

BUILDING THE AMERICAN MOSAIC

A Report from the President's Advisory Commission
on Asian Americans and Pacific Islanders

August 2014





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First Published May 2014

Revised August 2014

This report was produced under U.S. Department of Education Contract No. ED-OOS-13-P-0028 with Ignatius Bau. Cindy Dixon served as the contracting officer's technical representative. The views expressed herein do not necessarily represent the positions or policies of the Department of Education. No official endorsement by the U.S. Department of Education of any product, commodity, service or enterprise mentioned or linked to in this publication is intended or should be inferred.

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May 2014

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This report is available on the White House website at

<http://www.whitehouse.gov/aapi/>.

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ACKNOWLEDGEMENTS AND DEDICATION

The President’s Advisory Commission on Asian Americans and Pacific Islanders (commission) thanks President Obama for appointing us to represent the Asian American and Pacific Islander (AAPI) community. His commitment to diversity, inclusion, and understanding of the AAPI community is deeply appreciated and helps strengthen our nation.

The commission is deeply grateful to Secretary of Education Arne Duncan for chairing the initiative, as well as to the prior co-chairs, former Secretary of Commerce and former U.S. Ambassador to China Gary Locke, and former Assistant to the President and Cabinet Secretary Chris Lu. Their leadership and commitment to the AAPI community provided tremendous support and momentum for our work.

The commission appreciates the leadership and support of former Under Secretary of Education Martha Kanter. We also thank the White House for supporting the White House Initiative on Asian Americans and Pacific Islanders (initiative) and commission. In particular, we recognize the efforts of Shin Inouye in the White House Office of Communications, Gautam Raghavan in the Office of Public Engagement, and Kalpen Modi and Bryan Jung, former Office of Public Engagement staff, all for acting as the AAPI community liaisons. Their partnership and teamwork were integral to advancing the goals of the AAPI community.

The commission is truly appreciative of the leadership and commitment of the initiative’s interagency working group, and, especially, the dedicated staff from the participating federal agencies.

Their enthusiasm and their willingness to take on projects and goals that may have fallen outside their scope of work exemplify a strong commitment to diversity, inclusion, and equal access to federal services and resources.

We also commend the dedication, hard work, and creativity of the initiative staff in organizing six in-person commission meetings, numerous bi-monthly commission calls, committee check-ins, and monthly written updates, and in supporting our extensive community engagement efforts. In particular, we would like to acknowledge Senior Advisor Akil Vohra for serving as our point person and troubleshooter extraordinaire and Senior Policy Advisor Christine Harley for her contributions to this report.

Finally, the commission humbly acknowledges the many members of the AAPI communities who overwhelmingly supported, engaged in, and cheered on the work of the commission and the initiative. We met many incredible individuals who work, volunteer, and persevere to serve their communities with limited resources and in difficult circumstances, and, yet, who still took the time to inform and educate us. Each community engagement opportunity left us in awe of what the AAPI community has accomplished, and with a greater sense of responsibility for what we all still must achieve, despite the challenges. We recognize the individual and collective commitment, and hard work that often go unrecognized. This community inspires us every day to represent our communities well, and this report is dedicated to all of you.

PRESIDENT’S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS

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EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

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No community should be invisible to its government.

President Barack Obama, signing Executive Order 13515, October 14, 2009

Today, Asian Americans and Pacific Islanders (AAPIs) are bursting into the national spotlight as vibrant economic contributors and a growing political constituency. In an increasingly diverse nation, AAPIs stand apart as one of the most diverse and complex communities. Moreover, it is a rapidly growing community: By 2050, AAPIs, together, are expected to number approximately 40.6 million people, or **one in 10 persons in the U.S.**

Recognizing the emergence of this important community, President Barack Obama signed Executive Order 13515¹ on Oct. 14, 2009, to re-establish the White House Initiative on Asian Americans and Pacific Islanders (initiative), and the President’s Advisory Commission on Asian Americans and Pacific Islanders (commission). The purpose of the initiative is “to improve the quality of life and opportunities for Asian Americans and Pacific Islanders through increased access to, and participation in, Federal programs in which they may be underserved.” The parallel mission of the commission, comprising 20 leaders appointed by President Obama, is to provide advice to him and his administration on efforts to improve the quality of life of AAPIs, to inform federal efforts to increase access to programs and services for AAPIs, and to encourage community involvement in efforts to improve the well-being of AAPIs.

The need for the commission and initiative is evident. The 18.5 million AAPIs in the U.S. today live in many diverse and rapidly growing communities with both great assets and ongoing challenges; their numbers and rate of growth mean their needs cannot be ignored without impacting the nation’s well-being. There is no “typical” AAPI individual or community. Education, income, employment, English language proficiency, and health status are often influenced by

generation, immigration history, and geography, and vary widely across the AAPI community. While many continue to view AAPIs as “model minorities” who have achieved educational and economic success, the realities of AAPI communities are far more disparate and complex.

Within this context, the initiative and commission seized this opportunity to address the cross-cutting issues facing AAPI communities by implementing the following innovative strategies: Increasing opportunities for AAPIs in the federal workforce; improving language access; disaggregating data and improving data collection systems; and building the capacity of the AAPI community to engage more effectively with federal agencies. Over the past four years, **this effort has evolved into our vision of the American Mosaic, in which different parts of the nation are strengthened and united into a larger, cohesive union, which becomes stronger through shared prosperity and equal opportunity for all Americans.**

During our tenure, this vision has resulted in an action-oriented strategy with the commission and initiative working with local, regional, and national working groups to assure that the AAPI community is strengthened within the American Mosaic. National interagency working groups look broadly to leverage resources and provide a voice for community leaders. Regional interagency working groups design services for bridging regional needs and national technical assistance. At the local level, state and local AAPI commissions collaborate to provide services for their communities. And, ultimately, each tile of the American Mosaic will include AAPI advocates, thinkers, and community leaders whose voices will be coordinated, loud and clear.

¹ See Appendix A.

At the outset, Executive Order 13515 provided a renewed opportunity for the federal government to address the potential of the AAPI community. And thus, the commission and initiative worked with 23 federal agencies and departments to develop agency plans that would proactively address the needs of AAPIs. Two years later, in March 2011, the commission met with President Obama and presented him with these comprehensive plans. Receiving the president's approval, the commission, initiative, and federal agencies then launched an unprecedented effort to learn about, partner with, and find solutions for the AAPI community.

Over the next four years, the commission and initiative organized over 200 events, including summits, roundtables, workshops, forums, and other events throughout the United States and the U.S.-affiliated Pacific Island jurisdictions. **These events allowed the federal government to successfully outreach and engage over 30,000 individuals in over 50 cities and 25 states.** Moreover, these community engagement events allowed AAPI community leaders to not only inform us as commissioners, the initiative, and federal officials about the many distinct and unique challenges facing the AAPI community, but also to demonstrate the opportunities, resilience, and solutions found among those diverse communities.

We have been privileged to serve as representatives of President Obama's administration to the diverse AAPI communities, while also sharing the concerns of those AAPI communities with federal departments and agencies. This role has provided us with a rare perspective and opportunity to directly and immediately translate identified community needs into appropriate government action. This report provides an overview of today's AAPI community and details our work, and that of the initiative, to address the current challenges in AAPI communities. It also summarizes the impressive efforts of federal agencies to respond to those communities. The report concludes with recommendations to continue and improve upon the work of this commission.

As commissioners, we are proud of the progress achieved with the tremendous support of President Obama, the federal departments and agencies, thousands of AAPI community leaders and members, and the initiative staff. Looking ahead, **the commission supports the continuation of the initiative's efforts.** It is only with sustained and intentional efforts to support the middle class, increase social equity, and provide opportunities for today's diverse communities to excel that this country can truly harness the full strength of its diversity and propel us into a future of prosperity. To that end, the commission offers this report to the president, to AAPI communities, and to the nation.



SECTION ONE:

ONE IN TEN IN 2050

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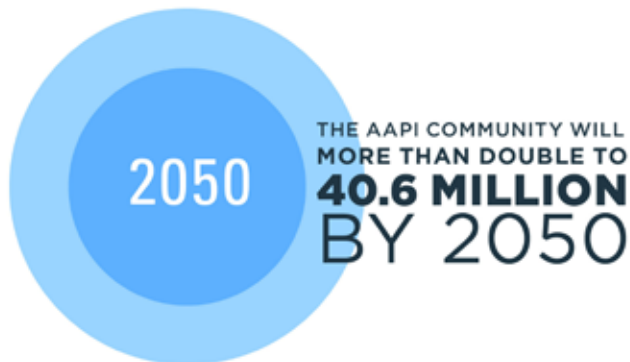
America is in the midst of a sea change; by 2050 – within one generation – more than half of the U.S. adult population will be non-Hispanic white. The demographic transformation happening in America, in part a result of the growth of AAPI communities, is creating new social dynamics that largely mirror the realities faced by AAPIs today. The transformation includes an increasingly multi-racial and multi-ethnic population, where newly arriving immigrants and refugees create pockets of linguistically and culturally isolated communities scattered throughout the United States. It also involves issues of language and diversity factoring into disparate access to health care, education, and employment opportunities, depending on where one lives, works, or goes to school. Our hope is that **the proactive strategies used to respond to the needs of AAPIs today may provide the basis for solutions used in the future to create opportunities for all Americans.**

“

... every day, we're reminded of the many ways in which Asian Americans, Native Hawaiians, Pacific Islanders have all contributed and enriched our nation throughout our history... it's more than food and family—because generations of Asian Americans and Pacific Islanders helped build this country, and helped to defend this country, and to make America what it is today.

President Barack Obama, White House Asian American Pacific Islander Heritage Month Celebration, May 28, 2013²

ASIAN AMERICANS ARE THE FASTEST GROWING RACIAL GROUP IN THE U.S.



The decennial census provides important baseline data about the nation's AAPI community. According to the 2010 U.S. census, Asian Americans³ were 5.6 percent of the U.S. population.⁴ Between 2000 and 2010, Asian Americans were the fastest growing racial group, with a nearly 46 percent increase, compared to a 10 percent increase in the total U.S. population.⁵

Moreover, the growth of the AAPI community has been fueled largely by immigration from across 30 Asian countries with 100 different languages, making this community uniquely diverse, with multiple cultures, traditions, and histories.

In 2010, the *largest* Asian American populations continued to be those that had been living for many generations in the U.S., ranging from 4.0 million Chinese Americans to 1.3 million Japanese Americans.⁶ By contrast, the *fastest growing* Asian American populations were

² <http://www.whitehouse.gov/the-press-office/2013/05/28/remarks-president-aapi-heritage-month-celebration>

³ For purposes of this report, the term "Asian American," as used to describe census data, shall include all individuals who identify as Asian American, alone or in combination with the one or more other races.

⁴ Humes KR, Jones NA, and Ramirez RR. *Overview of Race and Hispanic Origin: 2010*. U.S. Census Bureau (March 2011), available at <http://www.census.gov/prod/cen2010/briefs/c2010br-02.pdf>

⁵ Hoeffel EM, Rastogi S, Kim MO, and Shahid H. *The Asian Population: 2010*. U.S. Census Bureau (March 2012), available at <https://www.census.gov/prod/cen2010/briefs/c2010br-11.pdf>

⁶ Ibid.



This word cloud is a visual representation of the diversity of the Asian American, Native Hawaiian, and Pacific Islander community.

the newer populations—Bhutanese, Nepalese, Burmese, Mongolian, Bangladeshi, Maldivian, Singaporean, and Pakistani Americans, each doubling in size since 2000. This divergent growth of segments within the AAPI communities is a reflection of both growing native-born populations and the sustained effect of high immigration.

The 10 states with the largest Asian American populations include those with historically high numbers of AAPI residents, such as California, New York, New Jersey, Hawaii, Illinois, and Washington, as well as states such as Texas, Florida, Virginia, and Pennsylvania, which historically have not had high numbers of AAPI residents.

Another interesting feature of the more recent growth of the AAPI community has been its expansion across the U.S. While Asian Americans have lived in a few AAPI high-population states for generations, nine of the 10 states with the *fastest growing* Asian American populations were in states that had not seen significant AAPI populations in the past, including Nevada, Arizona, North Carolina, Georgia, New Hampshire, Delaware, Arkansas, the District of Columbia, and Indiana.

This means that immigrant communities are newly emerging in locations that may have less experience and infrastructure, and fewer resources to support populations with specific language, cultural, and acculturation needs.



“
Our Asian American and Pacific Islander communities are an emerging group of people, finding their voices and being more visible and vocal. It is refreshing to see the youth and seniors within communities working together and having pride in their heritage and wanting to be sure they have representation in projects. It is heartwarming to feel the enthusiasm from people when they work together for a cause.
Commissioner Rozita Villanueva Lee

NATIVE HAWAIIANS AND PACIFIC ISLANDERS ALSO CONTINUE TO INCREASE

Likewise, the number of Native Hawaiian and Pacific Islander⁷ communities are growing, with a population of over 1.2 million living across the U.S. in 2010.⁸ This population increased more than three times faster than the total U.S. population. In fact, the Native Hawaiian and Pacific Islander population was the second fastest growing racial group in the country, following the Asian population.⁹

Native Hawaiians and Pacific Islanders live largely in Hawaii and 71 percent live in the Western region of the country. In 2010, the largest groups among them were Native Hawaiians, Samoans, Guamanians or Chamorros, and Tongans. The 10 states with the largest Native Hawaiian and Pacific Islanders were Hawaii, California, Washington, Texas, Florida, Utah, New York, Nevada, Oregon, and Arizona. However,

while the Native Hawaiian and Pacific Islander population grew in every region over the past decade, it experienced the fastest growth in the South— 66 percent since 2000.¹⁰

The growth of AAPI populations will likely continue throughout the U.S. and will drive community needs in new geographic areas of the country. By 2050, it is projected that AAPIs will make up almost 10 percent of the total U.S. population, with approximately 40.6 million individuals, up from 15.5 million in 2010. These will include Native Hawaiian and Pacific Islanders, who are expected to more than double, from 1.1 to 2.6 million.¹¹ **Together, AAPIs are projected to be one in 10 persons in the U.S. by 2050.**



First Lady Michelle Obama visits with Commissioner Kamuela Enos and volunteers at Ma'O Organic Farms in Waianae, Hawaii, Nov. 12, 2011. (Photo courtesy of the White House)

7 For purposes of this report, the term “Native Hawaiian and Pacific Islander,” as used to describe census data, shall include all individuals who identify as Native Hawaiian or Other Pacific Islander, alone or in combination with one or more other races.

8 Hixson L, Hepler BB, and Kim, MO. *The Native Hawaiian and Other Pacific Islander Population: 2010*, U.S. Census Bureau (2012), available at <http://www.census.gov/prod/cen2010/briefs/c2010br-12.pdf>

9 Ibid.

10 Ibid.

11 <http://www.census.gov/newsroom/releases/archives/population/cb08-123.html>



SECTION TWO:

COMMISSIONERS AS REPRESENTATIVES AND ADVOCATES

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COMMISSIONERS AS REPRESENTATIVES AND ADVOCATES

The President's Advisory Commission on Asian Americans and Pacific Islanders was created to "improve the quality of life and opportunities for Asian Americans and Pacific Islanders through increased access to, and participation in, federal programs..." The commission is charged with providing advice to the president on the development, monitoring, and coordination of executive branch activities to implement the work of the initiative. Additionally, commissioners have used their unique role as representatives for the president to increase public- and private-sector collaboration, and community involvement in improving the health, education, environment, and well-being of AAPIs so that this sector of the American Mosaic can grow and prosper.

BACKGROUND ON THE PRESIDENT'S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS

Meeting for the first time in September 2010, the commissioners brought a rich diversity of personal and professional experiences to the table, with backgrounds as founders and executives of small, national, and global businesses, as well as non-profit, community-based, philanthropic, and professional organizations, and as physicians, educators, lawyers, union leaders, community organizers, and professional athletes. The commissioners have served on the boards of directors and as trustees of corporations, colleges and universities, foundations, and non-profit organizations. They also have a wealth of experience working in government at the federal, state, and local levels, as well as in the executive, legislative, and judicial branches. However, it was the diversity of ethnic backgrounds and national origins, immigrant status, leadership experiences, sexual orientations, and genders that helped the commissioners learn from each other and about the AAPI community more fully.

Since being appointed by President Obama in September 2010, the commissioners have met in person six times.¹² Two of these meetings were joint meetings with the initiative's Interagency Working Group (IWG). The commission had the great honor of working with the chair of the initiative, Secretary of Education Arne Duncan, and with the previous co-chairs of the initiative, then-Secretary of Commerce Gary Locke,¹³ and then-Assistant to the President and Cabinet Secretary Chris Lu. In March 2011, the commission and IWG had the privilege to meet with President Barack Obama and present him with plans



President Obama meets with the President's Advisory Commission on AAPIs and the Interagency Working Group, March 14, 2011. (Photo courtesy of the White House)

“

Being a Commissioner brought me in touch with a lot of the new and diverse Asian American and Pacific Islander groups, large and small, and impressed me with the need to stitch together our common issues and form stronger partnerships to increase capacity.

Commissioner May Ying Chen

from 23 federal departments and agencies detailing their strategies for implementing the work of the initiative.¹⁴ The plans are publicly available blueprints and serve to hold the departments and agencies accountable for their commitments to the AAPI communities.

Commissioners also met regularly through conference calls in subcommittees and work groups that focused on issues of data collection and disaggregation, language access services for limited English proficient individuals, community capacity-building, and federal workforce diversity. This report features many of the exciting interagency collaborations and community partnerships created over a whirlwind four years.

¹² The meetings were in Washington, D.C. in September 2010, March 2011, May 2012, September 2012, and May 2013, and in Las Vegas, Nev. in October 2011.

¹³ <http://www.whitehouse.gov/blog/2011/05/02/kicking-asian-american-pacific-islander-heritage-month>

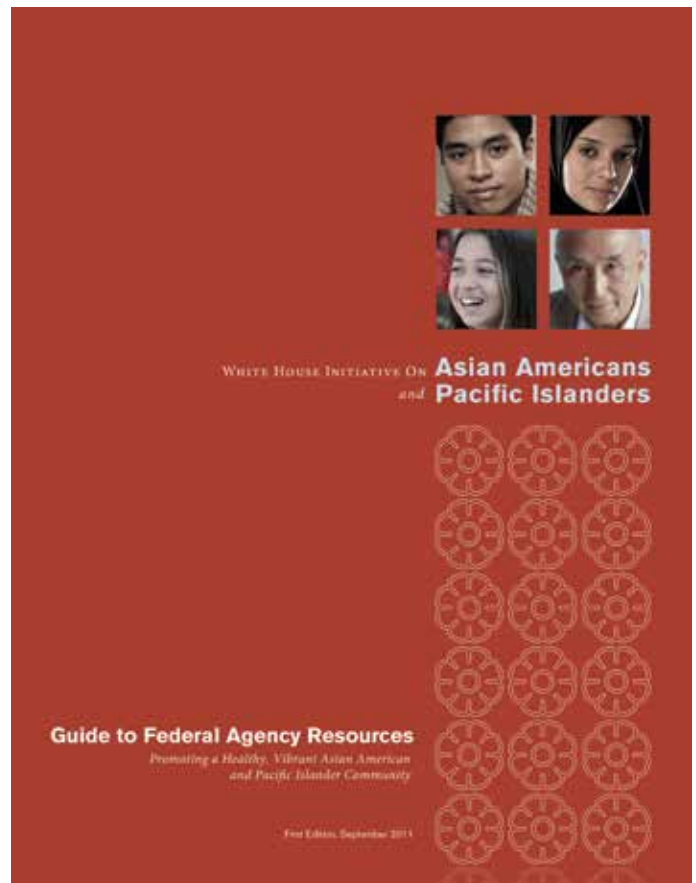
¹⁴ <http://www.whitehouse.gov/blog/2011/03/23/winning-future-aapi-perspective>

ENGAGEMENT WITH ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITIES

To support engagement with the diverse AAPI communities, over the past four years the commissioners helped organize many of the over 200 events sponsored by the initiative, including summits, roundtables, workshops, and forums in 50 cities and 25 states throughout the United States and the U.S.-affiliated Pacific Island jurisdictions. These events provided the opportunity for over 30,000 members of the AAPI community to meet with federal officials and share their concerns, often for the first time. The commissioners also actively contributed their individual and collective expertise, experience, and networks with AAPI communities and federal agencies to help identify priority issues in the AAPI community and make the federal government more accessible to community leaders.

Breaking down the barriers the AAPI community experiences in accessing the federal government's programs and services was critical to the commissioners' outreach efforts. As a result of feedback from those communities, in September 2011, the initiative published the *Guide to Federal Agency Resources*¹⁵ so that community members and leaders could better understand how federal government activities and programs can benefit them. This guide remains an invaluable resource to facilitate increased awareness and ongoing engagement between the federal government and AAPI communities, and lays the foundation for new capacity building and technical assistance efforts led by the initiative.

¹⁵ http://www.whitehouse.gov/sites/default/files/aapi_federal_agencies.pdf



“

Our Asian American and Pacific Islander communities are diverse, and although many of the needs are similar, there are also issues that are unique to specific ethnicities.... meeting with each specific community helped bring the important issues to the forefront.

Commissioner Khampha Thephavong

BEST PRACTICES IN COMMUNITY ENGAGEMENT

Over the past four years, commissioners focused on engaging with emerging AAPI communities, targeting regions of the country that experienced explosive growth in AAPI communities over the past decade. Through regional summits in Atlanta, Ga., Columbus, Ohio, Houston, Texas, and Guam, the initiative brought together federal officials and community, business, philanthropic, and student leaders. The summits provided AAPI leaders an opportunity to educate federal officials on issues impacting their communities and gain connections to federal resources and services. Each region documented and shared the communities' policy recommendations with the commission. Where possible, the initiative worked with federal agencies to incorporate the recommendations into the agencies' plans.

ADDRESSING COMMUNITY PRIORITIES



Initiative staff Akil Vohra, Kate Moraras, and Seema Patel address an audience at the AAPI Inaugural Welcome Brief at Department of Education on January 18, 2013. (Photo courtesy of Edmund Chiang)

While many continue to view AAPIs as “model minorities” who have achieved educational and economic success, **in fact AAPI communities are much more disparate and complex in terms of educational attainment, economic growth, health equity, immigration status, and civil rights status than most people realize.**¹⁷

The strength of the American Mosaic depends on whether diverse groups like the AAPI community can reach across race, culture, and social sectors so that, by working together, every American can address shared concerns and build a nation of prosperity and equal opportunity for everyone.

EDUCATIONAL ATTAINMENT

Stereotypes of academic prowess have long been fueled by post-1965 immigration policies that gave preference to highly educated immigrants and by individual AAPIs who have managed to obtain high levels of academic achievement despite experiencing hardship. However, the myth of universal academic success makes invisible the individual needs of AAPI students and ignores the hard realities of disadvantaged communities.

Only 14.4 percent of Native Hawaiians and Pacific Islanders 25 years of age and older have a bachelor’s degree or higher.¹⁸ AAPI students can face many challenges, especially recent immigrants who must learn English as a second language. Many AAPIs are first-generation college students and have trouble navigating their way through the college experience. Some also struggle with the high costs of tuition, lack of information about scholarships and financial aid, and lack of career guidance on their campuses.¹⁹

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... it can be tempting ... for people to buy into the myth of the “model minority” and glance over the challenges that this [Asian American and Pacific Islander] community still faces. But we have to remember there are still educational disparities like higher dropout rates in certain groups, lower college enrollment rates in others. There are still economic disparities like higher rates of poverty and obstacles to employment. There are health disparities like higher rates of diabetes and cancer and Hepatitis B. Of those who are new to America, many still face language barriers. Others, like Vincent Chin whom we lost three decades ago, have been victims of horrible hate crimes, driven by the kinds of ignorance and prejudice that are an affront to everything America stands for. So those are real problems, and we can’t ignore them.

President Barack Obama, Remarks at Asian Pacific American Institute for Congressional Studies, May 8, 2012¹⁶



“

... community members are so eager to engage anyone who represents the Federal government. There is a thirst to hear what the government has to say and a great desire to let the government know the needs of the communities.

Commissioner Tung Thanh Nguyen

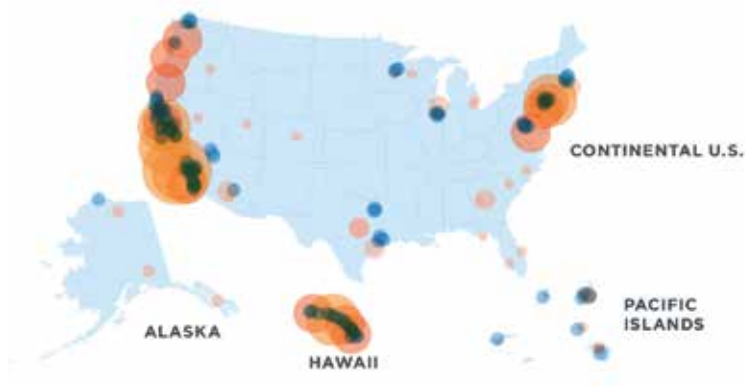
¹⁶ <http://www.whitehouse.gov/the-press-office/2012/05/08/remarks-president-18th-annual-gala-asian-pacific-american-institute-cong>

¹⁷ http://www.whitehouse.gov/sites/default/files/docs/infographic_2.pdf

¹⁸ Ogunwole SU, Drewery, Jr. M, and Rios-Vargas M. *The Population With a Bachelor’s Degree or Higher by Race and Hispanic Origin: 2006-2010*, U.S. Census Bureau, American Community Survey Briefs (2012), ACSBR/10-19, available at <http://www.census.gov/prod/2012pubs/acsbr10-19.pdf>

¹⁹ <http://www.whitehouse.gov/blog/2011/05/24/increasing-access-higher-education-aapi-students>

AANAPISs SERVE AAPI COMMUNITIES



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There is a continued struggle among many Asian American and Pacific Islander communities to complete a college education.

Commissioner Debra T. Cabrera

Asian American and Native American Pacific Islander Serving Institutions (AANAPISs) are Minority Serving Institutions that play an important role in supporting AAPI students, faculty, and communities; conducting vital research on AAPI communities; and catalyzing economic growth throughout the country. The AANAPISs designation is a great example of fulfilling the broad purpose of the initiative by building multi-year, sustainable partnerships between local AAPI communities and stakeholders, and multiple federal departments and agencies.

Commissioners engaged educators from all levels of public and private educational institutions to discuss the important opportunities and challenges in education for AAPI communities. The initiative worked closely with the Department of Education to provide additional information and technical assistance to educational institutions about how to qualify for an AANAPISs designation. Together, the initiative and department co-sponsored the Federal Summit on Minority Serving Institutions at the White House in January 2013, in partnership with the Minority Serving Institutions Community of Partners Council and the White House initiatives on Historically Black Colleges and Universities, Excellence in Education for Hispanics, and American Indian and Alaska Native Education. The initiative also followed up by hosting a convening with AANAPISs in March 2013,²¹ launching a regular newsletter, hosting a technical assistance webinar series, and creating a video to highlight the tremendous work AANAPISs undertake to assist AAPIs.²²

ASIAN AMERICAN AND NATIVE AMERICAN PACIFIC ISLANDER SERVING INSTITUTIONS

AANAPISs are academic institutions that have at least 10 percent enrollment of full-time Asian American and Pacific Islander students, a minimum threshold of low-income students, and a lower-than-average educational and general expenditure per student. According to the Office of Management and Budget, most of the AANAPISs are “junior and community colleges, where nearly half (47.3 percent) of AAPI undergraduates enroll. AANAPISs-eligible institutions enroll 75 percent of low-income AAPI undergraduate students in U.S. higher education. They also serve communities with disproportionately high numbers of English learners and individuals with low academic achievement.”²⁰ Once designated, AANAPISs are eligible for federal funding under *Title III of the Higher Education Act of 1965*, among other federal grants.

Another critical issue affecting educational attainment is bullying and harassment. Data from the federal government shows that nearly one-third of all school-aged children are bullied each school year – upwards of 13 million students.²³ Those affected by bullying are more likely to have challenges in school, to struggle with substance use disorders, and to have health and behavioral health issues. Bullying in the AAPI community presents unique circumstances complicated by linguistic, cultural, and religious issues. Furthermore, since Sept. 11, 2001, Muslim, Sikh, Arab, and South-Asian Americans, and those perceived to be members of these groups, have been the victims of increased numbers of bias-related assaults, threats, vandalism, and arson.²⁴ Combined with language barriers and lack of access to information, AAPI and Muslim communities often face unique circumstances and issues when subjected to bullying and harassment.

The commission commends the complementary and collaborative activities of the White House and the departments of Health and Human Services, Education, and Justice in developing and implementing the federal government response to youth bullying. This response is inclusive of, and specifically addresses, bullying based on sexual orientation, gender identity and expression, gender, religion, disability, race, ethnicity, language, and immigration status.

²⁰ <http://www.whitehouse.gov/omb/factsheet/an-economy-built-to-last-and-security-for-asian-american-and-pacific-islander>

²¹ <http://www.whitehouse.gov/blog/2013/03/28/working-higher-education-institutions-serving-asian-american-and-pacific-islanders>

²² <http://www.youtube.com/watch?v=ZNeOn7Yb4ZQ>

²³ <http://www.whitehouse.gov/blog/2013/06/04/white-house-closes-out-aapi-heritage-month-youth-forum/>

²⁴ <http://www.whitehouse.gov/the-press-office/2011/03/10/president-and-first-lady-call-united-effort-address-bullying>



WHIAAPI hosts a faith-based convening that includes a panel on civil rights and education, June 15, 2013. (Photo courtesy of Maggie Mui)

ASIAN AMERICAN AND PACIFIC ISLANDER YOUTH LEADERSHIP DEVELOPMENT

In May 2013, the initiative and White House Office of Public Engagement hosted a youth forum with the East Coast Asian American Student Union (ECAASU), with more than 150 AAPI youth leaders from throughout the country. Attendees learned about efforts to pass commonsense immigration reform, implementation of the *Affordable Care Act*, and federal careers and internships. Through a series of AAPI mentorship sessions, participants met senior administration officials to learn about their career paths. Such events have been part of the initiative's efforts to engage youths, and to foster leadership and public service among the next generation of AAPI leaders.²⁵

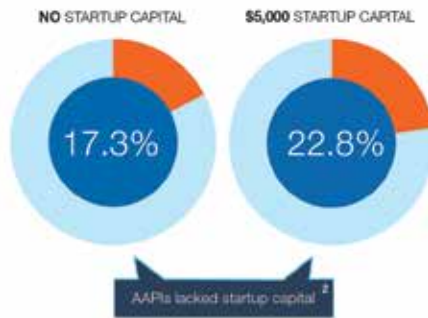
COMMISSIONERS COMBAT BULLYING

Commissioner Amardeep Singh spearheaded a White House Summit on Bullying in October 2011 in New York, N.Y., focused on increasing awareness of the bullying of Muslim, South Asian, and other AAPI youths, including those who are lesbian, gay, bisexual, and transgender. This summit, and a May 2011 White House LGBT Pride and Heritage event that focused on health concerns and bullying experienced by LGBT AAPI youths, were very moving for Commissioner Hector Vargas.²⁶ Over half of AAPI students ages 12–18 who reported being bullied at school indicated the bullying occurred in the classroom. In fact, AAPI students experience higher rates of bullying in schools, with students reporting that bullying incidents have increased more than 20 percent since 2009.²⁷ Failure to address bullying puts individuals members of the AAPI community at a disadvantage for increasing academic achievement and making sure all students are college and career ready.

SMALL BUSINESSES AND ECONOMIC GROWTH OPPORTUNITIES

Disparate access to contracts and investment capital also impacts opportunities for economic growth in AAPI communities. AAPI entrepreneurs and businesses play a vital role in economic growth, job creation, and community revitalization. There are 1.5 million AAPI-owned businesses, which generated \$508 billion in sales from 2002 to 2007.²⁸ According to the most recent Census Bureau Survey of Business Owners (2007), the number of Asian American-owned

25 <http://www.justice.gov/crt/legalinfo/discrimupdate.php>. A similar event supporting Asian American and Pacific Islander youth leadership development was held in July 2012, <http://www.whitehouse.gov/blog/2012/07/09/white-house-hosts-aapi-youth-briefing/>. A nationwide Web chat for Asian American and Pacific Islander youths was held in February 2012, <http://www.whitehouse.gov/blog/2012/02/28/cultivating-aapi-youth-advocates/>. A briefing for Asian American and Pacific Islander student leaders was held in January 2012, <http://www.whitehouse.gov/blog/2012/01/17/empowering-next-generation-aapi-community-advocates>, and a national virtual town hall meeting for Asian American and Pacific Islander youths was held in October 2011, <http://www.whitehouse.gov/blog/2011/10/13/join-our-virtual-youth-town-hall-friday-october-14th/>.
26 <http://www.whitehouse.gov/blog/2011/05/25/celebrating-lgbt-pride-aapi-heritage-month>
27 http://aaldef.org/2013_NYC_bullying_report.pdf
28 http://www.census.gov/newsroom/releases/archives/business_ownership/cb11-74.html



businesses grew 40.4 percent, a rate more than double the national average, between 2002 and 2007.²⁹ With more than 2.8 million workers, these businesses are fueling job creation and strengthening local communities at a critical time in our economic recovery.³⁰

From January 2009 to March 2013, the U.S. Small Business Administration provided over \$19 billion to AAPI-owned small businesses through over 27,000 loans.³¹ Yet throughout meetings with AAPI business leaders, commissioners repeatedly heard about the challenges that business owners face in accessing information, loans, and capital from the Small Business Administration, and federal contract opportunities from other federal agencies. Over 17 percent of AAPI-owned businesses do not have access to start-up capital, and close to 23 percent of them have only \$5,000 in start-up capital.³² Realizing there was an untapped opportunity to capitalize on AAPI entrepreneurship and empower AAPI business leaders, commissioners focused on building and improving relationships between the federal government and AAPI-owned small businesses through distributing a monthly newsletter, organizing regional engagements, connecting local counseling and capital to business owners, and initiating monthly national calls between administration leaders and AAPI business leaders.

In addition to the opportunities outlined above, President Obama's vision for the recovery and growth of the U.S. economy includes increasing trade, and political and other engagements with Asia and the Pacific as part of a fastest-growing, dynamic global economy.³³ The Obama administration seeks to increase U.S. exports to Asia and the Pacific, and U.S. standing and leadership in this fastest growing part of the world.³⁴ These policies may further opportunities for AAPI-owned businesses and entrepreneurs to continue contributing to the success of the future U.S. and global economies.

AAPI ENTREPRENEURS IN SILICON VALLEY

In the midst of the national recession in January 2011, Commissioner Dilawar Syed organized a summit in Silicon Valley, Calif., to highlight AAPI entrepreneurs and AAPI-owned small businesses as vital engines in our nation's economic recovery. Over 700 AAPI entrepreneurs, businesspersons, and community leaders participated in the summit, which provided the perfect setting to highlight opportunities in technology fields.

29 U.S. Department of Labor, *The Asian-American Labor Force in the Recovery* (2011), available at https://www.dol.gov/_sec/media/reports/AsianLaborForce/AsianLaborForce.pdf

30 http://www.census.gov/newsroom/releases/archives/business_ownership/cb11-74.html and <http://www.whitehouse.gov/omb/factsheet/an-economy-built-to-last-and-security-for-asian-american-and-pacific-islander>

31 In May 2013, the Small Business Administration signed a Memorandum of Understanding with the Asian Pacific American Chamber of Commerce and Entrepreneurship to promote improved access to Small Business Administration programs for Asian American and Pacific Islander small businesses. <http://www.sba.gov/community/blogs/sba-signs-memorandum-understanding-with-asian-pacific-american-chamber-commerce-and->; Fairlie RW. Immigrant Entrepreneurs and Small Business Owners, and their Access to Financial Capital, Small Business Administration Office of Advocacy (2012), available at <http://www.sba.gov/sites/default/files/rs396tot.pdf/>.

32 Ibid.

33 <http://www.whitehouse.gov/the-press-office/2011/11/09/press-briefing-previewing-presidents-trip-hawaii-australia-and-indonesia>

34 <http://www.whitehouse.gov/the-press-office/2012/11/15/record-conference-call-presidents-upcoming-trip-asia>



Commissioner Dilawar Syed makes remarks to the business community in Silicon Valley, January 2011. (Photo by WHIAAPI)

EXPANDING BUSINESS OPPORTUNITIES IN ASIA AND THE PACIFIC

In May 2013, the White House Office of Public Engagement, White House Business Council, and the initiative held the *Doing Business in Asia Forum*³⁵ with 80 AAPI business leaders exporting or investing across Asia. At the forum, senior White House and administration officials and AAPI business leaders discussed the opening of new markets across the region and how economic investments can be supported by the U.S. government. The convening helped establish a strategic working group between commissioners, the Department of Commerce Minority Business Development Agency, Export-Import Bank, and International Trade Administration to coordinate engagement with the AAPI diaspora and focus on sectors that hold the most promise for expanding exports and investment in the Asia-Pacific region.

HEALTH EQUITY

The “model minority” myth creates a cloak of invisibility for AAPIs that sometimes can be life-threatening, especially in terms of health care. AAPIs experience disparities in certain preventable diseases, access to and utilization of health care services, and quality of care, yet the lack of disaggregated data means that medical schools, health providers, and policymakers are unaware of these realities. For many, language barriers, lack of familiarity with Western medical practices, and economic and cultural differences prevent them from seeing a healthcare provider and thereby increase their risk of preventable, communicable, and chronic illnesses. Moreover, language ability and immigration status are rapidly emerging as the most significant barriers to access to health care.

The promise of the *Affordable Care Act (ACA)* – access to affordable, quality health care – is critically important to AAPIs. They have some of the highest rates of lacking health insurance: An estimated 14.6 percent of all AAPIs are uninsured, with rates even higher in some AAPI communities.³⁶ The *Affordable Care Act* will help 2 million AAPIs gain coverage through the expansion of Medicaid eligibility, the creation of health insurance marketplaces, and new coverage by their employers by 2016.³⁷

Beyond the *Affordable Care Act*, the commissioners also engaged in discussions of other important health issues facing AAPIs. For example, HHS prioritized attention on hepatitis B in its agency plan, and then issued its first *Action Plan for the Prevention, Care, & Treatment of Viral Hepatitis* in 2011.³⁸ The Centers for Disease Control and Prevention’s Know Hepatitis B campaign is the first multilingual national communications campaign to promote hepatitis B testing among AAPIs in English, Chinese, Vietnamese, and Korean.³⁹ Commission Chair Daphne Kwok and Commissioner Khampha Thephavong hosted a community health town hall in Fresno, Calif., which highlighted the challenges and importance of addressing the health concerns of culturally and geographically isolated AAPI populations like the Hmong community in the Central Valley.

Commissioners also brought to the forefront invisible issues in the AAPI community. Commissioner Ramey Ko endeavored to shatter the social stigma around behavioral health conditions by sharing his

³⁵ <http://www.whitehouse.gov/blog/2013/05/22/doing-business-asia>

³⁶ DeNavas-Walt C, Proctor BD, and Smith JC. *Income, Poverty, and Health Insurance Coverage in the United States: 2010*. U.S. Census Bureau Current Population Reports (2011), available at <http://www.census.gov/prod/2011pubs/p60-239.pdf>

³⁷ http://aspe.hhs.gov/health/reports/2014/UninsuredAANHPI/rb_UninsuredAANHPI.pdf

³⁸ Department of Health and Human Services, *Combating the Silent Epidemic of Viral Hepatitis: Action Plan for the Prevention, Care, & Treatment of Viral Hepatitis (2011)*, available at

http://www.hhs.gov/ash/initiatives/hepatitis/actionplan_viralhepatitis2011.pdf

³⁹ <http://www.cdc.gov/knowhepatitis/>

EDUCATING THE AAPI COMMUNITY ON THE AFFORDABLE CARE ACT

The initiative and commissioners Rozita Villanueva Lee and Tung Thanh Nguyen actively helped educate the AAPI communities about the *Affordable Care Act*. Working with the Department of Health and Human Services (HHS) and AAPI community stakeholders, the commission and initiative hosted regional roundtables in Minneapolis, Minn., Seattle, Wash., Fresno, Calif., Austin, Texas, Chicago, Ill., and Atlanta, Ga. to facilitate community engagement in state and federal implementation efforts. The initiative also participated in numerous national conference calls to reach a broad range of AAPI constituents, and developed outreach resources, including in-language materials, to support education efforts in AAPI communities.

personal experience with mental health issues in his family.⁴² He participated in roundtables on mental health and disabilities in AAPI communities in August 2011 and on behavioral health issues among AAPIs in May 2012. The initiative conducted a national webinar with HHS on behavioral health issues in December 2012. With Commissioner Ko's leadership, the initiative and White House Office of Public Engagement hosted a historic briefing on mental health and suicide prevention in AAPI communities in May 2013.⁴³ Commission Chair Kwok also facilitated a webinar on disabilities in December 2013. This work is vitally important for increasing the visibility of behavioral health and disability issues, contributing to efforts to decrease stigma, and ensuring that culturally and linguistically appropriate behavioral health and disability services are more readily available for AAPI communities.⁴⁴ Speaking publicly about these topics is important because AAPI communities and families struggling with behavioral health issues often suffer in silence and without access to culturally and linguistically appropriate services that could help them combat social stigma.

40 <http://www.letsmove.gov>

41 <http://www.whitehouse.gov/blog/2011/04/04/native-hawaiian-and-pacific-islander-health-and-fitness-winning-future-our-youth>

42 <http://www.youtube.com/watch?v=VwLdHS1FA>

43 <http://www.whitehouse.gov/blog/2013/05/10/raising-awareness-about-mental-health-and-suicide-prevention-aapi-community>

44 <http://www.whitehouse.gov/blog/2013/07/31/what-do-new-clas-standards-mean-aapi-behavioral-health>.



PACIFIC ISLANDERS AND NATIVE HAWAIIANS TACKLE OBESITY

The population of Native Hawaiians and Pacific Islanders in California has grown to over 286,000 individuals. Pacific Islander children have one of the highest rates of being overweight and obese among all racial and ethnic populations living in California. With the leadership of Commission Vice Chair Sefa Aina and Commissioner Hines Ward, and in partnership with the *Let's Move initiative*,⁴⁰ commissioners joined 1,500 Pacific Islanders and Native Hawaiians at the University of California, Los Angeles campus in April 2011 for a day of health education, physical activity, and community empowerment.⁴¹ This event was so popular that it is now an annual community-led event in Los Angeles, and spurred similar events in Salt Lake City, Utah and Seattle, Wash.



Commissioner Hines Ward participates in the WHIAAPI NHPI Health and Fitness Day at UCLA, April 2011. (Photo courtesy of Tana Lepule)

COMMONSENSE IMMIGRATION REFORM AND IMMIGRANT INTEGRATION

AAPIs are acutely aware of the need for commonsense immigration reform because they are directly impacted by the full spectrum of outdated immigration-related policies. Approximately 2 million of the over 4 million family members currently caught in the backlog for family visas are Asians and Pacific Islanders.⁴⁵ Similarly, 80 percent of the 130,000 immigrants caught in backlogs and delays in processing both temporary and permanent resident employment-based visas are from Asian countries, disproportionately impacting workers of all skill levels from China, India, Korea, and the Philippines.⁴⁶ Meanwhile, undocumented AAPI students have become the public, human faces of the estimated 1.1 million undocumented AAPIs in the U.S.⁴⁷

Refugees from Burma, Bhutan, and Iraq have been the most numerous arrivals in recent years, with approximately 17,000 Burmese refugees from Thailand and Malaysia, and 15,000 Bhutanese refugees from Nepal expected to be admitted to the U.S. in 2014.⁴⁸ As each of these immigrant groups seeks to settle and rebuild their lives in the U.S., they can make critical economic and cultural contributions to revitalizing American communities. However, immigrant families and children may also rely on community support and governmental services that promote immigrant integration.

The initiative and commissioners strongly support President Obama's vision of a modern immigration system that reflects our nation's values. Together, the commission and initiative held roundtables beginning in early 2011 with the AAPI community to discuss the need for commonsense reforms of federal U.S. immigration laws and policies. These roundtables focused attention on the benefit of strengthening and accelerating the integration of immigrants within the U.S. The initiative sponsored a roundtable in Seattle, Wash. in July 2011 on how immigrants stimulate economic growth, spur job creation, and promote innovation.⁴⁹ Additional roundtables on immigration reform were conducted between June 2011 and July 2013 in Fremont and Sacramento, Calif., Atlanta, Ga., Orlando, Fla., New York, N.Y., and Houston, Texas.

45 Department of State, *Annual Report of Immigrant Visa Applicants in the Family-sponsored and Employment-based Preferences Registered at the National Visa Center (2012)*, available at <http://travel.state.gov/content/dam/visas/Statistics/Immigrant-Statistics/WaitingListItem.pdf>

46 Ibid.

47 <http://www.whitehouse.gov/blog/2013/07/30/aapi-dream-riders-inspire>

48 Department of State, Department of Homeland Security, Department of Health and Human Services, *Proposed Refugee Admissions for Fiscal Year 2013*, available at: <http://www.state.gov/documents/organization/198157.pdf>

49 <http://www.whitehouse.gov/blog/2011/07/14/integrating-immigrants-strengthen-economy>



President Obama delivers remarks on immigration at the Betty Ann Ong Chinese Recreation Center in San Francisco, Calif., Nov. 25, 2013. (Official White House Photo by Chuck Kennedy)

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It is so important for Asian and Pacific Islander immigrant and refugee voices to be included in these debates. Our communities are struggling also with immigration laws that impact our families. It has been powerful to work with the initiative to hear their stories finally told.

Commissioner Doua Thor

SUPPORT FOR EMERGING ASIAN REFUGEE COMMUNITIES

In April 2012, Commission Chair Daphne Kwok convened a forum in Oakland, Calif. with Burmese, Bhutanese, Nepalese, Tibetan, and Mongolian refugee and immigrant communities. These newest Asian American communities were introduced to federal departments and agencies, and educated about federal programs and services that are available to assist them. The forum also was an opportunity for leaders and community-based organizations working with these emerging refugee and immigrant communities to connect with each other and with more established Asian American community-based organizations.

CIVIL RIGHTS AND FAITH-BASED COMMUNITIES

On Aug. 5, 2012, six individuals were shot and killed at the Sikh Gurdwara in Oak Creek, Wis. in a hate-based crime.⁵⁰ Three other Sikh community members and a local police officer were seriously wounded in the shooting. This mass shooting at a place of worship brought national attention to the U.S. Sikh community.⁵¹

In response to this tragic event, the administration acted quickly. President Obama offered a statement of condolence and support,⁵² First lady Michelle Obama visited with the Sikh American families affected by the tragedy,⁵³ Attorney General Eric Holder spoke at the funeral, and the Department of Justice Community Relations Services implemented educational and training programs to improve awareness about Sikh communities among federal departments and agencies, and offered mediation services to improve federal, state, and local government relationships with local Sikh communities.⁵⁴

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I was deeply impressed and moved by how meaningfully the Initiative and the Commission played its critical “connector” role between the White House and the local community. Within hours of the tragedy, the President called an Oak Creek Gurdwara trustee to express his regret; his statement later that day was informed by community input... I actually saw the local community have a meaningful place at the table to influence the response and ongoing work of the White House. This would not have been possible without the infrastructure already in place as a result of the Initiative’s and Commission’s existence and good work.

Commissioner Amardeep Singh



Leaders from faith communities convene at the AAPI Faith-Based and Community Leaders Forum in Chicago, Ill., June 15, 2013. (Photo courtesy of Maggie Mui)

Since the attacks of Sept. 11, 2001, Muslim Americans often find themselves in the uncomfortable position of being viewed with suspicion and distrust. For more than a decade, Muslim Americans – and those perceived to be Muslim – have experienced heightened airport screening procedures, immigration investigations and enforcement activities, and national security and police surveillance. In addition, Muslim American students and workers also have experienced increased and continued harassment, bullying, and discrimination in their schools, workplaces, and neighborhoods. The Federal Bureau of Investigation found a seventeen-fold increase in hate crimes against Muslim Americans immediately after 9/11.⁵⁵

⁵⁰ <http://www.sikh temple of wisconsin.com/memorial>

⁵¹ <http://www.whitehouse.gov/blog/2012/08/05/statement-president-obama-shooting-wisconsin> and <http://www.whitehouse.gov/the-press-office/2012/08/06/presidential-proclamation-honoring-victims-tragedy-oak-creek-wisconsin>

⁵² <http://www.whitehouse.gov/the-press-office/2012/08/05/statement-president-shooting-wisconsin>

⁵³ <http://www.whitehouse.gov/blog/2012/08/24/first-lady-michelle-obama-visits-sikh-community-wisconsin>

⁵⁴ <http://www.whitehouse.gov/blog/2012/12/07/dojs-community-relations-service-delivers-mediation-and-conciliation-services-aaapi-c>; <http://www.justice.gov/crs/video/ocg-video.htm>

⁵⁵ “Crime in the United States - 2001,” Federal Bureau of Investigation, page 60, from <http://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2001/01sec2.pdf>. The FBI reported that the number of anti-Muslim hate crimes rose from 28 in 2000 to 481 in 2001, a seventeen-fold increase.

SUPPORTING MUSLIM AMERICANS

Under the leadership of commissioners Amardeep Singh, Farooq Kathwari, and Dilawar Syed, the initiative held four community forums with Muslim Americans, along with AAPIs from other faith communities, in March 2011 in Washington D.C., in June 2013 in Chicago, Ill., in August 2013 in Palo Alto, Calif., and in September 2013 in New York, N.Y. to highlight important issues raised by Muslim Americans and other faith communities. Speaking to representatives from the U.S. Citizenship and Immigration Services, Small Business Administration, U.S. Department of Justice, Equal Employment Opportunity Commission, and U.S. Department of Education, Muslim American community leaders noted priorities related to immigration, education, and employment. Forums such as these provide critical occasions for communities to initiate and engage in dialogues that can build long-term relationships and partnerships with federal offices.

NAIL SALON WORKERS FACE WORKPLACE HEALTH AND SAFETY ISSUES

Forty percent of the nail salon workers in the U.S. are AAPI women, and they face health and safety concerns in the workplace. The initiative convened the first interagency working group on salon safety with the Environmental Protection Agency and Occupational Safety and Health Administration as co-leads, along with the, National Institute of Occupational Safety and Health, Small Business Administration, and Food and Drug Administration. The agencies assessed their respective regulations and policies to improve the health and safety of salon workers, and worked with community advocates and salon owners to support effective outreach and education strategies.⁵⁹

SUPPORTING AAPI WOMEN AND GIRLS

The initiative and commission sought to uplift the experiences of AAPI women and girls. Compared to all other women in the U.S., AAPI women are the least likely to have ever had a mammogram⁵⁶ even though breast cancer is the most commonly diagnosed cancer for AAPI women. Older AAPI women have the highest suicide rate of all women over age 65 in the United States.⁵⁷ AAPI women were also greatly affected by the 2008 economic downturn. At the start of the recession, white and AAPI women were almost as likely to be employed, but by 2010, AAPI women were less likely than white women to be employed with labor participation of AAPI women declining at twice the rate as that of white women.⁵⁸

To learn more, the initiative hosted over a dozen roundtables with AAPI women leaders. The initiative also partnered with the White House Council on Women and Girls to convene a forum to elevate the experiences of AAPI women and their communities. In 2012, the initiative hosted an interagency meeting with the council focusing on AAPI women's health and safety, and followed up with a nationwide conference call featuring senior administration officials discussing accomplishments around anti-violence efforts, worker health and safety, and AAPI women's reproductive health.

These issues of educational opportunity, economic growth, access to health care, commonsense immigration reform, and civil rights are key priorities for AAPI communities. The initiative and commission worked within the federal government to build stronger interagency working relationships to better respond to AAPI community priorities and find common strategies to address their needs. **But underneath these social concerns are commonly shared barriers that make their resolution more difficult. These include issues related to a lack of disaggregated data that would expose the disparate realities, the need to improve language access for a growing linguistically diverse population, untapped potential for harnessing a diverse and skilled workforce, and the need to grow our capacity to address these challenges.** The initiative and commission found it necessary to address these cross-cutting barriers by working within the federal government infrastructure.

⁵⁶ <http://www.ncbi.nlm.nih.gov/pubmed/17961259>

⁵⁷ <http://minorityhealth.hhs.gov/templates/browse.aspx?lvl=3&lvlid=136>

⁵⁸ <http://www.dol.gov/sec/media/reports/asianlaborforce/>

⁵⁹ <http://www.whitehouse.gov/blog/2011/05/19/toward-green-nail-salons>

A photograph of Barack Obama speaking at a podium. He is wearing a dark suit, a white shirt, and a dark tie. He is looking slightly to his left. The background is a blue wall with large white letters, including "LO" and "ican". There are several microphones in front of him. The text "SECTION THREE:" is overlaid on the bottom left of the image.

SECTION THREE:

**A STRONGER FEDERAL
INFRASTRUCTURE
FOR AAPIS**

SECTION THREE:

A STRONGER FEDERAL INFRASTRUCTURE FOR AAPIS

The broad scope of the initiative provides a unique opportunity for the commissioners to interact with the staff of many federal departments and agencies, in both their national headquarters and regional offices. In fact, this commission has enjoyed the rare privilege of working with 24 federal departments and agencies over the course of three years to create new and worthwhile opportunities for looking broadly across areas of need for effective solutions.

The commission has spearheaded innovative collaborations throughout the federal government, working with the Interagency Working Group and individual federal departments and agencies to address the cross-cutting and priority issues facing AAPIs. Together, these players have committed to tackling the important, “universal” issues of increasing opportunities for AAPIs in the federal workforce, improving language access, building community capacity, and disaggregating federal AAPI data as part of our American Mosaic strategy to create a government that serves all.

INTERAGENCY WORKING GROUP AND AGENCY PLANS

Executive Order 13515 also established the Federal Interagency Working Group (IWG). Comprising individuals, executive branch departments, agencies, and offices representing a broad spectrum of fields and programs impacting Asian Americans and Pacific Islander communities, the IWG helps increase AAPI participation in federal programs. The commissioners worked closely with the initiative and the IWG to help each participating federal department and agency develop robust AAPI plans that increase the participation of AAPIs in federal programs. The commissioners used their subject-matter expertise, and knowledge about and experiences in AAPI communities to review and provide feedback on the draft agency plans submitted by the federal departments and agencies in 2010, 2012 and 2013, and met with the IWG to discuss ways to improve and strengthen those plans.



Commissioners Sefa Aina and Daphne Kwok, along with then Co-Chair Chris Lu and Executive Director Kiran Ahuja, facilitate conversation among the Interagency Working Group and Commission, March 14, 2011. (Photo courtesy of WHIAAPI)

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[There needs to be] continuous dissemination of information from the Federal government to local communities. It has to be initiated at the federal level. Our Asian American and Pacific Islander communities simply are not aware of the resources that are afforded them.

Commissioner Hines Ward

In 2010, 23 federal departments and agencies created plans that addressed the following issues: 1) improving data collection, analysis, and dissemination of AAPI-specific information; 2) protecting civil rights and equal opportunity for AAPIs; 3) promoting and increasing federal employment among AAPIs; and 4) increasing outreach and access to federal grant opportunities and programs for AAPIs.⁶⁰ These agency plans provide public accountability and allow for coordination of AAPI community engagement.

⁶⁰ <http://www2.ed.gov/about/inits/list/asian-americans-initiative/plans.html>

Twenty-two federal departments and agencies updated their plans in 2013. Based on the AAPI communities' recommendations and the initiative's efforts to refine its work, the agencies re-organized their plans around four cross-cutting priority issue areas: 1) AAPI community capacity-building; 2) collection and analyses of disaggregated data on AAPIs; 3) language access for limited English proficient AAPIs; and 4) increasing workforce opportunities for AAPI federal workers.⁶¹ The work of the IWG also was organized in sub-committees along these four issue areas to allow well-positioned agencies to lead key transformation efforts. The initiative's staff published several reports summarizing the agency plans and accomplishments to inform and engage the AAPI community on the important progress made by the federal government.⁶²

REGIONAL INTERAGENCY WORKING GROUP

One of the truly essential and innovative developments from the initiative is the formation of the Regional Interagency Working Group (Regional IWG), which seeks to deepen federal engagement with regional and local AAPI communities. Although regional offices primarily conduct local community outreach and education, the commission found that there was a real need to strengthen relationships between local AAPI communities and the federal regional offices. The initiative formed the Regional IWG to create the necessary structure for facilitating information-sharing and coordinating local AAPI community engagement across the federal field agencies nationwide.

The Regional IWG has grown from its origins to include more than 100 members, allowing more than 20 federal agencies to coordinate across 10 federal regions to plan and implement activities with the AAPI communities.⁶³ Regional offices are uniquely positioned as resources for local and emerging AAPI communities because of their proximity to the community, growing knowledge of local community concerns and needs, and engagement in local programming and technical assistance offerings.⁶⁶

61 <http://www.ed.gov/edblogs/aapi/agency-plans/2013-agency-plans/>

62 White House Initiative on Asian Americans and Pacific Islanders, Opening Doors for the Asian American and Pacific Islander Community: Two-Year Anniversary Accomplishments (2011), available at http://www.whitehouse.gov/sites/default/files/microsites/10112011_aapi_full_report_of_2yr_accomplishments.pdf; White House Initiative on Asian Americans and Pacific Islanders, Improving Access for the Asian American and Pacific Islander Community: Federal Agency Accomplishments (2012), available at http://www.whitehouse.gov/sites/default/files/docs/report_-_pathways_agency_accomplishments_may2012.pdf; and White House Initiative on Asian Americans and Pacific Islanders, Continuing Progress for the Asian American and Pacific Islander Community: Federal Agency Accomplishments (2013), available at <http://www.ed.gov/edblogs/aapi/files/2013/02/Continuing-Progress-for-the-Asian-American-and-Pacific-Islander-Community-1.pdf>.

63 <http://www.va.gov/centerforminorityveterans/NewsFlash.asp>

64 <http://www.va.gov/centerforminorityveterans/NewsFlash.asp>

65 <http://www.whitehouse.gov/blog/2013/08/21/coordinate-outreach-aapi-community-new-york-regional-aapi-forum>

66 <http://www.whitehouse.gov/blog/2013/08/29/chicago-regional-interagency-working-group-continuing-dialogue-aapi-community>

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The Interagency Working Group is wonderful. Instead of the federal government being distant or something to be fearful about, they made it simple and accessible. It was very practical, especially at the regional level, for actually reaching our communities.

Commissioner Sunil Puri

INTERAGENCY EFFORTS ON BEHALF OF FILIPINO WORLD WAR II VETERANS

One of the strengths of the initiative is its ability to work across federal departments and agencies to resolve issues of high importance to AAPIs. As an example, over 260,000 Filipino nationals enlisted and fought with the U.S. military during World War II, and were entitled to full benefits as U.S. combat veterans but these benefits were rescinded under the *Rescission Acts of 1946*. After decades of advocacy, Congress established the Filipino Veterans Equity Compensation Fund in 2009 to provide a one-time, lump-sum payment to surviving Filipino World War II veterans.⁶³ As a result of community concerns about delays in processing claims and appeals for denied claims, then initiative Co-Chair Chris Lu convened a federal interagency working group, including the White House Domestic Policy Council, Office of Management and Budget, Department of Veterans Affairs, Department of Defense, and National Archives and Records Administration, to improve transparency and accountability in the administration of the payments from the fund, and improve the timeliness of processing appeals of denied claims. To date, over \$224 million has been paid to nearly 19,000 Filipino World War II veterans.⁶⁴

STATE AND LOCAL ASIAN AMERICAN AND PACIFIC ISLANDER COMMISSIONS

As commissioners traveled throughout the U.S. and engaged with diverse AAPI communities, they were continually impressed by the dedication of many state and local commissions (councils and task forces) focused on local AAPI communities.⁶⁷ These advisory bodies are created by either state and local legislation, or gubernatorial or mayoral executive orders. Some are funded and staffed, while others operate on a volunteer basis. However, they all share the common goal of making visible the needs of the AAPI communities in their states, cities, and towns. Several have even documented the specific needs of AAPI communities in their state by issuing comprehensive reports with recommendations and next steps.

Recognizing the critical role of engaging local leaders, the initiative convened members and staff from these state and local AAPI commissions for the first time in May 2012 and then again in May 2013, through conference calls and in-person meetings to share information and best practices and to support each other's work. The commissioners believe that building and maintaining the capacity of these state and local commissions will reap long-term benefits for AAPI communities, and serve as a crucial local resource to the Regional Interagency Working Groups.

The commissioners urge federal agencies and departments to continue to conduct new trainings and educational events for AAPI staff and community members so they can grow their outreach programs and to invite AAPI leaders to meet with them. Likewise, commissioners encourage the AAPI community to actively monitor and hold accountable federal departments and agencies to serve the needs of AAPI communities. AAPI community leaders should actively seek appointments to federal and state advisory commissions, expert panels, and grant review panels to share the AAPI community's perspective.



Members of the Regional Interagency Working Group participate in a team building exercise during their first in-person convening at the White House, Dec. 3, 2013. (Photo by WHIAAPI)

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Strengthening the Regional Interagency Working Group would be a huge help to the Asian American and Pacific Islander communities. Washington, D.C. isn't an easy place to access for many folks in our communities, so making sure that there are ways for Asian Americans and Pacific Islanders to engage with federal departments and agencies in their own communities and regions would be very helpful.

Commission Vice-Chair Sefa Aina



⁶⁷ See Listing in Appendix C.

INTERAGENCY EFFORTS ON CROSS-CUTTING ISSUES

FEDERAL WORKFORCE DIVERSITY

Having AAPIs represented at all levels of the federal government can improve that sector's understanding of the specific needs of AAPI communities. Recognizing this, President Obama included specific provisions in Executive Order 13515 to support the recruitment, career development, and advancement of AAPIs within the federal government. The commission commends President Obama for naming a record number of AAPIs to his Cabinet in his first term, and for appointing so many AAPIs throughout his administration, including a record number of AAPI judicial appointments.⁶⁸

While AAPIs are represented throughout the federal workforce,⁶⁹ the commission and initiative supported efforts by AAPI federal employee affinity groups to promote AAPI employees into managerial and executive positions in federal departments and agencies. With this support, two exciting new efforts were launched to encourage the promotion and retention of talented federal employees into Senior Executive Service (SES)⁷⁰ positions.⁷¹ In 2012, the Asian American Government Executives Network (AAGEN) initiated a Senior Executive Service Development Program to provide professional skill training and mentorship to potential SES candidates, with the support of the initiative, Office of Personnel Management, and Equal Employment Opportunity Commission.⁷² Twenty-four participants completed the program in 2012 and one participant has since been promoted to an SES position. The second class of 20 participants signed on in 2013, and graduated with three participants receiving promotions into SES positions. The third class of 22 participants hopes to continue upon these successes.

In addition, the Federal Asian Pacific American Council (FAPAC) began the Federal Challenge Team Program in July 2013, with the participation of the initiative, Office of Personnel Management, and Equal Employment Opportunity Commission.⁷³ This program gives federal employees opportunities to work in cross-agency teams and collaborate on projects that address the needs of AAPI communities, particularly in capacity building, language access, data disaggregation, and workforce diversity. These programs can expand opportunities for leadership development.

Still, there remains more to be done to ensure that AAPIs are represented throughout all levels of the federal government. Most importantly, the federal government should improve analysis of disaggregated workforce data to identify underrepresented groups within specific fields as there is little data on the ethnic representation of AAPI federal employees. There also remains a need for continued attention towards the diversification of the federal workforce⁷⁴ and

targeted strategies to recruit diverse candidates from interns to top-level employees, including Native Hawaiians, Pacific Islanders, and other underrepresented AAPI candidates.



Co-Chair Chris Lu joins the first class of the AAGEN Senior Executive Service Development Program during its launch event, March 21, 2012. (Photo by WHIAAPI)

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It is critical for leadership within all federal agencies to support the career advancement of AAPI federal employees. Not only are these individuals well positioned to bring the perspective of their communities into the agencies' decision-making but supporting AAPIs' demonstrates the federal government's commitment to promote diversity of the workforce at every level.

Commissioner Frances Francis

68 <http://www.whitehouse.gov/blog/2012/05/01/observing-aapi-heritage-month>

69 Office of Personnel Management, *Federal Equal Opportunity Recruitment Program Report, Fiscal Year 2011*, available at <http://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/feorp2011.pdf>.

70 Office of Personnel Management, *Guide to Senior Executive Service Qualifications (2012)*, available at https://www.opm.gov/policy-data-oversight/senior-executive-service/reference-materials/guidetosesequals_2012.pdf

71 There were only 3.14 percent Asian Americans and only 0.15 percent Native Hawaiians and Other Pacific Islanders in the Senior Executive Service in Fiscal Year 2012. Office of Personnel Management, *2012 Senior Executive Service Report (2013)*, available at <http://www.opm.gov/policy-data-oversight/data-analysis-documentation/federal-employment-reports/reports-publications/ses-summary-2012.pdf>

72 <http://www.aagen.org/sesdevelopmentprog> and <http://www.whitehouse.gov/blog/2011/10/21/launching-senior-executive-service-development-program>

73 <http://www.fapac.org/challengeteams>

74 The Office of Personnel Management has been implementing Executive Order 13583 on diversity and inclusion in the federal workforce, 76 Fed. Reg. 52847-52849 (August 23, 2011), including the Government-wide Diversity and Inclusion Strategic Plan 2011, available at <http://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/governmentwidedistrategicplan.pdf>

LANGUAGE ACCESS FOR AAPIS WITH LIMITED ENGLISH PROFICIENCY

Another issue that impacts millions of AAPIs is the lack of information on federal programs and services available in Asian and Pacific Islander languages. According to the 2011 American Community Survey, of the 14 million Asians ages 5 and over, 47 percent do not speak English ‘very well’⁷⁵ and need language assistance services. The percentage of limited English proficient (LEP) individuals in some AAPI ethnic communities can be even higher.

The importance of language access for AAPI communities cannot be overstated. Without the ability to read, communicate, and understand information about federal programs and services, and about their rights and responsibilities, LEP AAPIs cannot participate in or benefit from many of the federal government programs and services intended to reach them and meet their needs.

Fortunately, federal agencies are stepping up to the plate. There are several outstanding examples of federal departments and agencies that have enhanced language access for AAPI and LEP populations. Under the leadership of Gary Locke, former co-chair of the initiative and former secretary of the Department of Commerce, the Census Bureau conducted unprecedented outreach in 28 languages to ensure a full and accurate count for the 2010 Census.⁷⁶ Furthermore, HHS made multilingual information about the *Affordable Care Act* available on www.healthcare.gov, including translated materials in Chinese, Korean, Tagalog, and Vietnamese.⁷⁷

THE LANGUAGE OF THE GULF COAST

The commission and initiative found themselves filling an unanticipated but critical role of coordinating federal responses for AAPI communities immediately after the BP Gulf Coast oil spill in April 2010. Ultimately, the initiative created a federal language translation clearinghouse to produce public information materials about the recovery efforts in Vietnamese, Khmer, and Lao, as well as in Spanish, Haitian Creole, and French. The initiative also partnered with Asian Americans/Pacific Islanders in Philanthropy and the Corporation for National and Community Service to convene government, philanthropic, and AAPI community leaders for future cross-sector partnerships along the Gulf Coast.

FEDERAL AGENCIES TACKLE LANGUAGE ACCESS

The initiative, in partnership with the Civil Rights Division of the U.S. Department of Justice, is working across the federal government to take on language access. All 24 agency plans on AAPI engagement include priorities to implement, monitor, and enforce the language access requirements of *Title VI* of the 1964 *Civil Rights Act* and Executive Order 13166. A federal interagency working group on limited English proficiency also maintains www.lep.gov, a comprehensive website that links to useful materials, such as tools that federal departments and agencies have developed to support language access.

The General Services Administration has consolidated language assistance vendors into one portal⁷⁸ and the National Virtual Translation Center acts as a clearinghouse for facilitating federal department and agency use of translators.⁷⁹ The Department of Defense operates the National Language Services Corps, a volunteer program of over 4,600 Americans who speak languages other than English, and who are available to federal departments or agencies as part of a crisis or disaster response.⁸⁰

75 American Community Survey 2010-2012 Three-Year Estimates for Asian Americans (alone or in combination with one or more other races) and for Native Hawaiians and Other Pacific Islanders (alone or in combination with one or more other races), S0201 (Selected Population Profile), available at <https://www.census.gov/prod/2013pubs/acs-22.pdf>

76 Kim J, and Zapata J. 2010 Census Language Program Assessment Report, U.S. Census Bureau (2012), available at http://www.census.gov/2010census/pdf/2010_Census_Language_Program_Assessment.pdf. Language assistance guides to assist limited English proficient respondents in filling out their census forms were available in 59 languages. Paid television, radio, and print media materials were developed in 28 languages and dialects. Telephone questionnaire assistance hotlines were available in Chinese, Korean, and Vietnamese as well as Spanish and Russian. The Census Bureau sent out advance letters and a follow-up postcard, with instructions in Chinese, Korean, Vietnamese, and Spanish, notifying households about the upcoming census.

77 <https://www.healthcare.gov/language-resource/>

78 <http://www.gsa.gov/portal/content/104610>

79 <http://www.nvtc.gov/>

80 <http://www.nls corps.org>

In February 2012, the U.S. Citizenship and Immigration Services conducted its first-ever Chinese language public engagement, or “*jiao liú*.” The worldwide webinar, conducted in Mandarin and Cantonese, shared information about how immigrants can apply to change their immigration status, including how to apply for U.S. citizenship.⁸¹ This was followed by another national in-language webinar in Vietnamese.⁸² The use of multilingual subject matter

1 IN 3 AAPIS



ARE LIMITED ENGLISH PROFICIENT

IN-LANGUAGE COMMUNITY GOOGLE HANGOUTS

To further reach emerging AAPI communities, the initiative and commission also collaborated with the White House Office of Public Engagement to host multiple in-language Google Hangouts in Korean, Vietnamese, and Chinese (Mandarin) on the health insurance marketplace. This was part of the initiative’s efforts to engage limited English proficient (LEP) populations on the *Affordable Care Act*. The enthusiasm of the Hangout participants showed the importance of engaging AAPI LEP communities in their own languages.



To reach AAPI limited English proficient communities, WHIAAPI held a series of in-language Google Hangouts in Korean, Vietnamese, and Chinese (Mandarin).

experts and communications technology demonstrated the feasibility and effectiveness of new strategies to reach LEP communities. Looking forward, language access remains a critically important need for AAPI communities. **The commission urges each federal agency to conduct comprehensive assessments of the language needs of potential users of their programs and a review of all vital program and public engagement materials, to ensure full language access for the six key languages for federal programs. In addition, federal agencies should consider opportunities to partner with other offices and departments when contracting on translation and interpretation services to create economies of scale.** Regardless of the specific tactic used, recognizing and purposefully engaging in concerted efforts to expand language access to LEP consumers, will benefit all communities in the coming years.

DISAGGREGATED DATA ON AAPIS

AAPIs have long advocated for better and disaggregated data collections, urging the nation’s decision-makers to avoid viewing the community as a monolithic group. With improved data collection, the federal government can provide better program support, improved policies, and more efficiently targeted funding to help underserved communities achieve self-sufficiency and financial independence.

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And if we’re going to do a better job addressing them, then we first have to stop grouping everybody just in one big category. Dozens of different communities fall under the umbrella of the Asian Americans and Pacific Islanders, and we have to respect that the experiences of immigrant groups are distinct and different.

President Barack Obama, Remarks at Asian Pacific American Institute for Congressional Studies Gala, May 8, 2012⁸³

81 <http://www.uscis.gov/portal/site/uscis/menuitem.5af9bb95919f35e66f614176543fd1a/?vgnnextoid=ba8233a99dea4310VgnVCM100000082ca60aRCRD&vgnnextchannel=e0b081c52aa38210VgnVCM100000082ca60aRCRD> and <http://www.whitehouse.gov/blog/2012/02/13/uscis-engages-chinese-speaking-immigrants-jiao-li>

82 <http://www.uscis.gov/portal/site/uscis/menuitem.5af9bb95919f35e66f614176543fd1a/?vgnnextoid=44906c4bcf24e310VgnVCM100000082ca60aRCRD&vgnnextchannel=e0b081c52aa38210VgnVCM100000082ca60aRCRD>

83 <http://www.whitehouse.gov/the-press-office/2012/05/08/remarks-president-18th-annual-gala-asian-pacific-american-institute-cong>

One of the important functions of the commission has been to provide advice on the compilation of research and data related to AAPI populations and sub-populations. Many federal departments and agencies have been working to collect new data and to disaggregate data to better understand the diversity of AAPI communities. In 1997, the Office of Management and Budget (OMB) revised the standards for data collections on race and ethnicity used by federal agencies and departments to separate out “Native Hawaiian and Other Pacific Islander” from “Asian” and to report the data in two separate categories.⁸⁴ Sixteen years later, the AAPI community still encounters federal data sets that fail to adhere to these standards for collecting or reporting data on AAPIs using these two separate categories.

Some federal agencies have made great strides in expanding disaggregated data collection and reporting of subcategories under the 1997 revised OMB data collection standards. The 2010 census collected disaggregated Asian American race data in six specific subcategories, Pacific Islander race data in four subcategories, and an open-fill “Other” subcategory.⁸⁵ More progress occurred in 2011, when HHS incorporated these same subcategories into new guidance for federal health surveys implementing section 4302 of the *Affordable Care Act*.⁸⁶ The results of such disaggregated data collection and reporting will greatly improve understanding of diverse AAPI communities and allow the federal government to take steps to better serve the most underserved AAPI communities.⁸⁷

BEST PRACTICES FOR DATA DISAGGREGATION

In August 2012, OMB issued a working paper on best practices for collecting disaggregated data about AAPIs across the federal government, highlighting the efforts of the Department of Labor.⁸⁸ The commission commends the Department of Labor for disaggregating and analyzing AAPI data from the Current Population Survey.⁸⁹ When the disaggregated data was analyzed, it became clear that there are statistically significant differences in unemployment rates among AAPI populations. For example, 43.9 percent of Chinese Americans and 41.7 percent of Filipino Americans, two of the largest AAPI sub-groups, had been unemployed for 27 weeks and more, compared to only 37.6 percent of all AAPIs and 33.2 percent of non-AAPIs.



WHIAAPI Executive Director Kiran Ahuja speaks at the Asian American, Native Hawaiian, and Pacific Islander Research and Data Convening, December 2010. (Photo by WHIAAPI)

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[We have] to make sure Asian American and Pacific Islander communities are counted, literally, in all [Federal department and agency] activities.

Commissioner Unmi Song

The commission commends both the Census Bureau and HHS for taking an important step forward in collecting and reporting subcategories of disaggregated data on AAPIs. The commission encourages other federal agencies to collect and report disaggregated subcategories of AAPI racial data using the 1997 revised OMB race and ethnicity standards in order to provide better services to underserved AAPI communities.

84 Office of Management and Budget, *Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity*, 62 Fed. Reg. 58782-58790 (Oct. 30, 1997), available at http://www.whitehouse.gov/omb/fedreg_1997standards/

85 Humes KR, Jones NA, and Ramirez RR. *Overview of Race and Hispanic Origin: 2010*. U.S. Census Bureau (March 2011), available at <http://www.census.gov/prod/cen2010/briefs/c2010br-02.pdf>

86 <http://minorityhealth.hhs.gov/templates/browse.aspx?lvl=2&lvlid=208>

87 Beginning in January 2013, the National Health and Nutrition Examination Survey (NHANES) has been oversampling Asian Americans, which will result in updated health data about them. See http://www.cdc.gov/nchs/ppt/nchs2012/SS-14_BROITMAN.pdf

88 *Federal Agency Approaches to Providing Statistical Information on Detailed Asian and Native Hawaiian and Other Pacific Islander Groups*, available at http://www.whitehouse.gov/sites/default/files/docs/omb_spwp_on_detailed_race_groups_final_8-7-12.pdf

89 Department of Labor, “Asians in the U.S. labor force: Profile of a diverse population” (2011), available at <http://www.bls.gov/opub/mlr/2011/11/art1full.pdf>

PACIFIC ISLANDER COMMUNITY HEALTH DATA

The initiative, with Commission Vice Chair Sefa Aina, hosted a meeting in Salt Lake City, Utah in September 2011 at which the Department of Health and Human Services Health Resources and Services Administration Bureau of Primary Care presented data it had analyzed about the health care needs of Native Hawaiians and Pacific Islanders (NHPI). This was the first time that the bureau hosted a specific discussion about the health care needs of these populations, and made data and other information about them available to community leaders. In addition, HHS recently announced the launch of the first-ever, large-scale national health survey on NHPI households – the Native Hawaiian/Pacific Islander National Health Interview Survey – to provide empirical data on the health concerns of the Pacific Islander community.⁹⁰

The commission also commends the Department of Education for its Request for Information (RFI) about best practices in the collection and utilization of disaggregated data on AAPI students.⁹¹ Commissioners actively publicized the RFI, which received over 700 responses, including responses from 26 states, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands. The initiative worked

closely with the Department of Education to review the responses and then partnered with the National Commission on Asian American and Pacific Islander Research in Education to conduct a two-day iCount symposium in June 2013 on the important issue of disaggregating education data.⁹²

These activities resulted in raising awareness on the importance of data disaggregation for the AAPI community, sharing of best practices in the collection and dissemination of AAPI granular data, creating regional school clusters focusing on data disaggregation, and encouraging foundations to invest in these efforts.

While the commission commends the progress made by federal departments and agencies on collecting, analyzing, and using data about AAPIs, more needs to be done to accurately capture the diversity of the AAPI community and understand the needs of specific racial groups. From health care needs to educational attainment rates, the realities of different communities in the AAPI racial categories are often masked. **At a minimum, all federal agencies should strive to consistently collect and report demographic data using the 1997 OMB standards. In addition, all federal agencies are encouraged to follow the example of the Census Bureau and HHS in collecting and reporting on separate, additional disaggregated subcategories for Asians and Native Hawaiian and Other Pacific Islanders. . The commission urges federal agencies to produce comprehensive data reports and analyses using this further disaggregated demographic data on AAPI subcategories to better serve AAPIs that use or need their programs and resources.**

ENGAGING PHILANTHROPY AND PUBLIC-PRIVATE PARTNERSHIPS

The initiative and commission also recognize the great potential of building and sustaining partnerships between the federal government and the private sector. In October 2011 and August 2012, the initiative partnered with the Council for Native Hawaiian Advancement to host Pacific Islander philanthropy forums in Honolulu. The forums created opportunities for partnerships among the 1,000 participants, representing the growing number of Native Hawaiian and Pacific Islander community-based organizations, with national and Hawaii-based foundations.⁹³

90 <http://www.whitehouse.gov/blog/2013/12/18/improving-data-collection-native-hawaiian-and-pacific-islander-health>

91 77 Fed. Reg. 26531-26534 (May 4, 2012), available at <http://www.gpo.gov/fdsys/pkg/FR-2012-05-04/html/2012-10835.htm>

92 <http://www.whitehouse.gov/blog/2013/06/12/count-equity-through-representation>

93 <http://www.whitehouse.gov/blog/2011/10/25/helping-nonprofits-empower-native-hawaiian-and-pacific-islander-communities>

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Being part of the planning process and efforts around engaging national philanthropy has been a very important part of my experience as a Commissioner. To see the sea of Asian American and Pacific Islander faces gathered together in the auditorium was awe-inspiring for me, especially considering that sitting in the audience were board chairs and CEO's of some of our largest national philanthropic foundations.

Commissioner Hyeok Kim

Commissioners Kamuela Enos, Hyeok Kim, and Unmi Song identified key opportunities on which to focus the public-private partnership discussions, which they presented at a briefing on public-private partnerships at the *Grantmakers in Health Annual Meeting* in March 2013. They also recently partnered with the Ford Foundation to highlight the increasing rates of poverty in the AAPI communities, ongoing issues for Native Hawaiians, and strategies to seed and leverage innovation in AAPI communities. Other key foundation participants included the Bill & Melinda Gates, W.K. Kellogg, and Kresge foundations, and the Pacific Island Philanthropy Connection. Then in June 2013, the initiative joined the Council on Foundations' federal philanthropic liaison working group as a regular member. This group is a forum for sharing best practices and current information and for collaborating on public-private partnerships.

Private philanthropic support has been critical to AAPI-specific initiatives and efforts, such as the implementation of the *Affordable Care Act* and the iCount symposium. These advancements in community engagement have been both fruitful and successful, but the diversity and growth of AAPI communities require ongoing engagement efforts. Foundations play an important role in leveraging federal funds to accelerate needed programs and policies that support AAPI communities.

IN SUMMARY

Today, the commission is proud of all it has accomplished, from its community engagement efforts to educational roundtables that initiate lasting relationships between AAPI communities and federal agencies. We hope our legacy will be the transformative interagency collaborations that lead to greater cooperation, break down silos, and uncover new solutions to tackle real-world issues. By addressing these cross-cutting issues of federal workforce representation, language access, and data disaggregation, federal departments and agencies can and should be more effective in meeting the needs of AAPIs and fulfilling their mission to serve the American people.

AAPI NATIONAL PHILANTHROPIC BRIEFING

In April 2012, the initiative organized the National Philanthropic Briefing on the Asian American/Pacific Islander Community at the White House with over 200 participants. Attendees came from many private and community foundations, as well as from the Asian Americans/Pacific Islanders in Philanthropy (AAPIP). Three national foundations – the Ford Foundation, W.K. Kellogg Foundation, and Kresge Foundation – announced grants totaling \$1 million to support planning to build public-private partnerships between the federal government and philanthropy focused on the unmet needs of AAPIs.⁹⁴



Commissioners Hector Vargas and Ramey Ko meet with community leaders and Mayor Annise Parker at the AAPI Texas Regional Conference in Houston, TX on February 23, 2013. (Photo courtesy of Edmund Chiang)

⁹⁴ <http://aapip.org/our-stories/ford-kresge-and-kellogg-foundations-join-in-1m-planning-initiative-for-aapi-communities>



SECTION FOUR:

RECOMMENDATIONS TO FEDERAL DEPARTMENTS AND AGENCIES

SECTION FOUR:

RECOMMENDATIONS TO FEDERAL DEPARTMENTS AND AGENCIES

After reflecting on the collective and individual interactions with federal departments and agencies over the past four years, the President's Advisory Commission on Asian Americans and Pacific Islanders makes the following recommendations.

RECOMMENDATIONS ON ASIAN AMERICAN AND PACIFIC ISLANDER PRIORITY ISSUES

EDUCATION

- Increase financial support for Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs) commensurate with the rapid and increased growth of the AAPI community and its student populations.
- Analyze Minority Serving Institutions funding investment, to determine practices and policies that yield strong student outcomes, and work with institutions to scale best practices.
- Analyze the results from AAPI and Muslim community studies that have found that a significant percentage of these populations experience bullying and harassment; then develop a specific campaign to inform these communities of federal protections and the complaint process, and align investigations to reflect any disparity in total numbers.
- Promote native languages and culture-based education as an important value and pathway to student success.



Secretary Arne Duncan addresses an audience at the AAPI Inaugural Welcome Briefing at the Department of Education on January 18, 2013. (Photo courtesy of Edmund Chiang)

SMALL BUSINESS AND ECONOMIC GROWTH OPPORTUNITIES

- Encourage the General Services Administration and the Office of Federal Procurement Policy to mandate disaggregating minority contracting data in order to truly understand what proportion of contracting dollars are allocated to AAPI-owned businesses as main contractors and sub-contractors.
- Encourage all federal offices of Small and Disadvantaged Business Utilization to develop targeted strategies for engaging and increasing contract opportunities for small and mid-sized AAPI businesses.
- Institute a government-wide approach to promote an economic strategy for the Asia-Pacific region; in addition, target AAPI enterprises in order to leverage relationships, and ongoing trade and investment opportunities.

HEALTH EQUITY

- Assess AAPI health disparities as identified through disaggregated data analysis, and adjust federal efforts for and investments in correcting them. Increase funding for health research on AAPIs and for services for prevention and alleviation of the disease conditions prevalent among AAPIs.
- Expand workforce development programs to bring AAPIs into health care fields where they are underrepresented.
- Build the capacity of AAPIs to compete for government funding to reach medically underserved AAPI populations. This includes increasing the ability of AAPI health providers to compete in the solicitation process and manage funds once awarded.
- Expand language access to and cultural competency of federal health programs for limited English proficient groups so they can better utilize available services.

COMMONSENSE IMMIGRATION REFORM AND IMMIGRANT INTERGRATION

- Assess refugee support systems, grant programs, and state refugee networks in order to develop new partnerships or policies that ensure new refugees are more effectively integrated into their host communities. All federal agencies should conduct targeted engagement of new refugee communities.
- Create a federal office of immigrant integration to facilitate English language proficiency, civic engagement, financial self-sufficiency, and upward economic mobility. This office should promote best practices for immigrant integration at the national, state, and local levels.
- Continue to ensure our nation's immigration enforcement priorities are aligned with our nation's values.

CIVIL RIGHTS AND CIVIL LIBERTIES

- Raise the national minimum wage so that AAPI low-wage workers and their families have the opportunity to earn fair wages and move into the middle class.
- Issue updated guidance that expands the definition of profiling to include religion, national origin, gender, and sexual orientation, where civil rights and liberties are impacted. The Department of Justice should also fully implement the guidance and train all federal law enforcement officials, agents, and civil rights offices to ensure effective monitoring and compliance.
- Create a national Hate Crimes Task Force that coordinates efforts across key agencies to address a rise in hate crimes that affect diverse communities.
- Ensure that all federal policies impacting families and married couples are inclusive of LGBTQ partners and families. Ensure the full implementation of the Supreme Court's decision in the *U.S. v. Windsor* ruling that Section 3 of the *Defense of Marriage Act* is unconstitutional.

RECOMMENDATIONS ON CROSS-CUTTING INTERAGENCY WORKING GROUP ISSUE AREAS

FEDERAL WORKFORCE DIVERSITY

- Promote advancement opportunities for AAPIs with subject matter expertise in leadership and decision-making positions throughout each federal department or agency, especially in Senior Executive Service (SES) positions. Encourage federal agencies to provide supervisory support for AAPI candidates' participation in training and mentorship programs, and make diversity in employment a positive factor in the evaluation of managerial performance.
- Improve the collection, documentation, and analyses of workforce data in each federal department and agency; it is especially important that this data be disaggregated among AAPIs to identify where underrepresentation occurs in particular sectors of the federal government.
- Implement policies to identify and recruit a diverse pool of qualified candidates from internship positions to SES, including Native Hawaiians, Pacific Islanders, and underrepresented Asian Americans in every federal department and agency.



President Obama meets with national AAPI leaders. (Photo by WHIAAPI)

LANGUAGE ACCESS

- Require each federal department and agency to conduct a comprehensive assessment to evaluate the quality and utility of in-language materials and the language access needs of all potential users of federal programs; the assessment should be conducted both at the national and regional levels.
- Review all vital documents (especially applications, forms, appeals, and notices), public information, and public engagement materials, and develop specific work plans, timelines, and budgets to systematically translate these materials into the languages that are identified in the assessment.
- Review each federal department and agency website to upload and make easily available all its translated materials. The online resources should be made easy to identify and navigate for limited English proficient users.
- Consider contracting with AAPI community-based organizations to provide interpretation and translation services on an ongoing basis, especially to meet the needs of underserved and emerging language populations.

DISAGGREGATED DATA ABOUT ASIAN AMERICANS AND PACIFIC ISLANDERS

- Standardize data collection and reporting of all federal agency data to be in compliance with the 1997 Office of Management and Budget's revised standards.
- Collect, analyze, and report disaggregated subcategories of data about Asian Americans, Native Hawaiians and Pacific Islanders. For federal departments and agencies that have not implemented disaggregated subcategories data collection, use the Census Bureau and HHS data collection models to develop specific plans and timelines to implement the use of these disaggregated subcategories for data collection about Asian Americans and Native Hawaiians and Pacific Islanders.
- Maintain up-to-date, disaggregated demographic data about AAPI communities, using publicly accessible data from the Census Bureau, including the American Community Survey.
- Expand the American Community Survey, among other data collection efforts across agencies, to Pacific Island jurisdictions.

CAPACITY-BUILDING AND PUBLIC-PRIVATE PARTNERSHIPS

- Expand and create technical assistance opportunities, trainings, and capacity building tools to target and include AAPI communities so that they can access federal resources and partner with federal agencies.
- Continue to develop and sustain working relationships with state and local AAPI commissions and advisory bodies, especially through the Regional Interagency Working Group and regional offices of federal departments and agencies.
- Continue to develop and sustain partnerships with employers, foundations, and philanthropic organizations to leverage private-sector resources to meet the needs of underserved AAPI communities.

COMMUNITY ENGAGEMENT

- Provide orientation, training, and continuing education about AAPIs for all department or agency staff (as part of overall federal employee and manager orientation, training, and continuing education activities).
- Participate in the initiative's regional interagency working groups to ensure ongoing and regular community engagement with AAPI communities. Periodically host AAPI community members to meet with staff at federal departments and agencies in order to assess AAPI communities' needs and conduct follow-up engagement by providing targeted technical assistance.
- Schedule AAPI community outreach events during non-regular business hours to maximize participation and attendance; federal department and agency staff must have the flexibility and support to meet with AAPI communities during non-regular business hours and outside of their federal government offices, with compensation.
- Consider inexpensive online resources, such as a Google Hangout, for community engagement with the AAPI community. Any interpretation or translation services provided by the community or individual should be compensated by the hosting federal agency.



Native Hawaiian community members meet with first lady Michelle Obama, in Waianae, Hawaii, Nov. 12, 2011. (Photo courtesy of the White House)

RECOMMENDATIONS TO ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITIES

The President's Advisory Commission on Asian Americans and Pacific Islanders also has recommendations for AAPI communities to improve their effectiveness in engaging with federal departments and agencies:

- Actively monitor and hold federal departments and agencies accountable for making progress on their AAPI agency plans and language access plans under Executive Order 13166 by providing public comments and feedback.
- Help the federal government be responsive to the AAPI community by maintaining relationships and developing partnerships with key offices; sharing community stories about

federal programs to bring the human face and impact of government policies; and continuing to educate and inform agencies by inviting them to briefings, events, forums, press conferences, and similar engaging events.

- Participate and partner with the Regional Interagency Working Group on community roundtables and events, and offer community recommendations.
- Use and disseminate translated materials available from federal departments and agencies; provide community-tested feedback to continually improve the literacy, accuracy, and usability of such translated materials.
- Actively seek appointments to federal advisory commissions, subject matter expert panels, and grant review panels to share AAPI community perspectives.
- Encourage AAPI students and youths to seek internships and fellowships with the federal government, and participate in youth leadership development programs and activities.



CONCLUSION

CONCLUSION

This report has detailed the work of the President’s Advisory Commission on Asian Americans and Pacific Islanders and the White House Initiative on Asian Americans and Pacific Islanders from September 2010 to December 2013. At the heart of this effort is the belief that **our collective strength comes from different people — with different beliefs, different yearnings, different hopes, different dreams — working together across sectors and at every level.** We hope that our vision of the American Mosaic will help AAPIs and all Americans to better build an America of shared prosperity and equal opportunity.

The President’s Advisory Commission on Asian Americans and Pacific Islanders and White House Initiative on Asian Americans and Pacific Islanders sought to embody the best aspects of the federal government. We tried to assist in prioritizing solutions that break through silos, used new technology to reach far-flung communities, and sought, through a variety of means, to demonstrate the federal government’s continuing commitment to the values of diversity, inclusion, and equity. Still, despite the progress made over the past four years, much remains to be done on behalf of AAPI communities. The commission recommends even greater efforts by the federal government to be responsive to the needs of this fastest growing segment of the nation’s population so that together we can build a better America — one with an economy that works for all, policies that strengthen the individual, the community and the nation, and a government that serves everyone.



= AAPI community leaders join Kiran Ahuja (second from left), Commission Chair Daphne Kwok (center), and former Assistant to the President and Cabinet Secretary Chris Lu (far right) at the AAPI Midwest Regional Summit in Columbus, OH on July 3, 2012. (Photo courtesy of Edmund Chiang)

“

...that’s why I’m signing this executive order today... when any of our citizens are unable to fulfill their potential due to factors that have nothing to do with their talent, character, or work ethic, then I believe there’s a role for our government to play. Not to guarantee anybody’s success or to solve everybody’s problems, but to ensure that we’re living up to our ideals, to ensure that we can each pursue our own version of happiness, and that we can continue to be a nation where all things are still possible for all people... All that is the mission of this Initiative and Commission – to work with agencies and departments across our government to improve the health, education, and economic status of Asian American and Pacific Islander communities.

President Barack Obama, White House Signing of Executive Order 13515, Oct. 14, 2009⁹⁵

95 <http://www.whitehouse.gov/the-press-office/remarks-president-aapi-initiative-executive-order-signing-and-diwali-event>

APPENDIX A: EXECUTIVE ORDER 13515

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, it is hereby ordered as follows:

SECTION 1: POLICY

The more than 16 million Asian Americans and Pacific Islanders (AAPIs) across our country have helped build a strong and vibrant America. The AAPI communities represent many ethnicities and languages that span generations, and their shared achievements are an important part of the American experience. They have started businesses and generated jobs, including founding some of our Nation's most successful and innovative enterprises. The AAPI communities have made important contributions to science and technology, culture and the arts, and the professions, including business, law, medicine, education, and politics.

While we acknowledge the many contributions of the AAPI communities to our Nation, we also recognize the challenges still faced by many AAPIs. Of the more than a million AAPI-owned businesses, many firms are small sole-proprietorships that continue to need assistance to access available resources such as business development counseling and small business loans. The AAPI community also continues to face barriers to employment and workplace advancement. Specific challenges experienced by AAPI subgroups include lower college-enrollment rates by Pacific Islanders than other ethnic groups and high poverty rates among Hmong Americans, Cambodian Americans, Malaysian Americans, and other individual AAPI communities. Additionally, one in five non-elderly AAPIs lacks health insurance.

The purpose of this order is to establish a President's Advisory Commission on Asian Americans and Pacific Islanders and a White House Initiative on Asian Americans and Pacific Islanders. Each will work to improve the quality of life and opportunities for Asian Americans and Pacific Islanders through increased access to, and participation in, Federal programs in which they may be underserved. In addition, each will work to advance relevant evidence-based research, data collection, and analysis for AAPI populations and subpopulations.

SECTION 2: PRESIDENT'S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS

There is established in the Department of Education the President's Advisory Commission on Asian Americans and Pacific Islanders (Commission).

(a) Mission and Function of the Commission.

The Commission shall provide advice to the President, through the Secretaries of Education and Commerce, as Co-Chairs of the Initiative described in section 3 of this order, on: (i) the development, monitoring, and coordination of executive branch efforts to improve the quality of life of AAPIs through increased participation in Federal programs in which such persons may be underserved; (ii) the compilation of research and data related to AAPI populations and subpopulations; (iii) the development, monitoring, and coordination of Federal efforts to improve the economic and community development of AAPI businesses; and (iv) strategies to increase public and private-sector collaboration, and community involvement in improving the health, education, environment, and well-being of AAPIs.

(b) Membership of the Commission.

The Commission shall consist of not more than 20 members appointed by the President. The Commission shall include members who: (i) have a history of involvement with the AAPI communities; (ii) are from the fields of education, commerce, business, health, human services, housing, environment, arts, agriculture, labor and employment, transportation, justice, veterans affairs, and economic and community development; (iii) are from civic associations representing one or more of the diverse AAPI communities; or (iv) have such other experience as the President deems appropriate. The President shall designate one member of the Commission to serve as Chair, who shall convene regular meetings of the Commission, determine its agenda, and direct its work.

(c) Administration of the Commission.

The Secretary of Education, in consultation with the Secretary of Commerce, shall designate an Executive Director for the Commission.

The Department of Education shall provide funding and administrative support for the Commission to the extent permitted by law and within existing appropriations. 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). Insofar as the Federal Advisory Committee Act, as amended (5 U.S.C. App.) (the “Act”), may apply to the administration of the Commission, any functions of the President under the Act, except that of reporting to the Congress, shall be performed by the Secretary of Education, in accordance with the guidelines issued by the Administrator of General Services.

(d) Termination Date.

The Commission shall terminate 2 years from the date of this order, unless renewed by the President.

SECTION 3: WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

There is established the White House Initiative on Asian Americans and Pacific Islanders (Initiative), a Federal interagency working group whose members shall be selected by their respective agencies. The Secretary of Commerce and the Secretary of Education shall serve as the Co-Chairs of the Initiative. The Executive Director of the Commission established in section 2 of this order shall also serve as the Executive Director of the Initiative and shall report to the Secretaries on Initiative matters.

(a) Mission and Function of the Initiative.

The Initiative shall work to improve the quality of life of AAPIs through increased participation in Federal programs in which AAPIs may be underserved. The Initiative shall advise the Co-Chairs on the implementation and coordination of Federal programs as they relate to AAPIs across executive departments and agencies.

(b) Membership of the Initiative.

In addition to the Co-Chairs, the Initiative shall consist of senior officials from the following executive branch departments, agencies, and offices:

- (i) the Department of State;
- (ii) the Department of the Treasury;
- (iii) the Department of Defense;
- (iv) the Department of Justice;

- (v) the Department of the Interior;
- (vi) the Department of Agriculture;
- (vii) the Department of Labor;
- (viii) the Department of Housing and Urban Development;
- (ix) the Department of Transportation;
- (x) the Department of Energy;
- (xi) the Department of Health and Human Services;
- (xii) the Department of Veterans Affairs;
- (xiii) the Department of Homeland Security;
- (xiv) the Office of Management and Budget;
- (xv) the Environmental Protection Agency;
- (xvi) the Small Business Administration;
- (xvii) the Office of Personnel Management;
- (xviii) the Social Security Administration;
- (xix) the White House Office of Cabinet Affairs;
- (xx) the White House Office of Intergovernmental Affairs and Public Engagement;
- (xxi) the National Economic Council;
- (xxii) the Domestic Policy Council;
- (xxiii) the Office of Science and Technology Policy; and
- (xxiv) other executive branch departments, agencies, and offices as the President may, from time to time, designate.

At the direction of the Co-Chairs, the Initiative may establish subgroups consisting exclusively of Initiative members or their designees under this section, as appropriate.

(c) Administration of the Initiative.

The Department of Education shall provide funding and administrative support for the Initiative to the extent permitted by law and within existing appropriations. The Co-Chairs shall convene regular meetings of the Initiative, determine its agenda, and direct its work.

(d) Federal Agency Plans and Interagency Plan.

Each executive department and agency designated by the Initiative shall prepare a plan (agency 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 in which Asian Americans and Pacific Islanders may be underserved. Where appropriate, this agency plan shall address, among other things, the agency’s efforts to:

- (i) identify Federal programs in which AAPIs may be underserved and improve the quality of life for AAPIs through increased participation in these programs;
- (ii) identify ways to foster the recruitment, career development, and advancement of AAPIs in the Federal Government;
- (iii) identify high-priority action items for which measurable progress may be achieved within 2 years to improve the health, environment, opportunity, and well-being of AAPIs, and implement those action items;
- (iv) increase public-sector, private-sector, and community involvement in improving the health, environment, opportunity, and well-being of AAPIs;
- (v) foster evidence-based research, data-collection, and analysis on AAPI populations and subpopulations, including research and data on public health, environment, education, housing, employment, and other economic indicators of AAPI community well-being; and
- (vi) solicit public input from AAPI communities on ways to increase and improve opportunities for public participation in Federal programs considering a number of factors, including language barriers.

Each agency, in its plan, shall provide appropriate measurable objectives and, after the first year, shall provide for the assessment of that agency's performance on the goals set in the previous year's plan. Each agency plan shall be submitted to the Co-Chairs by a date to be established by the Co-Chairs. The Co-Chairs shall review the agency plans and develop for submission to the President a Federal interagency plan to improve the quality of life of AAPIs through increased participation in Federal programs in which such persons may be underserved. Actions described in the Federal interagency plan shall address improving access by AAPIs to Federal programs and fostering advances in relevant research and data.

SECTION 4: GENERAL PROVISIONS

(a) This order supersedes Executive Order 13125 of June 7, 1999, and Executive Order 13339 of May 13, 2004.

(b) The heads of executive departments and agencies shall assist and provide information to the Commission, consistent with applicable law, as may be necessary to carry out the functions of the Commission. Each executive department and agency shall bear its own expenses of participating in the Commission.

(c) Nothing in this order shall be construed to impair or otherwise affect:

- (i) authority granted by law to an executive department, agency, or the head thereof; or
- (ii) functions of the Director of the Office of Management and Budget relating to budgetary, administrative, or legislative proposals.

(d) This order shall be implemented consistent with applicable law and subject to the availability of appropriations.

(e) For purposes of this order, the term "Asian American and Pacific Islander" includes persons within the jurisdiction of the United States having ancestry of any of the original peoples of East Asia, Southeast Asia, or South Asia, or any of the aboriginal, indigenous, or native peoples of Hawaii and other Pacific Islands.

(f) This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

BARACK OBAMA
THE WHITE HOUSE,
October 14, 2009.

APPENDIX B:

BIOGRAPHIES OF MEMBERS OF THE PRESIDENT'S ADVISORY COMMISSION ON ASIAN AMERICANS AND PACIFIC ISLANDERS



Commissioners meet in Las Vegas, 2011. (Photo by WHIAAPI)

Daphne Kwok, Chair

Daphne Kwok is currently vice president of multicultural markets and engagement for the Asian American & Pacific Islander audience at AARP. Previously she was executive director of Asians and Pacific Islanders with Disabilities of California, Angel Island Immigration Station Foundation, Asian Pacific American Institute for Congressional Studies and OCA. During her term at OCA, Kwok was elected the first chair of the National Council of Asian Pacific Americans. Her work with federal agencies has included serving on the Secretary of Energy's Advisory Board; testifying before the U.S. Commission on Civil Rights; and reviewing grants for the Department of Health and Human Services' Substance Abuse & Mental Health Services Administration. Kwok served on the board of trustees for Wesleyan University, where she earned her bachelor's degree.

Iosefa "Sefa" Fa'amaini Aina, Vice Chair

Sefa Aina is associate dean and director of the Asian American Resource Center at Pomona College. Aina has worked to create campus and community partnerships that further the co-curricular learning of his students, while also helping to build the capacity and resources of the larger Asian American and Pacific Islander community. He is a founding member of Pacific Islander Education and Retention at UCLA, the National Pacific Islander Educators Network, and Empowering Pacific Islander Communities. Aina graduated from the University of California at Los Angeles (UCLA) with a bachelor's degree in history and is currently completing a master's degree in Asian American Studies, also at UCLA.

Debra T. Cabrera

Debra T. Cabrera is currently on the social science faculty at St. John's School located in Tumon, Guam and teaches part-time in the sociology program at the University of Guam. From 2008 to 2009, Cabrera was dean of academic programs and services at the Northern Marianas College in Saipan, Commonwealth of the Northern Mariana Islands. Prior to that, she served as a faculty member at the college, earning recognition for her teaching in the social sciences. She has been active in the Northern Mariana Islands Council for the Humanities, where she served as the board chair. Cabrera holds a Ph.D. in sociology from the University of Kentucky, a master's degree in sociology from Ohio University, and a bachelor's degree in sociology from Washington State University.

May Y. Chen

May Y. Chen is an adjunct professor at the City University of New York, where she teaches labor studies. Previously, Chen was vice president for Workers United, Service Employees International Union, representing immigrant garment workers in New York City for more than 25 years. Prior to this, she was an adjunct professor at the University of California at Los Angeles (UCLA) and California State University at Long Beach. Chen is a founding member of the Asian Pacific American Labor Alliance, serving on its New York Chapter Board, and is also board president of the New York State Immigrant Action Fund. She holds a bachelor's degree in East Asian Studies from Harvard/Radcliffe College and a master's degree in education from UCLA.

Kamuela J. N. Enos

Kamuela Enos is currently the director of community resource development at MA'O Organic Farms, where he works with low-income communities to combat major health issues and promote sustainable agriculture. He previously worked at Empower Oahu on economic and community development initiatives and with the Department of Urban and Regional Planning, where he served as a research assistant in the Office of Youth Services Strategic Planning Process. He is a director of the Hawaii Rural Development Council. Enos holds a bachelor's degree in Hawaiian studies and a master's degree in urban and regional planning from the University of Hawai'i at Manoa.

Frances Enseki Francis

Frances E. Francis was a partner with Spiegel & McDiarmid LLP, a Washington, D.C. law firm specializing in energy, telecommunications, and regulatory matters, and is currently of counsel to the firm. Francis has worked primarily in the fields of hydroelectric regulation, nuclear decommissioning, and electric rate regulation and contract negotiations. She has also been a visiting professor at George Washington University Law School, an attorney with the Federal Power Commission, and a consultant for the Energy

Policy Project and the New England River Basin Commission. Francis holds a bachelor's degree from Dickinson College, a bachelor of laws degree from Yale Law School, and a master's in public administration from Harvard University.

Farooq Kathwari

Farooq Kathwari is the chairman, president, and CEO of Ethan Allen Interiors Inc. Kathwari serves at several nonprofit organizations, including as chairman emeritus of Refugees International, a member of board of overseers of the International Rescue Committee, advisory board member of the Center for Strategic and International Studies, and a director and former chairman of the National Retail Federation. He has received several recognitions, including the Outstanding American by Choice award from the U.S. government, the Eleanor Roosevelt Val-Kill Medal, the National Human Relations Award from the American Jewish Committee, the National Retail Federation gold medal, and the Entrepreneurial Excellence Award from the National Association of Asian MBAs. He received a bachelor's degree in English literature and political science from Kashmir University and a Master of Business Administration in international marketing from New York University.

Hyeok Kim

Hyeok Kim is deputy mayor for external affairs for the City of Seattle. Most recently, Kim was executive director of the Interim Community Development Association in Seattle's Chinatown/International District. Prior to that, she was a senior policy analyst for the speaker of the House and House Democratic Caucus in the Washington State Legislature. Kim was a 2010 Marshall Memorial Fellow and a 2010–11 Annie E. Casey Foundation Children and Family Fellow. *Northwest Asian Weekly* named her a 2008 Top Contributor to the Asian Community. She was born in Seoul, South Korea, and immigrated to the United States when she was five years old. Kim is a graduate of Hobart and William Smith Colleges.

Ramey Ko

Ramey Ko is a partner at the law firm of Jung Ko, PLLC, and a lecturer in Asian American studies at the University of Texas. He previously practiced with Texas RioGrande Legal Aid and the Texas Advocacy Project. In January 2010, Ramey was appointed as the first Asian American judge in Travis County and served as an associate municipal judge through 2013. He is a board member of the Austin Asian American Resource Center, Asian Pacific Americans for Progress, the Greater Austin Asian Chamber of Commerce, and GlobalAustin, and a delegate of Local 1624 of the American Federation of State, County, and Municipal Employees on the Central Labor Council. Ramey graduated from Yale University in 2002 with a degree in history and with honors from the University of Chicago Law School in 2006.

Rozita Villanueva Lee

Rozita Lee currently works with the Latin Chamber of Commerce Community Foundation to provide *Affordable Care Act* outreach to the AAPI community. Previously, Lee owned Drums of the Islands Polynesian Entertainment, served as special assistant to former Nevada Gov. Bob Miller and as vice president of Nevada Economic Development Company. She serves on the board of OCA-Las Vegas (OCA-LV), *Asian and Pacific Islander Connection*, National Federation of Filipino American Associations-Las Vegas, Women of Diversity, and Filipino American Chamber of Commerce of Greater Nevada. She is a charter member of the Las Vegas Hawaiian Civic Club and was the founding board chairwoman of the LV Asian Chamber of Commerce. The Nevada state legislature presented Lee with the Jean Ford Democracy Award in 2013. Filipina Women's Network named her one of the 100 Most Influential Filipina Women in the U.S. in 2007 and one of the 100 Most Influential Filipina Women in the World in 2013.

Tung Thanh Nguyen

Dr. Tung Thanh Nguyen is a professor of medicine and the Stephen J. McPhee, MD Endowed Chair in General Internal Medicine at the University of California, San Francisco. Dr. Nguyen also serves as director of the Asian American Research Center on Health, director of the Vietnamese Community Health Promotion Project, and a principal investigator of the Asian American Network for Cancer Awareness, Research and Training. Dr. Nguyen received the American Cancer Society Control Career Development Award in 2002 and was the chair of the Asian American and Pacific Islander Team of the American Cancer Society. Prior to working at UCSF, he was an instructor in medicine at Harvard Medical School as well as an assistant in medicine at Massachusetts General Hospital. Dr. Nguyen holds a bachelor's degree in philosophy from Harvard University and an M.D. from the Stanford School of Medicine.

Apolo Anton Ohno

Three-time Olympian Apolo Ohno has been the top short-track skater in the United States, winning eight Olympic medals to break the record for the most career winter medals by a U.S. Olympian. In 2001, Ohno became the first American to win the overall World Cup for the 2000–01 season. Ohno then won the overall title twice more, in 2003 and 2005. Ohno has won every national title since 2001, earning his 10th consecutive win in September 2009, and has 12 overall national titles. In 2012, Ohno competed on "Dancing with the Stars," winning the competition for the coveted Mirror Ball Trophy with partner Julianne Hough. Ohno also appeared on Bravo's "Project Runway" as a guest judge in 2008. Currently, he can be seen on Game Show Network's new series "Minute to Win It."

Sunil Puri

Sunil Puri is the president and sole owner of First Rockford Group, Inc., a real estate development firm he founded in 1984. Puri was

also the former director of two U.S. banks, and is the co-founder and part owner of Road Ranger, an over 90-unit truck stop and petroleum company. Puri is actively involved with the Young Presidents Organization (YPO) and the International Council of Shopping Centers (ICSC). He serves on the executive committee and as a trustee of Rockford University. He has been involved with the Golden Apple Foundation since 2003, which annually awards outstanding teachers in the Rockford area and also recognizes area principals with the Outstanding Puri Principal Award, and assistant principals with the Puri Assistant Principal Development Program. Puri holds a Bachelor of Science in accounting from Rockford College. He has also pursued graduate work at Rockford College and London Business School, as well as continuing executive courses at Harvard Business School.

Amardeep Singh

Amardeep Singh is the co-founder and presently the director of programs at the Sikh Coalition, the nation's largest Sikh civil rights organization. Prior to joining the coalition in 2002, Singh worked as a researcher in the U.S. Program of Human Rights Watch (HRW). While there, he authored its report "We Are Not the Enemy: Hate Crimes Against Arabs, Muslims, and Those Perceived to be Arab or Muslim after September 11." Singh was also an adjunct professor at Columbia University's Center for the Study of Ethnicity and Race, where he taught a course on the intersection of ethnic identity and the law. He currently serves on the board of directors of the South Asian Bar Association of New York. Singh holds a bachelor's degree from Rutgers University and a J.D. from Case Western Reserve University School of Law.

Unmi Song

Unmi Song is president of the Lloyd A. Fry Foundation. Prior to this, she worked at the Joyce Foundation. Before she moved into the nonprofit sector, Song was a vice president at Bankers Trust Company and held positions at Citicorp Investment Bank in New York City, at the First National Bank of Chicago, and at Gold Star Tele-Electric Company in Seoul, South Korea. She currently serves on the boards of the Donors Forum of Illinois and the Alliance for the Great Lakes. She has served as board chair at the Asian American Justice Center and as a board member of Asian Americans and Pacific Islanders in Philanthropy. Song holds a bachelor's degree and a Master of Business Administration from the University of Chicago.

Dilawar A. Syed

Dilawar Syed is president of Freshdesk's U.S. business, which is the world's fastest growing customer management company. Previously, he was CEO at Yonja Media Group and head of strategy and operations for Yahoo!'s Platform Division. Syed started his career at Deloitte Consulting and Ernst & Young. He is a board member and past president of OPEN Silicon Valley, and serves on the board of OPEN Global. He has participated in the U.S. State Department's

entrepreneurship delegations to Turkey and the United Arab Emirates. In 2013, Syed joined the board of directors of the Asian Law Caucus. He holds a Master of Business Administration from the Wharton School of the University of Pennsylvania and a bachelor's degree from the University of Texas at Austin.

Khampha Thephavong

Dr. Khampha Thephavong is a primary care physician at the Veterans Affairs Hospital in Fresno, Calif. She also serves on the board of the Laotian-American Community of Fresno. Dr. Thephavong holds a Bachelor of Science in Nursing from the California State University of Fresno and a Doctor of Osteopathic Medicine from the Ohio University College of Osteopathic Medicine.

Doua Thor

Doua Thor is a senior advisor for the White House Initiative on Asian Americans and Pacific Islanders and a senior fellow with the National Coalition for Asian Pacific American Community Development. Thor was appointed to serve on the President's Advisory Commission for Asian Americans and Pacific Islanders from 2010 to 2013. Prior to joining the initiative, Thor was the executive director of the Southeast Asia Resource Action Center for nearly nine years. She has served on numerous board of directors for organizations, and the executive committee of the National Council of Asian Pacific Americans. Thor was a New Voices Fellow in 2002, a German Marshall Memorial Fellow in 2008, an Asian Pacific American Women's Leadership Institute Fellow in 2009, and a Health and Aging Policy Fellow in 2013. She earned her Master of Social Work from the University of Michigan and her Bachelor of Arts from Wayne State University.

Hector L. Vargas, Jr.

Hector Leonard Perez Vargas, Jr. is executive director of the GLMA: Health Professionals Advancing LGBT Equality (formerly known as the Gay & Lesbian Medical Association), a non-profit association of lesbian, gay, bisexual, and transgender (LGBT) health care professionals. From 2001 to 2010, Vargas worked at Lambda Legal, first as the Southern regional director and later as deputy director of the Education and Public Affairs Department, where he played key leadership roles in the organization's education and communication strategies. Prior to joining Lambda Legal, he worked at the National Gay and Lesbian Task Force, the American Bar Association's Section of Individual Rights and Responsibilities, the U.S. Department of Commerce's Ethics Division, and Equal Justice Works. Vargas holds a J.D. and a bachelor's degree from the University of Georgia.

Hines Ward

Hines Ward is a former wide receiver for the National Football League and a current NBC studio analyst who played 14 seasons for the Pittsburgh Steelers of the National Football League. He was voted Most Valuable Player of Super Bowl XL, is a two-time Super Bowl champion and a four-time Pro Bowler, and was named the Steelers' 2008 Walter Payton Man of the Year. He is actively involved in various philanthropic initiatives, including starting his own foundation, the Hines Ward Helping Hands Foundation, in both the U.S. and Korea to help mixed-race children suffering from discrimination. He actively participates with the Caring Foundation, the Cystic Fibrosis Foundation, and Pearl S. Buck International. Ward has been featured as ABC's Person of the Week and on the covers of *Newsweek*, *Time* magazine, *Esquire*, *Sports Illustrated*, *Moves* magazine, and *Whirl*, and as one of *GQ's* 2009 Men of the Year.

APPENDIX C:

STATE AND LOCAL ASIAN AMERICAN AND PACIFIC ISLANDER COMMISSIONS

California Commission on Asian and Pacific Islander American Affairs

<http://caapicommission.org/cms/index.php>

Connecticut Asian Pacific American Affairs Commission

<http://ctapaac.com/>

Council of Asian Pacific Minnesotans

<http://mn.gov/capm/>

Denver Asian Pacific American Commission

www.denvergov.org/AsianPacificAmerican

District of Columbia Office on Asian and Pacific Islander Affairs

<http://apia.dc.gov/>

Georgia Asian American and Pacific Islander Task Force

<http://www.aapilegislativeday-ga.com/aapi-commission-history.html>

Illinois Governor's Asian American Employment Plan Advisory Council

<http://appointments.illinois.gov/appointmentsDetail.cfm?id=442>

Iowa Office of Asian and Pacific Islander Affairs

<http://www.iowacapi.org/>

Maryland Governor's Commission on Asian Pacific American Affairs

<http://www.asian.maryland.gov/>

Maryland Governor's Commission on South Asian Affairs

<http://www.southasian.maryland.gov/>

Montgomery County, Maryland Asian American Advisory Group

<http://www.montgomerycountymd.gov/partnerships/community/asianadvisory.html>

The Commonwealth of Massachusetts Asian American Commission

<http://www.aacommission.org/>

Michigan Asian Pacific American Affairs Commission

http://www.michigan.gov/mdcr/0,4613,7-138-58275_54859---,00.html

Ohio Asian American Pacific Islander Advisory Council

<http://aapi.ohio.gov/>

Oregon Commission on Asian and Pacific Islander Affairs

<http://www.oregon.gov/ocapia/Pages/index.aspx>

Pennsylvania Governor's Advisory Commission on Asian American Affairs

<http://www.portal.state.pa.us/portal/server.pt?open=512&objID=21071&parentname=ObjMgr&parentid=22&mode=2>

Philadelphia Mayor's Commission for Asian American Affairs

<http://www.phila.gov/mcaaa//index.html>

Virginia Asian Advisory Board

<http://www.vaab.virginia.gov/>

Washington State Commission on Asian Pacific American Affairs

<http://www.capaa.wa.gov/>

