal, state and local agencies as a tool for expanding outreach to the AAPI community and broadened transmittal of program announcements.
- Coordinate with DOC's Census 2000 Partnership Program to explore ways of accessing the 7,100 AAPI partnership organizations in a manner that may serve the Commission's long-term goals.
- Create a Plain English Guide for constituents that will help them locate federal programs from which they may benefit, without having to be familiar with the specialized terminology or engage in lengthy web searches and publicize the Guide through the existing AAPI community networks.

III. AAPI Employment Profile

- Of DOC's 33,413 employees, 2,007 (6%) are AAPIs.
- Of the 305 DOC employees in the SES, 5 (1.6%) are AAPIs. There are no AAPIs in equivalent positions in the foreign services and 2 AAPIs (4%) of that rank among political appointees.
- Of the 3,735 DOC employees in supervisory positions, 118 (3.2%) are AAPIs.
- AAPIs are underrepresented in the upper levels of the career ladder, and overrepresented in the middle GS levels.
- Two bottlenecks are suggested by the data: one at GS level 9 and one at GS level 14.
- Among career employees at lower levels, AAPIs represent 9.9% of total employment in grades 9 and 11.
- Almost 3/4 of all AAPIs (73%) are employed in professional categories
- A senior executive represents DOC on the WHIAAPI on a part-time basis.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	37	34 clerical, 3 other
GS5	21	13 professional, 4 technical, 2 clerical, 2 other
GS6	14	11 technical, 3 clerical
GS7	162	118 professional, 6 administrative, 36 technical, 1 clerical, 1 other
GS8	6	1 administrative, 4 technical, 1 clerical
GS9	238	198 professional, 25 administrative, 15 technical
GS10	6	6 technical
GS11	233	173 professional, 47 administrative, 13 technical
GS12	247	159 professional, 78 administrative, 9 technical, 1 other
GS13	318	236 professional, 82 administrative
GS14	343	310 professional, 33 administrative
GS15	82	71 professional, 11 administrative
SES	5	5 professional
Other	275	192 professional, 52 administrative, 16 technical, 13 clerical, 2 other

Future Plans

- Design an AAPI recruitment plan that supports DOC's FEORP. A mechanism, such as the Diversity Council, will be employed to provide Department-wide visibility and coordination for this plan. The Office of the Chief Financial Officer and the Assistant Secretary for Administration will be responsible for overseeing the plan's implementation.
- Reduce occupational and senior level under-representation for AAPIs in DOC's workforce by implementing the recruitment plan.
- Ensure appropriate AAPI representation in the National Institute of Standards and Technology workforce (NIST).
- Create a pipeline of young professionals with the skills needed to further DOC's mission by ensuring that Commerce internship programs and research programs are inclusive with respect to AAPIs.
- Increase AAPI participation in DOC's financial assistance programs.

SYNOPSIS FOR THE DEPARTMENT OF DEFENSE

I. Brief description of agency mission, particularly as it relates to AAPIs

The mission of the Department of Defense (DOD) is to provide the military forces needed to deter war and to protect the security of our country.

II. Description of major programs and services for AAPIs

Note: Inventory Tables A and B not submitted.

The major direct services of the DOD are benefits of military service and civilian employment. These services are available to members of the Military Services and their dependents, civilian employees of the Department, and military and civilian retirees.

The Department of Defense has sponsored forums and events related to Asian/Pacific affairs.

Best Practices

Department of Defense held a reception in honor of the Asian/Pacific American veterans who fought in the military services of the United States.

Challenges

Note: Inventory Part V not submitted.

Future Plans

- During the coming year, the DOD will energize its Asian/Pacific Program Board.
- DOD will obtain additional personnel to assist the Department of Defense. Asian/Pacific American Program Manager in support of Board activities and lead Departmental efforts on behalf of AAPIs.
- DOD will review AAPI issues at meetings of the Defense Equal Opportunity Council.
- DOD will improve research and data collection on the AAPIs.
- DOD will address issues related to military base closure and base reuse as they affect Hawaii, Asia, and the Pacific Islands and trust territories in cooperation with Congress and the Interagency Group on Insular Affairs.
- DOD will increase participation of AAPIs in government sponsored training programs.
- DOD will encourage AAPIs to apply for admission to Military Academies.
- DOD will upgrade curriculum elements concerning AAPIs in courses for military and civilian equal opportunity specialists.
- DOD will highlight AAPI accomplishments during Asian Pacific Heritage month.
- DOD will support the annual career fair for college and high school students sponsored by the Asian Pacific American Federal Foreign Affairs Council.

III. AAPI Employment Profile

Note: Inventory contains extensive employment data for civilian and military personnel.

- 6,196 AAPIs are on duty as officers in the Armed Forces of the U.S. This represents 2.8% of the total (219,772).
- 45,520 Asian American and Pacific Islanders on active duty as enlisted personnel. This represents 3.7% of the total (1,151,351).
- In the Reserve Forces of the U.S., there are 3,199 AAPIs serving as officers. This represents 2.3% of the total (137,201). There are 20,214 AAPIs on reserve duty as enlisted personnel. This represents 2.7% of the total (741,000,800).
- In support of the Military Services, the Department of Defense employed 35,115 Asian Americans and Pacific Islanders as appropriated fund civilians in the U.S. and overseas. This is 5.5% of the total (642,667).
- DOD enterprises, such as commissaries, exchanges and morale, welfare and recreation facilities, employed 533 AAPIs as non-appropriated fund civilians in the U.S. and overseas. This is 5.5% of the total (9,710).
- DOD employs 29,797 citizens of Asia and the Pacific Islands as civilians at the DOD installations overseas. This is 5.4% of the total (55,220).

AAPIs in the Department of Defense Civil Service/Appropriated Fund Civilians:

- Of 642,667 DOD employees, 35,115 (5.5%) are AAPIs.
- Of 1,178 DOD employees in the SES, 20 (1.7%) are AAPIs.
- Of 76,170 employees at the supervisory level, 3,055 (4%) are AAPIs.

<u>Grade Level</u>	<u>AAPIs</u>
GS1-4	2,245 2 administrative, 436 technical, 1,666 clerical, 141 other
GS5	2,721 29 professional, 74 administrative, 1228 technical, 1115 clerical, 275 other
GS6	1,746 14 administrative, 1,191 technical, 379 clerical, 162 other
GS7	2,254 185 professional, 299 administrative, 1493 technical, 187 clerical, 90 other
GS8	292 4 professional, 27 administrative, 201 technical, 42 clerical, 18 other
GS9	2,015 511 professional, 1051 administrative, 425 technical, 12 clerical, 16 other
GS10	254 96 professional, 50 administrative, 98 technical, 4 clerical, 6 other
GS11	3,270 1293 professional, 1665 administrative, 301 technical, 11 other
GS12	5,375 3,694 professional, 1502 administrative, 175 technical, 4 other
GS/GM13	2,079 1,494 professional, 553 administrative, 30 technical, 2 other
GS/GM14	502 377 professional, 120 administrative, 5 technical
GS/GM15	174 106 professional, 68 administrative
SES	20 14 professional, 6 administrative
Other	12,168,198 professional, 234 adm, 123 technical, 172 clerical, 14 white collar, 9,427 blue collar

Future Plans

- Include the new categories of AAPI populations and subpopulations in civilian and military databases maintained by the Defense Manpower Data Center (DMDC).
- Collect and analyze race, sex, and ethnic origin data for employment activities.
- Publish an analytical demographic profile of AAPIs in the Military services and the DOD civilian workforce.
- Support the annual career fair for college and high school students sponsored by the Asian Pacific American Federal Foreign Affairs Council.
- Highlight AAPI accomplishments during Asian Pacific American Heritage Month
- Upgrade curriculum elements concerning AAPI in courses for military and civilian equal opportunity specialists at the Defense Equal Opportunity Management Institute.
- Encourage AAPIs to apply for admission to the Military Academies of the U.S.
- Develop an outreach strategy for AAPIs nationwide

SYNOPSIS FOR THE DEPARTMENT OF EDUCATION

I. Brief description of the agency mission, particularly as it relates to AAPIs

The mission of the Department of Education (DOE) is to strengthen the federal commitment to assuring access to equal educational opportunity for every individual. The DOE supplements and complements the efforts of states, the local school systems and other instrumentalities of the states, the private sector, public and private nonprofit education research institutions, community-based organizations, parents and students to improve the quality of education.

II. Description of major programs and services for AAPIs

- As part of the Department's mission to ensure access to equal educational opportunities to all, the Department is committed to ensuring that AAPIs participate in all of the Department's programs for which they are eligible. Although eligibility requirements vary, AAPIs as a whole participate in all of the Department's programs.
- Resource and Funding for AAPI Students. DOE facilitates the collaboration of AAPI organizations at a national level that has been instrumental in securing funding for AAPI students.
- Professional Development. DOE initiatives address the critical shortage of AAPI teachers across the nation, the need for professional development training for K-12 teachers of AAPI students, and the need for better outreach to the AAPI communities to recruit more qualified AAPI teachers.
- Curriculum Development and Assessment. DOE acknowledges the growing support for biliteracy development for AAPI families and communities. DOE also is focusing on the lack of validation for the roles of AAPIs in society, and seeks recognition of these roles in American history textbooks. DOE has identified the need for a "clearinghouse board" to identify, evaluate and disseminate information on promising AAPI education approaches on curriculum development.
- Home School Community Partnerships. DOE disseminates information concerning most state and federal education projects, and facilitates parental involvement that benefits AAPI communities. DOE recognizes that AAPI parents need to acquire the knowledge and skills to become active participants in school and local governing processes.
- Leadership Development and Political Advocacy. DOE encourages young AAPIs to become more involved in the legislative process at the state and local levels. DOE works toward the educational advancement of diverse subgroups within the AAPI community.
- AAPI Research. DOE conducts research to identify the educational problems and concerns of the diverse AAPI community subgroups that are often not identified due to their small numbers.

Best Practices

- The Asian Pacific American Education Forum enables the Asian Pacific American educational and community leaders from across the nation to come together at a national forum to share information, discuss critical issues, and make recommendations on educational policy for AAPI students. The U.S. Department of Education spearheaded this annual event by having APA forums in New York, Washington DC, and California.
- The Education for Native Hawaiians Program (ESEA IX, Part B) encompasses seven authorities targeted at improving the educational status of Native Hawaiians. Programs include family-based education centers, community based education centers, gifted and talented education programs, higher education programs, special education programs, curriculum development, teacher training and recruitment, and Native Hawaiian Councils.
- Strengthening Alaska Native and Native Hawaiian -Serving Institutions Program (HEA III, Part A) authorizes grants to help institutions improve their capacity to serve Native Hawaiians and Alaska Natives.
- The Pacific Region Education Laboratory (PREL) has developed materials translated into AAPI languages that include a "A Checklist for Helping Your Child with Homework" (poster) translated into seven Pacific languages, including Carolinian, Chamorro, Chuukese, Marshallese, Palauan, Pohnpeian, and Samoan; and "Let's Do Homework" (brochure) trans

lated into Carolinian, Chamorro, Chuukese, Marshallese, Palauan, Pohnpeian, Samoan, Hawaiian, Kosraean, Woleaian, Yapese, Chamorro, and Illocano. PREL has worked to produce educational first language materials, including audiotapes and CD-ROMs, for parents and children.

- The DOE recognizes its employee organization, Asian Pacific Americans at the Department of Education (APAED), which promotes awareness, understanding and appreciation for the diverse ethnic cultures of Asian Americans and Pacific Islanders. The primary objectives of this organization are to: 1) support the Department's efforts in achieving a diverse work force, and 2) ensure equitable participation and utilization of Asian Americans within the Department. This organization has sponsored "*Lessons from Asia*" a regular monthly event in which speakers with expertise in a wide array of API subject areas are featured, and has sponsored department wide-events and activities in observance of the annual Asian Pacific American Heritage Month.

Challenges

- The Department does not have any standing workgroups or advisory bodies to receive input from AAPIs or AAPI community-based organizations. As major issues arise, complaints, or activities, the Department makes a concerted effort to include input from all constituents, regardless of race, gender, or national origin.
- No grant programs in FY 99 that listed AAPI as a funding priority.
- The Department's performance indicators are designed to reflect the individual programs, and the Department does not have performance indicators for specific populations sub groups, including AAPIs.

Future Plans

- During the coming year, DOE will establish a department-wide team to coordinate interaction with the AAPI Initiative and identify the extent of AAPIs' need and participation in adult education.
- DOE will identify the extent of AAPIs' need for and participation in adult education.
- DOE will identify culturally sensitive strategies for identifying under-identified infants and toddlers with special needs, especially children from Native Hawaiian and Filipino backgrounds.
- DOE will collect data on AAPI Customers in Rehabilitation Services (RSA) programs.
- DOE will continue to collect data on the Elementary and Secondary (E&S) Education Civil Rights Compliance Reports concerning AAPI students on a variety of civil rights issues. The Department will identify the multiracial/ethnic categories to be adopted by entities that collected E&S Civil Rights data to fully implement OBM's directives on future data collections.
- DOE will set policies to be used by entities that will supply OCR with data on the number and type of multiple race categories involving AAPI and other ethnic groups.
- Improve research and data collection on the AAPI population and its subpopulations.
- DOE will assist communities that have received a recent significant increase in AAPI residents, in accessing federal resources to meet the needs of AAPI students.
- DOE will ensure that over 1100 Native Hawaiian Students receive vocational education training and that Native Hawaiian students have access to postsecondary education.
- DOE will develop a strategy for improving access to adult education programs for Pacific Islanders.
- DOE will create and disseminate materials that strengthen the capacity of educational agencies in the Pacific Island territories to use Goals 2000 Technology Literacy Challenge Fund and Parental Information Resource Center grant resources to provide quality programs and services. Resources to Parent Information and Resource Centers will be expanded.
- DOE will create and disseminate information through technical assistance in ways that assist Pacific territory educational agencies in maximizing the effectiveness of their TLCF program.
- DOE will increase participation in the 21st Century Community Learning Centers Program, and other related ED initiatives, by Hawaiian and Pacific Territory entities.
- DOE will increase State Directors of Migrant Education Programs (MEP) awareness of Office of Migrant Education (OME) activities for addressing the Executive Order and goals on

AAPIs. Identification and recruitment of migrant children of AAPIs will be increased throughout the US. The participation rate among migrant children of AAPI origin in MEP programs will be increased.

- DOE will continue to vigorously enforce Title VI of the Civil Rights Act of 1964, with special emphasis on areas of the most significant impact to AAPI students—LEP services and the prevention of racial harassment.
- DOE will develop methods, procedures, and rehabilitation technology that maximizes the full inclusion and integration into society, employment, independent living, family support, and economic and social self-sufficiency of AAPI individuals with disabilities. The Department will reduce language, cultural, socioeconomic and pragmatic barriers faced by Asian Americans in accessing information and technical assistance on the Americans with Disabilities Act (ADA).
- DOE will ensure that Native Hawaiian students have access to postsecondary education.
- DOE will expand knowledge about teaching AAPI children to read.
- DOE will develop capacity-building curriculum in grants management for AAPI-serving institutions.
- DOE will increase AAPI representation in Interagency task forces and FAPAC.
- DOE will assist communities that have received a recent, significant increase in AAPI residents in accessing federal resources to meet the needs of AAPI students.

III. AAPI Employment Profile

- Of the DOE’s 4,390 employees, 141 (3.2%) are AAPIs.
- Of the 97 employees in the SES, 2 (2.1%) are AAPIs.
- Of the 505 employees in supervisory positions, 8 (1.5%) are AAPIs.
- 80% of DOE’s AAPI employees are at or above the GS 11 level.

<u>Grade Level</u>	<u>AAPIs</u>	
GS5	1	1 clerical
GS7	20	5 administrative, 11 technical, 1 clerical, 3 other
GS8	1	1 technical
GS9	9	4 professional, 4 administrative, 1 technical
GS11	11	11 administrative
GS12	31	5 professional, 26 administrative
GS13	40	20 professional, 20 administrative
GS14	22	14 professional, 8, administrative
GS15	4	1 professional, 3 administrative
SES	2	1 professional, 1 administrative
Other	2	2 other

Future Plans

- Increase the number of AAPIs in the GS 13-15 trade band.
- Increase the number of AAPI Title VII proposal reviewers by 50%.
- Identify training needs of AAPIs.
- Institute data collection mechanism and practices to ensure accurate and current employment data is maintained for all employees within SFA for AAPI populations and subpopulations.
- Identify Department’s compliance with applicable guidance for ensuring participation of AAPIs in Department of Education programs.

SYNOPSIS FOR THE DEPARTMENT OF ENERGY

I. Brief description of agency mission, particularly as it relates to AAPIs

The mission of the Department of Energy (DOE) is to foster a secure and reliable energy system that is environmentally and economically sustainable, to be a responsible steward of the nation's nuclear weapons, to clean up our own facilities and to support continued U.S. leadership in science and technology.

II. Description of major programs and services for AAPIs

Note: Inventory Tables A and B not submitted. Inventory focuses heavily on internal employment issues.

- The diversity of DOE's workforce is critical to its success. The DOE finds itself competing with private industries to attract skilled employees for the fulfillment of its missions. The Department has incorporated diversity as a core value reflected in all its corporate documents, including the Strategic Plan and the Secretary's Performance Agreement with the President. A key goal of the Department is to create a working environment where diversity is welcomed rather than resented or misunderstood.

Best Practices

- In the wake of alleged Chinese espionage at DOE's major nuclear weapons laboratories, the potential for racial profiling against AAPIs increased at facilities nationwide. In response, the Secretary established in 1999 a Task Force on Racial Profiling, headed by the Deputy Secretary, to follow-up on the Secretary's assurance to AAPI employees that the Department will neither commit nor tolerate racial profiling.
- An agency-wide equal employment and diversity "stand down" was held to explain to all employees the findings of the Task Force on Racial Profiling, to provide data on minority hiring, and to review the Department's diversity protections and practices.
- DOE expanded its outreach to leading universities to combat the recruitment and retention problems being experienced throughout DOE laboratory facilities.
- DOE implemented changes in its equal employment systems and procedures to ensure that concerns are addressed in a timely and effective manner, including the establishment of local ombudsmen functions at all Energy Department sites.
- DOE established outreach to CEO's of the Department's contractors to inform them of the Task Force on Racial Profiling's work and findings, and to reiterate the Department's policies against discrimination and racial profiling.
- DOE implemented better tracking and evaluating of diversity management activities through the strengthening of contract provisions with the Department contractors.
- DOE established an implementation team with representatives from around the Department to review and make recommendations about implementing the Task Force on Racial Profiling's recommendations, and to monitor and report regularly to the Secretary of Energy on implementation of the action steps.
- The DOE recognizes the importance of leaders that reflect the face of America, including AAPIs, and has filled key Departmental positions with AAPIs leaders, including the Assistant Secretary for Fossil Energy, the National Ombudsman, and the Deputy Assistant Secretary for Management and Administration. Daphne Kwok from the Organization of Chinese Americans serves on the Secretary of Energy Advisory Board.
- The Minority Technical Educational Program awards monies to increase the number of minority students that select a course of study leading to energy-related degrees and careers. Two of the schools are AAPI schools: Maui Community College in Maui, HI, and American Samoa Community College.

Challenges

- No materials translated in AAPI languages.
- No FTE equivalent in the agency that specifically focuses on AAPI issues.
- No grant programs in FY99 for which AAPIs were listed as a priority.
- No procedures currently in place for collecting disaggregated data on AAPIs. The agency is in the early stages of reviewing the new requirement for reporting disaggregated AAPI

employee data, and seeks to meet the 2004 due date for compliance.

- No performance measures specifically for AAPIs.

Future Plans

- During the coming year, DOE will establish a fully functioning "Office of National Ombudsmen" that continues to monitor and review diversity management matters and other workplace issues, and advises DOE on improving systems for addressing contractor employees' concerns and resolving workplace disputes.
- DOE will establish an appropriate and functioning intra-agency reporting structure on Asian American and Pacific Islander (AAPI) and other minority group activities.
- DOE will establish an appropriate and functioning AAPI community advisory council.
- There will be an increase in staff support for AAPI Initiative activities by a minimum of 1.0 FTE.
- DOE will develop/revise procedures that improve the Department's structure for monitoring, reviewing, and assessing diversity management issues.
- DOE will conduct a study to ascertain the extent of AAPI participation in the Department's programs where they are underserved.
- DOE will improve AAPI participation in DOE minority educational grants and participation in small business outreach activities.
- The Department will ensure that DOE databases on program participation include the new categories for AAPI populations and subpopulations to enhance program planning.
- DOE will develop an organization self-assessment at each DOE workplace to assess the deployment of resources and techniques, and to benchmark them against "best practices" organizations.
- DOE will conduct research on the effects of national energy programs, policies and regulations of DOE on minorities and minority communities. The Department will conduct research on environmental justice.
- DOE will evaluate the value of AAPI data generated by the Secretary's "Workforce for the 21st Century Initiative."

III. AAPI Employment Profile

- The DOE employs over 100,000 contractor employees in national security, energy resources, environmental management, and science and technology.
- Of DOE's 14,349 federal employees, 549 (3.8%) are AAPIs.
- Of the 404 employees in the SES, 11 (2.7%) are AAPIs.
- Of the 1,958 employees in supervisory positions, 31 (1.6%) are AAPIs.
- DOE began a major downsizing of its operations in 1995; throughout this major reduction, the percentage of AAPIs increased from 3.5% to 3.8%.

Grade Levels AAPIs

GS1-4	4	2 clerical, 2 other
GS5	2	1 technical, 1 clerical
GS6	11	4 technical, 7 clerical
GS7	18	1 professional, 3 administrative, 4 technical, 9 clerical, 1 other
GS8	3	1 technical, 2 clerical
GS9	11	2 professional, 7 administrative, 1 technical, 1 clerical
GS10	2	2 technical
GS11	24	7 professional, 14 administrative, 3 technical
GS12	75	49 professional, 25 administrative, 1 technical
GS13	183	148 professional, 35 administrative
GS14	138	108 professional, 30 administrative
GS15	57	51 professional, 6 administrative
SES	11	2 professional, 9 administrative
Other	10	10 other

Future Plans

- DOE will establish an appropriate and functioning AAPI Employee Group at DOE.
- DOE will improve the structure for increasing AAPI representation, including developing and implementing a comprehensive and realistic recruitment and retention plan, building partnerships with underserved communities such as the Hmong and Pacific Islanders, adding members to the Secretary of Energy Advisory Board (SEAB) and similar bodies, and inviting prominent AAPIs to speak to both managers and individuals at headquarters and field laboratories.
- DOE will establish a cooperative agreement with the Hmong community to recruit and retain Hmong scientists, engineers, et al.
- DOE will monitor and track the progress of hiring and career progression of AAPI populations and subpopulations.
- DOE will promote a positive work environment that upholds the ideals of diversity.
- DOE will conduct a biannual workplace satisfaction evaluation survey that will include topics, such as management practices and diversity management.
- DOE will empower AAPI employees through such strategies as supporting a national AAPI employee leadership conference to be convened at DOE headquarters; mobilizing AAPI employees to serve on DOE task forces on pay and rank reform, career enhancement, and recruitment and retention efforts; and provide support and credit for time expended and achievements.

SYNOPSIS FOR THE DEPARTMENT OF HEALTH AND HUMAN SERVICES

I. Brief description of the agency mission, particularly as it pertains to AAPIs

The Department of Health and Human Services (HHS) is the United States government's principal agency for protecting the health of all Americans and providing essential human services, especially for those who are least able to help themselves. HHS is the largest grant-making agency in the federal government, providing some 60,000 grants per year. The Department's Medicare program, as the nation's largest health insurer, handles more than 900 million claims annually. HHS works closely with state, local, county or tribal agencies, or through sector grantees. The Department's programs are administered by 11 operating divisions. In addition to delivering services, HHS programs provide for equitable treatment of beneficiaries Nationwide, and they enable the collection of national health and other data.

In June 1997, HHS launched a department wide AAPI initiative to identify and address the disparities in health status and access to health, mental health, and human services for AAPI communities, and ultimately to ensure that HHS is responsive to those needs and improves AAPIs quality of life. The signing of Executive Order 13125 in June 1999 to improve the quality of life of AAPIs established HHS's coordination role in implementing the government-wide EO. HHS Secretary Donna Shalala advises the President on the progress of the White House Initiative on Asian Americans and Pacific Islanders (WHIAPPI), utilizing reports from the President's Advisory Commission on AAPIs. The HHS Deputy Secretary, Kevin Thurm, chairs the Interagency Working Group established under the EO. The Executive Director of the WHIAPPI, Shamina Singh, is based at HHS' Health Resources and Services Administration.

Recognizing the challenges presented by the great diversity of AAPI communities, HHS is addressing key issues such as disproportionate rates of morbidity and mortality among some AAPI populations and lack of access to culturally and linguistically appropriate services. A vital part of the development of the Action Agency for the HHS AAPI Initiative is community participation.

HHS has an exhaustive commitment to AAPIs which seeks to achieve the following six main goals: Access to and utilization of health, mental health and social services

- AAPI data
- Research on AAPIs
- Training
- AAPIs in the HHS workforce and participation in HHS operations
- Cross cultural collaboration to enhance HHS customer service to AAPIs

II. Description of major programs and services for AAPIs offered by agency

- HHS provides extensive programs that address the needs of AAPIs. These include, but are not limited to: programs and services related to aging; child development; homelessness; community economic development; retardation; needy families; child care; a wide range of health care needs; food; medicine; Medicaid; substance abuse; criminal justice; discrimination; and the disabled.
- HHS is committed to community-based capacity building to enhance social and health services for AAPIs. HHS has utilized community coordinators to facilitate consultations with AAPI communities to determine needs and to support and analysis of community commitments and initial agency plans.

Best Practices

Note: For a complete account of HHS best practices for AAPIs, consult the Federal Inventory. Following is a selection of best practices.

- The Administration on Aging (AoA) has numerous programs in place to assist older citizens with their activities or daily living, health care, and other services. AoA continued funding for its nationwide community-based capacity building initiative to enhance social and health services for AAPI elders. The AoA provides technical assistance to the aging network and supports efforts to increase the number of providers that deliver culturally sensitive services

es and meals. The AoA continues to encourage AAPI communities to take a leadership role in the development of state and local planning processes, including those related to the distribution of Older Americans Act Funds. The AoA and the ACF have partnered to provide additional services to older minority refugees.

- The Administration for Children and Families (ACF) assists one million Southeast Asian refugees through targeted employment, English as a Second Language, and social adjustment programs. It provided third and final year funding to AluLike for children care services targeted to Native Hawaiians under the Child Care and Development Block Grant. The ACF's Social Economic Development and Native Languages Preservation programs provide direct funding to Native Hawaiians and Pacific Islanders from Guam, Commonwealth of the Northern Marianas, American Samoa, and Palau.
- The Agency for Healthcare Research and Quality (AHRQ) funded research studies that: 1) developed a measure of the quality of care for hypertension in a population of Hmong refugees in Fresno, California; and 2) identified issues important to Chinese and Vietnamese patients, emphasizing communication and access to care.
- The NIH collaborated with the AAPI Health Forum and the Moloka'i General Hospital to conduct strategy development workshops on cardiovascular health among Asian Americans and Native Hawaiians.
- The Health Care Financing Administration (HCFA) expanded a hepatitis B educational campaign for AAPIs in greater Boston, providing information to AAPI beneficiaries in their native languages about available preventative measures.
- HCFA expanded a Chinese language Web page within their Medicare benefits, patients' rights, fraud and abuse, mammography, and other Medicare program medical/preventive services. In 1999, six newly translated publications were posted on the Web site.
- The Substance Abuse and Mental Health Services Administration (SAMHSA) held an AAPI Mental Health Summit in 1999 for consumers, providers, researchers, academicians and administrators from the AAPI mental health community to solicit their opinions and to identify current social and fiscal issues affecting mental health services to AAPI communities in the U.S. and its territories.
- SAMHSA funded the Association of Asian and Pacific Islander Community Health Organization (AAPCHO) to support three mini-grants to document model mental health/substance abuse programs. The agency supports the implementation of the Pacific Islands Collaborating Initiative for the Substance Abuse and Mental Health Systems Development Project. This project involves a collaborative network of government and non-government organizations working to improve substance abuse prevention and treatment in the Pacific Basin.
- The Health Resources Services Administration (HRSA) is funding 11 culturally-specific AAPI community health centers. It initiated a partnership with the AAPCHO to provide technical assistance to HRSA-funded programs on improving service delivery to AAPIs, enabling AAPCHO to respond to over 40 requests for assistance.
- HRSA initiated a three-year strategy to assist Pacific jurisdictions in strengthening their telecommunications and telehealth capacities.
- The Office of the Secretary (OS) funds several research and data development projects, e.g., an assessment of major federal data bases to determine their capacities for providing reliable statistics on AAPI (and Hispanic) subgroups and a study of the economic and health status of immigrants, their communities and service organizations in Los Angeles and New York City in the wake of welfare reform.
- OS promotes health education about cancer and other chronic diseases and medical and behavioral management to the AAPI consumer population through the distribution of HHS agency literature at national conferences.
- OS has issued a guidance on Limited English Proficiency and the right to access HHS funded services.
- OS supports projects, such as the development of draft recommended standards for culturally and linguistically appropriate services (CLAS). The Department supports a national assessment of the nature and extent of CLAS that managed care organizations provide to their diverse members, and development of a cultural competency research agenda.

Challenges

- HHS is working on a long-term strategy for improving the collection and use of racial and ethnic data.

Future Plans

Note: The FY 2001 Plan for HHS contains extensive information, and should be consulted for a more complete review of the Department's initiatives.

- HHS will improve coordination of racial and ethnic minority initiatives, including the AAPI initiatives, in the Department and each agency. The Departmental Minority Initiatives Coordinating Committee (DMICC) and similar coordinating committees in each agency and staff division will use existing processes; internal agency discussions, strategic, program, and budget planning. HHS will coordinate issues affecting the AAPI Initiative in each agency.
- HHS will regularly convene the HHS Pacific Health Policy Group to ensure greater Department coordination for Pacific jurisdiction activities. HHS will coordinate among federal programs in the Outer Pacific Insular jurisdictions.
- HHS will ensure AAPI community input in HHS's and its agencies' programs and policies affecting AAPIs.
- HHS will implement the Minority Initiatives Steering Committee Communities Outreach Initiative.
- HHS will develop and/or strengthen an intra-agency reporting structure on AAPI activities.
- Technical assistance contractors will provide specific counts of AAPIs seeking grants and technical assistance.
- During the coming year, HHS will implement a plan for improvement of race/ethnic data across HHS.
- HHS will gather baseline data and other information to identify how AAPIs lack access to medical and social services in the Region V States with the largest percentage of AAPIs.
- HHS will maximize the amount of evidence-based health services research information on clinical topics/conditions that are relevant to AAPI populations.
- HHS will increase understanding of health plan assessments by AAPI populations.
- HHS will ensure the inclusion of AAPIs in primary care research projects that examine health care issues and concerns that impact these populations.
- Agencies including the Agency for Health Care Research and Quality (AHRQ), Health Resources and Services Administration (HRSA), and the Centers for Disease Control and Prevention (CDC) will improve the representation of AAPIs in key datasets; these will improve the ability to analyze the AAPI health care utilization and the prevalence of major health problems and risky behaviors.
- AoA will report on the demographic and socioeconomic characteristics of older AAPIs.
- HHS will fund the Chinese American subsample of a national study of children's development from birth to early school age.
- HHS will improve program data in the Pacific Islands where data infrastructures are lacking.
- HHS will identify the location of Medicare-eligible AAPI subpopulations in the U.S., and will identify culturally competent communication materials and media channels to better address their health needs.
- HHS will increase and improve collection, analysis, and dissemination of research and data about AAPI populations and subpopulations to encourage and strengthen full participation and inclusion of this special needs population in the Medicare and Medicaid programs in Washington, Alaska, and Idaho.
- HHS will support local maternal and child health initiatives in the Pacific Jurisdictions for collection and analysis of data.
- HHS will generate data to better assess the rural health care needs of the AAPI community.
- HHS will conduct an oral health status survey in Guam and Palau.
- HHS will improve public health surveillance in the Pacific Islands to enable Pacific Basin Jurisdictions to identify health problems and to generate adequate public health responses.
- HHS will increase and improve collection of data on HIV-related care provided to AAPIs.
- HHS will review HIV/AIDS programs to determine the adequacy of services provided to

AAPI populations and identify gaps.

- HHS will increase and improve collection of mental health data on AAPIs, and gain knowledge related to improving the diagnosis and treatment of major health and mental health and human service-related problems facing AAPI communities.
- HHS will determine how immigrant families and communities have been affected by welfare and immigration reform.
- HHS will assess the difference in kinds and quality of health care received by U.S. racial and ethnic minorities and non-minorities, explore factors that may contribute to differences, and recommend policies and practices that eliminate inequalities.
- HHS will develop research and data on the reproductive health of AAPI women and sub groups.
- HHS will implement programs, projects, and activities that will improve services for and access by Native Hawaiians and Pacific Islanders.
- HHS will provide funding to states and non-profit organizations for activities that supplement and complement employment-related services, strengthen refugee families and communities, and enhance their integration into mainstream society.
- HHS will present workshops at child support conferences on language/diversity issues.
- HRSA will develop systems in American Samoa to track children with special health and learning needs.
- ACF will collect information to assess access to and need for services.
- SAMHSA's overall grant data collection system will be improved to collect data on AAPIs as well as other minorities.
- SAMHSA will increase its capacity for surveillance of substance abuse and mental health problems in the Pacific Islands.
- SAMHSA and HRSA will conduct studies to evaluate the adequacy of their services for AAPI populations.
- SAMHSA will provide technical assistance to AAPI communities to increase awareness about its grant programs
- SAMHSA will convene several meetings to address the issues of AAPI children with serious emotional disturbance, AAPI mental health consumers and family members.
- HCFA will expand its health promotion, education and outreach on breast cancers, as well hepatitis B, to Native Hawaiians, Chinese, Vietnamese, and Korean communities, through several new contracts.
- CDC will implement State based Diabetes Control Programs (DCPs) in AAPI communities in the Pacific Island jurisdictions and in states which have significant numbers of AAPIs.
- HRSA will recruit more AAPIs into the National Health Service Corps.
- SAMHSA will develop outreach strategies for AAPIs in training programs in health professions and research areas that have few AAPIs represented.
- NIA will document problems associated with disparate health states, and track progress as a result of research with older AAPIs. Older AAPI population groups of women will benefit from the NIA funded research of the Study of Women's Health Across the Nation, as it will identify symptoms, correlates, and consequences of menopause among AAPI women.
- The National Institute on Alcohol Abuse and Alcoholism (NIAAA) will promote research capacity development in institutions serving AAPI populations, provide technical assistance, and develop research collaborations.
- The National Institute of Child Health and Human Development (NICHD) will develop new or expand existing research initiatives targeting AAPI population, as appropriate, including launching the "New Immigrant Survey," which targets the health status of AAPIs and other ethnic groups.
- The National Institute on Drug Abuse (NIDA) will develop an Intra-Agency AAPI Workgroup and associated communication system, and will develop an AAPI Drug Abuse Report with recommendations.
- NIDDK works to prevent of delay the development of diabetes in AAPIs through its Diabetes Prevention Program clinical trial and NIDDK Research and Training Centers. NIDDK will identify risk factors associated with the progression of kidney disease, encourage new research in diabetes, endocrinology, kidney diseases, digestive diseases, and nutrition, and increase research in health disparity areas that disproportionately impact AAPIs.

- NIEHS will institutionalize community-based efforts to improve environmental health and to prevent pollution and reduce toxic use in Cambodian and Laotian residents in Lowell, MA. NIEHS will build the capacity of Southeast Asian girls and their communities to create and implement their own research and action agenda with the expertise and help of environmental health researchers.
- By June 2001, NIMH plans to standardize reliable methods to track and monitor quantitative data regarding the anticipated and actual participation of AAPIs in funded research that includes human subjects, and will continue to support grant-funded research projects relevant to AAPIs.

III. AAPI Employment Profile

- Of HHS's 55,381 federal employees, 2,311 (4.2%) are AAPIs.
- Of 9,438 employees in supervisory positions, 261 (2.8%) are AAPIs. This includes 2.7% (183) of supervisors in GS/GM positions, 1.9% (9) of SES supervisors, 6.3% (11) of SBRS supervisors, and 3.0% (58) of Commissioned Corps supervisors.
- Of 480 employees in the SES, 10 (2.1%) are AAPIs.
- In the senior Biomedical Research Service (SBRS) positions, AAPIs represent 6.3%.
- In the Commissioned Corps, AAPIs in professional occupations represent 4.7%.
- AAPIs in all GS/GM positions represented 7.5% (1377), professional category 2.7% (446), administrative category, 2.2% (168), technical category, 1.6% (78) clerical category, and 6.9% (12) in others occupations.

<u>Grade Levels</u>	<u>AAPIs</u>	
GS1-4	8	4 clerical, 4 other
GS5	37	3 professional, 4 administrative, 6 technical, 23 clerical, 1 other
GS6	49	29 technical, 19 clerical, 1 other
GS7	113	21 professional, 11 administrative, 61 technical, 21 clerical, 1 other
GS8	43	34 technical, 9 clerical
GS9	146	77 professional, 43 administrative, 23 technical, 1 clerical, 2 other
GS10	36	32 professional, 4 technical
GS11	287	164 professional, 79 administrative, 9 technical, 1 clerical, 2 other
GS12	375	250 professional, 123 administrative, 1 technical, 1 other
GS/GM13	531	392 professional, 138 administrative, 1 technical
GS/GM14	344	309 professional, 35 administrative
GS/GM15	142	129 professional, 13 administrative
ES	10	10 administrative
CC	221	211 professional, 8 administrative, 2 technical
AL	1	1 professional
RS	14	14 professional
Other	1	1 professional

Future Plans

- ANA will increase recruitment of AAPI staff
- Continue and enhance training to AAPI Head Start staff who recently received promotions.
- Increase the number of AAPI staff at AoA.
- Refine retention and promotion strategies in order to retain qualified AAPI scientists at NIA.
- Include AAPIs in the review of grant applications and contracts.
- Enhance strategies for increasing the recruitment of senior level AAPIs to the Senior Executive Service and other line positions in HHS agencies as well as appointments to the National Advisory Council.
- Assure representation of AAPI employees on advisory boards, task forces, strategic planning committees, grant review panels and peer review boards.

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- Increase training opportunities that encourage researchers and health professionals to address health issues of AAPI communities with EPO.
 - Continue a Minority Initiatives Summer Internship program.
 - Increase AAPI representation on BHPR panels.
 - Develop an internal BPHC workforce that is reflective of the needs and diversity of the population served.
 - Increase the numbers and percentages of AAPIs in the PSC workforce
 - Maintain AAPI representation on SAMHSA workforce
 - Increase Office of Inspector General outreach to and participation of all minorities in OIG and in OIG training programs.
 - NIAAA will promote career development for both AAPI investigators and scientists dedicated to alcohol research among AAPI populations.
 - NIDDK will enhance minority training and career development by providing financial assistance to students in biomedical related training programs.
 - NIGMS will continuously monitor the representation of AAPIs in the NIGMS workforce and will ensure adequate outreach in hiring practices, especially regarding Pacific Islanders.
 - Identify additional staff support for AAPI initiative activities.

SYNOPSIS FOR THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

I. Brief description of agency mission, particularly as it relates to AAPIs

The mission of the Department of Housing and Urban Development (HUD) is: to provide a decent, safe and sanitary home and suitable living environment for every American; to fight for fair housing; to increase affordable housing and home ownership; to reduce homelessness; to promote jobs and economic opportunity; to empower people and communities; and to restore public trust.

II. Description of major programs and services for AAPIs

Note: Inventory Tables A and B not submitted. Information is taken from field reports.

- While there are numerous programs to affect all aspects of the HUD mission, the core of HUD's programs are embodied in four main program offices: Housing, Fair Housing and Equal Opportunity, Public and Indian Housing, and Community Planning and Development.
- The following programs have implications for AAPIs:
 - Single Family and Multifamily Mortgage Credit Assistance
 - Community Development Block Grant
 - HOME Investment Partnership Program
 - Emergency Shelter Grant
 - Technical Assistance
 - Public Housing Capital Fund
 - Drug Elimination Grants
 - Section 8 Tenant Based Assistance-Voucher and Certificates
 - Section 8 Project-Based Assistance
 - Public Housing Operating Fund
 - Hope VI
- All HUD programs serve eligible participants and can include states, metropolitan areas, cities, counties, state-created authorities, non-profit organizations, faith-based organizations, lending institutions, and other entities serving the needs of low-income peoples. In the case of HUD's grant programs, assistance is delivered in one of two ways: formula grants or competitive grants. Under the first means, formula grants, the level of assistance is determined by variables such as population, housing overcrowding, extent of poverty, the local jurisdiction's available housing, fiscal distress, and other factors depending on the particular program. Competitive grants are awarded on a competitive basis after a Notice of Funding has been issued.
- By statutory mandate there are specific programs within HUD that service the AAPI community. These include CDBG, Insular Affairs Area Grants; AN/NHIAC-Alaskan Native/Native Hawaiian Institutions Assisting Communities Program; and Hawaiian Homelands Program.
- Funding to support HUD programs in the Insular Areas is considered AAPI-serving for purposes of this Inventory.

Best Practices

- Little Tokyo Service Center. This program is designed to increase housing production in AAPI communities and capacity among AAPI community-based organizations through collaboration and partnership.
- HUD issued a grant in excess of \$680,000 to Asian Americans for Equality, a pan-Asian civil rights organization. This center has produced a fair housing lending video in Chinese and Korean and translated several HUD booklets into Chinese and Korean. It also provides fair housing and mortgage services and recruits local attorneys for a legal referring service.
- The Pacific Asian Consortium in Employment (PACE), Los Angeles, CA, received a Youthbuild Implementation Grant in the amount of \$700,000. The participants will be learning on-site construction skills by working to construct a 49-unit multi-family low-income housing project. This project, which will eliminate a blighted lot, is located near downtown Los Angeles in the Pico-Union/Korean area. PACE and Search to Involve Filipino American, Inc. (SIPA) will be the major partners in this program.
- HUD announced an initiative in August 1996, to increase homeownership opportunities among Asian Americans and recent immigrants.

- The New Jersey Immigrant Youth Project initiated by the Princeton University's Center for Research on Child Wellbeing in conjunction with academics, practitioners, government agencies and foundations is expected to address adaptation of immigrant children in New Jersey. The project will address gaps by: 1) identifying factors that facilitate as well as those that impede successful adaptation of immigrant children to the U.S.; and 2) implementing and evaluating school-based programs addressing the needs of immigrant children.
- Office of New Bostonians. Established in 1999 by Boston's Mayor Menino, the purpose of this new office is to strengthen the ability of immigrants and diverse cultural and linguistic communities to fully participate in the economic, civil, social and cultural life. This new office is forging and bridging relationships with emerging AAPI agencies in the Boston area, and it is conducting outreach to AAPI populations throughout the city.
- Small business development opportunities have been provided for by the City of Lowell, MA, the second-largest Cambodian refugee re-settlement in the United States. HUD funded initiatives and outreach efforts include the Micro-Enterprise Lending Program, sponsored by the Cambodian Assistance League of Lowell, and targeted especially for Southeast Asian immigrants who are interested in starting a business or for business owners who want to expand.
- Project STARS (Strategies for Teaching Asian Refugees to Succeed) served 300-400 persons over 2 years as a collaborative job readiness, career counseling and job placement initiative to Southeast Asians.
- Alternative House, a family shelter for battered women with children, provides a Cambodian Mother's Support Group, legal advocacy and translation services and follow-up safety planning provided by two Khmer-speaking advocates, and various part-time Asian staff to assist women in crisis.
- The Hawaii State Office of HUD issued the *Asian American Pacific Islander Initiative Report—May, 2000*, which provides details on local programs and services for AAPIs.
- HUD has conducted housing and community development needs assessments for Native Hawaiians. A study conducted by HUD and the Urban Institute found that Native Hawaiians suffer from a greater level of housing distress than any other group in Hawaii. The study concluded, among other things, that the Native Hawaiian population has a below average education, higher unemployment, and lower incomes than the non-Hawaiian population.

Challenges

Note: Inventory Part V not submitted.

- There is increased need for Home Buyer Education programs and outreach in appropriate languages.
- There is a lack of centralized HUD distribution of brochures and program material written in AAPI languages.
- There is a need for a Website in Asian languages.
- There is increased need to build capacity within the AAPI community.

Future Plans

- During the coming year, HUD will institutionalize an agency-wide mechanism to address AAPI issues.
- HUD will include AAPI measures in its Agency Business Operating Plan.
- HUD will improve research and data collection on the AAPI population and its subpopulations.
- HUD will promote AAPI access to government services via the establishment of mechanisms within HUD program offices to address AAPI issues.
- HUD will develop and/or enhance programs and initiatives directed at the unmet needs of AAPIs.
- HUD will improve technical training in insular areas.
- HUD will provide pamphlets for basic programs in a variety of languages including Filipino, Chinese and Vietnamese.
- HUD will devise a handout brochure that clearly states the regulation and in what instances alternative forms of assistance may be available for the Freely Associated States' citizens.

- HUD will implement regulations for the Hawaiian Home Lands Homeownership Act of 2000 so that the new programs can be implemented upon final pass of the legislation.
- HUD will continue discussions with the Hawaii State Office and DHHL, mortgage lenders, and the staff of U.S. Senator Daniel Inouye to find ways to utilize HUD multifamily mortgage insurance programs on Hawaiian Home Lands.
- Research will be conducted to find ways to develop housing opportunities for native Hawaiians through existing HUD, other federal agencies, State and local government housing programs.
- HUD will increase participation of AAPIs in government sponsored training programs.

III. AAPI Employment Profile

Note: Table C of the Federal Inventory not submitted. Information that would allow for complete comparisons of AAPI employees to the total workforce is missing.

- HUD employed a total of 320 (3.3%) AAPIs in both permanent and temporary status. This includes 33 employees in the Office of the Inspector General.
- One AAPI is in the SES. 2 AAPIs are AD classifications. Percentages of AAPIs in these categories are not provided.
- There are slight underrepresentations among first and second-level supervisors, with a total of 27 AAPIs serving in these capacities. Among management supervisory officials, there are a total of 4 AAPIs.
- The largest percentage of AAPIs was in the professional categories, consisting of 57 employees (6.7%) of the total in that category.
- The largest number of AAPIs, 199 (3.1%), is employed in the administrative categories, which includes the bulk of the HUD workforce.
- The majority of AAPIs were in GS Grades 12 and 13. AAPIs are underrepresented in GS Grade 15 (1.9%) and GS Grade 14 (2.8%).

Future Plans

- Increase percentage of participation in training and employee-development programs.
- Finalize and implement an automated system to enhance training requests and the notification process.
- Conduct assessments of AAPI representation in the work force by grade level, occupational category and major category.
- Increase the number of LEP applicants for grants via Super NOFA and other NOFA processes.
- Disseminate application information in appropriate languages to reach LEP populations.

SYNOPSIS FOR THE DEPARTMENT OF THE INTERIOR

I. Brief description of agency mission, particularly as it relates to AAPIs

The Mission of the Department of the Interior (DOI) is to protect and provide access to the nation's natural and cultural heritage and honor our trust responsibilities to Indian tribes and commitments to island communities.

The Departmental goals are as follows:

- Protect the environment and preserve Nation's natural and cultural resources.
- Provide recreation for America.
- Manage natural resources for a healthy environment and a strong economy.
- Provide science for a changing world.
- Meet our trust responsibilities to Indian tribes and our commitments to island communities.

II. Description of major programs and services for AAPIs

In an effort to best represent the various missions of and services provided by the eight bureaus and the Office of Insular Affairs at the Department of the Interior, each provided a short summary of its goals and its involvement in issues and activities pertinent to the AAPI population.

Office of Insular Affairs

The Office of Insular Affairs (OIA) carries out the Secretary of Interior's responsibilities for the insular areas, including providing them with financial assistance for government operations and needed infrastructure, and technical assistance and advisory services. This assistance is in recognition that local tax revenues and other federal programs are insufficient to meet the unique needs of these areas. Because the OIA serves the populations of the insular areas, all of its programs, with the exception of those directed at the U.S. Virgin Islands, seek to provide services to Pacific Islanders.

Bureau of Reclamation

The Bureau of Reclamation (BOR) services as the fifth-largest electric utility in the 17 western states and the nation's second-largest wholesale water supplier. BOR's mission is to manage, develop and protect water and related resources in an environmentally and economically sound manner in the interest of the American public.

National Park Service

The National Park Service (NPS) addresses the needs and concerns of Asian Americans and Pacific Islanders through a broad range of programs and park units. Services include technical assistance, cooperative efforts, funding, training, hiring, cultural preservation, and consultation.

United States Geological Survey

The U.S. Geological Survey (USGS) serves the nation by providing reliable scientific information to describe and understand the Earth; minimize loss of life and property from natural disasters; manage water, biological, energy, and mineral resources; and enhance and protect the quality of life.

Best Practices

- American Samoa Operation Grants. The Office of Insular Affairs provides grant funds to American Samoa for the operation of the local government including the judiciary. The purpose of this program activity is to fund the difference between budget needs and local revenues. The other objective is to promote self-sufficiency.
- Covenant Grant. Section 118 of Public law 104-134 mandated \$4,580,000 annually for construction projects in Guam for the period beginning in fiscal year 1996 and ending with fiscal year 2001. The largest impact on Guam results from the migration to Guam of freely associated states' citizens for employment or education.
- Federal Grants Review. The Office of Insular Affairs identified federal grant awards and potential revenues to American Samoa, Guam, the Northern Marianas, and the U.S. Virgin

Islands in FY 1999. These territories received \$581 million in grant awards from the federal government.

- 1997 Workforce Diversity Implementation Plan. BOR seeks to improve its employment profiles through outreach to underrepresented groups.
- Workforce Diversity Coordinators in 2 regions became members of the Asian Chamber of Commerce, and sponsor outreach activities and colleges and universities and commemorative and educational events in observance of Asian/Pacific Heritage Month.
- Protection and preservation of historic Relocation and Internment Camp sites on Reclamation lands in Idaho and Arizona. BOR staff worked in coordination with the Japanese Citizens League (JACL) in this historic preservation effort. In 1994, the President of the JACL sent a letter of commendation to the Commission of Reclamation acknowledging staff contributions in protecting the Gila River site.
- NPS provided historic Preservation Fund Assistance for American Samoa, Federal States of Micronesia, Guam, CNMI, Republic of the Marshall Islands and Palau.
- A partial inventory of National Historic Landmarks reflecting AAPI culture and history was compiled primarily by the Pacific West Region of the NPS. AAPI-relevant National Historic Landmarks are nominated and monitored with NPS technical assistance and include several locations in California and the Pacific.
- Several NPS field units have been established to preserve and interpret Native Hawaii culture and history. These units are managed by Native Hawaiian supervisory individuals and have staffs who are predominately Native Hawaiian.
- Special hiring authorities targeted for Native Hawaiians, other Pacific Islanders, and Asian-Americans are in force for Kaloko-Honokohau National Historical Park. NPS uses available preferential recruitment authorities when seeking qualified applicants among Native Hawaiian, Pacific Islander, and Asian-American population pools.
- Saipan-American Memorial Park is collaboratively managed by NPS and local government for the commemoration of WWII battle of retaking Saipan.
- Graphic Names Information System (GNIS). GNIS is working with the Hawaii Board of Geographic Names to incorporate place names with the correct diacritical marks into the GNIS. These names will be incorporated into the new editions of the USGS topographical maps for the State of Hawaii.
- Native Polynesian Student Opportunities in Biology Program. Biological researchers in Hawaii are supported directly for their tuition to the University of Hawaii at Manoa and at Hilo, Chaminade University of Honolulu, Leeward Community College in Oahu and Maui Community College.
- Volcano Disaster Assistance Program. Supported by the Volcano Hazards Team (VHZ), this program supports the Hawaiian Volcano Observatory on the island of Hawaii. This program researches, monitors, gives warnings of potential hazards to emergency management officials and the public, publishes information, and provides public education of volcanoes and volcanic hazards.
- The "Crowding the Rim" project involves Asia and the Pacific Islands, and attempts to answer the question of how the Pacific basin's changing settlement patterns, the increase in population and economic globalization effect the consequences of natural hazards. The USGS is partnered in this effort with Stanford University, the Circum-Pacific Council, and the Bay Area Red Cross.

Challenges

- DOI has no regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act for the limited-English proficient.
- DOI has no materials translated into AAPI languages.
- DOI has no grant programs for which AAPIs are listed as a funding priority.
- There is no plan in place for complying with the new standards for the classification of race and ethnicity data.
- Specific population group data that would answer the question of which programs impact the Asian American/Pacific Islander population is not currently tracked by DOI.
- There are no performance measures especially for AAPIs.

Future Plans

- By October 2000, the DOI will officially designate a lead administrative office to support intra-department AAPI planning and evaluation activities under Executive Order 13125.
- By November 2000, DOI will establish a department-wide advisory committee.
- By April 2000, DOI will target AAPI-serving institutions of higher education for recruitment and other outreach activities.
- By January 2001, DOI will develop individual bureau plans, as applicable, to improve AAPI access to programs and services.
- By January 2001, DOI will reaffirm the Department's special partnership with the Pacific insular government in meeting the island's operational, technical, and planning needs.
- By January 2001, DOI will reaffirm its intent to work closely with other federal agencies to coordinate assistance, avoid duplication, and make a wide range of resources available to the Pacific islands (Interagency Group on Insular Areas).

III. AAPI Employment Profile

- Of the DOI's 57,775 employees, 1,076 (1.8%) are AAPIs.
- Of 436 employees in the SES, 3 (.6%) are AAPIs.
- Of 8,467 employees in supervisory positions, 114 (1.3%) are AAPIs.
- AAPIs are underrepresented within the Department of the Interior, and efforts to improve employment numbers have been slow. Future plans include numerous steps to improve AAPI representation.

<u>Grade Level</u>	<u>AAPIs</u>	
GS 1-4	39	1 technical, 13 clerical, 25 other
GS5	84	3 professional, 10 administrative, 17 technical, 43 clerical, 11 other
GS6	58	2 administrative, 42 technical, 11 clerical, 3 other
GS7	85	10 professional, 10 administrative, 60 technical, 5 clerical, 10 other
GS8	21	17 technical, 4 clerical
GS9	130	33 professional, 66 administrative, 30 technical, 1 other
GS10	7	7 technical
GS11	149	74 professional, 61 administrative, 12 technical, 2 other
GS12	115	110 professional, 63 administrative, 2 technical
GS13	116	67 professional, 49 administrative
GS14	41	32 professional, 9 administrative
GS15	20	12 professional, 8 administrative
SES	3	3 administrative
Other	19	2 professional, 17 other

Future Plans

- DOI is committed to increasing diversity within the agency. Special efforts have been made to recruit Pacific Islanders for employment in the Department's Office of Insular Affairs (OIA), because six of the seven areas under the OIA's jurisdiction are located in the Pacific region.
- During the coming year, DOI will recruit a workforce that reflects the diversity of the nation.
- By March 2001, DOI will collect detailed AAPI employment data according to new OMB standards for the classification of federal data on race and ethnicity (Asian and NOHPI).
- DOI will collaborate with AAPI government employee organizations and other related community groups to maximize DOI's recruitment and retention efforts.
- By January 2001, DOI will develop individual bureau plans to ensure adequate representation of and career ladder for AAPI employees.
- By March 2001, DOI will ensure that its diversity plan includes strategies for adequate representation of AAPIs.

SYNOPSIS FOR THE DEPARTMENT OF JUSTICE

I. Brief description of agency mission, particularly as it relates to AAPIs

The mission of the Department of Justice (DOJ) is to enforce the law in the public interest and to play a key role in protection against criminals; to ensure healthy competition of business, safeguard the consumer, enforce drug immigration and naturalization laws; and to protect citizens through effective law enforcement. The Department conducts all suits in the Supreme Court in which the United States is concerned. It represents the Government in legal matters rendering legal advice and opinions, upon request, to the President and to the heads of the executive departments. The affairs and activities of the Department are generally supervised and directed by the Attorney General. The DOJ carries out its mission through seven functional areas:

- Investigation and Prosecution of Criminal Offenses
- Assistance to State and Local Governments
- Interests
- Immigration
- Detention and Incarceration
- Protection of the Federal Judiciary and Improvement of the Justice System
- Management

II. Description of major programs and services for AAPIs

- Most DOJ components indicated that their functions are designed to benefit the entire population. The components that do address issues of particular concern to the AAPIs cover a range of concerns including recruitment, public education, community outreach, legal access, language and cultural barriers, and programs/initiatives involve youth mentoring, drug prevention, domestic violence, and efforts to increase civil rights enforcement for underserved AAPIs and to protect migrant workers from exploitation.
- Information about programs, services, and grant programs that might be of interest to AAPI populations are described on the departmental website www.ojp.usdoj.gov.

Best Practices

- Outreach to AAPI community groups. The DOJ engages in a number of outreach efforts that include educating AAPIs about citizenship and national origin discrimination, document abuse, and immigrant civil rights issues, among other issues. The Drug Enforcement Administration (DEA) has a well-established special-emphasis program to address the needs and concerns of AAPIs.
- The Civil Rights Division has established a National Origin Working Group to facilitate service delivery to underserved groups, including AAPIs. Each section within the Division is developing outreach strategies to inform the AAPI community about the work and jurisdiction of the Division and is developing a brochure to be printed in a number of languages.
- The Office of Special Counsel for Immigration Related Unemployment Fair Practices produces outreach and education materials in various Asian languages, conducts outreach to AAPI communities, and awards grants to AAPI organizations to educate communities about citizenship and national origin discrimination, document abuse and immigrant civil rights issues.
- Asian Pacific Program Managers develop and participate in outreach programs that impact thousands of people in local communities and give presentations about DEA career opportunities to a host of civic and professional organizations across the country. They serve as mentors to students in local schools and participate in Adopt-a-School programs, among other activities.
- In conjunction with the Federal Asian Pacific American Council (FAPAC), the Bureau of Prisons has sponsored Special Emphasis Training Manager training. A pilot project in 1998 was initiated with 30 BOP AAPI staff attending the FAPAC Training Meeting. Within the last two years, the BOP has instituted a National Training Meeting in conjunction with FEPAC. 150 AAPI and other staff attended the 2000 Training Meeting. Staff engaged in a networking partnership with FAPAC, as well as with other federal, state, and local organizations.
- AAPI Program Manager and Advisory Committee. The FBI's Equal Employment Office currently has an Advisory Committee for the AAPI Program. The committee addresses policy

issues, goals, objectives, and recruitment matters, concerns of AAPI employees and other special emphasis groups.

- The Asian Criminal Enterprise Unit (ACE). The FBI's ACE Unit, Organized Crime Section, Criminal Investigation Division, through the use of sustained coordinated investigative techniques, seeks to reduce the threat to society posed by ACEs. Often, ACEs exploit and victimize law-abiding citizens of Asian communities throughout the U.S. The ACE Unit seeks to pursue and bring to justice ACE members in order to demonstrate that the FBI will not tolerate the victimization of Asian communities by organized criminal elements.
- Immigration and Naturalization Service (INS) Translator Services. Translated languages and forms are based on the volume of immigrants INS services from a particular country or nationality. For example there are approximately 400 different Chinese dialects. INS has employees who speak 9 of the more frequently spoken dialects based on the Chinese immigrants INS services at the ports of entry and at INS service centers—Cantonese, Mandarin, Taishan, Taiwanese, Fochow, Chui Chowmnese, Toishanese, Shanghainese, and Teo Chow.
- The Office of Justice Programs has instituted a variety of projects to promote outreach and understanding. A sample of these programs includes the Initiative for Better Access to Justice—Asian Pacific American Community; Asian American LEAD, Washington, D.C., expands community outreach to include educational pamphlets and videotapes translated into Korean, Vietnamese and Chinese as a tool to help the Asian Pacific American Population understand the criminal justice system in the Washington-metropolitan area. The initiative involves a partnership between law enforcement, the court system, community-based organizations, academic institutions and the private sector. The Southeast Asian Outreach Program in Roanoke, Virginia, develops a better understanding of cultural differences, provides insight into the American judicial system, fosters a greater trust between the Vietnamese community and law enforcement, and demonstrates a commitment on the part of the police department to the Vietnamese community. The Pro-Give program, Orange County Office of the District Attorney, Santa Ana, California, involves the creation of a public outreach program focusing on immigrants who are the victims or witnesses of a crime and educating them on the role of the District Attorney's Office.

Challenges

- A DOJ-wide survey has revealed that there is a lack of AAPI participation in existing DOJ programs, and very few AAPI programs. This problem is compounded by the fact that AAPIs are generally not included, tracked, or reported in public outreach or services. To address the issues of a lack of AAPI participation in existing DOJ programs, the Department feels there is a need to establish inclusive data collection processes, equitable access to justice resources, and effective services for the AAPI community
- There are very few efforts to meet special AAPI cultural and linguistic needs, such as bilingual attorneys, support staff, and interpreter services (for law enforcement and the courts), public education, outreach and materials (including bilingual materials). This can result in the total isolation of a significant percentage of the AAPI community. Accordingly, the need throughout the law enforcement community and the justice system is for diversity/sensitivity education and training regarding unique AAPI cultural/community characteristics.
- The EEO does not have a formal process in which it receives input from the AAPI community.
- A DOJ working group seeks to enhance efforts to develop more national origin discrimination cases. Additionally, the AAPI victims of civil rights violations may lack understanding of the legal system and distrust government, leading such victims to fail to pursue redress. Accordingly, there is a need to engage in public education regarding civil rights protections and the avenues for filing complaints.
- DOJ had no grant programs in FY 1999 for which AAPIs were listed as a funding priority.
- DOJ has no performance measures specifically for AAPIs.

Future Plans

- During the next year, the DOJ will create and implement a National Origin Working Group to improve service delivery to underserved national origin groups such as AAPIs.
- The DOJ will sponsor a Crime Prevention Conference for Hawaii and Pacific Islands.
- The DOJ will hold site visits to Guam, the Northern Mariana Islands, and American Samoa related to Juvenile Justice Formula Grants.
- The DOJ will sponsor an Annual Territorial Information Exchange Conference.
- The DOJ will develop technical assistance and training that will meet the needs of Asian women victimized by domestic violence, sexual assault and stalking.
- The DOJ will provide technical assistance and training to VAWO grantees to better serve battered immigrant women
- The DOJ will develop an Internet-Based Racial Profiling Evaluation Tool for law enforcement.
- The DOJ will draft LEP guidance for recipients of DOJ funding.
- The DOJ will establish an on-going dialogue with the AAPI Commission on INS-related issues.
- DOJ will increase involvement of AAPI groups in INS outreach and dialogue activities, which are generally public education and joint problem-solving activities as opposed to formal training programs.
- Augment on-going activities designed to improve INS service to all customers, including potential areas for improvement in INS offices serving the largest AAPI populations.
- A format for presenting data on AAPIs broken down by country of origin will be developed.
- DOJ will implement a comprehensive plan for customer information, increase translations of written materials for community dissemination, and improve interpretive capacity and community knowledge of options.
- The Bureau of Justice Assistance will work with its information technology technical assistance providers to address the unique concerns of the Pacific Island constituencies.
- Hmong Naturalization Initiative. DOJ will maximize the number of eligible Hmong veterans and/or spouses who submit applications for naturalization and ensure that interpreter services are available.

III. AAPI Employment Profile

- Of 144,586 employees, 3,172 (2.8%) are AAPIs. AAPI representation increased from 2.7% to 2.8% in FY 1999.
- Of 604 employees in the SES, 10 (1.6%) are AAPIs.
- Of 17,343 employees in supervisory positions, 337 (1.9%) are AAPIs.
- AAPIs constitute 2.8% of professional, 2.9% of administrative, 4% of technical, 3.5% of clerical, and 1.1% of other employees.
- The highest number of AAPI employees (1527) is found in the administrative category, specifically GS-12 grade level.
- The highest percentage (4%) of AAPI employees' representation is in the technical category.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	29	21 clerical, 8 other
GS5	200	16 administrative, 13 technical, 148 clerical, 23 other
GS6	170	1 administrative, 78 technical, 77 clerical, 14 other
GS7	468	7 professional, 92 administrative, 242 technical, 52 clerical, 76 other
GS8	148	109 technical, 15 clerical, 24 other
GS9	332	14 professional, 223 administrative, 28 technical, 5 clerical, 62 other
GS10	69	58 administrative, 8 technical 3 clerical
GS11	505	19 professional, 273 administrative, 192 technical, 21 other
GS12	498	44 professional, 438 administrative, 8 technical, 8 other
GS13	362	59 professional, 302 administrative, 1 technical
GS14	142	52 professional, 90 administrative
GS15	110	86 professional, 24 administrative
SES	10	7 professional, 3 administrative
Other	414	407 professional, 7 administrative

Future Plans

- Through participation in national conferences, meetings, and a variety of AAPI events, DOJ has established ties with the AAPI community in which the agency will keep the community informed of career opportunities as they arise.
- The APA manager is pro-active in all AAPI recruitment and outreach efforts.

SYNOPSIS FOR THE DEPARTMENT OF LABOR

I. Brief description of agency mission, particularly as it relates to AAPIs

The mission of the Department of Labor (DOL) is to foster and to promote the welfare of job seekers, wage earners, and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, and protecting their retirement, health care and other benefits. Each individual agency is structured and strives to benefit the needs of all working groups in the United States, including Asian Americans and Pacific Islanders.

II. Description of major programs and services for AAPIs

The Department's major agencies are listed below:

- Bureau of Labor Statistics (BLS) collects, processes, analyzes and disseminates essential data on labor economics and statistics. BLS currently collects labor data on AAPIs.
- The Employment Standards Administration (ESA) enforces and administers laws governing legally-mandated wages and working conditions, including child labor, minimum wages, overtime, and family and medical leave. ESA is committed to eradicating garment sweat shops and making the garment industry, which has many Asian workers, comply with U.S. labor laws through a multi-pronged strategy of enforcement, recognition, education and partnerships.
- The Employment and Training Administration (ETA) contributes to the more efficient and effective functioning of the U.S. labor market by providing high-quality job training, employment, labor market information and income-maintenance services primarily through State and local workforce development systems. Major ETA initiatives, which are available to AAPIs, include One-Stop Career Centers that help job seekers prepare for and find jobs with employers needing skilled workers and job-training programs for youth and adults.
- The Occupational Safety and Health Administration's (OSHA) mission is to save lives, prevent injuries, and protect the health of America's workers. OSHA works closely with ESA to monitor the working conditions of Asian immigrant workers in the U.S. and its territories.
- The Pension and Welfare Benefits Administration (PWBA) protects the integrity of pensions, health plans and other employee benefits for more than 150 million employees, retirees and their dependents. PWBA helps workers get the information they need to protect their benefit rights and officials to understand the requirements of the relevant coverage in groups with historically lower rates of pension coverage, including AAPIs, via specific program activities.
- The Veterans' Employment and Training Service provides employment and training support to veterans through specific programs that focus on special groups of veterans such as homeless, disabled, women, recently-separated and minority, which includes AAPIs.
- The Women's Bureau (WB) formulates standards and policies that promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. WB has improved the situation of AAPI women and girls working in sweatshops and is helping to increase the pay and prospects of low-wage AAPI women workers and move AAPI women from welfare to work.

Best practices

- DOL's strategy "NO SWEAT" is aimed at eliminating sweatshops in New York and providing protection for garment workers, most of whom are Chinese and other Asian Americans, against labor law abuse and exploitation.
- In June 2000, the Wage and Hour Regional Apparel Specialists and the Secretary's representative from New York attended an Asian American Roundtable discussion at the Hudson County Freeholders Chambers. The purpose was to introduce programs from the various agencies that focus on the Asian American community and to discuss what the Asian American community's needs are and how those needs can be addressed.
- DOL offices in Southern California and New York City provide literature in Chinese, Korean and Vietnamese, including posters, handy reference guides to the FLSA and specific publications for the garment industry, such as the apparel contractor guide to compliance with specific job aids in computing proper overtime for piece-work employees.

- ETA's programs are targeted to youth and adult unemployed, disadvantaged and the dislocated. Programs for youth include: apprenticeship training; Job Corps; School-to-Work; Youth Opportunity Grants; Youth Offender grants; Workforce Investment Act; and state-wide and local youth activities. Approximately 16,392 Asian or Pacific Islander youth participated during the summer of 1999 in the summer employment program. 4,065 AAPI received adult services and completed the program, and were classified as welfare recipients or school dropouts. The U.S. associated Pacific jurisdictions are recipients of grants under most programs just like the 50 states, the District of Columbia, Puerto Rico and the U.S. Virgin Islands.
- The Office of the Assistant Secretary for Administration and Management's (OASAM) employment policy includes initiatives to attract AAPIs. Currently, the database has 290 Asian American recruitment contacts at colleges, universities, and professional organizations.
- The Women's Bureau's (WB) focus on Asian American Pacific Island Women's relates to leadership, development and empowerment. The regional offices carry out programs with this emphasis. The Asian American Pacific Island Women's Leadership Institute is the national organization with whom the Women's Bureau has worked in partnership to increase the number of outstanding women trained as leaders.
- The Women's Bureau publishes a Fact Sheet on Asian American Pacific Island Working Women based on data from the Census Bureau. Other material has been printed such as Census forms and translated into at least one of the languages of recent immigrant groups from Asia, as well data on Asian American Women Business Owners.
- FMLA Poster and an FLSA/FMLA video in Korean have been developed for education, outreach and technical assistance for Korean community-based organizations and employers.
- Koahic Broadcasting, Inc., Anchorage, Alaska is a new project to help improve the economic, social health and employment prospects for adults on the neighbor island of Hawaii and in Alaska.
- Samoan/Asians Pacific Job Training in Hawaii is a continuation project from prior years. The funding is used to conduct targeted outreach in the Samoan community through the Samoan Providers Association and for one-stop job help stores which will provide access to bilingual and vocational education, job training and placement services and outreach/distributions services in predominantly immigrant communities.

Challenges

Note: Part V of the Federal Inventory was not submitted. The DOL states regarding Part V: "The Department is fully committed to supportive and comprehensive interaction with the Asian Americans the Pacific Islanders (sic) communities. We are focused on strengthening our working relations in order to achieve meaningful positive results."

Future Plans

- The Office of Administrative Law Judges will recruit and hire a two-year appointment AAPI law clerk.
- By October 2000, the Office of the Assistant Secretary for Policy will identify contacts within the AAPI community, and interview an AAPI candidate for an intern position within the Office.
- DOL will develop a marketing strategy for the e-laws program for the AAPI community.
- The Bureau of Labor Statistics will continue working with the Census Bureau on research that explores the viability of producing labor force estimates for Asian Americans.
- DOL will complete a review of all the ETA reporting systems to determine if ETA data collection complies with the OMB direction on collection of racial data, inclusive of AAPIs.
- Wage and Hour will continue to conduct many activities related to the AAPI community, such as having investigators stationed in the Northern Marianas. In areas with substantial AAPI populations, e.g. New York, Southern California and Chicago. Wage and Hour will continue to provide literature in Chinese, Korean and The cover letter from William W. Ginsberg, Managing Director, states, "the Finance Board neither operates programs nor renders services in which AAPIs can participate, and is not in a position to undertake specific projects or initiatives for AAPIs of the kind envisioned in Part III of the enclosure." OASAM

will expand partnerships with the federal AAPI organizations such as Federal Asian Pacific American Council (FAPAC) and Asian American Government Executive Network (AAGEN).

- DOL will appoint a collateral duty OASAM employment program manager for AAPIs.
- DOL will identify departmental staff to take leadership roles in assessing needs of the DOL Asian American/Pacific Islander community and in evaluating DOL workforce trends associated with this population.
- DOL will conduct interactive discussions with the DOL Asian American/Pacific Islander community and develop a work plan addressing under-served needs.
- By October 2000, the Office of the Assistant Secretary for Administration and Management Human Resources Center will identify a staff member to take the lead for DOL departmental AAPI special emphasis activities. By May 2001, the Office will undertake an initiative to contact DOL Asian American and Pacific Islander community members to ask their input regarding underserved needs.
- The Assistant Secretary for Occupational Safety and Health will increase AAPI awareness of OSHA and its functions. OSHA will increase the number of partnerships with AAPI associations and businesses.
- The Pension and Welfare Benefits Administration will identify if any pertinent issues of the AAPI community with respect to pension and health benefits issues. The Administration will promote retirement savings and health benefits coverage, especially among AAPIs.
- The Office of Small Business Programs will exceed the current percentage of 26.6% contracts going to Asian American companies. The Office will complete all AAPIs reports, attend all meetings, and other ongoing activities. The Office will establish a DOL-Asian American Pacific Islander Advisory Committee.
- By June 2001, the Women's Bureau will arrange a meeting with AAPI women's leadership groups. The WB will make available two updated fact sheets about AAPI women.

III. AAPI Employment Profile

- Of DOL's 16,266 employees, 555 (3.4%) are AAPIs
- Of the 178 employees in the SES, 0 are AAPIs.
- Of the 2,648 employees in supervisory positions, 38 (1.4%) are AAPIs.
- The total number of DOL professionals is 3,653, with a total AAPI of 137 (3.8%).

<u>Grade Level</u>	<u>AAPIs</u>	
GS 1-4	9	4 clerical, 5 others
GS 5	28	2 professional, 1 administrative, 3 technical, 21 clerical, 1 other
GS 6	27	20 technical, 7 technical
GS 7	59	10 professional, 11 administrative, 24 technical, 2 clerical, 3 others
GS 8	1	1 technical
GS 9	49	11 professional, 38 administrative
GS 11	70	15 professional, 55 administrative
GS 12	137	49 professional, 88 administrative
GS 13	66	28 professional, 38 administrative
GS 14	26	11 professional, 15 administrative
GS 15	13	5 professional, 8 administrative
SES	0	

Future Plans

- The Administrative Law Judges office will recruit and hire 2 two year appointment law clerks. The office will continue to interview at law schools with a high representation of AAPIs.
- The Office of the Assistant Secretary for Policy will recruit and hire one intern position.
- OSHA will hire AAPIs for vacancies
- DOL's Bureau of Labor Statistics will work with the Census Bureau on research that explores the viability of producing labor force estimates for AAPIs. The Bureau will conduct targeted recruitment at colleges and universities with a high representation of AAPIs. A

recruitment team will be making frequent visits to those colleges and universities identified as having a large representation of AAPIs.

- Increase representation of AAPIs at the administrative and clerical (PATCO) and professional levels.
- Conduct targeted recruitment at colleges and universities with significant Asian American and Pacific Islander student populations. The Office of the Chief Financial Officer will recruit entry level employees in the financial management field.
- Sustain and/or increase AAPI representation in ETA National and Regional Offices through increased outreach to and recruitment of AAPIs to apply for permanent and temporary employment opportunities within the ETS.
- The Pension and Welfare Benefits Administration will recruit and maintain a workforce reflective of the AAPI community in the civilian labor force.
- Develop and implement a strategy to reach to key AAPI organizations about State and local workforce development programs and activities, such as State and local One_Stop delivery systems.
- Identify recruitment activities and outreach efforts to AAPIs nationwide.

SYNOPSIS FOR THE DEPARTMENT OF STATE

I. Brief description of agency mission, particularly as it relates to AAPIs

The Department of State is the lead institution for the conduct of American diplomacy, a mission based on the role of the Secretary of State as the President's principal foreign policy advisor. The Department of State carries out U. S. foreign policy at home and abroad.

II. Description of major programs and services for AAPIs

- The recruitment of AAPIs continues to be a major goal of the Department of State's Five Year Strategic Recruitment Plan (1998-2002). The Department seeks to meet the goals of this plan through college outreach, partnerships with Asian Pacific American professional organizations, the Diplomat-in-Residence Program, the Foreign Affairs Fellowship Program, student employment programs, marketing/career information and advertising.
- The Department of State assists U. S. businessmen, and protects and assists American citizens living or traveling abroad.
- The Department of State adjudicates immigrant and non-immigrant visas to enhance U.S. border security.

Best Practices

- College Outreach. Department recruiters participate in career fairs, information sessions and workshops on career opportunities, plus individual meetings with students, faculty and administrators.
- Professional Associations. The recruiter for AAPIs maintains a listserv with approximately 20 professional and student organizations to which information on career employment opportunities is disseminated.
- Diplomats in Residence Program. Foreign Service officers assigned as Diplomats in Residence are assigned to academic institutions with significant AAPI enrollment.

Challenges

- No needs assessments, reports or other documents to identify AAPI service needs.
- No regulations, policies or guidance memoranda in compliance with Title VI of the Civil Rights Act for the limited English proficient.
- No grant program for which AAPIs were listed as a funding priority.
- No process in place for the implementation of collection of AAPI data as "Asian" and NHOPI.
- No performance measures specifically for AAPIs.

Future Plans

- The Department of State will institutionalize a department-wide mechanism to address AAPI issues by the development of a focus group consisting of AAPI employees.
- The Department of State will promote AAPI access to governmental services by expanding on-line assistance; conducting outreach activities; and creating a user friendly call center for assistance with the Affidavit of Support.

III. AAPI Employment Profile

Note: Inventory Table C is incomplete. No grade level information is provided. No data were provided on AAPIs in supervisory positions.

- Of the Department of State's 13,571 employees, 475 (4%) are AAPIs.
- Of Foreign Service Generalists, 158 (4%) of 4,492 employees are AAPIs; of these 9 of 593 (1%) are at the senior level.
- Of Foreign Service Specialists, 14 (3%) of 3,579 employees are AAPIs; of these 1 of 63 (1%) are at the senior level.
- In the Civil Service 203 (4%) of 5134 employees are AAPIs; of these, 0 out of 115 (0%) are at the senior level.
- Of the 1,458 students employed, 116 (8%) are AAPIs.
- Of the 67 Foreign Affairs Fellows, 7 (10.4%) are AAPIs.

Future Plans

- Recruitment.
- Marketing and Advertising.
- Utilization of ideas emanating from AAPI focus group meetings to implement programs targeted for AAPIs.

SYNOPSIS FOR THE DEPARTMENT OF TRANSPORTATION

I. Brief description of agency mission, particularly as it relates to AAPIs

The mission of the Department of Transportation (DOT) is to ensure a safe transportation system that furthers the vital national interests and enhances the quality of life of the American people.

II. Description of major programs and services for AAPIs

The major projects and initiatives in DOT dedicated to AAPIs are those of the National Highway Traffic Safety Administration (NHTSA), which has held extensive meetings with AAPI groups to enhance health, quality of life and highway safety through use of seatbelts. Examples include the Uniting for Progress: Traffic Safety Diversity Forum (June, 1995). This event was the NHTSA's first diversity information exchange forum designed to bring together non-governmental organizations for the sole purpose of providing an opportunity for exchange of ideas. Participants included the Asian-American/Pacific Islander Organization Representatives of OCA and the National Asian Pacific American Families Against Substance Abuse (NAPAFASA). The National Diversity Forum-Creating Partnerships to Save Lives unites 10 API organizations and the API representatives, Ford Kuramoto and NAPAFASA, to serve as the planning committee for this forum.

Best Practices

- Grant to the Organization of Chinese Americans (OCA). Under this grant, OCA prepared a Problem Identification on Alcohol and Traffic Safety Issues in the Chinese American Community, developed some culturally related materials with "Don't Drink and Drive" messages, conducted youth workshops to promote responsible driving, developed promotional items such as bookmarkers to be handed out at Chinese New Year festivals across the country that had a "Don't Drink and Drive" message printed on one side and a "Children and Airbags" warning printed on the other.
- Boston Regional Office Outreach in Chinatown. Julia Tang, NHTSA's Region I staff, translated an air bag safety brochure into Chinese for distribution to clinics, schools and business groups in Boston's Chinatown. Ms. Tang was also interviewed in Chinese for a Boston radio station on the subjects of air bags, child safety seats and air bag safety issues for short-stature drivers.
- NHTSA partnered with MADD to host a national forum to expand efforts to address the impact of traffic crashes on our nation's ethnic and minority population. Thirteen AAPI representatives attended out of 160 participants.
- Cultural Competence. Internal briefing papers were prepared for each diverse population (Asian/Pacific Islander). The papers included an overview of the population as well as cultural competency "tips" for staff when meeting with members of the diverse populations. Information was made available to the NHTSA via Webster intranet. In addition, an American Medical Association intern who is Asian American researched and developed several culturally-specific items pertaining to Asian Americans to assist the NHTSA staff in cultural competency.
- NHTSA Diversity Web Pages. NHTSA's home page links to research, programs and materials targeting diverse populations such as AAPIs.

Challenges

- No grant programs for which AAPIs were listed as a funding priority.
- No collection or analysis of AAPI data using disaggregated categories of "Asian" and "Native Hawaiian or Other Pacific Islander."
- No performance measures specifically for AAPIs.

Future Plans

- During the coming year, the DOT will establish a Senior Advisory Council for the Department composed of high-level managers and officials with an interest in AAPI issues.
- DOT will create an environment of supportive systems and practices that ensure that AAPI employees have the opportunity to successfully accomplish the agency's mission.
- DOT will establish an FHWA AAPI Work Group.

- By December 2000, DOT will develop a reporting structure on AAPI activities.
- DOT will devise an appropriate method for collecting information on AAPI populations of contracts and grants.
- DOT will provide *Transportation Link*, a monthly newsletter, to AAPIs.
- DOT will develop the skills and competencies of AAPIs to better meet the mission requirements and enhance career opportunities.
- DOT will increase the number of AAPI participants in National Summer Transportation Institutes (NSTI).

III. AAPI Employment Profile

Note: Information in Table C is not complete; no information on total workforce is provided. No information about supervisory positions or the SES was submitted.

- Of DOT's 63,096 permanent civilian employees, 1,873 (3%) are AAPIs.
- The largest percentage of AAPIs is at the GS 13 professional level, where 300 (11.3%) of 2500 employees are AAPI.
- The largest number of AAPIs, 1,374, work for the FAA.
- 203 AAPIs are employed by the Coast Guard.
- 119 AAPIs are employed by the Federal Highway Administration.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1	2	2 clerical
GS2	5	4 clerical, 1 other
GS3	7	7 clerical
GS4	6	6 clerical
GS5	25	10 clerical, 2 other, 2 professional, 11 technical
GS6	41	16 clerical, 2 other, 23 technical
GS7	85	7 administrative, 19 clerical, 4 other, 3 professional, 52 technical
GS8	24	2 clerical, 7 other, 15 technical
GS9	70	37 administrative, 3 clerical, 5 other, 15 professional, 10 technical
GS10	35	3 administrative, 26 other, 6 technical
GS11	129	57 administrative, 10 other, 52 professional, 10 technical
GS12	378	256 administrative, 113 professional, 9 technical
GS13	499	210 administrative, 284 professional, 5 technical
GS14	229	99 administrative, 130 professional
GS15	62	35 administrative, 27 professional
SES	14	13 administrative, 1 professional

Future Plans

- Provide subcontracting opportunities to AAPIs.
- Encourage the use of state grants as a vehicle for improving outreach to AAPI communities.
- Provide opportunities that will assist in the professional development of AAPIs in the workforce.
- Increase AAPI participation in the On-the-Job Training Supportive Services (OJTSS) National Model Projects.
- Provide guidance and counseling to AAPIs on doing business with US DOT.
- Provide education related work experiences to AAPI students.
- Increase the number of AAPIs in FHWA workforce, particularly in occupations where they are under-represented as identified in the Multi-Year Affirmative Employment Program Plan (MYAEP).
- Increase the promotions of qualified AAPIs to GS 13 and above for appropriate occupational groups.

SYNOPSIS FOR THE DEPARTMENT OF THE TREASURY

I. Brief description of the agency mission, particularly as it relates to AAPIs

Note: No agency mission statement given. Departmental Snapshot and FY 2001 Plan not submitted. Mission obtained from Department's website

The Mission of the Department of the Treasury is to: Promote Prosperous and Stable American and World Economies; Manage the Government's Finances; Safeguard Our Financial Systems, Protect Our Nation's Leaders, and Secure a Safe and Drug-Free America; and Continue to Build a Strong Institution.

II. Description of major programs and service for AAPIs

Note: Inventory Tables A and B not submitted.

Although no program is designed exclusively for AAPIs, the Treasury Department has programs from which AAPIs can benefit.

- DC First Time Home Buyer Tax Credit
- Empowerment Zone Employment Tax Credit
- Brownfields Tax Deduction
- Increased Depreciation Tax Deduction for Property Used on Indian Reservations
- Increased Section 170 Tax Deduction
- Indian Employment Tax Credit
- Low Income Housing Tax Credit
- Qualified Zone Academy Bond Tax Credit
- Tax Exempt Enterprise Facility Bond Financing
- Welfare-to-Work Tax Credit
- Work Opportunity Tax Credit
- Tax Exclusion on Capital Gains for DC Zone Assets
- Earned Income Tax Credit
- Community Development Financial Institutions Fund
- Community Adjustment and Investment Program

Best Practices

- Community Development Financial Institutions Fund. This program, while not exclusively designed for AAPIs, provides financial and technical assistance to many organizations owned or operated by AAPIs and organizations that serve AAPIs. The following CDFI programs serve AAPIs: Asian Pacific Revolving Loan Fund (Los Angeles, CA); Northeast Federal Credit Union (San Francisco, CA); Hawaii Community Loan Fund; Hawai'i Community Reinvestment Corp., and the Immigrant Center (Honolulu, HI); Kehaha Federal Credit Union (Kehaha, HI); K'au Federal Credit Union (Na'alehu, HI); Lokahi Pacific and MEO Business Development Corp. (Wailuku, HI); and Seattle Economic Development Fund (Seattle, WA).
- Bank Enterprise Award Program (BEA) is the CDFI's primary tool for pursuing its strategic plan goal of expanding banks, and thrifts' community development lending and investment activity.
- Presidential Awards for Excellence in Microenterprise Development. This non-monetary award program created and administered by the Fund at the request of the President. The awards, presented by the President, the First Lady and the Secretary of the Treasury recognize and seek to bring attention to organizations that have demonstrated excellence in promoting micro-entrepreneurship.

Challenges

Note: Inventory Part V not submitted. No information provided.

Future Plans

Note: FY 2001 Plan not submitted. No information provided.

III. AAPI Employment Profile

Note: Inventory Table C not provided. No employment information submitted.

- OPM data indicate AAPIs are underrepresented in the Treasury Department workforce. Of 530 employees in the SES, 3 (0.6%) are AAPIs.

Future Plans

Note: FY 2001 Plan not submitted.

SYNOPSIS FOR THE DEPARTMENT OF VETERANS AFFAIRS

I. Brief description of agency mission, especially as it relates to AAPIs

The mission of the Department of Veterans Affairs (VA) is to provide benefits and services to veterans and their families in a responsive, timely and compassionate manner in recognition of their service to the Nation.

II. Description of major programs and services for AAPIs

- The Veterans Health Administration provides hospital, nursing home and domiciliary care, and outpatient medical and dental care to eligible veterans of military service in the U.S. Armed Forces. The Veterans Benefits Administration offers a broad, integrated program of benefits for veterans and their dependents. The National Cemetery Administration provides cemetery services to veterans and other eligible beneficiaries.
- Some of the available programs include: VA Health Care; the Center for Aging; the VA Homeless Providers Grant and Per Diem Program; National Center for Post-Traumatic Stress Disorders; and the Office of Small and Disadvantaged Business Utilization

Best Practices

- Eligible Veterans Enrolled for VA Health Benefits Plan. During 1999, the total population of eligible veterans for the VA health benefit plan was 981,803. Of that total, there were 7,060 Asian Americans and 5,042 Native Hawaiian and other Pacific Islanders. A total number of 13,011 (1.3%) AAPI veterans nationwide were served.
- Readjustment Counseling Service. The VA's Readjustment Counseling Service (RCS) is the community-based outreach arm of the Veterans Health Administration. The Vet Center program serves AAPI veterans nationwide, including Hawaii and Guam where the preponderance of AAPI veterans are served. Of the 218,959 total eligible veterans in Hawaii and Guam during FY99, 50,905 were eligible AAPI veterans. The VA served 259 Asian American veterans and 272 Native Hawaiian or Pacific Islander veterans during their total 4,536 visits to the 6 VA Vet centers in Hawaii and Guam.
- Procurement Preference Program. The Office of Small and Disadvantaged Business Utilization promotes the use of small businesses as prime contractors and subcontractors in VA requirements. The AAPI population is identified for participation in several government-wide procurement preference programs. AAPIs are a component of "Small Disadvantaged Business," and as such as the target of the VA small business outreach efforts.
- Matsunaga Vietnam Veterans Project (MVP). The MVP was directed by the National Center for Post-Traumatic Stress Disorder (PTSD). MVP is an epidemiological study among American Indian and Asian Pacific Islander Vietnam veterans undertaken because these groups had not been sampled in the National Vietnam Veterans Readjustment Study.
- Okura Mental Health Leadership Program. This program fosters and promotes leadership, education, research and services in the areas of mental health and human services. The Foundation conducts its annual leadership program for AAPI professionals and students.
- Data on Asian American and Pacific Islander Veterans. A report by the Office of Program and Data Analysis submitted March 2000 details characteristics of AAPI veterans.
- The VA has 19.25 FTEs focusing on AAPI issues located in the five Hawaii Vet Centers and in Guam. These FTE positions accounted for 2,033 unique AAPI clients seen in FY 1999.

Challenges

- No needs assessments for AAPIs have been conducted in the past five years.
- While the VA does have regulations on compliance with Title VI of the Civil Rights Act of 1964 and has policy guidance regarding compliance with this law, there are no provisions that specifically apply to limited-English proficient individuals.
- No grant programs for which AAPIs are a funding priority.

Future Plans

- By August 2001 develop an intra-agency reporting structure on AAPI activities, including a regional office steering committee.
- By September 2001, have a working relationship with AAPI community organizations. AAPI community centers and veterans organizations will be contacted, and outreach sessions held. A list of all such organizations will be compiled and they will be updated on recent benefits changes. A community resource list will be developed and used for referral of AAPI veteran clients as needed.
- Establish a toll-free VA telephone service to Pacific Islander veteran communities who do not have access, such as veterans of American Samoa.
- Conduct multidisciplinary VA Benefits Workshops to assist and share information with beneficiaries who reside in outlying and remote locations, such as Hawaii, Saipan, Guam, and American Samoa.
- Provide more timely access to VA Vocational Rehabilitation Counseling Staff.
- Institute statewide efforts to improve services to AAPI veterans, for example implementing an initiative to address AAPI issues in New Jersey, and designating an AAPI Outreach Coordinator to case manage applications in Oregon.

III AAPI Employment Profile

- Of 121,829 VA employees on the General Schedule Pay Plan, 4,027 (3.3%) are AAPIs.
- Of 11,055 employees in supervisory positions, 226 (2%) are AAPIs.
- Of 250 employees in the SES, 4 (1.6%) are AAPIs.
- AAPIs held an average grade level of 10.3, a slight increase over time.
- The overall employment (GS plus other types of employees) of AAPIs in the VA increased from 4.9% in FY1998 to 5.1% of permanent employees in FY 1999.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1	2	1 clerical, 1 other
GS3	43	11 technical, 31 clerical, 1 other
GS4	167	140 technical, 146 clerical, 7 other
GS5	751	3 professional 5 administrative, 425 technical, 314 clerical 4 other
GS6	592	2 administrative, 518 technical, 50 clerical, 22 other
GS7	228	13 professional, 26 administrative, 176 technical, 11 clerical, 2 other
GS8	95	24 professional, 5 administrative, 59 technical, 5 clerical, 2 other
GS9	566	423 professional, 91 administrative, 52 technical
GS10	95	63 professional, 15 administrative, 17 technical
GS11	732	589 professional, 117 administrative, 25 technical, 1 other
GS12	384	269 professional, 113 administrative, 2 technical
GS13	195	106 professional, 89 administrative
GS14	35	23 professional, 12 administrative
GS15	16	11 professional, 5 administrative
SES	4	4 professional

**Note: Figures are for General Schedule Pay Plan; information on other types of employees is contained in the Federal Inventory.*

Future Plans

- By September 2001, formulate a plan and goals for hiring AAPIs.
- By October 2000, establish an AAPI employment program manager as a collateral duty.
- Enhance the Okura Mental Health Leadership Program.
- Participate in the international internship program administered by American University.
- Continue to use *Jobtrak* to employ qualified college graduates of all races under the Outstanding Scholar Program.
- Redirect staff in Human Resources to increase contact with AAPI community groups.
- Develop an intra-agency reporting structure to document efforts to contact AAPI community organizations.

SUMMARIES: FEDERAL INDEPENDENT AGENCIES

SYNOPSIS FOR THE CONSUMER PRODUCT SAFETY COMMISSION

I. Brief description of agency mission, especially as it related to AAPIs

- The Consumer Product Safety Commission (CPSC) has four main missions:
- To protect against unreasonable risks of injury associated with consumer products;
- To assist consumers in evaluating the comparative safety of consumer products;
- To develop uniform safety standards for consumer products and to minimize conflicting state and local regulations;
- To promote research and investigation into causes and prevention of product-related deaths, illness and injury.

II. Description of major programs and services for AAPIs

- A critical part of the CPSC's mission is to assist consumers in evaluating the comparative safety of consumer products. This is accomplished through a communication network that educates and informs the public. The network also receives reports about unsafe products, as well as inquiries about product recalls.
- The CPSC works with state, local and AAPI community organizations to ensure that critical safety information, educational materials and items on their annual recall round-ups target the AAPI community.

Best Practices

- CPSC Hotline. Agency-wide volunteers respond to callers in a total of nineteen languages, including Chinese, Japanese, Korean, and Tagalog.
- CPSC Publications. Publications such as "Who We Are and What We Do For You," CPSC Fire Safety Publications, and the CPSC Pamphlet on Smoke Detectors are translated into Tagalog, Chinese and Korean.
- Media Outreach. Media resources serving the AAPI community (e.g., the *Dallas Chinese Times*, the *Vietnam Weekly News*, the *Korean Journal*, Korean TV, and Korean radio) are used to disseminate information. CPSC partners with the media serving AAPI communities to provide information of CPSC recalls and safety alerts as well as in conducting its annual Recall Round Up Campaign.
- Community Outreach. Through a network of 10 CPSC field staff, information and educational materials are provided to the Association of AAPI Community Health Organizations. Additionally, state/county/city networks are used to provide critical safety information to AAPI communities.

Challenges

- The CPSC does not currently use specific breakdowns for NHOPI and other AAPI subpopulations. The agency acknowledges this challenge, and plans to adapt its current data collection system to meet the standards for classification of federal data on race and ethnicity.
- There is no strategic plan for increasing AAPI programs and services.

Future Plans to Increase AAPI Programs and Services

- Establish a mechanism to work with educational institutions to facilitate partnership initiatives, including recruitment, outreach, cooperative agreements
- Establish a collateral-duty (20% of time) position to support the OEEOME and lead agency efforts in AAPI special awareness programs
- Include the new categories for AAPI populations and subpopulations in EXRM/OEEME reports containing workforce profiles; collect EO data for employment activities.
- Monitor and track progress of hiring and career progression of AAPI populations and subpopulations.
- Respond to safety concerns and requests for educational materials from the AAPI commu

nities via the CPSC Hotline by identifying the need for and increase the number of volunteers who speak AAPI languages.

- Provide CPSC publications in Korean and Vietnamese.
- Expand media outreach efforts.
- Address AAPI needs in Agency and State Outreach Plans with clear actions to achieve the objectives of Executive Order 13125.

III. AAPI Employment Profile

Note: Table C lists only the Agency's 27 AAPI employees, and provides no other information.

- Of the CPSC's 472 full time permanent employees, 27 (5.7%) are AAPIs.
- There are 0 AAPIs in the SES.
- There are 0 AAPIs at the GS15 grade level.
- No AAPIs are listed as serving in supervisory positions.
- AAPIs are above the CLF in the professional occupations, at or near the CLF in the administrative occupations, and below the CLF in the technical and clerical occupations. The majority of the AAPI staff is concentrated in the professional category.
- CPSC has 3 FTEs assigned to the Office of Equal Employment Opportunity and Minority Enterprise who provide awareness and educational material on AAPIs and other special emphasis groups and are available to address specific issues and concerns raised by AAPI employees.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	1	1 clerical
GS5	1	1 technical
GS6	1	1 technical
GS11	3	3 administrative
GS12	7	5 professional, 2 administrative
GS13	12	10 professional, 2 administrative
GS14	2	2 professional

Future Plans

- CPSC will work to increase AAPI representation in the workforce by employing recruitment strategies, such as outreach to colleges and universities, in coordination with the WHIAAPI.
- CPSC will provide training for supervisors and managers for recruiting AAPIs for the workforce.
- CPSC will implement strategies to enhance retention and career advancement for AAPIs, and identify barriers that cause AAPIs to leave the CPSC.

SYNOPSIS FOR THE ENVIRONMENTAL PROTECTION AGENCY

I. Description of agency mission, particularly as it relates to AAPIs

The mission of the Environmental Protection Agency (EPA) is to protect and safeguard the natural environment, provide tools for Americans to make their own decisions regarding health risks, and enforce environmental regulations. 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. Certain AAPI subgroups may be more affected by these environmental factors due to their lifestyle, customs and practices, living and working conditions, and other activities.

II. Description of major programs and services for AAPIs

- The Agency has undertaken significant measures to ensure that AAPIs and other minorities have full access to EPA programs and services. While EPA programs specifically designated for AAPIs are limited, 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 Region Nine's Pacific Insular Area Program is the focal point for Pacific Islander efforts. The PIAP has 7 FTEs to manage the Agency's involvement and activities in the Pacific Insular areas.
- The Lead Program is an educational campaign aimed at the abatement worker community and at parents, particularly those in low-income residential areas where lead paint and pipes are prevalent.
- The EPA Regions conduct pesticide education and outreach sessions, and develop educational materials written in AAPI languages about the safe use of pesticides in the home.

Best Practices

- The Superfund Program offers site clean-up, technical assistance, and community outreach to AAPI areas affected by hazardous waste contamination. Superfund sites have affected AAPI populations particularly in Regions 1,4, and 9. Fact sheets, advisories and posted warning signs are translated into several languages including Vietnamese, Hmong, Khmer, Laotian and Chinese.
- The Office of Water, in cooperation with the U.S. Public Health Service, developed and published the brochure "Should I Eat the Fish I Catch?" in Hmong language. This brochure provides information to consumers about how to reduce their exposure to contaminants found in fish. A letter transmitting these brochures was mailed to all members of the American Academy of Pediatrics and the American Academy of OB/GYNs and the American Academy of Family Physicians and certain health organizations such as women and infant clinics (WICs). Up to 1 million of these brochures have been distributed to health care providers and organizations nationwide.
- The Design for the Environment (DfE) Program provides information on the potential health risks due to chemical exposure to shop workers and the surrounding communities. DfE was instrumental in educating the dry-cleaning industry on the health impacts from exposure to perchloroethylene (perc), a possible carcinogen and neurotoxin. More than one-third of all shop owners and workers are Korean. Project findings, technical information and other key outreach materials were translated into Korean (see "Plain Korean Guide to Perc Use"). Since 1995 there has been a 60% decline in perc use.
- The Office of Prevention Pesticides and Toxic Substances Farm Workers Protection Program requires farm owners to communicate pesticide safety information to all workers. Warning signs are posted at points of entry to pesticide treated fields, including translations in Korean, Cambodian, Laotian, Tagalog, Chinese, Thai and Vietnamese.
- The Office of Prevention Pesticides and Toxic Substances awards grants to AAPI community and business organizations for pollution prevention activities.
- The Office of Air and Radiation awarded a grant to the Association of Asian Pacific Community Health Organizations (AAPCHO) to reduce the risk from indoor air pollutants in

AAPI communities. The grant raises awareness about indoor air pollution and provides skills and resources to community-based organizations that serve AAPI needs. These activities include translation of outreach brochures, distribution of radon test kits (technical assistance and results provided) and training on indoor air quality issues. Several documents and public service announcements are translated into Vietnamese, Korean and Chinese.

- The Office of Civil Rights Affirmative Employment Program established a Special Emphasis Program (SEP) for Asian-Pacific American Employment. A national SEP manager provides advice and assistance to agency management and coordinates activities, such as internal networking, community outreach, education/training and recruitment. There is a SEP Program in each main office in headquarters and in each of EPA's regions and laboratories.
- The agency officially recognizes the Asian Pacific American Council (APAC), a nonlabor employee group and supports APAC activities to promote awareness of diversity issues. Activities include sponsoring annual Asian Pacific Cultural Heritage Month events and providing advancement training. APAC has over 450 members, representing 50% of all AAPI employees.
- Through the Agency's Senior Environmental Employees (SEE) program, grants are awarded to organizations for retired persons, including the National Asian Pacific Center for Aging. NAPCA employs grantees in a variety of activities from clerical to professional services (e.g. engineers, chemists, and statisticians). The SEE Program utilizes the skills and expertise of retired and unemployed older Americans, and enables them to contribute to the workforce.
- EPA offices and regions have collected disaggregate AAPI data to study the specific health effects caused by environmental impacts, such as the consumption of fish contaminated with mercury and other pollutants.

Challenges

- EPA currently does not have an agency-wide policy for translations in AAPI languages. However, Region 2 developed a translation policy to ensure that residents with limited-English proficiency are able to understand documents containing general information about EPA programs.
- The Agency does not have any FTEs focusing specifically on mainland AAPI community issues, although it does have 7 FTEs focusing on Pacific Insular affairs and 4.2 FTEs focusing on workforce issues.
- EPA has no performance measures specifically for AAPIs, although some of their programs target minority populations.

Future Plans

- By the end of FY 2000, the EPA will identify support for AAPI Initiative activities, and select an AAPI Program Manager to focus on an implementation of strategy.
- During this upcoming year, the EPA will establish a Minority Community Initiatives Workgroup to promote and coordinate environmental and public health-related outreach, economic development community partnerships, educational and employment opportunities, and other activities related to underserved populations.
- EPA will develop an agency-wide Communications Strategy to reach out to AAPI communities.
- EPA will develop and manage an AAPI website to serve as an information clearinghouse for AAPIs.
- EPA will increase dialogue with AAPI communities to identify solid waste outreach needs and develop strategies to address these needs.
- EPA will help families and communities to make informed decisions concerning environmental exposures which may cause illnesses in their children by developing outreach mechanisms to education AAPI parents and children about the risk of pesticide chalk, indoor radon, contaminated lead-based paint, second-hand smoke, and indoor air problems.
- The Agency will educate the AAPI community on possible dangers in their food consumption patterns.
- EPA will increase AAPI awareness of agency-wide grant and contracting opportunities. The Agency will begin tracking racial/ethnic data using the Integrated Grants Management System.

- EPA will increase the representation and participation of AAPIs in Federal Advisory Committees.
- EPA will increase AAPI visibility in Regional activities.
- EPA will increase dialogue with regional Asian American leaders.
- EPA will conduct marketing outreach activities to universities and colleges in various EPA Regions with a high population of AAPIs to promote diversity in recruitment.
- EPA will develop a comprehensive list of community groups and other non-governmental organizations serving the AAPI community.
- EPA will actively market the AAPI Resource Directory within the EPA.
- EPA will develop an agenda to meet the business needs of the AAPI community. The EPA will hold a forum for AAPI businesses and other organizations to increase their awareness of contracting opportunities
- EPA will increase dialogue with AAPI communities to identify solid waste outreach needs and develop strategies to meet these needs.
- EPA will scope the possibility of convening a future National Environmental Justice Interagency Roundtable on AAPIs to identify environmental and public health-related issues that warrant more research and data collection.
- EPA will establish a quarterly status report schedule to get updated reports on the status of OPPTS AAPIs from OCR and/or OPPTS HR staff.
- EPA will work with other federal/state/local entities to collect information on the percent of migrant and other farm workers that are AAPIs.
- A working relationship will be established with the USDA, FDA, and other governmental entities to address pesticide and food consumption issues that may adversely impact AAPIs.
- EPA will identify currently available government, non-profit, and private resources for providing non-English speaking members of targeted AAPI communities with access to toxic chemical and pesticide safety help in their language. The Agency will identify possible new mechanisms for meeting resource and translation needs to non-English speaking members of AAPI communities.
- EPA will continue to manage the ORD Grant Fellowship and Scholarship Programs to ensure equal access and fairness in the awarding of research funds.

III. AAPI Employment Profile

- Of EPA's 18,186 employees, 896 (5%) are AAPIs.
- Of the 264 employees in the SES, 4 (1.5%) are AAPIs.
- Of the 1,578 employees in supervisory positions, 42 (2.7%) are AAPIs.
- In areas with large AAPI populations, there is increased AAPI representation in the workforce. In Region 9 (San Francisco), AAPIs constitute 17% of employees; in Region 10 (Seattle), AAPIs constitute 8% of the workforce.
- EPA commits the equivalent of 4.2 FTEs to focus on AAPI workforce issues.
- EPA has in place a number of plans to improve minority representation in the workforce, including the Affirmative Employment Plan, National Diversity Action Plan, and Strategy for Human Capital, the National Recruitment Plan.

<u>Grade Level</u>	<u>AAPIs</u>	
GS 1-4	8	1 clerical, 7 other
GS 5	11	4 professional, 2 administrative, 3 clerical, 2 other
GS-6	8	6 technical, 2 clerical
GS-7	40	7 professional, 8 administrative, 10 technical, 12 clerical, 3 other
GS-8	11	7 technical, 4 clerical
GS-9	54	24 professional, 26 administrative, 4 technical,
GS-10	1	1 technical
GS-11	59	33 professional, 25 administrative, 1 other
GS-12	185	118 professional, 66 administrative, 1 other
GS-13	350	265 professional, 85 administrative
GS-14	119	84 professional, 35 administrative
GS-15	40	28 professional, 12 administrative
SES	4	1 professional, 3 administrative
Other	6	5 professional, 1 administrative

Future Plans

- Increase the representation of AAPIs in the EPA workforce.
- Encourage AAPIs to apply for government sponsored training programs and for OPPTS to designate slots to AAPIs based on the percent of AAPIs in each office.
- Set up IDP training, KSA workshops, resume-writing workshops.
- Encourage AAPIs in Region 7 to participate in EPA-designed training for mid-level competencies. Establish a Memorandum of Understanding with the Federal Asian Pacific American Council (FAPAC) to create a partnership that can assist in carrying out the Region 7 work force related activities.
- Provide training opportunities that will concentrate on the skills that AAPI employees need to advance in their careers.
- Promote the advancement of AAPI employees to senior grades and management positions.
- Institute a hiring plan to address areas of AAPI under-representation in the OPPTS work force.
- Develop an outreach mechanism in Region 6 and 7 to inform AAPI students/graduates about their employment opportunities with EPA.
- Assess the quality of work life of AAPI employees in EPA.
- Increase all employees understanding of Title VII Complaints Resolution Process.
- Continue to build upon AAPI representation as Special Emphasis coordinators in OAR programs.
- Increase the participation of retired and unemployed older AAPIs into the Region 6 work force.

SYNOPSIS FOR THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

I. Agency mission, especially as it relates to AAPIs

The Equal Employment Opportunity Commission (EEOC) is dedicated to eradicating discrimination in the workplace in both the private and public sectors. The Mission Statement clearly and concisely conveys to employers and employees alike that the Commission cannot, and will not, tolerate any form or level of employment discrimination covered by the laws implemented by the agency.

The EEOC develops policy guidance for federal agencies' affirmative employment efforts in recruiting, hiring, promotion and retention of AAPI federal employees and provides technical assistance on all aspects of federal equal employment opportunity.

II. Description of major programs and services for AAPIs

- EEOC conducts many outreach and education programs for under-served communities, many specifically focused on the AAPI community.
- EEOC has a statutory mandate to educate the public and provide outreach and technical assistance to facilitate voluntary compliance with anti-discrimination laws. Much of this training is funded through the EEOC's revolving fund.
- EEOC investigates federal-sector EEO complaints, appeal actions, and affirmative employment procedures, and conducts education programs for departments and agencies.
- EEOC brings suit against offending entities if discrimination complaints cannot be resolved voluntarily. A total of 439 lawsuits regarding AAPI complaints were filed in FY 1999.

Best Practices

- As part of an effort to gain the trust of the AAPI community, EEOC has expanded significantly its outreach and educational programs. Since 1994, the Clinton team has instituted reforms, utilizing principles of the National Performance Review, that have dramatically reduced a staggering backlog of cases, focused the agency on developing strategic litigation, institutionalized the use of voluntary mediation, and prioritized community outreach to groups, including the AAPI and Latino communities. In order to increase the fairness, effectiveness, and efficiency of all aspects of agency operations, a Comprehensive Enforcement Plan was implemented by Chairwoman Ida L. Castro.
- Field offices conducted a range of activities benefiting AAPIs. As part of the 2,550 outreach events held, field offices conducted 76 events in FY 1999 focused specifically on the AAPI community, and reached 2,910 individuals. Events included: 1) the San Francisco District's Asian Outreach Task Force Meetings; 2) the Seattle District's development of constructive contacts with AAPI community groups; and 3) the Chicago District's work in providing technical assistance to Asian American small businesses.
- The EEOC continues to address the "glass ceiling" issue that is a barrier that AAPIs have historically faced in federal agencies and departments.
- The EEOC may bring suit on behalf of victims of discrimination. EEOC has increased the number of significant suits brought on behalf of AAPIs. The agency is working to protect AAPIs, especially the newest immigrants, who experience discrimination in particular industries, such as the garment, agriculture, fishing, and high tech industries.

Challenges

- The primary obstacles to better serving the AAPI community have been identified as the Agency's inability to reach out to this community and the lack of confidence within the AAPI community that the EEOC would address their concerns. The EEOC has been addressing these issues through needs assessment activities designed to enhance outreach.
- The Agency does not have regulations, policies, or guidance memoranda in place in compliance with Title VI of the Civil Rights Act for the limited-English proficient. EEOC is currently reviewing the Cultural Competency Compendium recently published by the American Medical Association as part of the research for the drafting of proposed guidance on cultur

al competencies for the EEOC staff.

- Several language needs exist in EEOC, especially in the area of hiring adequate interpreters and bilingual staff.
- There is no FTE equivalent focusing specifically on AAPI issues. Primary responsibility for meeting the service delivery needs to all those who are affected by the laws EEOC enforces resides with the EEOC Commissioners, all SES level managers, and the 25 District Directors, Regional Attorneys, and Area and Local Directors in the field.
- There is no formal AAPI federal employee organization at the EEOC. However, it is a goal that has been set for the Office of Equal Opportunity.
- The Agency does not have any performance measures specifically for AAPIs.

Future Plans

- During FY 2000 and FY 2001, EEOC's Office of Equal Opportunity will enhance its focus on AAPIs. The EEOC is committed to enhancing its education, education, and enforcement activities on behalf of AAPIs.
- The Agency will cultivate working media relationships to increase EEOC's visibility within the AAPI community and institutionalize information dissemination to this group stakeholder.
- EEOC will appoint a headquarters/field work group to conduct a needs assessment and develop a plan for the production and dissemination of public information targeted to the needs of the AAPI community. The Agency will provide translations for a greater number of EEOC publications.
- EEOC will take steps to improve data collection on AAPIs, including interagency efforts. The revisions in race/ethnic data reporting standards will be implemented by August 2002.
- EEOC will address workplace discrimination issues affecting AAPIs through enforcement activities.
- The Agency will pursue Commissioner charges, directed investigations and third-party charges involving AAPIs where workforce gaps are identified or other egregious violations are evident.
- EEOC will expand the number and variety of cases it brings on behalf of the AAPI community. Based on information received from AAPI communities across the country, cases involving "glass ceiling" discrimination, language/accent discrimination, anti-immigrant harassment will be a priority.
- The Agency will pursue discussions with other federal agencies (e.g. DOJ, DOL) to develop partnership initiation and prosecution of significant enforcement actions involving AAPIs, including exploited workers.
- EEOC will work with federal partners to implement the NPR/EEOC Interagency Federal Task Force recommendations designed to improve the fairness and efficiency of the federal sector EEO process to stimulate changes that will prevent discrimination.
- EEOC will increase representation of the AAPIs in Department/Agency Work Force and Operations, including improving work force diversity and joint leadership with OPM on the Task Force on Employment.
- EEOC will include AAPIs in more local plans administered through the District Offices. Encourage the AAPI community to share information pertinent to EEOC oversight responsibilities. The EEOC plans to establish effective mechanisms for two-way communication, and to provide community counseling and intake services.
- Chairwoman Castro implemented the EEOC's AAPI Initiative by publicizing the Initiative to all headquarters and field directors.

III. AAPI Employment profile

- Of the 2,966 EEOC employees, 110 (3.3%) are AAPIs.
- Of 37 employees in the SES, 1 (2.7%) is an AAPI.
- Of 426 employees in supervisory positions, 11 (2.5%) are AAPIs.
- AAPIs occupy 35 (2.9%) of the Investigator positions, 26 (4.5%) of the Attorney positions, and 5 (4.9%) of the positions in the Computer series.
- The preliminary results of a voluntary survey of AAPIs within the EEOC indicate that the workforce represents diverse AAPI community members. 48% of the AAPI workforce consists of Chinese, Filipino, Japanese, Korean, and Vietnamese employees.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	3	3 clerical
GS5	3	3 technical
GS6	6	1 technical, 5 clerical
GS7	24	15 administrative, 7 technical, 3 clerical
GS8	1	1 technical
GS9	6	6 administrative
GG11	4	2 professional, 2 administrative
GS12	17	3 professional, 14 administrative
GS13	15	8 professional, 7 administrative
GS14	16	14 professional, 2 administrative
GS15	2	1 professional, 1 administrative
SES	1	1 administrative
Other	1	1 administrative

Future Plans

- The EEOC will enhance the agency's focus on the recruitment, hiring, retention, promotion, and training and development of AAPIs.
- A barrier to effective communications has been the lack of bilingual staff. During the Clinton Administration the EEOC has been successful in hiring more multilingual staff, and has included having appropriate language skills as a qualification for positions where they are required. The EEOC has made some progress in this area.

SYNOPSIS FOR THE FEDERAL DEPOSIT INSURANCE CORPORATION

I. Brief description of agency mission, particularly as it relates to AAPIs

The Federal Deposit Insurance Corporation (FDIC) contributes to the stability and public confidence in the nation's financial system by insuring deposits up to \$100,000, examining and supervising financial institutions and managing receiverships.

II. Description of major programs and services for AAPIs

- The FDIC identifies and assesses the economic factors that affect insured institutions and the markets in which they operate. All of these programs and services impact the AAPI community. Other FDIC programs impacting AAPIs include the Community Reinvestment Act, compliance examinations, information systems and E-banking, and the safety and soundness of banks.
- The agency's projects and initiatives dedicated to AAPIs include the efforts of the Division of Compliance and Consumer Affairs (DCA) and the Office of Diversity and Economic Opportunity (ODEO).

Best Practices

- The Financial Literacy Campaign has been implemented by DCA. In order to reduce linguistic barriers, public information materials, such as information on Y2K, have been translated into Chinese and Korean. In addition, other public awareness materials are being considered for translation.
- Year 2000 (Y2K) Date Change. The FDIC targeted outreach programs for AAPI populations. The DCA has maintained communications with the AAPI community through the Year 2000 date change, addressing financial literacy and other community reinvestment issues, particularly those involving low and moderate income residents and neighborhoods. These programs were solicited by the FDIC through Asian consumers concerned about the banking industry's Y2K preparations.
- Community Reinvestment (DCA). The FDIC cosponsors the Hawaii Community Reinvestment Act Forum with the Office of Thrift Supervision. The forum is held three times a year to assist local bankers and community groups to address Hawaii's economic development issues by leveraging resources through partnerships.
- Outreach to AAPI-owned businesses through participation in National Conventions, such as Federal Asian Pacific American Council and the Organization of Chinese Americans. ODED provided technical assistance for AAPI firms to assist them in technical proposal writing skills. During the calendar year 1999, FDIC spent \$333 million in goods and services; \$10 million or 3% was awarded to AAPI firms.
- In May, the FDIC received the 2000 Outstanding Agency Award for its diversity, EEO, and affirmative action programs from the Federal Asian Pacific American Council. The FDIC implemented its first Diversity Strategic Plan emphasizing the Agency's commitment to a workplace that is fair and inclusive. The Plan's goals and strategies include the enhancement of the corporate recruitment program, creating developmental opportunities within the Corporation, enhancing the internal and external selection process, and establishing accountability.

Challenges

- FDIC has no regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act for the limited-English proficient.
- FDIC has no grant programs for which AAPIs are listed as a funding priority.
- Currently there is no AAPI federal employee organization at the FDIC. However, a directive is being prepared regarding this issue.
- FDIC does not currently collect or analyze disaggregated AAPI data. It is the Corporation's intention to amend their practices to conform to the OMB suggested standards for reporting race and ethnic data by the 2003 required implementation date.

Future Plans

- Encourage the establishment of affinity groups to include organizations representing AAPI interests.
- Expand awareness of AAPI workplace issues by the participation in meetings and conferences supporting AAPIs.
- Promote AAPI access to government services by identifying AAPI firms capable of providing goods/services to the FDIC, and educating firms about the FDIC contracting process.
- Increase awareness within the AAPI community of DCA consumer assistance services.
- Develop and enhance programs and initiatives directed at the unmet needs of AAPIs in order to educate financial institution representatives and others within AAPI communities regarding community reinvestment issues. In addition, the FDIC aims to educate AAPIs concerning the banking industry, and to publish a public information brochure in several Asian languages in order to reduce linguistic barriers.
- Increase outreach to AAPI communities to establish public/private partnerships that will promote appropriate linguistically and culturally competent services.

III. AAPI Employment Profile

- Of the FDIC's 6,600 permanent employees, 188 (2.9 %) are AAPIs.
- Of the 233 employees in the Executive ranks, 2 (.8%) are AAPIs.
- Of the 1,080 employees in supervisory positions, 17 (1.6%) are AAPIs.
- The current FDIC Chairman and Deputy to the Chairman are both Asian American females.
- The ODEO has established 3 FTE equivalents to focus on minority and women's issues. Each SEPM is responsible for two special emphasis groups, one of which is dedicated to AAPIs.

<u>Grade Level</u>	<u>AAPIs</u>	
CG1-4	4	1 clerical, 1 other
CG5	3	3 clerical
CG 6	13	5 technical, 8 clerical
CG7	36	20 administrative, 13 technical, 3 clerical
CG8	3	3 technical
CG9	6	1 professional, 4 administrative, 1 technical
CG11	3	3 administrative
CG12	30	3 professional, 27 administrative
CG13	47	4 professional, 43 administrative
CG14	31	5 professional, 26 administrative
CG15	10	3 professional, 7 administrative
SES	2	2 administrative

Future Plans

- FDIC will alleviate workforce underrepresentation relative to AAPIs, other minority groups, and women. The Corporation will identify underrepresentation through workforce analyses and report findings to appropriate management officials for appropriate action.
- FDIC will ensure that AAPI employees are fully aware of developmental or career-enhancing opportunities at the Corporation. Training/career materials will be distributed.

SYNOPSIS FOR THE FEDERAL HOUSING FINANCE BOARD

I. Brief description of agency mission, especially as it relates to AAPIs

The Federal Housing Finance Board (Finance Board) was established as an independent agency in the Executive Branch by the Financial Institutions Reform, Recovery, and Enforcement Act of 1989. The Finance Board has supervisory authority and oversight responsibility for the twelve Federal Home Loan Banks (FHLB). The mission of the Finance Board is to ensure the safety and soundness of FHLBanks, their access to capital markets, and the accomplishment of their congressionally defined housing finance mission.

II. Description of major programs and services for AAPIs offered by the agency.

Note: The Finance Board Federal Inventory was essentially left blank. The cover letter from William W. Ginsberg, Managing Director, states, "the Finance Board neither operates programs nor renders services in which AAPIs can participate, and is not in a position to undertake specific projects or initiatives for AAPIs of the kind envisioned in Part III of the enclosure."

Best Practices

- The FHLBanks for Boston, New York, Atlanta, Chicago, Dallas, San Francisco, and Seattle serve districts with states that have substantial AAPI populations. These FHLBanks may have member institutions that reflect AAPI constituencies, such as the FHLBank of Boston which counts as a member institution the Asian American Bank and Trust Company. In addition, the FHLBanks provide AHP grants and low-cost loans to help finance affordable housing and community development projects that serve the AAPI community. As example of this is the FHLBank of San Francisco's \$404,000 total AHP subsidy for two rental projects sponsored by the Asian Neighborhood Design Project.

Challenges

Note: The Finance Board can only work indirectly with AAPIs through their FHLBanks.

Future Plans

- Improve research and data collection on the AAPI population and subpopulations. Ensure that reporting formats include membership, CICA, AHP, CIP, MPF measure AAPI participation if possible.
- Ensure that all Agency databases include categories reflecting AAPI participation where appropriate.
- Ascertain the extent of AAPI participation in FHLBank programs and services. Encourage FHLBanks to expand outreach to AAPI organizations and individuals.
- Increase participation of AAPI individuals in FHL Bank Governance.
- Increase the number of AAPI Affordable Housing Advisory Committee Representatives.
- Increase the number of AAPI Affordable Housing Program project sponsors and/or Affordable Housing projects that serve AAPI communities.

III. AAPI Employment Profile

Note: Employment data provided in the Federal Inventory is incomplete. No information about the total number of FHFB Employees is provided.

- A total of 7 AAPIs are employed by the FHFB; all serve in the professional ranks.
- No AAPI employees are in the SES.
- 2 AAPI employees are in the supervisory ranks.
- Approximately 10% of one staff person's time is devoted to AAPI issues.

<u>Grade Levels</u>	<u>AAPIs</u>	
GS13	4	4 professional
GS15	1	1 professional
Other	2	2 professional

Future Plans

- Increase awareness of the opportunity for AAPI FHLBank Public Interest Director.

SYNOPSIS FOR THE GENERAL SERVICES ADMINISTRATION

I. Brief description of agency mission, especially as it relates to AAPIs

The General Services Administration (GSA) Office of Enterprise Development (OED) has oversight responsibility for the agency's Small Business Program. OED's mission is to provide access to GSA contracting opportunities for small, minority, women-owned, veteran-owned and HUBZAone small businesses. OED accomplishes its mission through program, policy and outreach to the nation's small business community.

As part of its mission, OED makes a concerted effort to reach the Asian American and Pacific Islander small business owners. This is done through AAPI professional and trade organizations so that as large a number of businesses can be reached as possible.

II. Descriptions of major programs and services for AAPIs

Note: Most of the Federal Inventory was left blank.

- The Office of Enterprise Development, which promotes the use of small and disadvantaged businesses, includes the AAPI community of business owners among its constituents. During the past year, several events were held that were oriented toward AAPI small business owners.

Best Practices

Note: Tables A and B of the Federal Inventory were not submitted.

Challenges

Note: Part V of the Federal Inventory was not submitted.

Future Plans

- By October 2000, GSA will create a committee to deal with AAPI issues. GSA will determine if there are unmet needs of AAPIs, and develop new initiatives to meet any unmet needs determined by the committee.
- GSA will hold and publicize outreach events for AAPI constituents, such as a business roundtable for AAPI business owners.
- GSA will identify AAPI community organizations to facilitate partnering. Small Business Centers in each region will identify AAPI counterparts.

III. AAPI Employment Profile

Note: Table C of the Federal Inventory was not submitted. Breakdowns by position were not provided.

- Of GSA's 14,293 employees, 473 (3.3%) are AAPIs.
- Of 109 employees in the ES/EX ranks, 1 (.9%) is AAPI.

<u>Grade Level</u>	<u>AAPIs</u>
WS	4
WL	2
WG	25
GS02	1
GS03	2
GS04	9
GS05	9
GS06	16
GS07	43
GS08	4
GS09	23
GS10	2
GS11	32
GS12	147
GS13	96
GS14	43
GS15	9
Other	5
CA	0
ES/EX	1

Future Plans

- GSA will determine its AAPI employee population, and determine steps that can be taken if adequate representation is lacking.
- GSA will increase participation of AAPIs in government-sponsored training programs.

SYNOPSIS FOR THE NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

I. Brief Description of Agency Mission, Particularly as it relates to AAPIs

The National Aeronautic and Space Administration (NASA) is an investment in American's future. As explorers, pioneers, and innovators, we boldly expand frontiers in air and space to inspire and serve American and to benefit the quality of life on earth.

NASA implements programs to achieve a three part mission of: 1) scientific research to advance and communicate scientific knowledge and understanding of the Earth, the solar system, and the universe and use the environment of space for research; 2) Space Exploration to explore, use, and enable the development of space for human and robotic endeavors in science and commerce; and 3) Technology Development and Transfer to research, develop, verify, and transfer advanced aeronautics, space and related technologies.

II. Description of Major Programs and Services for AAPIs

- Employment. NASA is committed to including AAPIs in all levels of NASA employment and taking proactive steps to correct under representation of AAPIs. Issues of concern include under representation of AAPIs in aerospace engineering (relative to the civilian workforce) and in management positions.
- Scientists and Engineers. A number of AAPI scientists and engineers are prominent within NASA's civil service workforce and the community of private sector researchers engaged in supporting NASA mission and projects. This provides a pool of role models for AAPI students to consider careers in science and engineering.
- U.S. Pacific Islands. NASA is engaged in several projects that directly impact the quality of life for residents in the U.S. Pacific Islands, such as observations from satellites to the Pacific Disaster Center for emergency management of natural and technological disasters.
- Educational Outreach. NASA supports science and technological education programs, which have particular impact on students and teachers in Hawaii and the U.S. Pacific Islands.

Best Practices

- NASA's educational programs are inclusive of the AAPI population. The Hawaii Space Grant Consortium awards a significant percentage of its fellowships to AAPIs, conducts science education outreach activities that attract significant numbers of AAPIs, and is developing a new affiliate program for U.S. Pacific Islands where there are institutions of higher education.
- Deep Impact- A Space Science mission to be launched in 2004. Science team members will conduct workshops for educators to include existing programs such as the National Science Foundation funded Teaching Opportunities in Planetary Science. This multi-year program targets educators in Hawaii and the Pacific Islands, areas having large minority student populations (97% for Pacific Islands, 30% for Hawaii).
- Explorers Project. These are two multi-media planetarium programs and supplemental education materials to highlight the unique resources of Hawaii and the Pacific, while sharing the universal spirit of human exploration to a nationwide audience via networking.

Challenges

- NASA has not conducted needs assessments to evaluate AAPI service needs in the last five years.
- NASA also lacks specific regulations on Title VI of the Civil Rights Act for the limited-English proficient. NASA has limited informational materials translated in AAPI languages.
- There are no grant programs at NASA for which AAPIs were listed as a funding priority.
- NASA currently collects AAPI data only in one field and has not implemented the collection of AAPI data into two categories, "Asian" and "Native Hawaiian or Other Pacific Islander." However, strategies are under review to re-certify race and ethnicity timetables for completion by the 2003 deadline.
- NASA does not have any performance measures specifically for AAPIs as it relates to representation within the workforce, but adheres to the Department of Justice Post-Adarand

guidance on affirmative action in federal employment.

Future Plans

- The Office of Equal Opportunity Programs and the Office of Public Affairs are developing strategies to enhance interactions with the AAPI community. This includes targeting AAPI communities and organizations to promote NASA programs, as well as publicize NASA programs through AAPI organizations and AAPI media.
- NASA will modify database requirements to facilitate the new categories for AAPI populations and subpopulations.

III. AAPI Employment Profile

- As of January 29, 2000, of NASA's 17,639 employees, 915 (5.2%) are AAPIs.
- Of 404 employees in the SES, 10 (2.8%) are AAPIs.
- Of 1,597 employees in supervisory positions, 62 (3.9%) are AAPIs.
- AAPI's are mostly concentrated in the professional field (6.8%). There is a concentration of AAPIs at the GS 12 level in the professional (10.3%) and administrative (30.2%) categories. The highest percentage of technical employees fall under the GS 10 level (5.6%).

<u>Grade Level</u>	<u>AAPIs</u>	
GS5	1	1 clerical
GS6	6	6 clerical
GS7	20	2 professional, 4 administrative, 6 clerical
GS8	7	1 technical, 6 clerical
GS9	20	7 professional, 8 administrative, 2 technical, 3 clerical
GS10	12	12 technical
GS11	35	7 professional, 15 administrative, 13 technical
GS12	74	34 professional, 30 administrative, 10 technical
GS13	405	369 professional, 33 administrative, 3 technical
GS14	172	157 professional, 14 administrative, 1 technical
GS15	127	124 professional, 3 administrative
SES	10	8 professional, 2 administrative

Future Plans

- NASA will improve research and data collection on AAPI populations and subpopulations for the NASA workforce.
- The Office of Human Resources and Education is developing strategies to address data on AAPI populations and subpopulations in the NASA workforce during FY 2001.
- Under NASA's Equal Opportunity Programs, each of the nine NASA Centers and NASA Headquarters has a Special Emphasis Program Manager (SEPM) for Asian Pacific American (APA) employees who is responsible for compiling data regarding APA employees and conducting special APA programs and activities. Several of the NASA Centers have an APA Advisory Group comprised of rank-and-file employees who report directly to the Center Director on issues that concern APA employees.
- NASA will improve the representation of AAPIs in supervisory and management level positions. To address the issue of underrepresentation, the agency plans to monitor hires over the next 5 years and alert selecting officials prior to hiring actions in areas where AAPIs are underrepresented.
- Review recruiting strategies to ensure that candidates from under-represented groups with in the NASA workforce are aware of vacancies so they can become part of the applicant pool.
- The Office of Equal Opportunity Programs continues to address AAPI outreach initiatives to the scientific community and will continue to monitor the composition of the agency workforce and conduct occupational analyses for certain key occupations.
- NASA is a founding member of the Asian Pacific American Council (FAPAC) and continues its support today. Several NASA Centers have AAPI employee organizations that serve a vital role concerning AAPI issues of interest.

- NASA is inclusive of AAPIs in employee recruitment programs as well as small disadvantaged business utilization programs. NASA has agency wide and Centerwide professional development and career advancement programs where AAPI employees participate.

SYNOPSIS FOR THE NATIONAL ARCHIVES AND RECORDS ADMINISTRATION

I. Brief description of agency mission, especially as it relates to AAPIs

The mission of the National Archives and Records Administration (NARA) is to ensure, for the Citizen and the Public Servant, for the President, the Congress, and the Courts, ready access to essential evidence.

II. Description of major programs and services for AAPIs

- Records Services. NARA assures that federal records essential to the AAPI community are created, identified, appropriated, scheduled for preservation, and managed for as long as needed. These records include a broad range of topics, including immigration records, census records, military and civilian employment records, foreign relations records, war records, court records and territorial records.
- Grants. The National Historical Publications and Records Commission (NHPRC), an independent body associated with NARA, makes grant funds available for projects that could be easily of interest to the AAPI community. Specifically, the NHPRC funds non-federal archival projects, the publication of historical papers, and training of archivists and documentary editors.
- Public Programs. NARA seeks to inform and educate the public about our national experience. Highlighting aspects of the relationship between the United States and the AAPI community through exhibits, pamphlets, lectures, and curriculum materials are all part of the agency's mission.

Best Practices

- Through the Modern Records Program (NWM) and Access Program (NWC) NARA provides public access to records which are related to and/or are of interest to the AAPI population. These include records of evacuee case files and related photographs accumulated by the War Relocation Authority and records relating to Chinese immigration.
- Through Public Programs (NWE) NARA develops exhibits, educational programs, publications, workshops, film series, author lectures and volunteer programs. Materials have been developed which can be used to enhance public understanding of the history and heritage of AAPIs.
- The Preservation program supports the creation of stationary and traveling exhibits of interest to AAPIs.
- The Center for Legislative Archives (NWL) assists AAPIs through reference services, traveling exhibits, and publications, such as publication of a teaching with documents less plan using the Hawaiian Antiannexation Petition of 1898, and providing researcher assistance to AAPI researchers, including the Smithsonian AAPI visiting scholar.
- The Office of Presidential Libraries provides some programs of interest to AAPIs, and has translated materials into AAPI languages.
- Regional programs support research on AAPIs and educational workshops.

Challenges

- Except for the work of NARA's representatives on a local Michigan Vietnamese History Committee, NARA has not conducted any needs assessments, reports or other documents within the last five years to identify AAPI service needs.
- At present, NARA has not established any specific ongoing agency-wide mechanisms for focusing on AAPI issues, nor does it have a process for receiving input exclusively from AAPIs and AAPI community based organizations.
- The only data set in which AAPI data is found in its database of employee information. The categories provided include Asian or Pacific Islander.

Future Plans

- NARA is in the process of revising its Strategic Plan, and included in that process is consideration of objectives that will meet the goals established by the President in Executive Order 13125 to improve the quality of life of AAPIs.
- NARA's affiliated National Historic Records and Publications Commission (NHPRC), in keeping with its priority commitment "endorsing the staff's ongoing efforts to encourage projects that identify, preserve, and make more accessible documentation on ethnic, racial, gender and the other diversity of this nation," plans a special initiative on preserving and publishing materials related to Asian American history.
- The Truman Presidential Library is working to involve the Korean community in events related to the 50th anniversary of the Korean War.
- The Eisenhower Library is planning to add AAPI-related material to its website.
- The Office of Records is considering a proposal to develop a webpage on NARA's website that identifies key sources of information relating to NARA holdings for the AAPI audience.
- The Office of Regional Records Services is working with numerous local organizations and regional offices of other federal agencies to promote the awareness and use of AAPI-related records and materials.
- Beginning FY2001, funding permitting, the NHPRC intends to launch more projects focusing upon the ethnic, racial, gender and other diversity in the U.S., with a very high priority given to documenting AAPIs.
- The Johnson Library will develop programs to attract AAPI students from local educational institutions to conduct research in all collections at the Library, in particular the Vietnam War records, Southeast Asia and Pacific records, including SEATO, the Philippines, and Okinawa.
- NARA is considering an idea for a series of Missing in History (MIH) Seminars focusing on AAPIs across the country in various Archives sites.

III. AAPI Employment Profile

- Of NARA's 2,680 employees, 45 (1.7%), are AAPIs.
- Of 282 employees in supervisory positions, 2 (.7%) are AAPIs.
- Of 13 employees in the SES, 0 are AAPIs.
- The percentage of AAPI employees at Grade 12 or above is .4%.
- AAPIs are underrepresented in the NARA workforce, especially at the higher levels.

<u>Grade Level</u>	<u>AAPIs</u>	
GS 1-4	17	17 clerical
GS 5	6	5 clerical, 1 other
GS6	1	1 clerical
GS7	5	1 administrative, 3 technical, 1 clerical
GS9	3	1 administrative, 2 technical
GS11	2	1 administrative, 1 technical
GS12	7	3 professional, 1 administrative, 2 technical, 1 supervisory
GS13	1	1 administrative
GS14	1	1 supervisory
GS15	1	1 administrative
SES	0	
Other	1	1 other

Future Plans

- NARA seeks to include appropriate representation of AAPIs within its workforce.
- NARA's Equal Employment Opportunity Office (NEEO) has included AAPIs within the population groups that it is seeking to promote within the agency. Working with the Office of Human Resources, NEEO has sent special mailings and notices of employment opportunities to organizations and locations that promote the availability of that information to the AAPI community.

- NARA's strategy for improving workforce diversity and the representation of AAPIs within the workforce is threefold: providing diversity training to all NARA staff; incorporating diversity promotion in employee performance plans; and focusing particularly on under-represented group recruitment for positions at Grade 13 and above.

SYNOPSIS FOR THE NATIONAL COUNCIL ON DISABILITY

I. Brief description of agency mission, particularly as it relates to AAPIs

The mission of the National Council on Disability (NCD) is to promote policies, practices and procedures that guarantee equal opportunity for all individuals with disabilities, regardless of the nature or severity of the disability; and to empower individuals with disabilities to achieve economic self-sufficiency, independent living and inclusion and integration into all aspects of society. In developing its policies recommendations, NCD solicits input from all peoples with disabilities, including Asian Americans and Pacific Islanders.

II. Description of major programs and services for AAPIs

- NCD plays a major role in developing disability policy in America. In fact, it was NCD that originally proposed what eventually became the ADA. NCD's present list of key issues includes improving personal assistance services, promoting health care reform, including students with disabilities in high quality programs in typical neighborhood schools, promoting equal employment and housing opportunities, monitoring the implementation of the ADA, improving assistive technology, and ensuring that people with disabilities who are culturally-diverse fully participate in society.
- During FY99, NCD's primary focus was on monitoring the enforcement and implementation of disability civil rights laws.

Best Practices

- On August 5, 1998, NCD held a public hearing in San Francisco on "Meeting the Unique Needs of People with Disabilities from Diverse Cultural Backgrounds." This hearing was part of a series of hearings and forums that NCD conducted to develop recommendations for improving the ability of federal policies and programs to serve diverse communities effectively. To ensure input from the AAPI community, the San Francisco hearing was simultaneously conducted in English and Cantonese.
- On July 26, 1999, NCD released its report, *Lift Every Voice: Modernizing Disability Policies and Programs to Serve a Diverse Nation*, at a White House forum on Disability and Cultural Diversity. *Lift Every Voice* is available in English and Cantonese.

Challenges

- NCD does not have regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act for the limited-English proficient.
- NCD had no grant programs in FY99 for which AAPIs were listed as a funding priority.
- NCD does not have any identified or implemented strategies for improving workforce diversity and representation of AAPIs within the workforce.
- AAPI data are not collected. NCD does not collect data on race and ethnicity.
- NCD does not have performance measures specifically for AAPIs.

Future Plans

- Institutionalize an agency-wide mechanism to address AAPI issues. By November 2000, include relevant AAPI activities as primary focus of NCD. Rewrite staff performance standards to include AAPI Initiative activities.

III. AAPI Employment Profile

Note: No information was provided on the Agency's overall workforce. Inventory Table C listed only raw numbers of AAPIs.

- NCD employs a total of 10 AAPIs.
- There are 0 AAPIs in the SES.
- There are 0 AAPIs in supervisory positions.

<u>Grade Level</u>	<u>AAPIs</u>
GS7	1
GS10	1
GS13	4
GS14	2
GS15	2
SES	0

Future Plans

Note: No information provided in the Federal Inventory or FY 2001 Plan.

SYNOPSIS FOR THE NATIONAL ENDOWMENT FOR THE ARTS

I. Brief description of agency mission, especially as it relates to AAPIs

The National Endowment for the Arts (NEA), an investment in America's living cultural heritage, serves the public good by nurturing human creativity, supporting community spirit, and fostering appreciation of the excellence and diversity of our nation's artistic accomplishments.

II. Description of major programs and services for AAPIs

- The Expansion Arts Program. The NEA recognizes the breadth of diversity within the AAPI grouping, the complexities of dealing with the many distinct cultures and languages, of the different needs and perspectives of different generations and socioeconomic classes, and the struggle to be understood in a culture that perceives the AAPI population as "other." This program supports professionally directed arts organizations deeply rooted in and reflective of ethnic-specific, inner-city and/or rural communities.
- The heart of the Agency's major programs is its grantmaking activity. The Grants to Organizations program supports the visual, literary, design, and performing arts through project grants to non-profit organizations under four Agency programmatic goals: Creation and Presentation, Education and Access, Heritage and Preservation, Planning and Stabilization. Grants in excess of \$1 million were made to projects that involved AAPI organizations.
- Partnership Agreements is a program by which the NEA supports America's creativity and living cultural heritage by assisting State and special jurisdictional arts agencies and regional organizations. This includes formula grants, and advisory services and counseling. Significant awards were made to organizations that involved AAPI artists and/or audiences. These include projects that target immigrant communities, such as Filipinos, Vietnamese, and Bengalis.
- Leadership Initiatives constitute a third major program area of the NEA that supports the national importance and impact of projects that serve as models in one field or across disciplines. Programs supported include those that help young people by immersing them in their cultural heritage targeted at Cambodians.

Best Practices

Creation and Presentation:

- Gamelan Pacifica, NEA supported the production costs for *Kali*, a new music theatre work.

Education and Access:

- Japanese American Cultural and Community Center. NEA sponsors performances and exhibitions on contemporary and traditional Japanese and Japanese American artists.

Historic/Preservation:

- Hmong United Association of Pennsylvania. NEA supported a video documenting traditional Hmong dances, folksongs and oral musical traditions.
- Lao Vathana Association. NEA supports workshops in traditional Lao dance and music.

Partnership Agreements:

- Total endowment awards of \$760,100 were awarded to the arts councils of American Samoa, Guam and the Northern Mariana Islands.

Leadership Initiatives:

- The National Heritage Fellowship honors folk artists from diverse cultures in the United States. In FY99, the program honored Zakir Hussain, a North Indian Master Tabla Drummer; Angkor Dance Troupe, a group which helps young people make constructive choices in their lives by immersing them in their rich Cambodian cultural heritage; and the Japanese American National Museum which preserves films and documentaries by Japanese and Japanese American filmmakers.

Challenges

- No formal needs assessments have been conducted to identify, quantify or evaluate AAPI service needs in the last five years.
- No informational materials translated in AAPI languages.
- No advisory bodies or ongoing mechanisms for specifically addressing AAPI issues.
- No AAPI members on the National Council on the Arts which advises the Chairman of the NEA.
- No grant programs in FY99 for which AAPIs were listed as a funding priority.
- No performance measures specifically for AAPIs.

Future Plans

- NEA plans data collection and efforts to expedite implementation of changes to OMB Directive 15 to support national AAPI research and data collection activities. These include data collection for tracking panelists and grants management, collaboration with the State Arts Agencies, including collecting data using the new AAPI disaggregated categories for tracking organizational as well as individual data.
- The NEA, in conjunction with other funders, has invested in a two-year research study to be carried out by the Urban Institute that examines the support systems available to individual artists in 8 to 10 cities, several of which have significant AAPI populations.
- NEA plans to increase access to international arts in the U.S., including projects that will include work from Asian countries and that will have significant involvement of U.S.-based Asian American artists and ensembles. NEA will work to facilitate visa applications and provide technical assistance for cultural exchanges.
- The NEA will forge partnerships to build community capacity. This work includes the formation and continuation of interagency partnership agreements. NEA will explore opportunities to identify the participation of AAPIs in its partnership agreements.
- Special outreach efforts to inform AAPI communities about Cultural Funding.
- NEA will continue building capacity of new and existing AAPI community cultural centers, community development corporations and other AAPI organizations.

III. AAPI Employment Profile

- Of NEA's 162 employees, 3 (2%) are Asian American. All are in administrative positions.
- Of 9 employees in the SES, 0 are AAPIs.
- Of 20 employees in supervisory positions, 0 are AAPIs.
- Three staff members specifically focus on AAPI issues part time: the senior deputy chair, a member of the administrative staff and a summer intern. This constitutes approximately a 5% FTE.

<u>Grade Level</u>	<u>AAPIs</u>
GS levels 1-11	0
GS level 12	2
GS level 15	1

Future Plans

- Improving recruitment, promotion and retention of AAPIs by expanding its list of AAPI-serving organizations and institutions included on its standard outreach list for agency employment announcements.

SYNOPSIS FOR THE NATIONAL ENDOWMENT FOR THE HUMANITIES

I. Brief description of agency mission, particularly as it relates to AAPIs

The National Endowment for the Humanities (NEH) was established to promote progress and scholarship in the humanities in the United States. NEH is making opportunities in formal education and lifelong learning more accessible to AAPI populations that, because of barriers to participation such as language, culture, or income, may have been under-served by federal programs in the past. NEH-supported websites for the classroom, summer seminars and institutes for teachers, film documentaries for television, and museum exhibitions for people of all ages now provide AAPI populations with substantive learning experiences specifically relevant to their cultural heritage. The NEH also supports research to deepen American understanding of the history, literature, philosophy, art and music, and other cultural manifestations of Asia and the Pacific. In just ten years, NEH grants totaled \$50 million.

II. Descriptions of major programs and services for AAPIs

- Federal/State Partnership. State humanities councils are mandated by the National Foundation on the Arts and Humanities Act. Grants are awarded annually to the 56 state councils in the 50 states, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, the Northern Marianas, American Samoa and Guam.
- Preservation and Access. Grants are made for projects that will create, preserve and increase the availability of resources important for research, education, and public programming in the humanities.
- Public Programs. Exhibitions, radio and television programs, lectures, symposia, multimedia projects, printed materials, and reading and discussion groups foster public understanding and appreciation of the humanities.
- Education Development and Demonstration. Grants support curriculum and materials development efforts; faculty study programs within and among educational institutions; conferences and networks of institutions.
- Seminars and Institutes. Grants support summer seminars and national institutes in the humanities for college and school teachers.
- Fellowships and Stipends. Grants provide support for scholars to undertake full-time independent research and writing in the humanities
- Collaborative Research. Grants support collaborative research in the preparation for publication of editions, translations, and other important works in the humanities, and in the conduct of large or complex interpretive studies including archaeology projects and the humanities studies of science and technology. Grants also support research opportunities offered through independent research centers and international research organizations.
- Challenge Grants. NEH Challenge Grants support nonprofit institutions interested in developing new sources of long-term support for educational, scholarly, preservation, and public programs in the humanities.

Best Practices

- Long Beach Unified School District. This project allows approximately 2/3 of the students to trace their ancestry to the countries of Southeast Asia, including the Philippines, Vietnam, Cambodia and Thailand. A NEH-supported portal site for the best online humanities resources for teaching, it offers several websites likely to be of particular interest to AAPI students and their teachers; for example: *AskAsia* is a collection of teaching and learning resources, readings and links for K-12; Columbia University's *Sarai* (South Asia Resource Access on the Internet) provides a link to the Archive of the South Asian Diaspora at UC Berkeley; and Cleveland State University's *Teaching and Learning About Japan* offers a hyper-text narrative to a wide variety of traditional and contemporary aspects of Japanese life.
- Staten Island Botanical Garden is using an NEH challenge grant to build and staff the New York Chinese Scholar's Garden. This garden and its adjacent education center offer programs on Chinese history and culture to school groups and adults. The *New York Scholar's Garden Interpretive Guide*, is available in Chinese as well as English.

- Art Institute of Chicago is creating a major exhibition on *Taoism and the Arts of China* that will open November 2000 and then travel to the Asian Art Museum of San Francisco in February 2001. The project will interpret 130 works of art never-before exhibited in the West. It is designed to convey and understanding of how Taoists have traditionally defined reality.
- Independent film documentarian Carma Hinton is producing *Morning Star*, a two-hour examination of China's Cultural Revolution from the perspective both of its victims and its participants. There will be an accompanying bilingual website.
- An initiative on diabetes and culture examining the relationship between indigenous cultural practices and a disease which is taking a terrible toll in the Commonwealth of the Mariana Islands.
- Scholars at the University of California, Berkeley are compiling a *Sino-Tibetan Etymological Dictionary and Thesaurus*.
- NEH granted the American Council of Learned Societies ten fellowships for humanities research in the Peoples' Republic of China.

Challenges

- NEH has no regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act for the limited-English proficient.
- NEH does not identify informational materials in AAPI languages.
- NEH had no grant programs for which AAPIs were listed as a funding priority.
- NEH has no AAPI federal employee organization.
- The self-declaration form that is sent to prospective NEH panelists will be revised to conform to the new AAPI categories.

Future Plans

- During the coming year, NEH will consult on ways to address the particular needs of AAPI communities. Its plan to accomplish this goal is through its *Extending the Reach Initiative* in particular.
- NEH will conduct extensive consultations with individuals and organizations representative of AAPI constituencies in its next phase of its outreach program.
- NEH will devise an appropriate mechanism to reach under-served AAPI populations through the Endowment's new outreach initiative, *Extending the Reach*.
- The program guidelines that are provided to applicants for funding in all NEH programs will explicitly encourage project proposals that address the goals of E.O. 13125
- Information about the short- and long-term results of funded projects will be consolidated in an Outcomes Database housed in a soon-to-be operational relational database. The Outcomes Database will greatly facilitate the task of aggregating data about the impact on AAPI populations of NEH-funded projects.
- NEH will continue to improve the accuracy and completeness of our data on the ethnicity of potential grant application reviewers and panelists.
- NEH will develop guidance for grant applicants on complying with Executive Order 13166, *Improving Access to Services for Persons with Limited English Proficiency*.
- NEH will explicitly encourage grant applicants to propose projects that reach under-served audiences and involve community groups, including organizations that serve AAPIs.
- NEH will continue to act on the recommendations of the Endowment's Working Group on Minority Hiring and Promotion.
- NEH will continue to encourage funding proposals for humanities projects in community colleges that reach under-served populations, including AAPE groups.

III. AAPI Employment Profile

- Of NEH's 166 employees, 5 (3%) are AAPIs.
- Of 35 employees in supervisory positions, 2 (5.7%) are AAPIs.
- Of 8 employees in the SES, 0 are AAPIs.
- AAPIs are underrepresented in the workforce, and none rank over the GS 14 level.

Grade Level

AAPIs

GS 7	2	clerical
GS12	1	administrative
GS13	1	administrative
GS14	1	professional

Future Plans

- NEH recently completed a report by an intra-agency Working Group on Minority Hiring and Promotion on NEH's current and past statistics on minority hiring practices, focusing on AAPIs and other minorities.
- NEH will intensify its efforts to target minority recruitment efforts.
- NEH will invest in employee education and training.
- NEH will review existing job classifications.

SYNOPSIS FOR THE NATIONAL SCIENCE FOUNDATION

I. Brief description of agency mission, especially as it relates to AAPIs

The mission of the National Science Foundation (NSF) is to promote the progress of science, to advance the national health, prosperity, and welfare and to secure the national defense.

II. Description of major programs and services for AAPIs offered by NSF

- NSF supports a number of research projects in the social and behavioral sciences that have particular bearing on the health and well being of AAPIs.
- NSF has a number of activities that emphasize the participation in science, mathematics and engineering of groups that have traditionally been significantly underrepresented in these areas. Pacific Islanders are included in this categorization.

Best Practices

- In FY99, \$13 million was awarded for activities that directly impact AAPIs.
- 116 Asian Americans and 8 Native Hawaiians and Other Pacific Islanders were the recipients of NSF Graduate Research Fellowships.
- \$6 million was provided for formal and informal education-related activities in locations with significant AAPI student populations.
- \$2.5 million was provided for research studies in areas that potentially have direct impact on the health and well being of AAPIs.

Challenges

- NSF does not have any programs that are targeted to the AAPI population.
- NSF has no regulations, policies or guidance memoranda specifically related to Title VI of the Civil Rights Act.
- NSF does not have any informational materials translated into AAPI languages.
- NSF has no advisory bodies or workgroups focusing on AAPI issues.
- Within the NSF responsibilities and duties involving AAPI issues are divided as additional duties among several employees. The FTE is approximately 0.2FTE.
- There are no NSF grants programs in FY99 for which AAPIs were listed as a funding priority.
- There is no AAPI federal employee organization at the NSF.

Future Plans

- NSF will institutionalize a Foundation-wide mechanism to address AAPI issues by enlarging the extant Committee on AAPIs to include representation from every directorate across the Foundation. A staff member will be recruited to work closely with the Foundation on AAPI issues who will be assisted by a summer intern.
- An Internet website will be developed to disseminate background material and information about the agency's activities on behalf of AAPIs.
- NSF will improve research and data collection on the AAPI population and its subpopulations by setting up a committee to examine how and when to require changes in the reporting of racial/ethnic data on all NSF forms.
- NSF will encourage researchers to submit proposals that focus on AAPI subpopulations.
- NSF will develop and/or enhance programs and initiatives directed at unmet AAPI needs by investigating the feasibility of conducting town meetings and workshops with potential researchers to inform them of NSF programs for which they can apply.
- NSF will promote AAPI access to government services by studying the profile of researchers in an attempt to identify AAPI subgroups, such as Pacific Islanders, that might not be reached.

III. AAPI Employment Profile

- In FY99, there were 1,064 permanent positions at NSF. Of NSF's 1,064 permanent employees, 38 (3.6%) are AAPIs.
- Of 83 employees in the SES, 5 (6%) are AAPIs.
- Of 223 employees in supervisory positions, 4 (1.8%) are AAPIs.
- 18 (5.4%) of 333 professional staff positions were held by AAPIs.
- 10 (2.4%) of 421 administrative staff positions were occupied by AAPIs.
- 6 (2.8%) of the technical positions were occupied by AAPIs.
- 4 (4.3%) of the 94 clerical staff positions were occupied by AAPIs.
- NSF employs another 217 persons in temporary professional positions. These people are mostly from academic institutions and spend 1-4 years with the NSF on a "rotational basis." Of these 217, 15 (6.9%) were AAPIs.
- The greatest under representation of AAPIs is in the technical category.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	1	1 clerical
GS5	1	1 clerical
GS7	5	5 technical
GS8	2	1 technical, 1 clerical
GS9	1	1 clerical
GS11/AD2	1	1 professional
GS12	6	2 professional, 4 administrative
GS14	3	1 professional, 2 administrative
GS15/AD4	11	8 professional, 3 administrative
AD5	2	2 professional
SES	5	4 professional, 1 administrative

Future Plans

- NSF will ensure adequate representation of AAPIs in the agency's workforce and operation by increasing their presence in the management and clerical staff where they are underrepresented.

SYNOPSIS FOR THE OFFICE OF PERSONNEL MANAGEMENT

I. Brief description of agency mission, especially as it relates to AAPIs

The Office of Personnel Management (OPM) is the President's agent and advisor for the Government's human resources management. Its mission is to work in partnership with agencies to create systems that support recruiting, hiring, managing and retaining the merit-based, high quality, diverse workforce necessary to serve the American people. We support the interests of the Government as a single employer by sustaining essential Government-wide values, such as a strong merit system, HRM accountability, veterans' preference, workforce diversity, and family-focused policies.

II. Description of major programs and services for AAPIs

Note: Inventory Tables A and B were not submitted.

- As the federal human resources management leader, OPM is committed to assisting agencies to meet the President's challenge of creating a government that reflects the rich diversity of the American people. OPM develops tools for federal human resource managers to use in helping them to fulfill these goals.
- Other activities of OPM that do not specifically target, but effect AAPIs include: managing a merit based employment system for the federal government; providing managers education in leadership and a more corporate view of their roles and responsibilities; providing benefit services to federal employees; and overseeing and advancing nationwide federal human resource management systems.

Best Practices

- OPM issued *Guidelines for the Development of a Federal Recruitment Program*.
- OPM issued *A Statistical Profile on AAPIs in the Federal Government in July 1999*.
- OPM made improvements to the USAJOBS federal jobs inventory.
- OPM developed and presented a week-long seminar for managers and executives entitled, "Diversity, A Business Necessity for the Millennium."

Challenges

- No specific needs assessments to evaluate AAPI service needs.
- No regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act.
- No informational materials translated into AAPI languages.
- No specific AAPI workgroups or advisory bodies.
- No FTE focusing on AAPI issues.
- No grant program in FY99 for which AAPIs are a funding priority.
- No AAPI federal employee organization.
- No specific performance measures for AAPIs.

Future Plans

- OPM plans to improve opportunities for the AAPI population in federal employment.
- OPM will establish an OPM Advisory Committee to support AAPI activities. OPM will select representatives from each of the services and offices plus representatives from the OPM/AAPI community to serve on the committee.
- OPM will improve research and data collection on the AAPI population and its subpopulations by improving access to the Central Personnel Data File through Fedscope from the website and expand data collection on race and national origin.
- OPM will ensure inclusion of AAPI issues in diversity and other modules offered by OPM.
- OPM will increase the sources used to recruit from the AAPI population to increase the federal employment of AAPIs.
- OPM will add an AAPI recruitment focus to the Presidential Management Intern program.
- As the OPM guidance on the Federal Career Intern program is developed, OPM will consider AAPI issues.

- OPM will review its programs to determine where its services can be enhanced to meet AAPI needs.

III. AAPI Employment Profile

- Of OPM's 3,610 employees, 51 (1.3%) are AAPIs.
- Of the 51 employees in the SES, 0 are AAPIs.
- Of the 221 employees in supervisory positions, 3 (1.3%) are AAPIs.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	2	2 clerical
GS5	2	1 technical, 1 clerical
GS6	2	1 technical, 1 clerical
GS7	4	4 technical
GS8	3	2 technical, 1 clerical
GS9	4	1 professional, 1 administrative, 1 technical, 1 clerical
GS11	4	1 professional, 3 administrative
GS12	6	3 professional, 3 administrative
GS13	14	5 professional, 9 administrative
GS14	5	1 professional, 4 administrative
SES	0	

Future Plans

- Monitor the composition of department and agency workforces and conduct occupational analyses for certain key occupations. Results will serve as a basis for recruitment and retention strategies.
- Develop and issue guidance on how best to recruit, hire and retain AAPIs.
- Monitor and report agencies' progress and success in recruiting, training and employing AAPIs in its Annual Report to Congress.
- Identify any AAPI university or college internship programs that can be adapted to meet cooperative education programs.
- Provide guidance to agencies to assist in the development and monitoring of career development programs for AAPIs in federal service.
- Conduct workshops on the Executive Core Qualifications and how to prepare for a career in the SES at national AAPI conferences and professional agencies
- Provide briefings to internal AAPI employee organizations.
- Ensure that initiatives to improve the SES include strategies that can contribute to the appointment of AAPI and other minority executives.

SYNOPSIS FOR THE PEACE CORPS

I. Brief description of agency mission, particularly as it related to AAPIs

The Peace Corp promotes world peace and friendship through the implementation of three specific goals:

- To help the people of interested countries meet their needs for trained men and women;
- To help promote a better understanding of the American people on the part of the people served; and
- To promote a better understanding of other peoples on the part of Americans.

The Peace Corps is committed to creating as many opportunities as possible for Asian Americans and Pacific Islanders to serve as volunteers and to recruit volunteers and staff that reflect the diversity of America.

II. Description of major programs and services for AAPIs

- International Grassroots Development. The Peace Corps works in 77 countries worldwide; six are in Asia and nine in the Pacific region. All volunteers receive intensive training that prepares them to conduct comprehensive assessments of their communities' needs, communicate effectively in the local language and transfer appropriate skills to local people. The main program areas in Asia are health, education, business and the environment. Projects focus on maternal and child health, water and sanitation, teacher training, environmental education and natural resources management.
- American Leadership in the Developing World. Peace Corps Volunteers are often the first Americans that any people have even seen or met. Volunteers learn about the rich heritage and culture of their host countries and provide the citizens of those nations a greater insight into American character and culture.
- Continuing to Make Contributions at Home. During and after their service, Peace Corps Volunteers share their understanding of the culture, language and traditions of other countries with countless family members, friends, co-workers and community groups in the U.S. Over 900 Peace Corps Volunteers currently serve in 15 countries in Asia and the Pacific. These Volunteers bring a much deeper understandings of the cultures and histories of the Asian/Pacific peoples back to their home communities in the U.S. Volunteers can share these skills and experiences directly with the American people through two programs: World Wise Schools and the Peace Corps Fellows Program. The World Wise Schools program seeks to give American school children an opportunity to learn first-hand about and learn from the world's diverse peoples, cultures, and geography from current and former Peace Corps Volunteers. Volunteers' experiences are shared with schools through the Internet, videoconferences, on-line teacher guides, classroom speakers and educational broadcasting, as well as the traditional pen pal relationships.
- The Peace Corps Fellows/USA program is a public-private partnership that brings returned Volunteers, institutions of higher education, community organizations, foundations and corporate supporters together behind a common purpose: to use the unique experiences and skills of returned Volunteers to help address some of the most pressing problems in communities across America.
- Peace Corps' Minority Employment Profile. There are a number of offices in Peace Corps that are directly or collaboratively involved in the agency's efforts to increase the diversity of their applicant pool for both Volunteers and staff. Currently, 6% of the Peace Corps staff are AAPIs. In addition to staff recruitment, there is also an extensive program of staff training to increase awareness of diversity issues and prepare staff for supporting the diverse Volunteers. Also, senior management at Peace Corps is actively involved in the International Career Advancement Program, sponsored by the Graduate School of International Studies at the University of Denver. This program was designed to bring greater diversity to the staffing of senior management and policy-making positions in both governmental and non-profit organizations. Its aim is to assist highly promising mid-career professionals of color in advancing to more senior positions in international affairs.

Best Practices

- Peace Corps service to the Pacific Islands. Peace Corps programs in the Pacific have joined together to form the Pacific Initiative, a new, innovative collaboration between the Peace Corps, the Pacific island nations and a number of regional, national and international development institutions. The Peace Corps is placing more than a dozen Volunteers throughout the region to serve as highly skilled environmental educators, community organizers and trainers.
- Peace Corps Outreach to Minority Volunteers. All eleven regional recruitment offices design strategic minority outreach plans to ensure that everyone has equal awareness of Peace Corps' opportunities. Asian American and Pacific Islander outreach ranges from broad to specific efforts. Regional offices conduct year-round recruitment at universities and maintain relations with key campus Asian-American organizations and contacts and offer information sessions geared toward AAPIs. Recruiters are placed on the agenda of ethnic cultural events, sharing the cross-cultural goals of the Peace Corps while promoting employment opportunities and benefits. Nationally, the Peace Corps reaches out to thousands of AAPIs who are members of ethnic organizations via mailing or e-mails, or by participating as a speaker or representative at fairs or cultural events. The Peace Corps hosted the annual Asian Pacific American Federal Foreign Affairs Council fair and forum with hundreds of people from the Washington, DC area in attendance. Both regional and national communications offices actively seek to place stories of AAPI Volunteers into national, regional and local publications to share with others their experience and contributions. Over the last three years, the Peace Corps have been able to achieve and maintain a 5% rate in the number of Asian American Volunteers, which is comparable to the percent of Asian Americans with bachelor degrees in the general population. Currently, data specific to Pacific Islanders do not exist.

Challenges

- The Peace Corps has not conducted any needs assessments, reports, or other documents within the last five years in an effort to understand AAPIs.
- The Peace Corps has no specific regulations, policies, or guidance memoranda on compliance with Title VI of the Civil Rights Act for the limited-English proficient.
- The Peace Corps has not translated materials to meet the cultural or linguistic competency of the AAPI population.
- The Peace Corps does not have specific performance measures for AAPIs.

Future Plans

- The Peace Corps will create as many opportunities as possible for AAPIs to serve as Volunteers and staff.
- Public affairs specialists will reach out to target audiences by arranging interviews with media outlets, such as radio, newspapers, magazines, etc., that target AAPI audiences.
- The Peace Corps will participate in a number of events specifically planned for the AAPI community.
- The Peace Corps will offer special information sessions for AAPI groups or hold sessions or informational tables at locations where there is a large AAPI presence.
- By October 2000, the Peace Corps will begin to develop an agency-wide diversity program plan with adequate staffing to implement and address AAPI issues.

III. AAPI Employment Profile

- Of the Peace Corps' 7,981 direct U.S. hires, 381 (4.8%) are AAPIs.
- Of 143 employees in supervisory positions, 5 (3.5%) are AAPIs
- Of the 1 employee in the SES, 0 are AAPIs.
- Of 832 American staff members overseas, 47 (6%) are AAPIs.
- AAPIs are underrepresented in the professional ranks; of 124 employees, 1 (.8%) is AAPI.

<u>Grade Level</u>	<u>AAPIs</u>	
GS5/FP9	1	1 technical
GS6/FP8	1	1 administrative
GS7/FP7	340	6 administrative, 7 technical, 321 other
GS8/FP6	2	2 technical
GS9-10/FP5	8	8 administrative
GS11-15/FP1-4	25	1 professional, 24 administrative
Other	5	1 administrative, 2 clerical, 2 other

- Data on Peace Corps Volunteers/Trainees (as of March, 2000)

<u>Worldwide</u>	<u>Number of V/Ts</u>
Total V/Ts	6843
Asian American	313 (5%)

- In the Pacific Island Nations there are 437 V/Ts.
- In Asia there are 482 V/Ts.

Future Plans

- There are a number of offices in Peace Corps that are directly or collaboratively involved in the agency's efforts to increase the diversity of its applicant pool. These include the Office of the Deputy Director, Congressional Relations, the American Diversity Program, Overseas Executive Selection and Support, Human Resources, and Minority Recruitment for Volunteers.
- In addition to staff recruitment, there is an extensive program of staff training to increase awareness of diversity issues and prepare staff for supporting the diverse Volunteer. The Center for Field Assistance and Applied Research and the Office of Special Services have prepared and conducted workshops and training modules on diversity and cross-cultural communications for both Volunteers and staff.
- Senior management at the Peace Corps is actively involved in the International Career Advancement Program sponsored by the Graduate School of International Studies at the University of Denver. This program was designed to bring greater diversity to the staffing of senior management and policy-making position in both governmental and non-profit organizations. Its aim is to assist highly promising mid-career professionals of color in advancing to more senior positions in international affairs.
- The challenge for the Peace Corps is not only to maintain the current level of AAPI representation among Volunteers and staff, but to target the groups that bring with them the skills and personal qualities that are more likely to succeed and contribute to the three goals of the Peace Corps.
- The Peace Corps will adopt strategies to enhance the recruitment and retention of AAPIs by activities including:
 1. Building linkages with organizations and groups representing AAPIs.
 2. Developing a better understanding of the special challenges for AAPIs in Peace Corps service.
 3. Sharing information with other governmental and non-governmental agencies on AAPI recruitment and support
 4. Increasing the participation of returned Volunteers in efforts to reach out to more diverse populations, including underrepresented NOHPI.

SYNOPSIS FOR THE SMALL BUSINESS ADMINISTRATION

I. Brief description of agency mission, particularly as it relates to AAPIs

The Small Business Administration (SBA) was created nearly 50 years ago to ensure a strong and vibrant small business sector. The SBA's core mission is to maintain and strengthen the nation's economy by aiding, counseling, assisting, and protecting the interests of small businesses and by helping families and businesses recover from natural disasters.

II. Description of major programs and services for AAPIs

The SBA has launched a wide-ranging outreach initiative designed to sharply increase the amount of financing, technical assistance, and government contracting opportunities available to America's new markets—particularly minority and women entrepreneurs. This is the most rapidly growing segment of the business community, and represents the economic strength of our nation in the 21st century.

Best Practices

- Asian Pacific American Outreach Effort. On February 10, 2000, Administrator Alvarez signed an historic partnership agreement with five New York-based Asian American organizations to increase outreach efforts and business opportunities for Asian American entrepreneurs.
- SBA Assistance to AAPIs. During the Clinton/Gore Administration, SBA assistance to AAPIs has increased dramatically. In FY1999, SBA provided an unprecedented amount of assistance to AAPIs.
- Increasing Access to Capital and Credit. The SBA guaranteed 5,574 loans under the 7(a) loan programs for \$2.15 billion. In other words, SBA-backed loans to AAPIs represented 11% of total loans made and a full 18% of total dollars spent.
- Expanding Small Business Procurement Opportunities. Under the 8(a) program, 1,429 contracts were awarded to AAPI-owned businesses for \$1.2 billion. This was out of a total of 5,969 contracts for \$4.3 billion, which means that AAPIs received 24% of contract awards worth 28% of the total dollars awarded.
- Enhancing Entrepreneurial Development Assistance. Through Small Business Development Centers (SBDC), SBA provided counseling and training to over 10,000 Asian American and nearly 3,500 Pacific Islander clients. Business Information Centers (BIC) served nearly 8,000 AAPI clients representing 6.4% of total clients served. Service Corps of Retired Executives (SCORE) counseled and trained over 7,500 AAPIs representing 3% of total clients served.
- Helping Businesses and Families Recover from Disaster. Provided 140 disaster loans to AAPIs, or about 4% of total loans made.
- SBA engaged in a number of outreach efforts to AAPI communities. These include placing a series of articles in *Dan Quyen*, a Vietnamese-Asian newspaper, promoting SBA loan programs, holding 20 private meetings with AAPI-owned banks emphasizing the importance and need for SBA financing in their respective communities; and outreach with regional groups, such as Hmong Educational Advancements, Inc., the Eau Claire Area Hmong Mutual Assistance Association, Inc., the Green Bay Areas Hmong Association, and the M&I First American National Bank.

Challenges

Note: Inventory Part V not submitted.

Future Plans

- By December 2000, SBA will have all OMB-approved public use forms that collect race and ethnic data comply with OMB Directive 15.
- By the end of FY 2003, SBA will have complete databases corresponding to three main program areas (Capital Access, General Contracting and Minority Enterprise Development, and Entrepreneurial Development) in compliance with OMB Directive 15.

- For FY 2001, SBA will meet loan goal of making 7,000 loans to AAPI businesses.
- For FY 2001, SBA will monitor procurement activity under 8(a) contracting programs for minority-owned firms, including AAPI businesses.
- SBA will translate its main brochure on programs and services into Chinese.
- SBA will translate Online Women’s Business Center into Japanese.
- SBA will maintain MOU partnerships with over 30 AAPI organizations across the country.

III. AAPI Employment Profile

- Of SBA’s 3,452 employees, 154 (4.5%) are AAPIs.
- Of 705 employees in supervisory positions, 17 (2.4%) are AAPIs.
- Of 47 employees in the SES, 0 are AAPIs.
- AAPIs constitute 6% of the professional, 3.4% of the administrative, 7.5% of the technical, and 8% of the clerical workforce.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	4	4 clerical
GS5	7	3 technical, 4 clerical
GS6	11	10 technical, 1 clerical
GS7	30	3 administrative, 26 technical, 1 clerical
GS9	6	6 administrative
GS11	16	16 administrative
GS12	27	3 professional, 24 administrative
GS13	34	15 professional, 19 administrative
GS14	14	5 professional, 9 administrative
GS15	2	1 professional, 2 administrative
SES	0	
Other	2	2 administrative

Future Plans

- SBA will monitor AAPI representation at all GS levels.

SYNOPSIS FOR THE SOCIAL SECURITY ADMINISTRATION

I. Agency mission, especially as it relates to AAPIs

The mission of the Social Security Administration (SSA) is to promote the economic security of the nation's people through compassionate and vigilant leadership in shaping and managing America's social security programs.

II. Major programs and services for AAPIs

- Social insurance protection, retirement benefits, disability benefits, survivors benefits and supplemental security income payments.
- SSA has outreach programs to AAPI communities, translated materials and fact sheets, and interpreter services for all AAPI customers on request. Posters displaying this service are posted in all field offices.
- SSA currently has a recruitment campaign giving bilingual/bicultural skills critical consideration, sensitivity training for Chinese and Vietnamese bilingual interviewers.
- SSA accepts advice and recommendations from its Pacific Asian American Advisory Council.
- SSA has 9 FTE's that specifically focus on AAPI issues. These FTE's focus on service delivery to the AAPI community and the recruitment of AAPIs.

Best Practices

- SSA has a comprehensive workgroup that focuses on ensuring all Americans have access to SSA and its services, especially those with limited English proficiency. Their plans focus on resource allocation, service delivery, bilingual staffing, qualified interpreter services, written communications, public information, contributions of third parties, listening to customers, technology use, training, and monitoring of services.
- Sensitivity training on how cultural values, historical influences, and dialect variations affect the interviewing of Chinese-speaking and Vietnamese-speaking customers was given to bilingual interviewers.
- Training packages on how cultural values, historical influences, and dialect variations affect the interviewing of Filipino and Korean customers have been initiated.

Challenges

- SSA maintains that while it is committed to providing service for all Americans, lack of resources hampers its efforts to serve those with limited-English proficiency or those facing cultural barriers.
- AAPI participation is influenced by: lack of understanding of program benefits, linguistic barriers, cultural barriers, and medical impairments.
- Data are collected and analyzed by the aggregated AAPI category only.

Future Plans

- Development and continuation of plans for sensitivity training for Filipino and Korean bilingual interviewers.
- Promote policy changes that shape future considerations of demographic and economic changes and provide an adequate base of economic security for workers and their dependents. Promote policy changes that shape SSI in a manner that protects and serves vulnerable populations.
- Office of Civil Rights and Equal Opportunity is working with the Office of Personnel to help SSA capture data in the two OMB recommended data categories: "Asian," and "Native Hawaiian or Other Pacific Islander."
- Assign staff to support implementation of the FY 2001 Plan, and establish a reporting structure to monitor AAPI Plan activities.
- Organize an AAPI Initiative workgroup that includes PAAAC representatives, union representation, and other components, to provide input on the strategies for the different FY 2001 Plan objectives.
- Collect ethnicity data on AAPIs currently receiving SSA benefits and/or SSI payments, and current employees and new AAPI hires.

- Add a webpage on SSA's Internet website specifically targeted to the AAPI population.
- Promote access to services for AAPI customers with limited-English proficiency.
- Intensify the use of media resources that target AAPI populations to promote SSA programs and services. Develop resource kits.
- Revise public information materials that have been translated into AAPI languages to make them easier to understand.
- Encourage more interest among AAPI employees to apply for and participate in training and development programs, including the agency's Leadership Development Program.
- Ensure cultural awareness training for public contact employees, especially those in field offices services large Chinese, Vietnamese, Filipino, and Korean populations. The training should touch on cultural values, historical influences, and dialect variations.
- Increase media coverage of contributions of bilingual employees through SSA publications.
- Fully support the Career Advisory Network Program (CAN DO!) that is being developed by PAAAC.
- Organize consortiums with CBOs, advocate groups, federal, state, and local agencies that are improving service delivery to AAPIs.

III. AAPI employment profile

- Of SSA's 61,959 employees, 1432 (2.3%) are AAPIs.
- Of 117 employees in the SES, 3 (2.6%) are AAPIs.
- Of 4,519 employees in supervisory positions, 57 (1.3%) are AAPIs.
- AAPIs constitute 2.8% of professional, 2.2% of administrative, 2.6% of technical, and 2.1% of clerical employees.
- In FY 1999, of 2,603 hires, 181 (7%) were AAPIs. From October 1, 1999 through June 30, 2000, of 1,402 hires, 88 (6.3%) were AAPIs.

<u>Grade Level</u>	<u>AAPIs</u>	
GS1-4	53	5 technical, 42 clerical, 6 other
GS5	167	17 administrative, 69 technical, 80 clerical, 1 other
GS6	88	46 technical, 42 clerical
GS7	111	49 administrative, 58 technical, 4 clerical
GS8	215	213 technical, 2 clerical
GS9	93	1 professional, 51 administrative, 41 technical
GS10	12	2 administrative, 9 technical, 1 clerical
GS11	388	6 professional, 378 administrative, 4 technical
GS12	188	35 professional, 151 administrative, 2 technical
GS13	80	25 professional, 55 administrative
GS14	24	6 professional, 18 administrative
GS15	3	3 administrative
SES	3	3 administrative
ALJ	9	9 professional

Future Plans

- SSA will continue to address the underrepresentation of AAPIs in its workforce at all grade levels.
- SSA has a recruitment plan for AAPIs in the workforce that includes: 1) marketing SSA as a major employer; 2) developing formal recruitment methodologies; and 3) ongoing monitoring of outcomes.
- SSA will aggressively recruit AAPIs at job fairs, colleges and universities, and from downsizing employers in the private and public sector.
- SSA will continue to remind managers and supervisors of the underrepresentation of AAPIs in SSA's workforce at the GS 13-15 levels.
- SSA plans to recruit AAPI public contact employees for locations where their bilingual ability is needed.

SYNOPSIS FOR U. S. COMMISSION ON CIVIL RIGHTS

I. Brief description of agency mission, especially as it relates to AAPIs

The U. S. Commission on Civil Rights has as its mission the monitoring and reporting on the status of civil rights in the Nation. As it relates to AAPIs, the commission's work has been to investigate and heighten public awareness of the broad range of civil rights issues facing Asian Americans and to make recommendations for enhancing civil rights protection for Asian Americans.

II. Description of major programs and services for AAPIs

- The Commission conducts periodic briefings and hearings on matters of particular concern to AAPIs.
- The Commission conducted extensive research and investigations regarding discrimination or the denial of equal protection of the laws in such fields as voting, education, employment, health services, housing and the administration of justice. The Commission evaluates the federal effort to further equal opportunity. These projects normally culminate in Commission reports, which may contain findings and recommendations for resolving certain problems. The Commission also addresses specific civil rights policy issues through formal public statements.
- The agency gathers and publishes information on civil rights laws and procedures for addressing problems under those laws. Public Service Announcements and advertising campaigns to discourage discrimination or denials of equal protection of the law are prepared and issued by the Commission.

Best Practices

- As one of America's most visible minority groups, AAPIs have traditionally been a major priority for the Commission. The Commission's work has been to investigate and heighten public awareness of the broad range of civil rights issues facing Asian Americans and to make recommendations for enhancing civil rights protections for Asian Americans. To these ends, the Commission has periodically held both briefings and hearing on matters of particular concern to AAPIs as well as on broader civil rights issues of concern to AAPIs among other ethnic/racial groups within the United States.
- The Commission held a briefing focusing on the civil rights implications of the treatment of AAPIs during the campaign finance controversy. On December 5, 1997 the Commission held a briefing in response to a petition signed by 18 Asian Pacific American organizations. The Commission heard evidence that Congressional hearings as well as the news media focused discriminatorily on AAPI's while ignoring campaign finance violations by non-Asians.
- A few examples of the Commission's publications and reports relevant to AAPIs include: *Briefing on Civil Rights Implications in the Treatment of Asian Pacific Americans During the Campaign Finance Controversy*; *Civil Rights Issues Facing Asian Americans in the 1990s*; *Voices Across America: Roundtable Discussions of Asian Civil Rights Issues, Summary and Transcript of Roundtable Conferences in Houston*; and *The Tarnished Golden Door: Civil Rights Issues in Immigration*, among others.
- The Commission's State Advisory Committees (SACs) cover a broad range of civil rights concerns, supporting national projects of the agency as well as identifying and reporting on civil rights issues at the state and local levels.

Challenges

- No materials have been translated into AAPI languages.
- There is no FTE equivalent that focuses specifically on AAPI issues.
- There are no grant programs for which AAPIs are a funding priority.
- There is not implementation of AAPI data because the data is not mandatory and information is received by other methods.

- There are no performance measures specifically for AAPIs. To ensure that there is no appearance of discrimination, the Commission follows the same performance plans, standards, and measures for all employees.

Future Plans

- The Commission will institutionalize an agency-wide mechanism to address AAPI issues. This includes assigning to Human Resources the responsibility to disseminate information regarding employment opportunities and assigning to Public Affairs the responsibility of monitoring press accounts on matters pertinent to the Asian and NHOPI communities, including cultural activities.
- The Commission will improve research and data collection on the AAPI population and its subpopulations. The Commission will assign this responsibility to Human Resources and the office of Civil Rights Evaluation. The report, "Expanding Economic Opportunities for Minority Youth," will allow data to be collected on AAPI youth based on the two categories of Asian and NHOPI.
- The Commission will promote AAPI access to governmental services using available technologies to disseminate information about Commission programs, services, and employment opportunities.
- The Commission will develop and/or enhance programs and initiatives directed at the unmet needs of AAPIs, including training programs and forums for Native Hawaiian issues.
- The Commission will increase the activities of the community relations manager in order to increase outreach and to establish public/private partnerships.
- The Commission plans to devote considerable resources to the study of expanding opportunities for minority youth. This study will include an analysis of the particular challenges confronting Asian American youth, one of the fastest growing segments of America's population.

III. AAPI Employment Profile

Note: Inventory Table C contains only the raw number of AAPI employees, and does not include information on the total workforce.

- Of the Commission's 82 employees, 6 (7.3%) are AAPIs.
- 2 AAPI employees hold supervisory positions.
- 1 AAPI employee is in the SES.

<u>Grade Level</u>	<u>AAPIs</u>	
GS 12	1	1 professional
GS13	2	1 professional, 1 administrative
GS 15	1	1 supervisory
SES	1	1 supervisory
Other	1	1 professional

Future Plans

- Increase participation of AAPIs in government sponsored training programs.
- Ensure adequate representation of AAPIs in departmental workforce and its operations by expanding networks with various AAPI groups and organizations.

SYNOPSIS OF THE U.S. POSTAL SERVICE

I. Brief description of agency mission, especially as it relates to AAPIs

The U.S. Postal Service shall have as its basic function the obligation of providing postal services to bind the nation together through the personal, education, literary and business correspondence of the people. It shall provide prompt, reliable and efficient services to patrons in all areas and shall render postal services to all communities.

II. Description of major programs and services for AAPIs

- The Postal Service's core business is the delivery of letters, magazines, and parcels. During FY 1999, the Post Office sponsored a variety of new programs, including the establishment of uspsdirectmail.com, digital postage, automated mail handling, among other activities.
- Language aids have been developed and distributed to increase access to non-English proficient AAPIs. These include the Point Talk sales brochure and numerous local language aids.

Best Practices

- Customer Service. Products and services that reach the AAPI community at large have been developed. These include Product Sell Sheets that are available in eight AAPI languages, including Chinese, Haitian-Creole, Hindi, Japanese, Khmer, Korean, Punjabi, and Vietnamese. The Point Talk Customer Service Translator, published by the Postal Service, assists in customer sales.
- Numerous forms and signs are translated based on local population needs.
- The Postal Service developed the award-winning Lunar Year stamp series that began in the Year of the Rooster and is now in its eighth design, the Year of the Dragon.
- Within the last five years, the Postal Service has conducted multicultural market research analysis that identified population centers with at least 1000 AAPIs within a five-digit zip code.
- An AAPI Steering Committee that represents all areas within the Postal Service was established which, along with the Heritage Coalition, receives input from AAPI communities and advisory bodies.
- The Postal Service named a post office in honor of Joseph Iletto, a hate crimes victim.
- The Postal Service is not an agency that provides grants. It does support the activities of AAPI organizations through sponsorship opportunities, such as the United States Pan Asian American Chamber of Commerce 12th Annual Excellence 2000 Awards, and partnerships with the Organization of Chinese Americans, the Federal Asian Pacific American Council, and the Universal Postal Union.

Challenges

- There is not an AAPI federal employee organization within the Postal Service.
- The Postal Service does not currently have performance measures specifically for AAPIs or any group.

Future Plans

- By September 2001, the Postal Service will enhance partnerships with AAPI community organizations, implement the WHIAAPI; attend/participate in local AAPI organizations, meetings, and events; increase/expand AAPI participation in the Race for the Cure, Bone Marrow Donor Program, and We Deliver Program; expand/attain a list of AAPI organizations in every community; distribute national AAPI directory to USPS districts.
- By May 2002, the Postal Service will issue a stamp commemorating AAPI heritage.
- The Postal Service will develop and implement a communications plan targeted for AAPIs to ensure equal access to Postal Service products and services.
- The Postal Service will develop and implement a plan to heighten Postal Service employee AAPI awareness.

- The Postal Service will develop an agency-wide steering committee to deal with AAPI issues.
- The Postal Service will comply with OMB's standards for reporting racial and ethnic data.

III. AAPI Employment Profile

- At the close of FY 1999, the Postal Service had 796,535 career employees, of which 50,868 (6.4%) indicated on their employment application that they were of AAPI ancestry. This figure does not include non-career status, casual employees who are hired to serve as temporary employees for a period not to exceed 90 days.
- AAPIs comprised 6.9% of Postal Service Bargaining Unit employees and 3.1% of non-bargaining management employees (defined as EAS levels 19 and above).
- Of 25,220 employees in supervisory positions in the EAS, 904 (3.6%) are AAPIs.
- 1.5% of the Postal Career Executive Service (PCES), the equivalent of the SES, is composed of AAPIs. Within the PCES ranks there are 21 officers of which 1 (4.7%) is an AAPI.

Grade Level	AAPIs	
PCES	13	professional
EAS1-14	246	clerical
EAS15-18	1560	administrative
EAS 19-above	616	professional
PS00	282	other
PS1-3	642	other
PS4	7419	other
PS5	33076	other
PS6	5965	other
PS7-10	1049	other
Supv*	904	supervisory

*Supervisory numbers disaggregated from EAS numbers

PCES—Postal Career Executive Service

EAS—Executive Administrative Service

PS—Postal Service Schedule

Future Plans

- The Postal Service Board of Governors commissioned a review of diversity, which resulted in the creation of 23 diversity initiatives to address the needs and concerns of AAPIs within the Postal Service. These include the Associate Supervisory Program, Career Management Program, Advanced Leadership Program, and Succession Planning Pool.
- The Postal Service conducts employee surveys on a quarterly basis that include questions on discrimination and sexual harassment.
- The Postal Service develops multi-year Affirmative Employment Plans to address the underrepresentation of all groups, including AAPIs, at all levels of the organization.

FEDERAL INVENTORY TEMPLATE

Background:

As part of the Administration's ongoing commitment to building "One America," President Clinton signed Executive Order 13125 on June 7, 1999 to improve the quality of life of Asian Americans and Pacific Islanders (AAPIs) through increased participation in Federal programs where they are underserved. The Executive Order establishes the President's Advisory Commission on AAPIs, and the White House Initiative on AAPIs. It mandates the development of an integrated Federal plan to respond to the needs of this population.

The Executive Order sets three goals:

- Develop, monitor and coordinate Federal efforts to improve AAPI participation in government programs;
- Foster research and data collection for AAPI populations and subpopulations; and
- Increase public and private sector and community involvement in improving the health and well-being of AAPIs.

The Executive Order requires each executive department and designated agency (agency) to document its efforts for improving the quality of life of Asian Americans and Pacific Islanders. The Federal Inventory will:

- Document the current level of AAPI participation in major Federal programs and services;
- Catalog projects and initiatives designed specifically for AAPIs; and
- Document current employment levels of AAPIs in the Federal government.

The Federal Inventory will increase the government's knowledge of the current level of service being provided to AAPIs. In doing so, it will point to areas where future activities may be needed to increase AAPI access to Federal programs. The Federal Inventory also intends to stimulate cross-agency collaboration to comprehensively address the multi-faceted problems facing AAPI communities. It will serve as the baseline from which to measure progress in responding to the mandates of the Executive Order.

Completing the Inventory:

Detailed instructions for completing the Federal Inventory are enclosed.

Under the new standards for the classification of Federal data on race and ethnicity, the Office of Management and Budget directs agencies to collect a minimum of five categories for racial data. AAPIs are now separated into two categories: "Asian" and "Native Hawaiian or Other Pacific Islander" (NHOPI). If the data is available, please complete this Inventory according to the new categories. Aggregated AAPI data should be reported only if subpopulation data is not available. Agencies are also encouraged to report on AAPI subpopulations. They include:

Asian
Asian Indian
Bangladeshi
Burmese
Cambodian
Chinese
Filipino

Native Hawaiian or Other Pacific Islander
Chamorro
Fijian
Hawaiian
Marshallese
Micronesian (includes Yapese, Kosraen, Pohnpean, and Chuukese)

**Hmong
Indonesian
Japanese
Korean
Laotian
Malayan
Okinawan
Pakistani
Sri Lankan
Thai
Vietnamese
All other Asian**

**Palauan
Samoa
Tahitian
Tongan
All other Pacific Islander (includes Carolinian)**

Your agency's submission will be part of a consolidated Federal Inventory that will be transmitted to the Office of Management and Budget and delivered to the President. The Federal Inventory will also be posted on the Initiative's website and made available to the public.

Please send a hard copy of your completed Federal Inventory as well as a version in Microsoft Word on diskette, by July 15, 2000 to:

Ms. Shamina Singh, Executive Director
White House Initiative on AAPIs
5600 Fishers Lane, Room 10-42
Rockville, MD 20857
Phone: (301) 443-2492
Fax: (301) 443-0259

If you have any questions, please contact Charmaine Manansala at (301) 443-2492.

PART I

Executive Summary

Develop a one- or two-page overview of your agency's performance during fiscal year 1999 that:

- Describes your agency's mission and its major programs and services;
- Summarizes the status of your agency's major programs and services as they serve the AAPI population;
- Summarizes your agency's AAPI employment profile; and
- Highlights your agency's projects and initiatives that are dedicated to AAPIs.

PART II

AAPI Participation in Major Agency Programs and Services Based on FY 1999

Please answer the following questions using Table A.

Step 1 - Major Agency Programs/Services

Identify and briefly describe (2-3 sentences) each major agency program/service that has, or potentially has, a significant impact on the AAPI population, especially the economically disadvantaged. Include core programs that comprise a significant part of your agency's mission or budget and affect the general population. They need not have a particular emphasis on AAPIs. Include programs/services even where AAPI participation is undetermined. Examples include: Supplemental Security Income, Medicaid, the Food Stamp Program, Community Development Block Grants, etc.

Step 2 - Lead Entity

For each entry, list the lead entity within your agency responsible for administering the program/service.

*For sections Steps 3 to 5, if population numbers are not available, use unit of measurement for the particular program/service (i.e. numbers of community-based organizations served). If there is no count or estimate, write count undetermined.

Step 3 - Total Population Eligible

For each entry, provide an estimate of the total general population eligible in FY 1999 for the program/service (all races and ethnicities).

Step 4 - Total AAPIs Eligible

For each entry, provide the numbers of "Asians" and "Native Hawaiian or Other Pacific Islanders (NHOPI)" that were eligible in FY 1999 for the program/service (indicate with an asterisk* if this number is an estimate). If this data is not available, provide the aggregated AAPI data.

Step 5 - Total AAPIs Served

For each entry, provide the numbers of "Asians" and "Native Hawaiian or Other Pacific Islanders (NHOPI)" that were actually served in FY 1999 by the program/service (indicate with an asterisk* if this number is an estimate). If this data is not available, provide the aggregated AAPI data.

Step 6 - Enabling Activities to Broaden Service Delivery to AAPIs

For each program/service entry, identify and briefly list all specific activities or mechanisms designed to increase the participation of AAPIs or otherwise eliminate the barriers to their full participation, such as linguistic or cultural barriers. Examples include the recruitment of bilingual staff, third-party interpreter services, translated public information materials in AAPI languages, cultural sensitivity training for staff, etc. **Please indicate if activity/mechanism is for broader minority populations**

PART III

Specific Projects and Initiatives for AAPIs

Please answer the following questions using Table B.

Step 1 – Project/Initiative

Identify and briefly describe (in 2-3 sentences) projects and initiatives specifically designed for AAPIs. This includes projects involving AAPI-specific communities or issues, sole-source contracts to AAPI organizations, projects stemming from separate requests for proposals, etc.

Step 2 - Program Category

Identify the appropriate program category from the following list:

- 1 - Direct Services and Outreach;
- 2 - Research, Development and Evaluation;
- 3 - Technical Assistance;
- 4 - Facilities & Equipment;
- 5 - Training & Professional Development;
- 6 - Fellowships, Scholarships, and Other Aid; or
- 7 - Other (briefly describe).

A detailed description of these categories follows on page 8.

If necessary, indicate all program categories that apply to the project/initiative..

Step 3 - Total Funding or Total Number of AAPIs Served

For each entry, report the total *funding* expended in FY 1999 to the project/initiative, except for activities associated with "Training and Professional Development" or "Fellowships, Scholarships and Other Aid," where the total *number of individuals* served should be reported.

For sections Steps 3, if population numbers are not available, use unit of measurement for the particular program/service (i.e. numbers of community-based organizations served). If there is no count or estimate, write count undetermined.

Step 4 - Method to Determine Funding

Identify the method through which this project/initiative was funded:

- 1 - Tied to the percentage of AAPIs in the population;
- 2 - Tied to a funding goal;
- 3 - Legislated (specified in appropriations);
- 4 - Other method (briefly describe).

Step 5 - Method Funding was Awarded

Identify the method through which this project/initiative was awarded:

- 1 - Competitive grant;
- 2 - Non-competitive or sole-source grant;
- 3 - Competitive cooperative agreement;
- 4 - Non-competitive or sole source cooperative agreement;
- 5 - Competitive contract;
- 6 - Non-competitive or sole-source contract;
- 7 - Other method (describe briefly).

Step 6 - Recipient

If the funding is an extramural award, identify the recipient from the following list:

- 1 - AAPI community-based organization
- 2 - Non-AAPI community-based organization
- 3 - Local or State government
- 4 - One of the six U.S.-associated Pacific jurisdictions*
- 5 - Academic or research institution
- 6 - AAPI small business
- 7 - Other (briefly describe)

Write NA if the project/initiative is not an extramural award.

*American Samoa, Commonwealth of the Northern Mariana Islands, Guam, Republic of Palau, The Federated States of Micronesia, Republic of the Marshall Islands.

Step 6 - Lead Entity

Provide the name of the component/entity within your agency that administers this project/initiative.

Program Category Descriptions

1. Direct Services and Outreach - Services or products provided directly to AAPI individuals or AAPI-serving organizations. Activities that aim to increase the participation of AAPIs in Federal programs, including translated materials, public service announcements, etc. *List total funding.*

2. Research, Development and Evaluation - Studies, observations, and other activities concerned with the identification, description, experimental investigation, and theoretical explanation of social, physical, and behavioral phenomena. Actions to assess the effectiveness of activities/services to AAPIs. *List total funding.*

3. Technical Assistance - Assistance to those who are charged with implementing Federal programs to ensure that they operate effectively. This includes support in grantsmanship, community mobilization, organizational development, strategic planning, financial management, etc. *List total funding.*

4. Facilities and Equipment - Structures, fixed works, fixed equipment, land use, alterations or major repairs. *List total funding.*

5. Training and Professional Development - Enhancement and further development of the knowledge and skills of Federal AAPI employees. This includes professional development courses and conferences. *List total number served.*

6. Fellowships, Scholarships, and Other Aid - The use of Federal funds for awards to AAPI students and individuals for payments such as tuition. *List total number served.*

7. Other

PART IV

Asian American and Pacific Islander Employment Profile

Please answer the following questions using Table C.

Step 1- AAPI Employees

For each grade level, list the total number of permanent full- or part-time "Asian" and "Native Hawaiian or Other Pacific Islander" Federal employees in your agency under each occupational category. If this data is not available, provide the aggregated AAPI data.

If your agency's grade system differs from the GS system (such as the Military, Veteran Affairs, and Public Health Commission Corps grade systems), please use your agency's grade system by making the necessary modifications to the table.

Step 2 – Total Agency Employees

For each grade level, list the total number of permanent full- or part-time Federal employees in your agency under each occupational category.

Step 3 – AAPIs in Supervisory Positions

For each GS level, list the total number of permanent full- or part-time "Asian" and "Native Hawaiian or Other Pacific Islander" Federal employees in your agency who are in supervisory positions, as designated in employees' position descriptions. If this data is not available, provide the aggregated AAPI data.

List under "Total Agency" the total number of permanent full- or part-time Federal employees in your agency who are in supervisory positions.

PART V

Agency Infrastructure to Support AAPI Activities

In a supporting narrative section, please briefly answer the following questions:

Understanding AAPI Needs

A. Has your agency conducted any needs assessments within the last five years to identify, quantify, and evaluate AAPI service needs (such as the needs of Southeast Asians in the Midwest, Pacific Islanders in the mainland, etc.)? If yes, please describe.

B. Has your agency produced any reports or other documents on AAPIs within the past five years produced internally or through an extramural party? If yes, please list and describe.

C. Were there any grant programs in FY 99 for which AAPIs were listed as a funding priority?

Cultural and Linguistic Competency

D. Does your agency have regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act for the limited-English proficient? If yes, please describe or attach.

E. Does your agency have any informational materials translated in AAPI languages? If yes, please list and describe.

Internal Agency Infrastructure

F. Does your agency have any ongoing mechanisms for focusing on AAPI issues, such as advisory bodies and workgroups? If yes, please list and describe.

G. Identify FTE equivalents in your agency that specifically focus on AAPI issues.

H. Do AAPIs sit on your agency's main advisory bodies and workgroups (not specifically focusing on AAPI issues)? If yes, please list these advisory bodies and workgroups and the number of AAPIs that sit on each.

Process for Consultation

I. Does your agency have a process in place to receive input on AAPI issues from AAPI community-based organizations? If yes, please describe.

Representation and Workforce Diversity

J. Has your agency identified or implemented any strategies for improving the representation of AAPIs within the workforce. If yes, please describe.

K. Are there any programs and strategies in place to support the professional development and career advancement of AAPI employees? If yes, please describe.

L. Is there an AAPI Federal employee organization in your agency? If yes, please describe ways in which your agency utilizes and supports the efforts of this group.

M. Describe the participation of AAPI employees in your agency's efforts to promote workforce diversity.

Data Collection and Evaluation

N. List your agency's main data sets. Indicate for each data set whether:

- 1 - aggregated AAPI data collected and analyzed;
- 2 - disaggregated AAPI data collected and analyzed (specify which subpopulations are identified);
- 3 - aggregated AAPI data collected but not analyzed;

4 - disaggregated AAPI data collected but not analyzed (specify which subpopulations are identified);

5 - AAPI data not collected.

O. What is the current status for implementing the collection of AAPI data into the two categories, "Asian" and "Native Hawaiian or Other Pacific Islander (NHOPI)," under the new standards for the classification of Federal data on race and ethnicity? Are there strategies in place for your agency to comply with the new standards by 2003?

P. Does your agency have any performance measures specifically for AAPIs. If yes, please describe.

FISCAL YEAR 2001 IMPLEMENTATION PLAN TEMPLATE

Background and Purpose:

On June 7, 1999, President Clinton signed Executive Order 13125 to improve the quality of life of Asian Americans and Pacific Islanders (AAPIs) through increased participation in Federal programs where they may be underserved. To fulfill this mandate, the Executive Order establishes the President's Advisory Commission on AAPIs and an Interagency Working Group, and instructs both to meet the following goals:

- Develop, monitor and coordinate Federal efforts to improve AAPI participation in government programs;
- Foster research and data collection for AAPI populations and subpopulations; and
- Increase public and private sector and community involvement in improving the health and well-being of AAPIs.

In order to meet these goals, agencies are required to complete a Federal inventory and agency plans. These agency plans will contribute to an Integrated Federal Plan, documenting efforts to improve the quality of life of AAPIs. The information collected through the Federal inventory, as well as past needs assessments, should be used in identifying the needs and priorities that will be addressed by agency plans for fiscal year 2001.

The following strategic goals should be used as a framework from which agencies develop activities for FY 2001. Agencies should focus on those goals that are relevant to their respective missions.

- 1) Institutionalize an agency-wide mechanism to address AAPI issues.
- 2) Improve research and data collection on the AAPI population and its sub-populations.
- 3) Promote AAPI access to governmental services.
- 4) Develop and/or enhance programs and initiatives directed at the unmet needs of AAPIs.
- 5) Increase participation of AAPIs in government sponsored training programs.
- 6) Ensure adequate representation of AAPIs in the departmental workforce and its operations.
- 7) Increase outreach to AAPI communities to establish public-private partnerships that will promote appropriate linguistically and culturally competent services.

It is critical that agencies achieve the first goal, which aims to build the agency infrastructure necessary for supporting the long-term implementation of Executive Order 13125. Examples of activities include:

- Establishing an agency-wide steering committee that focuses on AAPI issues and emphasize its importance by designating an agency official to chair the committee.
- Ensuring involvement of all sectors of the agency: budget, program, personnel, data evaluation, etc.
- Designating an FTE to oversee coordination of the Initiative within the agency.
- Establishing a funding goal for the AAPI population/Initiative.
- Establishing AAPI community advisory councils to the Secretary/Director.
- Developing partnerships with Federal AAPI employee groups.

Activities related to data collection, analysis and reporting for AAPI populations and subpopulations need to be taken up to ensure future availability of data for program planning, as well as to track progress and the impact of agency activities for AAPIs. Under the new standards for the classification of Federal data on race and ethnicity, the Office of Management and Budget directs

agencies to collect a minimum of five categories for racial data. AAPIs are now separated into two categories: "Asian" and "Native Hawaiian and Other Pacific Islander (NHOPI)." Because aggregated data often masks the substantial differences that exist amongst AAPI subpopulations, agencies are encouraged to begin collecting and reporting disaggregated data to the full extent possible.

Activities reported on the FY 2001 Plan should be on **new and/or expanded** activities that are targeted, strategic, and outcome-oriented. Agencies should be selective when including existing or ongoing initiatives or program activities.

To the extent possible, the agency plan should be linked to agency indicators developed in response to the Government Performance and Results Act (GPRA) of 1993 to ensure that AAPI Initiative activities are measurable and monitored on an ongoing basis.

The FY 2001 Plan will be a foundation upon which the more comprehensive three-year FY 2002-2004 Plan will be built. The FY 2002-2004 Plan will incorporate priorities that will be set by the President's Advisory Commission on AAPIs later this year.

Completing the Fiscal Year 2001 Plan:

Detailed instructions for completing the FY 2001 Plan are enclosed.

Please submit the FY 2001 Plan in a hard copy, and electronic file using Microsoft Word or WordPerfect on a diskette, by August 15, 2000 to:

Ms. Shamina Singh, Executive Director
White House Initiative on AAPIs
5600 Fishers Lane, Room 10-42
Rockville, MD 20857.

Please direct questions to Ms. Charmaine Manansala at (301) 443-2492.

FISCAL YEAR 2001 PLAN INSTRUCTIONS

Please address the following questions using the attached template. A sample is attached.

Step 1 – Strategic Goal(s)

- 1) On the template, list the goal that is being addressed:
- 2) Institutionalize an agency-wide mechanism to address AAPI issues.
- 3) Improve research and data collection on the AAPI population and its sub-populations.
- 4) Promote AAPI access to governmental services.
- 5) Develop and/or enhance programs and initiatives directed at the unmet needs of AAPIs.
- 6) Increase participation of AAPIs in government sponsored training programs.
- 7) Ensure adequate representation of AAPIs in the departmental workforce and its operations.
- 8) Increase outreach to AAPI communities to establish public-private partnerships that will promote linguistically and culturally competent services.

Step 2 – Objectives

Develop objective(s) to support the goal. Objectives should be time specific and measurable. They should be developed to correspond to the agency's mission and may be designed to address specific AAPI subpopulations or geographic regions.

Step 3 – Strategies

Strategies are activities that support the achievement of stated objectives. Provide a concise description of the strategy by listing:

- Activities that will meet the objectives; and
- Major agency programs or services that will be utilized in order to meet objectives.

Step 4 – Time Frame

List a time frame to implement each strategy.

Step 5 - Performance Measures

Set a benchmark against which progress towards meeting the objectives will be measured. These measures can be outcome or process measures. For example, the progress towards accomplishing a certain objective can be monitored by the percentage of AAPI participation, an achieved funding level, etc.

Step 6 – Lead Entity and Contact Person

List the organizational entity within your agency that will have the lead for implementing the strategy and for evaluating the progress towards meeting the objective. List contact information including the following:

Name
Title
Office
Address
Phone Number
Fax
E-mail

B. Monitoring Official

Identify the official who will monitor and assess progress in meeting the objectives in Part A on an ongoing basis and include the following contact information:

Name
Title
Office
Address
Phone Number
Fax
E-mail

APPENDIX F: WESTERN REGION COMMUNITY TOWN HALL MEETING, LOS ANGELES, CALIFORNIA, JULY 24, 2000, AGENDA AND WITNESSES

PRESIDENT'S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS

WESTERN REGION TOWNHALL MEETING July 24, 2000

AGENDA

9:00 A.M. to 10:00 A.M. WELCOME AND OPENING STATEMENTS

Presiding Chair Commissioner Martha Choe

10:00 A.M. – 11:00 A.M. HEALTH AND HUMAN SERVICES

Commissioners Tessie Guillermo and David Ho

Ninez Ponce,

University of California, Los Angeles School of Public Health Center for Health Policy Research, Los Angeles, California

Recommendations for health research and data.

Miya Iwataki,

Office of Diversity Programs, Los Angeles County Department of Health Services, Los Angeles, California

Strategies for enforcement of federal cultural competency and linguistic standards.

Dorothy Wong, President,

Association of Asian Pacific Community Health Organizations, Seattle, Washington *Improving access to health care, role of community health centers in serving underserved AAPIs.*

Dong Suh,

Asian Health Services, Oakland, California

Culturally and linguistically-appropriate services standards, addressing the growing number of AAPI uninsured.

Dr. Collin Quock, Chairman,

Federation of Chinese American and Chinese Canadian Medical Societies, San Francisco, California

Private sector strategies to provide culturally and linguistically-appropriate care.

Dr. Ford Kuramoto, Executive Director,

National Asian Pacific American Families Against Substance Abuse, Los Angeles, California

Strategies to address substance abuse in AAPI communities.

Diane Narasaki, Executive Director,

Asian Counseling and Referral Service, Seattle, Washington

Access to mental health research, data, services.

Dr. Vang Mouanoutoua,

Fresno County Human Services, Fresno, California

Post traumatic stress disorder & access to care for southeast Asians in non-urban areas.

Chic Dabby,
Narika and National Asian Pacific Islander Domestic Violence Institute, Oakland, California
Domestic violence and South Asian service infrastructure.

Dr. Donna Yee,
National Asian Pacific American Center on Aging, Seattle, Washington
Access to information for AAPI older adults, development of government consumer materials in AAPI languages, model partnerships with Medicare.

Grace McDermott,
Organization of Chinese Americans, Dallas Fort Worth Chapter, Dallas, Texas
Strategies for increasing access to health care and improving quality of life for Asian American older adults.

Alicia de Leon Torres,
Union of Pan Asian Communities, San Diego, California
Teen suicide, youth delinquency issues, prevention programs.

11:00 A.M. – 11:30 A.M. EDUCATION

Commissioners Lee Pao Xiong and Ngoan Le

Michael Matsuda, Teacher,
Anaheim Unified School District, Anaheim, California
Strategies to increase the number of AAPI teachers, need for comprehensive K-12 curricula inclusive of AAPI communities, issues and history.

Suzie Oh, Principal,
3rd Street Elementary School, Los Angeles Unified School District, Los Angeles, California
Strategies for federal support of AAPI parental involvement and parental education workshop programs.

Dang Pham,
National Association for the Educational Advancement of Cambodian, Laotian and Vietnamese Americans, San Francisco, California
Strategies to increase educational opportunities for southeast Asians, bilingual education and Title VII.

Judy Chu, City Councilmember,
Monterey Park, California
Strategies to develop community and government partnerships to increase the number of educational programs in immigrant communities in areas such as English language (ESL), citizenship and voting procedures.

Audrey Yamagata Noji,
Asian Pacific Americans in Higher Education, Los Angeles, California
Access to college admissions and federally-funded educational equity programs, underrepresentation of AAPIs in faculty positions, discrimination and hate crimes against AAPI students.

11:30 A.M. – 12:00 P.M. PUBLIC-PRIVATE PARTNERSHIPS

Commissioners Jonathan Leong and Vinod Dham

Deborah Ching,
Asian Pacific Islander Community Technology Policy Council, Los Angeles, California
Strategies to educate and outreach to AAPI communities around applications of technology and related policy issues.

Kazue Shibata, President,
Asian Pacific Planning and Policy Council, Los Angeles, California
Model for ensuring that AAPI community needs are represented in a regional policy-making process, building partnerships with the Los Angeles AAPI community.

Warren Furutani,
Asian Pacific Islander Affairs, Office of the Speaker, California Assembly Los Angeles, California,
Model for community empowerment for AAPIs in Los Angeles

Jai Lee Wong, Senior Program Officer,
The California Endowment, Woodland Hills, California
Partnerships between foundations and AAPI communities.

Adrienne Pon, Director of External Affairs,
Pacific Bell, San Francisco, California
Strategies to develop partnerships between the private sector and community-based organizations.

12:00 P.M. to 1:00 P.M. BREAK

1:00 P.M. – 1:30 P.M. MEDIA AND ARTS

Commissioner Martha Choe

Guy Aoki,
Media Action Network for Asian Americans, Los Angeles, California
Overview of the impact media has on the perceptions of Asian Americans by the general public, strategies to confront negative media depictions of AAPIs.

Tim Dang, Director,
East West Players, Los Angeles, California
Strategies to increase access to funding for non-profit AAPI arts organizations and AAPI artists.

Sonia Nikore,
Director of Casting, NBC Entertainment, Los Angeles, California
Strategies to encourage accurate portrayals and increased representation of AAPIs in the media.

Montgomery Hom, Producer/Director,
"We Served With Pride: The Chinese American Experience in WWII," Los Angeles, California
Creating a national support and awareness for Asian American veterans.

1:30 P.M. – 2:00 P.M. EMPLOYMENT AND LABOR

Commissioner Gloria Caoile

Kent Wong,
University of California, Los Angeles, California
Overview of AAPI labor issues including the need to change the National Labor Relations Board, impact of unions on working conditions.

Godafredo Tan,
SEIU 1877, Asian Pacific American Labor Alliance, Los Angeles, California
Issues facing Pilipino & Pacific Islander workers, lack of protection for workers who organize.

Rojana Sussman,
Thai Community Development Corporation, Los Angeles, California
Survivor of El Monte case involving Thai workers, strategies to improve working conditions and immigration issues.

Silas Cha,
South East Asian Resource Action Center, Fresno, California
Strategies to address the high unemployment rate of the Hmong community in Fresno County, Hmong youth in the juvenile justice system, and lack of childcare.

J.D. Hokoyama, Executive Director,
Leadership Education for Asian Pacifics, Los Angeles, California
Strategies for leadership development, training, retention, and promotion of AAPIs in the work - place, overcoming the glass ceiling, and combating racial profiling.

2:00 P.M. – 2:45 P.M. CIVIL RIGHTS AND IMMIGRATION

Commissioners Dennis Hayashi and Susan Soon-Keum Cox

Robin Toma, Acting Executive Director,
Los Angeles Human Relations Commission, Los Angeles, California
Strategies for developing partnerships between schools, community organizations, local govern - ment and law enforcement to reduce hate crimes and inter-group conflicts.

Ismael Ileteo, Brother of Joseph Ileteo,
U.S. Postal Service worker hate crime murder victim, Los Angeles, California
Impact of hate crimes on families, strategies for preventing hate crimes.

Diane Matsuda, Program Director,
California Civil Liberties Public Education Program, Sacramento, California
Strategies for educating the public about AAPI civil rights issues and history.

Eun Sook Lee,
National Korean American Service and Education Consortium, Los Angeles, California
Immigration Nationalization Services backlog, national efforts for legalization for undocumented immigrants.

Howard Hom,
National Asian Pacific American Bar Association, Los Angeles, California
Strategies to address immigration-related issues such as family reunification, H1B visas.

Toan Bui,
Vietnamese Mutual Assistance Association, Albuquerque, New Mexico
Strategies to provide language access to limited-English speaking communities.

Kathay Feng,
Asian Pacific American Legal Center, Los Angeles, California
Impact of redistricting, voting rights Section 203 coverage of Asian American language minorities.

Patrick Mangto,
Gay Asian Pacific Support Network and Asian Pacific Lesbian and Bisexual Women's Network, Los Angeles, California
Strategies to address AAPI Lesbian, Gay, Bisexual and Transgender AAPI issues/civil rights issues.

Thao Le,
National Council on Crime & Delinquency, Oakland, California
Strategies to address the rising juvenile crime rate among AAPIs, need for data and research, and prevention and intervention programs.

2:45 P.M. – 3:15 P.M. PACIFIC ISLANDER ISSUES

Commissioners Haunani Apoliona and Wilfred P. Leon Guerrero

Robert Uhrle,
Advocacy Initiatives for Grassroots Access, Pacific Islander Educators Network, Daly City,
California

Access to education for Pacific Islanders, Gates Millennium Fund.

Reverend Malaki Tauiliili,
Pacific Islander Coordinating Council, Carson, California

Role of faith-based communities in reaching Pacific Islanders in the continental United States.

Jane Ka'alakahikina Pang,
'Ainahau O Kaleponi Hawaiian Civic Club, Huntington Beach, California

National infrastructure to address issues of Native Hawaiians and Pacific Islanders living in the continental U.S.

June Pouesi,
Office of Samoan Affairs, Carson, California

Impact of revisions to the Office of Management and Budget Directive 15 on data for Pacific Islanders, strategies to increase Pacific Islander representation in the federal government, developing partnerships between Pacific Islander and Asian American communities.

Lola Sablan Santos,
Pacific Islander Health Care Collaborative, Long Beach, California
Pacific Islander health issues.

3:15 P.M. – 4:00 P.M. COMMUNITY AND ECONOMIC DEVELOPMENT

Commissioners Jacinta Titilii Abbott and Mike Patel

Lisa Sugino, Director,
Little Tokyo Service Center Community Development Corporation, Los Angeles, California
Strategies for community and economic development in AAPI communities.

Mary Anne Foo,
Orange County Asian Pacific Islander Community Alliance, Garden Grove, California
Section 8 housing and access to home loans.

Anthony Tri Tran,
Union of Pan Asian Communities, San Diego, California
Entrepreneurship & small business development as self-sufficiency strategy among new immigrant AAPIs.

John Rhee,
Family Mini Market, Los Angeles, California
Strategies for increasing access to technical assistance and resources for AAPI small business owners, development of the Los Angeles Korean small business community.

Chukou Thao,
Hmong American Community, Inc., Fresno, California
Economic issues of Hmong farmers who live below the poverty level and do not own their own land.

Daniel Oh, Chair,
Colorado Governor's Advisory Task Force on Asian Pacific Americans, Denver, Colorado
Community and economic development strategies in emerging AAPI communities.

Chanchancit Martorell, Executive Director,
Thai Community Development Corporation, Hollywood, California
Development of a "Thai Town" as a strategy for community and economic development.

Paul Ong,
Professor of Urban Planning and Social Welfare, University of California Los Angeles;
Research Director, Asian American Studies Center/Leadership Education for Asian Pacifics
(LEAP) Public Policy Institute;
Asian Pacific Islander Advisory Committee, U.S. Bureau of the Census, Los Angeles, California
*Projections for the Asian American and Pacific Islander community, strategies for working with the
U.S. Bureau of the Census.*

4:00 P.M. to 7:00 P.M. PUBLIC COMMENT

7:00 P. M. ADJOURN

**WESTERN REGION TOWN HALL MEETING
JULY 24, 2000**

TESTIFIERS

Sally Acosta

National Committee to Preserve Social Security
and Medicare
10 G Street NE, Suite 600
Washington, DC 20002
Phone: 202-216-0420

Guy Aoki

Media Action Network for Asian Americans
P.O. Box 11105
Burbank, CA 91510
Phone: 213-486-4433

Asian American Recovery Services, Inc.
965 Mission Street, Suite 325
San Francisco, CA 94103
Phone: 415-541-9285
Fax: 415-541-9986

Nancy Au

Western Region Asian Pacific (WRAP) Family
Services
8616 La Tijera Boulevard, Suite 200
Los Angeles, CA 90045

Gelly Borromeo

Asian Enterprise Magazine
P. O. Box 2135
Walnut, CA 91788
Phone: 909-860-3316
Fax: 909-865-4915

Jury Candelario

Asian Pacific AIDS Intervention Team
605 West Olympic Boulevard, Suite 610
Los Angeles, CA 90015
Phone: 213-553-1837
Fax: 213-553-1833

Silas Cha

Successful New Americans Project (SNAP),
South East Asian Resource Action Center
(SEARAC)
Fresno Center for New Americans
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APPENDIX G: EASTERN REGION COMMUNITY TOWN HALL MEETING, NEW YORK, NEW YORK, SEPTEMBER 18, 2000, AGENDA AND WITNESSES

PRESIDENT'S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS

EASTERN REGION TOWN HALL MEETING SEPTEMBER 18, 2000

AGENDA

9:00 A.M. to 10:00 A.M. WELCOME AND OPENING STATEMENTS

Commission Chair Martha Choe

10:00 A.M. to 10:45 A.M. FEDERAL PANEL

Kevin Thurm, Deputy Secretary,
U.S. Department of Health and Human Services and
Chair, White House Initiative on Asian Americans and Pacific Islanders Federal Interagency
Working Group

Aida Alvarez, Administrator,
Small Business Administration

Romulo Diaz, Assistant Administrator,
Environmental Protection Agency

Frank Holleman, Deputy Secretary,
U.S. Department of Education

Paul Fiddick, Assistant Secretary,
U.S. Department of Agriculture

Claude Earl Fox, Administrator,
Health Resources and Services Administration, U.S. Department of Health and Human Services

Tom Perez, Director,
Office of Civil Rights, Department of Health and Human Services

Ida Castro, Chair,
U.S. Equal Employment Opportunity Commission

10:45 A.M. to 12:00 P.M. ACCESS

Jessica Lee, Executive Director,
Coalition for Asian American Children and Families, New York, NY
*Overview of policies impacting access to childcare, health care, after school programs, and child
abuse and neglect prevention programs.*

Sayu V. Bhojwani, Executive Director,
South Asian Youth Action, Inc., New York, NY
*Access to public education system for children with limited English proficient parents, particularly
South Asian, Bangladeshi, Indian or Pakistani youth in Queens, New York.*

Therese Rodriguez, Executive Director,
Asian Pacific Islander Coalition on HIV/AIDS, New York, NY
Representing eastern region coalition of AAPI HIV/AIDS organizations, lack of access for AAPIs living with HIV/AIDS due to multiple barriers to funding (e.g. political landscape, lack of representation on policy groups).

May Y. Chen, Vice President,
UNITE Local 23-25, New York, NY
Access to culturally and linguistically-appropriate safety net programs for workers such as counseling and job referral, unemployment insurance and health care. Need for labor rights education and enforcement and availability of basic government information in AAPI languages.

Rorng Sorn,
Cambodian Association of Greater Philadelphia/Southeast Asian Resource Action Center,
Philadelphia, PA
Barriers to accessing public housing, senior citizen centers, government employment, after school programs, and health care for the Cambodian community in Philadelphia.

Wen Ling, Minority Advisory Panel,
American Physical Therapy Association, New York, NY
Access to health care and special education systems for children with disabilities.

Shamita Das Dasgupta, Executive Director,
Manavi, Union, NJ
South Asian women and their families in the New Jersey and New York metro area, who are domestic violence survivors.

12:00 P.M. to 1:00 P.M. BREAK

1:00 P.M. to 2:00 P.M. COMMUNITY CAPACITY
Christopher Kui, Executive Director,
Asian Americans for Equality, New York, NY
Overview of AAPI community capacity issues, need for redirection of resources and technical assistance to maximize community and economic development of AAPI communities.

Joseph Le, Executive Director,
Socio-Economic Development Center for South East Asians of RI, Providence, RI
Lack of access to local funding and information about federal resources in states with smaller API communities.

John Wang,
Asian American Business Development Center, New York, NY
"E-business and Information Technology Awareness Survey Report" in New York's Chinese communities indicate a growing Digital Divide among Asian American small businesses.

Fred Teng, President and CEO,
Noble Communications, New York, NY
Recommendations for leveraging Internet technology to increase AAPI community access to federal government programs.

Tsiwen Law,
Stadium Out of Chinatown Coalition, Philadelphia, PA
Example of the impact of urban development on AAPI neighborhoods and ethnic enclaves around the country.

Hiep Chu,
National Coalition for Advocates for Students, National Asian Family School/Family Partnership
Project, Boston, MA
Need to build capacity of AAPI community based organizations nationally to empower AAPI parents to work with schools.

Samkhann C. Khoeun, Executive Director,
Cambodian Mutual Assistance Association, Lowell, MA
Opportunities to strengthen capacity of Mutual Assistance Associations and community organizations serving Southeast Asians.

2:00 P.M. to 2:30 P.M. PACIFIC ISLANDERS

Nancy Glass, Director of Public Relations,
Advocate Initiatives for Grassroots Access (AIGA), Rockville, MD
Health promotion, health education and substance abuse issues in Pacific Islander communities; demographics of Pacific Islanders on the East Coast.

Colin Kippen, Deputy Administrator,
Office of Hawaiian Affairs, Washington DC
Impact of the Rice v. Cayetano case on Native Hawaiian communities.

William Castro, Doctoral Candidate,
Columbia University, New York, NY
Access to higher education for Pacific Islanders.

J. Kehaulani Kauanui, Ph.D., Assistant Professor of Anthropology and American Studies,
Wesleyan University, Middletown, CT
Demographics and research on Native Hawaiians and Pacific Islanders.

2:30 P.M. to 3:30 P.M. CIVIL RIGHTS

Margaret Fung, Executive Director,
Asian American Legal Defense Fund, New York, NY
Overview of civil rights issues including implementation of the Voting Rights Act and fair redistricting, police accountability, documentation of hate crimes, racial profiling, and labor law enforcement.

Sangita Patel,
New Jersey
Impact of hate crimes on AAPI communities and need for safety nets for families who are victims of hate crimes.

Henry Tang,
Committee of 100,
Member of 1995 Federal Glass Ceiling Commission, New York, NY
Need for organized and focused programs addressing "glass ceiling" to address the need for a more diversified and broadened leadership structure in the U.S.

John Kim, President,
New York Chapter of the National Association of Korean Americans, New York, NY
Access to INS programs and services, including backlogs in application processing, need for language interpreter services, and support for citizenship classes.

Christine Lipat, Kilawin Kolektibo and Pauline Park,
Gay Asian and Pacific Islander Men of New York, New York, NY
Issues impacting the AAPI gay, lesbian, bisexual and transgender community including discrimination in AAPI and GLBTQ communities, immigration, health, education and culture, employment, violence, health and wellness, and lack of inclusion in federal reports and studies.

Matt Finucane, Deputy Director,
Civil and Human Rights Division, AFL-CIO, Washington DC
Labor and employment policies impacting AAPIs, partnerships to improve working conditions of AAPIs.

Eric Tang, Project Director,
Coalition Against Anti Asian Violence (CAA AV) Southeast Asian Community Project, New York, NY
Impact of welfare reform on low income AAPIs, enforcement of Title VI of the Civil Rights Act, need for job training and placement programs.

3:30 P.M. to 4:00 P.M. DATA AND RESEARCH

Tarry Hum, Assistant Professor,
Queens College, City University of New York, New York, NY
Need for a national AAPI research infrastructure and network to analyze and disseminate Census 2000 data to meet community research needs and inform policy.

Lourdes Corrales,
Federation of Philippine Societies in New Jersey, Basking Ridge, NJ
Exemplifies the need for disaggregated data and the impact of the lack of data for housing, community and economic development in the Filipino community.

Gary Okihiro, Director,
Asian American Studies Program, Columbia University, New York, NY
Need for an AAPI-serving institution designation, role of Asian American Studies Programs in increasing data and research on AAPIs, partnerships with Asian American Studies programs.

Cao O, Executive Director,
Asian American Federation of New York, New York, NY
Recommendations for reporting on the State of AAPIs, infrastructure for effective community access to Census.

4:00 P.M. to 7:00 P.M. PUBLIC COMMENT

7:00 P. M. ADJOURN

**EASTERN REGION TOWN HALL MEETING
SEPTEMBER 18, 2000**

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