



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, D.C. 20240

**SEP 23 2003**

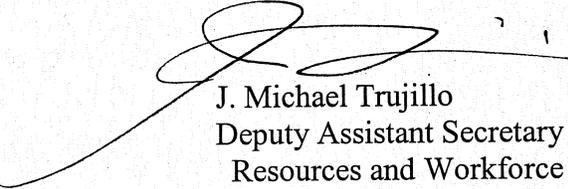
Mr. Erik F. Wang  
White House Initiative on Asian Americans  
and Pacific Islanders  
5600 Fishers Lane, Room 10-42  
Rockville, Maryland 20857

Dear Mr. Wang:

We are pleased to provide the Department of the Interior's response to the White House Initiative on Asian Americans and Pacific Islanders request for the 2002 Performance Report. The overall support to the Asian Americans and Pacific Islanders community for FY 2002 totaled approximately \$143,000,000.

If you have questions regarding the information provided in the report, please contact Mark H. Oliver, Director, Office of Educational Partnerships at (202) 208-6403.

Sincerely,



J. Michael Trujillo  
Deputy Assistant Secretary for Human  
Resources and Workforce Diversity

Enclosure

**THE WHITE HOUSE INITIATIVE  
ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

**FISCAL YEAR 2002 ANNUAL FEDERAL PERFORMANCE REPORT ON  
EXECUTIVE ORDER 13216**

**Executive Summary**

**U.S. DEPARTMENT OF THE INTERIOR**

The Mission of the Department of the Interior is to protect and provide access to our Nation's natural and cultural heritage and honor our trust responsibilities to Indian tribes and our commitments to island communities.

Interior has established five Departmental goals that encompass the major responsibilities of the Department. These goals provide a framework for the strategic plans of Interior's bureaus. The Departmental goals are as follows:

1. Protect the environment and preserve our Nation's natural and cultural resources
2. Provide recreation for America
3. Manage natural resources for a healthy environment and a strong economy
4. Provide science for a changing world
5. Meet our trust responsibilities to Indian tribes and our commitments to island communities

The Department has five Assistant Secretaries who serve under the Secretary of the Interior -- the Assistant Secretary for Policy, Management and Budget, under whom the Office of Insular Affairs falls, and four others; the Fish and Wildlife Service and the National Parks Service report to the Assistant Secretary for Fish and Wildlife and Parks; the Bureau of Indian Affairs reports to the Assistant Secretary for Indian Affairs; the Bureau of Land Management, Office of Surface Mining Reclamation and Enforcement, and Minerals Management Service reports to the Assistant Secretary for Land and Minerals Management; and finally, the U.S. Geological Survey and Bureau of Reclamation report to Assistant Secretary for Water and Science.

The Department of the Interior is committed to increasing diversity within the agency. Special efforts are made to recruit Pacific Islanders for employment in the Department's Office of Insular Affairs (OIA), primarily because six of the seven areas under OIA's jurisdiction are located in the Pacific region. Exact numbers for Asian American and Pacific Islander employment at the Department can be found in Table C of the report.

In an effort to best represent the various missions of and services provided by the eight bureaus and the Office of Insular Affairs, each has provided a short summary of its overall goals as well as, whenever possible, its involvement in issues and activities pertinent to the Asian American and/or Pacific Islander populations of the United States.

## **BUREAU OF RECLAMATION**

### **Introduction**

The Bureau of Reclamation continues to support the goals and objectives of Executive Order 13216, "Increasing Participation of Asian Americans and Pacific Islanders in Federal Programs." As the fifth largest electric utility in the 17 Western States and the nation's second largest wholesale water supplier, Reclamation impacts all American communities. Our 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.

### **Employment**

To accomplish its mission Reclamation employs a workforce that reflects the diversity of the nation. Asian American/Pacific Islanders represent 2.6 percent of our workforce. The employment profile shown in Table C of this report indicates that we have made gains in the Professional, Administrative, Technical and Blue Collar occupations compared to last year's report. This is a result of the concentrated recruitment efforts made throughout Reclamation.

### **Projects and Initiatives**

The highlights shown below indicate Reclamation's commitment to establishing and maintaining collaborative relationships with the Asian American/Pacific Islander community:

- In the Lower Colorado Region, the Hoover Dam Visitor Center is prepared to provide bilingual tours in Chinese (Taiwanese), Japanese, Korean, and Vietnamese.
- Reclamation's Special Emphasis Program Manager participated in the Federal Asian Pacific American Council Conference held in Washington, D. C., and coordinated the Department of the Interior's pre-conference training.
- The Lower Colorado Region's Special Emphasis Program Manager periodically meets with the local Asian Chamber of Commerce to discuss community outreach.
- Reclamation's regions and offices continue to participate in a vast array of career fairs sponsored by public and private organizations as well as colleges and universities. For example, in October 2002 the Pacific Northwest Region participated in a career fair sponsored by Oregon State University. There were over 100 exhibitors representing various companies and organizations. Reclamation's representatives noted that the highest percentage of visitors were Asian American/Pacific Islander students. These contacts will assist in future recruitment efforts.

In closing, the activities shown above as well as the objectives shown in the Performance Report positively impact each of the six White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI) goals.

## U. S. FISH AND WILDLIFE SERVICE

The U.S. Fish and Wildlife Service's (Service) mission is to work with others to conserve, protect, and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people. The Service continues to support the Asian Americans and Pacific Islanders (AAPI) Program by developing initiatives that promote employment, and participation in the Service's programs and community outreach activities. Most of the Service's programs have a nationwide focus; therefore, the eligible AA and PI populations for most of these programs mirror the national population: 10,242,998<sup>1</sup> for AAs and 398,835 for PIs. The Service currently does not have a method to improve data collection and statistical analysis of the participation of AAs and PIs in its programs.

The Service AAPIs initiatives to the community were institutionalized through the enforcement of existing endangered species legislation and management of fish and wildlife resources. In the process of enforcing the Endangered Species Act, the Service found that there was a need to provide information on the health risks posed by the presence of toxic metals in natural medicines used by some sectors of the AAPI community. Through the Service's long-term conservation commitment to tiger, Asian Elephant, great apes, and rhino protection and its interest in the link between traditional medicines and endangered species, the Service's National Forensics Laboratory was requested to analyze products seized at ports of entry. The Forensics Lab found no evidence of endangered species in these patented over-the-counter medicines, but did find significant levels of mercury sulfide and arsenic. In response to this finding, the Service funded and implemented a nationwide educational program through the World Wildlife Fund to educate the community on the health risks and legal aspects of using medicines claiming endangered species content.

To ensure access, especially linguistic access and cultural competence for AAPIs, the Service gave the State agencies information on providing services in alternative languages such as Chinese and Vietnamese. The Service used a list serve created by the International Association of Fish and Wildlife Agencies of the Department of Justice to share Limited English Proficiency (LEP) resources and reference information. The referenced information included Executive Order 13166, DOJ guidance, a Web site for translation services, and a self-evaluation tool for Federal recipients. Two of the top three languages impacted by this LEP program are AAPI languages (Chinese and Vietnamese).

The Service conducted LEP information and coordination meetings, crossing various program areas such as Public Affairs, Law Enforcement, Environmental Justice, and Federal Aid. These meetings were informational and in anticipation of DOJ guidance on LEP.

To protect civil rights and equal opportunity for AAPIs, the Service conducted civil rights reviews of several fish and wildlife State agencies; and during the review process, evaluated the demographics of beneficiaries of recipient programs and activities.

The Service strengthened and sustained the AAPI community capacity and recognized and included Native Hawaiians and Pacific Islanders in federal programs through grants, programs, and contracts.

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<sup>1</sup>Source: U.S. Census Bureau, Profile of General Demographic Characteristics, Census 2000.

Following are some of the grants provided:

- University of Hawaii to implement the Hawksbill Turtle Management project at selected beaches on the island of Hawaii (\$40,000).
- University of Hawaii to continue support for Oahu's tree snail recovery effort. This grant provided funding for captive propagation and monitoring of the tree snails, including eight species of the genus *achatinella* and candidate (\$65,000).
- State of Hawaii, Department of Land and Natural Resources, to assist in coastal ecosystem restoration on Mokuelua and Mokolii, Island of Oahu (\$9,975).
- Nature Conservancy to do population surveys and management strategies for Dugong and saltwater crocodiles on Palau (\$58,560).
- Waipa Foundation to implement riparian and coastal plant restoration at Waipa on the island of Kauai (\$18,820).
- Nature Conservancy to survey and collect propagation from eight genetic safety net plants and seven other endangered plants (\$10,000).
- NTBG to complete offshore islet work (\$30,000).
- Hawaii Division of Forestry to reshape, relines, and refills the lake house reservoir at Puu Waawa (\$233,318).

The Environmental Justice Program in all fifty states, including in the Pacific Islands, was designed to ensure that groups such as AAPIs and indigenous people are consulted when making natural resources-related decisions. Advocacy groups and populations considered as part of the Environmental Justice Program in the Pacific Islands include Polynesians and other Native Hawaiians, Samoans, Palauans, Chamorro, and Carolinians.

The Partners for Wildlife is a nationwide program in which the Service is in a joint venture with private landowners and organizations to encourage habitat restoration and provide technical assistance. Grants are available to landowners. The eligible AAPI populations are those who own land and can enhance the Service's mission for habitat restoration. The eligible population may be limited, given that a high percentage of the AAPIs reside in urban areas rather than on lands targeted by the program initiatives. However, Hawaii has tens of thousands of AAPI landowners in nonurban areas, and the program is very active in California, which has the highest numbers of AAPIs in the country.

The Service operates over 500 National Wildlife Refuges as part of its National Wildlife Refuge System. Refuges are located throughout the country, and they are well represented in States containing a high percentage of AAPIs. The environmental education initiatives offered at the Refuges include partnerships with environmental organizations to enhance and implement conservation, the 2003 Refuge Centennial Campaign to expose the Service's Refuges to nontraditional audiences, and outreach to primary and secondary schools, particularly in the urban areas. The AAPI population eligibility is hard to determine; however, economically disadvantaged AAPIs from Hmong, Laotian, Vietnamese and Chinese backgrounds attend many of the target schools. Thus, there are potentially hundreds of thousands of AAPIs eligible and served via exposure to natural sciences curricula.

The most prominent of the marine ecology initiatives is the Clean Vessel Act program designed to enforce the recycling of sewage from boats. The eligible population are AAPIs who own boats. The Service has no estimate of how many AAPI boat owners actually participate in the

program; however, the program is particularly active along the Northeast and Pacific coasts where large populations of AAPIs reside.

Currently, the Service has contracts with AAPI business owners for a variety of services including:

- Hawaii Pacific Concrete and Paving (\$100,000);
- Ugaki and Associates (\$679,382);
- Cedric D.O. Chong and Associates (\$5,000);
- Design Construction Northwest, Inc. (\$2,500); and
- Nagamine Okawa Engineers, Inc. (18,506);

Total contracts awarded to AAPI businesses (\$805,388).

The Service worked closely with the State of Washington, Department of Fish and Game (WDFG), to educate AAPI groups, particularly Vietnamese and Hmong on shellfish harvesting and consumption.

## **OFFICE OF SURFACE MINING RECLAMATION AND ENFORCEMENT**

The Office of Surface Mining and Reclamation and Enforcement (OSM) was established in 1977 after signing of the Surface Mining Control and Reclamation Act. OSM's major mission is regulating, in a fair and even-handed manner, current surface coal mining operations to assure protection of the environment from the side effects of coal mining, while allowing access to the coal that is so important to the Nation.

OSM's major programs are Title IV, Abandoned Mine Reclamation – A reclamation program for abandoned mine lands, funded by fees that operators pay on each ton of coal mined to reclaim land and water resources adversely affected by pre-1977 coal mining and Title V, Control of the Environmental Impacts of Surface Coal Mining – An environmental protection program to establish standards and procedures for approving permits and inspecting active coal mining and reclamation operations both surface and underground.

As of September 30, 2002, OSM's workforce was 611 of which 12 (2.0%) were Asian American Pacific Islander (AAPI). Nine of the twelve AAPI employees were in grades 12 and above. There are no Senior Executive Service AAPI employees. Information was not available to complete the supervisory section of Table C.

OSM has no direct services, programs, or initiatives that are directed to the AAPI's. Programs and services under OSM serve all individuals in the coal communities.

## **MINERALS MANAGEMENT SERVICE**

The Minerals Management Service (MMS) was established in 1982 as a bureau of the U.S. Department of the Interior. MMS has two primary missions: to provide responsible stewardship of America's offshore resources and to collect and to properly account for revenues generated from mineral leases on Federal and Indian lands.

The leasing and oversight of mineral operations on the nation's Outer Continental Shelf (OCS) are centralized with the Offshore Minerals Management (OMM) program, headquartered in Washington, D.C. Regional offices are located in Alaska, California, and Louisiana.

OMM is responsible for all phases of OCS minerals management, from the initial offering of OCS lands for lease, through regulation of mineral development and lease abandonment activities.

To manage OCS mineral resources (natural gas, oil, and hard minerals, such as sand and gravel), the OMM performs many functions, including:

- Regulating all exploration, development, and production activities on more than 6,500 active leases to ensure that these activities are conducted safely and in an environmentally sound manner.
- Assessing the effects of OCS activities on marine, coastal, cultural and human environments.
- Developing and implementing natural gas and oil leasing programs to achieve national economic and energy policy goals while protecting the environment.

The Minerals Revenue Management (MRM) program has its primary operations in Lakewood, Colorado, with field offices in Texas, Oklahoma, and New Mexico. With its computerized accounting systems, MRM processes more than 200,000 transactions each month – about \$300 million/month from nearly 100,000 federal and Indian leases. The MRMs extensive compliance (audit) program has collected more than \$1.5 billion since its inception. The MRMs role, however, goes beyond receiving and distributing funds. It administers its minerals revenue functions fairly and efficiently to ensure the American people a fair return on the minerals produced on public lands.

### **Status of Major Programs and services as They Serve the AAPI Population**

The bureau employed 1,720 individuals in 2002. Of those, 36 are Asian American/Pacific Islander males, and 20 are Asian American/Pacific Islander females.

### **Highlights of bureau projects and Initiatives Dedicated to Asian American/Pacific Islanders.**

The bureau does not have projects and initiatives that are specifically dedicated to the Asian American/Pacific Islander population other than the identification of series in which those groups are under represented in the bureau. MMS participates with the Department in special observances and recruitment initiatives. We attend conferences, such as the Federal Asian Pacific American Council Conference and the Organization of Chinese Americans Conference. Our Gulf of Mexico Regional Office, the office in which a majority of our recruitment takes place, has a recruitment team that meets regularly to develop and carry out strategies to recruit under represented groups.

## **U.S. GEOLOGICAL SURVEY**

The U.S. Geological Survey (USGS) is in the process of establishing a National Title VI Program. Once the external and internal evaluations of the USGS missions and programs are inventoried and the information of that inventory is disseminated through our organization, AAPI outreach will be a significant part of our goals under the Title VI program. USGS is also in the process of developing a USGS policy regarding Executive Order 13166 (Improving Access to Services for Persons With Limited English Proficiency) that is part of the enforcement of Title VI. Translating USGS websites, publications, and other internal outreach material and activities into AAPI languages is envisioned for the future. All mission and programs, in the USGS inventory report of August 2002, will be enhanced with the USGS implementation of Title VI and Executive Order 13166.

## **BUREAU OF LAND MANAGEMENT**

The Bureau of Land Management (BLM) is responsible for management of the lands that make up public domain. The public domain is composed of lands that came into the possession of the Federal government beginning with the American Revolution. Over the years, these lands have been used in the public interest to support industry, agriculture and animal husbandry. The BLM manages 264 million acres of land about one-eighth of the land area of the United States and more than 370 million additional acres of subsurface minerals. Most of these lands are located in the Western states and Alaska, and they are characterized by grasslands, forests, high mountains, arctic tundra, and deserts. The BLM, more than any other Federal agency, has a critical role to play in supporting our Western communities.

BLM's long-term strategy is to promote opportunities for community partnership, economic development, education and employment. The BLM's approach to responding to the needs of AAPIs reflects lessons learned from ongoing dialogues with AAPI organizations, such as the Organization of Chinese Americans, Federal Asian Pacific Council, and Japanese American Citizens League. Using this approach, the BLM is committed to working with AAPI communities to identify and address their specific natural resources and public lands related concerns.

The following list highlights some of BLM's activities that support the strategic goals of the White House Initiatives on AAPIs.

**Strategic Goal 1: Institutionalize BLM's implementation of the WH Initiative on Asian American & Pacific Islanders (AAPIs)**

- Develop an agency-wide communication strategy to reach out to AAPI communities.
- Identify AAPI liaisons in State and Center Offices to assist in the implementation of AAPI activities.

**Strategic Goal 2: Improve data collection, analysis, and dissemination for AAPIs**

- Work with other federal agencies to address natural resources and public lands issues that may adversely impact AAPIs
- Develop new research studies in regions with significantly concentrated AAPI populations
- Issue new guidance to States and Centers on improving communications to AAPI public land users on new recreation sites and programs.
- Work with AAPI community groups to conduct multi-media outreach.

Strategic Goal 3: Ensure access, especially linguistic access and cultural competence, for AAPIs

- Ensure all guidance to recipients of Federal funds includes methods to improve access to programs and services by persons with limited English proficiency.
- Provide AAPI communities with natural resource outreach materials translated in Asian languages, as needed.

Strategic Goal 4: Protect civil rights and equal opportunity for AAPIs

- Increase outreach to prospective AAPI applicants for employment and internships
- Promote economic opportunities with AAPI business enterprises
- Support BLM's AAPI Special Emphasis Program

Strategic Goal 5: Strengthen and sustain AAPI community capacity

- Encourage AAPIs to participate in Federal Advisory Committees

Strategic Goal 6: Recognize and include Native Hawaiians and other Pacific Islanders in Federal programs and services

- Establish eligibility criteria to ensure the inclusion of Native Hawaiian-serving institutions in educational programs for minority institutions

## **NATIONAL PARK SERVICE**

- During FY 2002, we continued using the Student Educational Employment Program to promote some of the initiatives outlined by the White House Initiative on Asian Americans and Pacific Islanders. Six percent of all the students placed in positions were Asian American and Pacific Islanders (e.g., 9 out of 151 were Asian American and Pacific Islanders). The Federal Personnel Payroll System is used for data collection and analysis.
- Overall, diversity initiatives have become an extension of our standard operations. We have expanded our recruitment efforts outside of the National Park Service (NPS). We continue in our efforts to increase the student and faculty awareness of the NPS on college and university campuses. We participate in career fairs, visit campuses to discuss Federal opportunities with students and staff, provide information on vacant positions, develop new recruitment tools, network with community organizations, research diversity information, etc. We use noncompetitive hiring authorities such as Student Employment Program (STEP), Student Career Experience Program (SCEP), and the Youth Conservation Corps (YCC) to further diversify the Service. Other efforts that are made to meet our goals and objectives include:
  - Cable television advertisement was initiated in an attempt to reach diverse audiences.
  - Many parks have established an Adopt-A-School partnership program where staff regularly visit local area elementary, junior high, and high school level classes to provide success stories of individuals who are of diverse backgrounds.
  - Provided onsite interpretation services to groups from colleges/universities.

- Use of PowerPoint program as part of the park's exhibit to show information on different occupations at the park.
- The NPS has developed an effective relationship with the local chapter of the national INROADS organization. INROADS is a not-for-profit group which recruits, trains, and places high-achieving minority high school and college students in career developing positions within private industry and government. The first INROADS intern was hired in the NPS. This individual, who is Asian American, has received outstanding achievement awards from the INROADS program and is successfully working with the park staff. This program is being encouraged as one avenue individual parks may employ to discover diverse candidates within their local community.
- Many parks maintain an Adopt-A-School partnership program where staff regularly visit local area elementary, junior high, and high school level classes to provide success stories of individuals who are of diverse backgrounds. These visits provide long-term benefits for young people, as well as visible "proof" that goals and dreams can be achieved for all Americans.
- The SEPM/Coordinator offers Special Emphasis Programs to employees throughout the year, celebrating the achievements of diverse groups. These programs are presented to foster a greater understanding of different lifestyles and cultures.
- We will continue to expand upon our efforts to increase the diversity of our applicant pools which will ultimately increase the opportunities and participation of all underrepresented groups.
- The NPS continues to make positive efforts to recruit and retain Asian Americans and Pacific Islanders. Jobs are posted on USA Jobs and available to all with Internet access. Also, we have established a Workforce Diversity Intranet site, where interested students and others can post their resumes. This Intranet site is used by selecting officials seeking candidates for their positions. We have also undertaken outreach efforts, such as what is listed in the attached statement. The NPS has identified institutions of higher learning, and will make contact with them to enhance their understanding of our efforts.
- The NPS has been working hard to increase our efforts in overall diversity initiatives. We have recognized that the Asian American/Pacific Islanders are one of our most underrepresented groups. Our activities thus far have been participating in career fairs at various colleges and universities, encouraging participation in conferences such as the Federal Asian Pacific American Council (FAPAC) National Leadership Training Conference and joining with other agencies to engage in networking with community organizations and sponsoring special emphasis programs. During FY 2002, the NPS developed a seasonal employment action plan. In that plan, it was indicated that Asian American/Pacific Islanders were a definite targeted group and a 25 percent goal to increase representation was set. However, this goal was not met. In the meantime, we are utilizing a number of resources and hiring authorities including Student Employment Programs (SEP), Student Conservation Association (SCA), and Youth Conservation Corps (YCC) to attract as many diverse candidates as possible. In FY 2002, there were

two Asian American/Pacific Islander Student Temporary Employment Program (STEP) participants and two Student Career Employment Program participants.

- During FY 2002, the NPS continued using the Student Educational Employment Program to promote some of the initiatives outlined by the White House Initiative on Asian Americans and Pacific Islanders. Six percent of all the students placed in positions were Asian American/Pacific Islander (e.g., 9 out of 151 were Asian American and Pacific Islander). The Federal Payroll System is used for data collection and analysis.

## ATTACHMENT A

### WHIAAPI – FY 2002 Performance Report on Executive Order 13216

**a. How do the programs, projects, or initiatives undertaken by Department help advance some or all of the six WHIAAPI goals in the FY 2002 plan?**

The Office of Insular Affairs (OIA) is the only office within the federal government that has administrative responsibility for coordinating policy on the U.S. insular areas of Guam, American Samoa, the U.S. Virgin Islands, and CNMI. OIA also administers considerable levels of financial and technical assistance provided by the U.S. Government to the freely associated countries of the Republic of Palau, the Federated States of Micronesia, and the Republic of the Marshall Islands, and monitors program assistance provided by other federal agencies.

OIA plays a vital role in supporting the islands' efforts to achieve self-sufficiency and in increasing federal responsiveness to the unique needs of the communities. Since 1993, the office has provided approximately \$3 billion in direct financial and grant assistance to the insular areas to assist economic progress and improve the capacity of the governments to improve the quality of life of their citizens.

OIA is the managerial focal point for Department's Interagency Group on Insular Affairs, a forum created by Executive Order to continuously bring together high-level policy officials from throughout the federal government to address insular area issues and needs. It also partners with other federal agencies and international groups to help mitigate damage resulting from natural disasters such as typhoons and other unanticipated emergencies.

(1) Institutionalize each Federal Agency's implementation of this Initiative.

The National Park Service (NPS) visited University of California Irvine (UCI) for a meeting with the career center counselors. Asian American/Pacific Islanders comprise 45 percent of the university students' population.

The NPS participated with a multi-region effort at St. Mary's University in San Antonio, Texas. The San Antonio Colleges and Universities Placement Association (SACUPA) provided an opportunity to interact with students and career advisors from different schools in the San Antonio area.

The NPS will visit St. Mary's University in the future to meet with potential candidates for STEP and SCEP positions.

The NPS visited James Madison, the University of Maryland, and the University of the District of Columbia where a number of Asian American/Pacific Island students

and faculty were made aware of NPS employment as well as business opportunities during career fairs.

The NPS hosted the Mosaic Conference in 2002 and was able to open the way for new and innovative ideas in promoting and increasing diversity throughout the NPS.

- (2) Improve data collection, analysis and dissemination for Asian Americans and Pacific Islanders.

The NPS established and improved a recruitment sources database wherein effective recruitment sources can be listed and shared Servicewide.

The NPS established and maintained applicant's supply database of highly qualified diverse candidates for referral to vacancies for which each qualifies.

Provided statistical analyses on representation of minorities and women to selecting officials on a quarterly basis.

Developed targeted recruitment plans for each occupation identified as having a significant underrepresentation and/or one in which a significant number of vacancies are anticipated.

The NPS has reviewed and is modifying our affirmative employment plan to ensure consistency with the civilian labor force.

- (3) Ensure access, especially linguistic access and cultural competence, for Asian Americans and Pacific Islanders.

The NPS offers a Japanese translation of the Alcatraz audio tour. Chinese language andouts translating the exhibits in the Crissy Field Center as well as the waysides and outdoor exhibits are available.

Haleakala consults on a regular basis regarding cultural issues and park projects with the Kupuna group of respected Native Hawaiian elders.

The Manzanar Advisory Commission has been established for 10 years. A number of interpretive media have been and will continue to be developed in consultation with the Japanese American community and with overall public review.

The community involvement for the Minidoka General Management Plan is unprecedented. They have a cooperative agreement with the Wing Luke Asian Museum of Seattle for the express purpose of collaboration on planning and community outreach regarding NPS missions and goals. Minidoka has been represented at about 15 special conferences or workshops held by or for the Asian community, plus

NPS sponsorship in several of these efforts. There have been feature articles in publications such as the Pacific Citizen, Nikkei Heritage

Preservation (National Japanese American Historical Society), and the Japanese American National Museum-Los Angeles.

Manzanar and Minidoka will join the Japanese American National Museum and the Wing Luke Museum to present a session on working with the Japanese American community on various planning issues, other partnerships, and in promoting public involvement (civic engagement) in the management of two National Park Service sites.

Mount Rainier developed a fee demo proposal in 2002 (to be completed in 2004) to translate a park brochure into eight languages, including Japanese, Korean and Chinese. The park has also partnered with The Mountain Institute to develop outreach programs targeting a diverse population in the region.

(4) Protect civil rights and equal opportunity for Asian Americans and Pacific Islanders.

The NPS conducts outreach programs to the Samoan Senior Group through Network for Seniors, Chinatown Beacon Center and Telegraph Tel-Hi.

Haleakala's EO committee is working with the County of Maui government to ensure that Hawaiians are notified of vacancy announcements not only in Haleakala, but also throughout the Pacific Islands and the country.

Mount Rainier has utilized the Student Career Employment Program to hire three Asian/Pacific Island females into permanent Park Guide positions. These positions will provide them suitable experience to compete for Park Ranger positions.

The NPS established an EEO Intranet web site to provide information to employees, supervisors and managers on laws and directives, equal opportunity officials, the complaint process and facts and figures.

Advertises and enforces equal opportunity laws, regulations and directives concerning the protection of civil rights for Asian Americans and Pacific Islanders as well as for all other protected groups.

- (5) Strengthen and sustain Asian American and Pacific Islander community capacity.

Six of the 18 Crissy Field Center Advisory Board members are Asian Americans or Pacific Islanders. They represent community and environmental organizations in the San Francisco Bay area. This year, 3 out of 6 2003 community heroes honored for their environmental work are Asian Americans or Pacific Islanders.

Golden Gate's partnership with the Angel Island Immigration Station Foundation has resulted in several events including site visits, a public hearing at the Crissy Center regarding future plans for Angel Island and a book signing by noted author Lisa See (On Gold Mountain and Dragon Bones). Golden Gate continues to provide consultation services on interpretive planning and restoration of Angel Island.

Golden Gate has also provided consultation on interpretive planning with the National Japanese American Historical Society.

Haleakala is planning a Native Hawaiian Cultural Workshop for all employees. Haleakala consults on a regular basis regarding cultural issues and park projects with the Kupuna group of respected Native Hawaiian elders. In addition, they have a cooperative agreement with the Kipahulu Ohana (a Native Hawaii farm).

Park programs are advertised broadly and regularly on local radio and television media and in the community's daily newspaper, which are used by residents, including Asian Americans and Pacific Islanders. Asian Americans and Pacific Islanders take advantage of the parks and their programs.

- (6) Recognize and include Native Hawaiians and Pacific Islanders in Federal programs and services.

Golden Gate distributes park information at three annual Asian/Pacific Islander community festivals (Cherry Blossom Festival, Nihonmachi Children's Fair and Aloha Festival). The park offers a Japanese translation of the Alcatraz audio tour. Park brochures about Muir Woods and Alcatraz are offered in Japanese.

Golden Gate offers an interpretive program entitled "Patriotism and Prejudice" that presents the Fourth Army Intelligence School located in the Presidio as well as the orders for internment of Japanese Americans during World War II.

The NPS is working with the County of Maui government to ensure that Hawaiians are notified of vacancy announcements not only in Haleakala, but also throughout the Pacific Islands and the country.

The NPS has been working in conjunction with other Federal Agencies to recognize the heritage needs of Asian American and Pacific Islanders. Special emphasis programs and activities were developed and implemented during 2002 to increase recognition and awareness.

**b. How do the programs, projects, or initiatives of your Department help increase the participation of AAPIs and their communities in the Department's programs?**

OIA takes great pride in its efforts to increase the participation of insular representatives in a variety of programs and initiatives that benefit island communities. Each year, it provides travel support and scholarship assistance to over 50 island youngsters who participate in intensive academic summer programs throughout the United States. It also helps to sponsor regional and national conferences and meetings where islanders can actively address issues such as the preservation and protection of fragile coral reefs, health promotion and disease prevention, and economic stability and growth.

The NPS has been actively involved with the National Federal Asian Pacific American Counsel. This organization officially meets on an annual basis (during National Asian Pacific American Heritage month in May), usually in the D.C. metropolitan area to review, discuss and strategize about issues and concerns as they impact the Asian American/Pacific Island population/community.

**c. Assess the performance of your Department where outcomes have fallen short of expectation, indicating future action steps for improvement.**

OIA recognizes the importance of working with the insular areas in promoting economic self-sufficiency. Its strategic plan for the future supports the Secretary's emphasis on using effective partnerships through communication, consultation, and cooperation with these constituent groups to achieve OIA's mission.

One of the primary concerns where the NPS has fallen short of expectation(s) is in the area of establishing and maintaining community partnerships. Therefore, it is anticipated that a better job will be done as far as identifying who the partners are, where they are located and what their interest might be in terms of being attracted to park related programs and activities.

**d. Describe any public/private partnerships your Department will undertake as part of your efforts to meet the needs of AAPIs.**

Among other upcoming activities, OIA will plan and organize a conference to help the U.S. territories explore potential opportunities for business investment

and economic development. It will also continue to work with the Asian Development Bank to provide assistance in economic reforms to stimulate financial stability and growth in the freely associated states.

The NPS plans to meet and hold gatherings (official and otherwise), inviting some of our current partners. These current partners will in turn be requested to invite other partners who have similar park-related interest. They will also be asked to invite other groups where there will hopefully be an Asian American/Pacific Island presence and/or influence. When this occurs, and those new partners eventually become active and indeed visible, then our needs to address Asian American/Pacific Island issues will soon be met and thus successful.

**Fiscal Year 2002 Performance Report Template**

**Strategic Goal: Strengthen and sustain Asian American and Pacific Islander community capacity – U. S. Fish and Wildlife Service**

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity and Contact
Implement the Asian Elephant Conservation Act of 1997	Support Asian/Pacific Islander countries and conservation organizations' Asian Elephant conservation projects through grants, technical support and education.	2001	Identified where the target populations are and what are the problems or needs.	\$500,000 Numbers Served: Note 1	FWS - International Conservation Dave Ferguson Tel. 703 358 1758
		2002		\$750,000 Numbers Served: Note 1	
		2003		\$1,200,000 Numbers Served: Note 1	
Rhinoceros and Tiger Conservation Act of 1994	Support Asian/Pacific Islander countries and conservation organizations' Rhinoceros and Tiger conservation projects through grants, technical support and education.	2001	Educated the target communities and provided support on the implementation of conservation projects.	\$500,000 Numbers Served: Note 2	FWS - International Conservation Dave Ferguson Tel. 703 358 1758
		2002		\$700,000 Numbers Served: Note 2	
		2003		\$1,000,000 Numbers Served: Note 2	
Great Apes conservation Act 2000	Support Asian/Pacific Islander countries and conservation organizations' Great Apes conservation projects through grants, technical support and education.	2001	Educated the target communities and provided support on the implementation of conservation projects.	\$500,000 Numbers Served: Note 2	FWS - International Conservation Dave Ferguson Tel. 703 358 1758
		2002		\$700,000 Numbers Served: Note 2	
		2003		\$1,000,000 Numbers Served: Note 2	
Support Fish and Wildlife Conservation	Support Fish and Wildlife Conservation by providing funding to local governments	2002	Promoted conservation, provided environmental education and wildlife dependent recreation and education. Develop multinational species conservation programs.	\$139,897,417 Oregon, Washington, Idaho, California, Nevada, Hawaii, Guam, CNL, American Samoa	FWS Region 1 Mandy Olund Tel. 503 736 4787

Note 1: Asian/Pacific population of countries where the Asian elephant originates. Note 2: Asian/Pacific population of countries where the rhinoceros and tiger originate.

**Strategic Goal: Ensure access, especially linguistic access and cultural competence for Asian Americans and Pacific Islanders.**

Objective	Strategy	Time Frame	Results	Outcome	Contact and Lead Entity
Product Labeling Act	Educate the Asian/Pacific community through direct communication and partnerships with conservation organizations on the importance of protecting rhinos and tigers from poaching for use in traditional medicine.	2001	Identified the need to develop and implement an educational campaign.	\$00.00 Numbers Served: Note3	Fred Bagley 703 358 1760
		2002	Prepared a bi-lingual draft brochure and printed 150000 to use in educating the Asian/Pacific community.	\$22,957 Numbers Served: Note3	
	Evaluation of results	2003		\$0.00 Numbers Served: Note3	

Note 3: Targeted the Asian/Pacific population of San Francisco, Los Angeles, Seattle, San Diego, Chicago, Houston, New York City, Washington D.C. and Boston.

White House Initiative on Asian Americans and Pacific Islanders

FISCAL YEAR 2002 PERFORMANCE REPORT TEMPLATE  
Bureau of Reclamation

STRATEGIC GOAL: All 6 Strategic goals identified in the WHIAAPI (see below)

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity and Contact Person
Maintain working relationship with Japanese American Citizens League in AZ and ID.	Enhance Cultural Competency (#3)	Ongoing	Building collaborative relationships in the community for mutual benefits.	\$ Numbers Served: All	Pacific Northwest Region
Maintain Diversity Coordinators in every region/office	Strengthen and sustain AAPI community capacity. (#5)	Ongoing	Increased recruitment and hiring of AAPI as well as educating employees on contributions of AAPI community. In addition, participation at AAPI national and local conferences.	\$ Numbers Served: All	Pacific Northwest Region Mid-Pacific Region Lower Colorado Region Upper Colorado Great Plains Region Denver/Washington Office Workforce Diversity Group
Monitoring Multi-Year Affirmative Employment Plan for Women and Minorities (2002-2004)	Institutionalize implementation (#1). Improve data collection and dissemination (#2). Ensure access and cultural	AEP remains in effect through FY 2004 (September 30, 2004)	Holds Reclamation accountable for recruitment and retention of AAPI employees and candidates. Provides goals and objectives for a workplace free of employment discrimination.	\$ Numbers Served: All	Reclamation-wide

	competence (#3). Protect civil rights and equal opportunity for AAPI (#4).				
				\$ Numbers Served:	
				\$ Numbers Served:	

Monitoring Official: \_\_\_\_\_  
Part IV

White House Initiative on Asian Americans and Pacific Islanders

FISCAL YEAR 2002 PERFORMANCE REPORT TEMPLATE

STRATEGIC GOAL 1: Institutionalize BLM's implementation of White House Initiative on AAPIs

Objective	Strategy	Time Frame	Results	Funding	Lead Entity and Contact Person
Develop an agency-wide communication strategy to reach out to the AAPI community.	1. Develop and publish a national AAPI Outreach Strategy and distribute it to all SEP Managers, external stakeholders	01/04	AAPI Outreach Strategy is used by all BLM Managers	TBD	WO-700 Steven Shafran
Identify AAPI Liaisons in State and Center Offices to assist in the implementation of AAPI activities	1. Assign AAPI liaison duties to SEP Manager within each State and Center Office.	01/04	SEP Manager Identified	TBD	WO-700 Steven Shafran
Develop an AAPI website to serve as an information clearinghouse for AAPIs and source for continuous feedback on BLM's strategies and activities related to AAPIs	1. Develop and keep updated an Internet website for announcing information for AAPIs	10/03	Information will be available at all times.	TBD	WO-700 TBD
Keep updated about activities/issues that may adversely affect AAPIs according to the WH Initiative on AAPIs	1. Monitor reports, program office activities, communications, etc. to identify any activities that may adversely affect AAPIs.	10/03	Based on number of activities or issues identified	TBD	WO-700 TBD
Promote the diversity cultural awareness throughout all State and Center Offices	1. Support the observances of Asian Pacific American Heritage Month and other activities	10/03	SEP Manager to promote diversity in all offices	TBD	WO-700 TBD
Establish a workgroup to coordinate the Bureaus activities related to AAPI communities	1. Identify staff working on AAPI related activities	10/03	Identify Staff	TBD	WO-700 TBD

**STRATEGIC GOAL2 Improve data collection, analysis and dissemination for AAPIs**

Objective	Strategy	Time Frame	Results	Funding	Lead Entity and Contact Person
Work with other federal agencies to address natural resources and public lands issues that may adversely impact AAPIs	1. Form an ad hoc cross-agency working group to address AAPI issues and identify any current issues affecting the AAPI community	01/04	Conduct group meeting and evaluate feedback	TBD	W0-700 Steven Shafran
Develop new research studies in regions with significantly concentrated AAPI populations	1. Award research contracts for studies identified through ad hoc working group	01/04	Pending on results of studies, award contracts	TBD	W0-700 Steven Shafran
Issue new guidance to States and Centers on improving communications to AAPI public land users on new recreation sites and programs.	1. Publish and distribute national guidance on improving communications to the AAPI users.	01/04	Publish national guidance	TBD	WO-700 TBD
Work with AAPI community groups to conduct multi-media outreach including newsletters, and web linked announcements	1. Prepare new multi-media materials	01/04	Evaluate the number of individuals and groups receiving information	TBD	WO-700 TBD

**STRATEGIC GOAL 3 Ensure access, especially linguistic access and cultural competence for AAPIs**

Objective	Strategy	Time Frame	Results	Funding	Lead Entity and Contact Person
Ensure all guidance to recipients of federal funds includes methods to improve access to programs and services by persons with limited English proficiency	Produce outreach materials in various AAPI languages to inform, educate and involve communities affected by these actions	01/04	Outreach materials published are evaluated.	TBD	W0-700 TBD
Provide AAPI communities with natural resource outreach materials translated in Asian languages, as needed	Meet with AAPI community leaders to determine necessary actions and solicit their feedback on the effectiveness of materials	01/04	Pending on results of feedback from the materials	TBD	W0-700 TBD

**STRATEGIC GOAL4 Protect civil rights and equal opportunity for AAPIs**

Objective	Strategy	Time Frame	Results	Funding	Lead Entity and Contact Person
Increase outreach to prospective AAPI applicants for employment and internships	Develop new databases to forward information and materials on opportunities	01/04	Increase in number of applicants and hiring	TBD	W0-700 Steven Shafran
Promote economic opportunities with AAPI business enterprises	Host a business counseling session with AAPI businesses.	01/04	Review database of participants attending	TBD	W0-700 TBD
Support BLM's AAPI Special Emphasis Program	Plan and implement activities to highlight the contributions of AAPI groups in all facets of American life and society in general	01/04	Meaningful APA Heritage Month activities planned and completed	TBD	W0-700 TBD

**STRATEGIC GOAL 5 Strengthen and sustain AAPI Community capacity**

Objective	Strategy	Time Frame	Results	Funding	Lead Entity and Contact Person
Encourage AAPIs to participate in Federal Advisory Committees	Contact community leaders to participate in committees.	01/04	Information is disseminated to AAPI leaders	TBD	WO-700 Steven Shafran
Develop a state resource directory for each BLM State Office	Review AAPI directory of community based organizations and utilize existing AAPI networks	01/04	Share resource directories with other coordinators	TBD	WO-700 TBD
Expansion of outreach efforts to universities with large AAPI student populations	Identify universities with large AAPI student populations and develop agreements of understanding	01/04	Establish agreements with universities and attend career activities at the schools	TBD	WO-700 Steve Shafran

**STRATEGIC GOAL 6 Recognize and include Native Hawaiians and other Pacific Islanders in federal programs and services**

Objective	Strategy	Time Frame	Results	Funding	Lead Entity and Contact Person
Establish eligibility criteria to ensure the inclusion of Native Hawaiian serving institutions in educational programs for minority institutions	Develop eligibility criteria and certification process for recruiting and placing Native Hawaiian serving institutions within programs for recruiting/outreach efforts.	01/04	Incorporate criteria in all outreach materials forwarded to Native Hawaiian institutions	TBD	WO-700 Steven Shafran
Develop recruitment strategies to increase Native Hawaiian and other Pacific Islander awareness of BLM's employment and internship opportunities	Develop contact with major universities and provide employment information and attend activities hosted by the universities	01/04	Evaluate the number of new applicants forwarded.	TBD	WO-700 Steven Shafran
Promote public awareness of BLM's activities in the western states	Conduct outreach to Hawaii schools, colleges, and community groups and participate in natural resource events.	01/04	Outreach provided to community	TBD	WO-700 Steve Shafran

