

White House Initiative on Asian Americans & Pacific Islanders

U.S. Environmental Protection Agency

**Performance Report for  
Asian American & Pacific Islander Activities**

**Fiscal Year 2002**

## EXECUTIVE SUMMARY

The U.S. Environmental Protection Agency (EPA) is responsible for protecting human health and safeguarding the natural environment – air, water, and land – upon which life depends. The Agency's programs and services educate the public on environmental factors that impact human health and ecosystems, and assure compliance with federal environmental requirements. Whenever possible, EPA seeks to partner with communities, businesses, state and local government, and other stakeholders so that they can make informed decisions about issues that may affect their local environment, health and livelihood.

EPA is working to implement the goals of Executive Order 13125, to increase opportunities and improve the quality of life of Asian Americans and Pacific Islanders (AAPIs). The Agency's Implementation Plan outlines a broad range of objectives and strategies, to be implemented both nationally and regionally, to address the public health and environmental needs of AAPIs.

EPA's overarching, long-term strategy is to promote opportunities for community partnership, economic development, education, and employment. The Agency's approach to responding to the needs of AAPIs reflects lessons learned from ongoing dialogues with AAPI communities across the country. Using this approach, the Agency is committed to working with AAPI communities to identify and address their specific environmental and public health-related concerns.

The following list highlights some of EPA's activities that support the strategic goals of the White House Initiative on AAPIs for the 2002 Fiscal Year.

Strategic Goal 1: Institutionalize EPA's implementation of the White House Initiative on Asian Americans & Pacific Islanders.

- EPA's Office of Research and Development identified Native Hawaiian Institutions to include in all outreach programs, and the Office of Pesticide Programs now ensures that pesticide risk assessments have adequate data to represent AAPIs.
- Many EPA Regional offices have identified Regional AAPI Special Emphasis Program Managers and created Regional outreach strategies.
- More AAPIs were recruited to better enrich the diversity pool of eligible candidates for employment in the EPA program offices (e.g. Water, Air, Solid Waste).

Strategic Goal 2: Improve data collection, analysis and dissemination for Asian Americans & Pacific Islanders.

- A cooperative agreement by EPA's Office of International Affairs to conduct AAPI outreach activities was made when the first ever Asian Pacific American Council/ Senior Executive Service Mixer was held in December 2002.
- Research grants were awarded to the Universities of Guam and Hawaii to illustrate EPA's continued focus on research in Regional offices with significantly concentrated AAPI populations.
- EPA's Office of Water published a Technical Support Document in 2002 to add available information on fish consumption patterns among various AAPI population groups and provide guidance encouraging states to ensure such groups are adequately protected when water quality criteria are developed.
- EPA's Region 3 Office located in Philadelphia and covering the Mid-Atlantic States disseminated asthma outreach materials to AAPI-visited health clinics in Philadelphia, Wilmington, Baltimore, DC, Richmond, and Hampton Roads.

Strategic Goal 3: Ensure access, especially linguistic access and cultural competence, for Asian Americans and Pacific Islanders.

- EPA's Office of Pollution, Prevention, and Toxic Substances collaborated with EPA Region 6 to publish and disseminate a Vietnamese translation of the lead brochure "Protect Your Family from Lead in your Home," since there is a large Vietnamese Population in the Region 6 southwestern states.
- EPA's Office of Solid Waste and Emergency Response made Korean language materials available to many Korean-owned Dry Cleaning businesses to communicate potential threats to health and the community.
- EPA's Office of Water web site (<http://www.epa.gov/safewater/ccr1.html>) now provides a link to the state of California's web site. CA has translations for the CCR statement "This report contains important information about your drinking water. Translate it, or speak with someone who understands it" in 18 languages: Spanish, Hmong, Tagalog, Farsi, French, Arabic, Polish, Russian, Hebrew, Chinese (traditional and simplified), Punjabi, Vietnamese, Hindi, Japanese, Korean, Greek, Laotian and Khmer.
- EPA continues to provide culturally and linguistically appropriate outreach to AAPI communities near Superfund sites in Region 9, covering the West Coast of the U.S. and U.S. territories, by preparing such communication pieces as briefings to the Commonwealth of the Northern Mariana Islands (CNMI), agencies and elected officials by an EPA On-Scene-Coordinator (OSC), conducting a public meeting prior to a decision on the treatment/disposal of PCB-contaminated soil, having those proceedings translated into Chamorro and Carolinian languages, and making available an OSC to the community throughout the investigation and cleanup process.

Strategic Goal 4: Protect civil rights and equal opportunity for Asian Americans & Pacific Islanders.

- EPA's Office of Prevention, Pesticides and Toxic Substances (OPPTS) provided free training through the EPA Career Resources and Counseling Center to OPPTS employees and the Asian Pacific American Council members, which supports the Agency mission of adding to the skills of AAPI employees to enhance their careers. Topics included "Creating Your Individual Development Plan," "How to Relieve Stress/ Distress," "How to Deal w with Difficult People," as well as several videotape presentations.
- EPA's Office of Research and Development (ORD) supported the national observance of AAPI Heritage Month with keynote speaker Norman Y. Mineta, the Secretary of Transportation. This and other ORD programs emphasized celebration of Asian American, Hawaiian, and other Pacific Islander cultures including cultural performances and a food-sampling event.
- EPA's Region 6 office developed some outreach mechanisms to inform AAPI students/graduates about opportunities with EPA, including hosting a career day at a predominantly AAPI-populated middle school to promote EPA and Federal careers, inviting AAPI schools to attend the Region 6 Environmental Tools for School Summit, advertising EPA positions in the AAPI local media, and educating AAPI students on use of EPA and OPM job websites.
- The Region 6 Office of Civil Rights also conducted training workshops on how to write grant proposals and how to bid for government contracts with the AAPI communities, organizations, and small businesses.

Strategic Goal 5: Strengthen and sustain Asian American & Pacific Islander community capacity.

- The Office of Water continued protection of human health and ensured compliance with health-based drinking water standards through the use of the Drinking Water State Revolving Fund (DWSRF). The DWSRF programs provide the benefits of subsidized financial assistance to the general public. 3 projects, one each in Guam, American Samoa, and the Northern Mariana Islands, have been funded by the DWSRF to improve infrastructure and public health protection at 3 public water systems. The 3 public water systems serve a population of 260,000 people.
- Region 6 and the Office of Pollution Prevention and Toxics developed a voluntary partnership with the nail care industry in Region 6 to help small businesses integrate environmental concerns with everyday decision-making on cost performance to reduce the risk of chemicals to workers, communities, and the environment. They developed a baseline of current and best shop practices in the nail salon and developed technical and outreach strategies to address incentives and barriers to adopting cleaner, safer practices. They also developed and launched a Nail Salon Outreach Campaign to educate AAPIs working in this industry about the risk of chemicals used in their daily job routines.

- Region 1, New England, has increased public education and created partnership programs designed for the AAPI community about the connections among transportation choices, traffic congestion, air pollution, and public health. They did this by contacting community leaders of Boston's Chinatown community and establishing continued discussion on the environmental impact on this centrally located community within the Boston proper. 7 ready-to-use, bilingual environmental education modules were developed with the Campaign to Protect Chinatown.

Strategic Goal 6: Recognize and include Native Hawaiians and Pacific Islanders in federal programs and services.

- Region 9 has continuously promotes public education and outreach to the AAPI communities in East Palo Alto, CA. The Region 9 staff conducted 2 workshops in 2002 for a core group of 12 Latino, Pacific Islander, and African American youth to inform them about the environmental and health effects of improper disposal of motor oil, car batteries, and other types of household hazardous waste. Region 9 also held a Back-to-School Carnival attended by over 400 people, and they provided waste management outreach, as well, to the Palo Alto community.
- The Region 4 office, covering the southeastern U.S., established eligibility criteria to ensure inclusion of Native Hawaiian serving institutions in programs that target minority institutions. They developed eligibility criteria and a certification process for priority grant programs to include Federally funded designated Native Hawaiian serving institutions, and this new eligibility criteria and certification process was integrated into the grant application announcements in Region 4.

# U.S. ENVIRONMENTAL PROTECTION AGENCY

## White House Initiative on Asian Americans and Pacific Islanders

### FISCAL YEAR 2002 IMPLEMENTATION PLAN

#### STRATEGIC GOAL #1: Institutionalize EPA's implementation of the White House Initiative on Asian Americans & Pacific Islanders

Objective	Strategy/Activity	Time Frame	Results	Outcome	Lead Entity and Contact Person
1. Develop an agency-wide Communications strategy to reach out to AAPI communities.	a1. Develop and publish the National AAPI Outreach Strategy	October 2001	AAPI Outreach Strategy is used effectively by EPA program and regional offices.	\$8,000	Office of HR and Organizational Services Piyachat Terrell (202) 564-1856
	a2. Disseminate the AAPI Outreach Strategy (guidance) internally to EPA managers	October 2001			
	a3. Disseminate the AAPI Outreach Strategy to all external stakeholders	October 2001			
	b. Maintain a resource list of AAPI contacts	Ongoing			
	c. Send periodic update all program office and regional contacts in EPA on news and activities related to this Initiative	Ongoing			

<p>2. Continue tracking racial/ethnic data in grant and contracts management information systems</p>	<p>a. Include AAPI and other minority data in the Integrated Grants Management System</p> <p>b. Include AAPI and other minority data in the Integrated Contracts Management System</p>	<p>Ongoing</p>	<p>AAPI and other minority data tracked in grants and contracts database</p>		<p>Office of Grants and Debarment Howard Corcoran, Director (202) 564-1903</p> <p>Office of Acquisition Management Judy Davis, Director (202) 564-4310</p>
<p>3. Maintain an AAPI website to serve as an information clearinghouse for AAPIs and an outlet for continuous feedback on EPA's strategies and activities related to AAPIs</p>	<p>a. Update the Internet website periodically</p> <p>b. Update the Intranet website periodically</p>	<p>a. September 2002</p> <p>b. September 2002</p>	<p>Websites updated and comply with EPA guidelines</p>		<p>Office of HR and Organizational Services Piyachat Terrell (202) 564-1856</p>
<p>4. Increase existing outreach strategies to recruit Asian Americans and Pacific Islanders (AAPIs) as members to OCEM-managed advisory committees</p>	<p>a. By the end of fiscal year 2002, the Office of Cooperative Environmental Management (OCEM) will create and/or utilize existing state-of-the-art outreach tools to recruit for diverse groups of potential federal advisory committee members, including Asian Americans and Pacific Islanders</p> <p>b. Actively market the AAPI Resource Directory within EPA</p>	<p>a. December 2001</p> <p>b. Ongoing</p>	<p>OCEM increased its FY-01 baseline for AAPI membership.</p>	<p>\$5,000</p>	<p>Office of Cooperative Environmental Mgt. Mark Joyce (202) 564-9741</p> <p>Office of Enforcement and Compliance Assurance, Office of Environmental Justice Marla Hendriksson (202) 564-1897</p>
<p>5. Identify lead for AAPI liaison activities</p>	<p>Assign AAPI liaison duties to Office of Communications Liaison Staff</p>	<p>November 2001</p>	<p>Public Liaison Officer identified</p>		<p>Office of Communication Joe Sierra (202) 564-7849</p>
<p>6. Identify staff and resources for AAPI initiative activities</p>	<p>Identify SEPM for AAPI to focus on implementing AAPI initiative activities</p>	<p>September 2002</p>	<p>FTE identified &amp; support for the Agency's National AAPI Heritage Month Celebration</p>		<p>Office of Int'l Activities Sylvia Correa (202) 564-6443</p>

<p>7. Keep vigilant about activities/issues that may adversely affect AAPIs according to the White House Initiative on AAPIs</p>	<p>a. Monitor reports, program office activities, communications, etc. to identify any activities/issues that may adversely affect AAPIs</p> <p>b. Notify management of activities/issues</p>	<p>Ongoing</p>	<p>a. Contacted ORD about grants that included outreach to other historically minority based institutions, but did not include AAPIs. ORD now includes Native Hawaiian institutions in their outreach programs</p> <p>b. Notified management that the USDA food consumption survey that is used for pesticide risk assessments did not have statistically adequate data to represent AAPIs, especially AAPI children. OPP has a rep. on the Community NHANES Committee that will address AAPI issues of activities/issues identified.</p>		<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117</p>
<p>8. Identify program staff support for AAPI Initiative activities</p>	<p>Contact each Division to get assigned to support this initiative</p>	<p>December 2001</p>	<p>Additional staff identified</p>	<p>\$ TBD</p>	<p>Region 2 Office of Policy and Management Dana Williams (212) 637-3531</p>
<p>9. Obtain regional management's support and commitment to WHI-AAPI goals</p>	<p>a. Brief senior managers collectively on WHI-AAPI and its recommendations</p> <p>b. Develop pilot outreach or community partnership projects with appropriate division</p>	<p>a. November 2001</p> <p>b. January 2002</p>	<p>a. Briefing completed</p> <p>b. Begin 2 pilot projects</p>	<p>\$2,000</p>	<p>Region 3 Cyndy Yu Robinson Cynthia Burrows</p>

<p>10. Select new Asian Pacific Program Manager to oversee EPA's implementation of this initiative</p>	<p>a. Prepare and distribute vacancy announcement to recruit a collateral duty AAPI Manager</p> <p>b. By July 2002, identify additional staff needed to support AAPI activities</p>	<p>a. November 2001</p> <p>b. July 2002</p>	<p>a. Selection of New Manager</p> <p>b. Additional resources identified</p>	<p>\$ TBD</p>	<p>Region 4 Office of Civil Rights Michael V. Peyton or Freda Lockhart (404) 562-9738</p>
<p>11. Promote the diversity cultural awareness in the Region 5 workforce</p>	<p>Support R5's observance of Asian Pacific American Heritage Month (May 2002), and other cultural activities all year</p>	<p>September 2002</p>	<p>Special Emphasis Program manager to promote diversity in all Regional workforce arenas (as the resource permit)</p>	<p>\$2,500</p>	<p>Region 5 Office of Civil Rights Howard Pham (312) 353-2310</p>
<p>12. Maintain a vertical partnership between federal, state, and local agencies to discuss/resolve identified issues that effect AAPI communities</p>	<p>a. Have a monthly conference call to discuss progress and issues/obstacles</p> <p>b. Meet AAPI partners and communities at a minimum once a year to continue the dialogue</p> <p>c. Establish more working groups, if needed, and identify leader/partners and their responsibilities</p>	<p>Ongoing</p>	<p>Number of issues/obstacles that effect AAPI communities resolved</p>	<p>\$4,000</p>	<p>Region 6 Office of Compliance Assurance &amp; Enforcement Tai-ming Chang, Deputy Director (214) 665-2210</p>
<p>13. Establish a workgroup to coordinate Region 9 activities related to AAPI communities</p>	<p>a. Identify Region 9 staff working on AAPI-related activities</p> <p>b. Create informal workgroup to share information and strategies for working with AAPI communities</p>	<p>a. January 2002</p> <p>b. March 2002</p>	<p>a. Staff identified</p> <p>b. Initial meeting</p>	<p></p>	<p>Region 9 Patricia Bowlin (415) 744-1188</p>
<p>14. Provide Region 9 support of Agency implementation of White House Initiative on AAPIs.</p>	<p>a. Participate in HQ-sponsored activities, e.g. conference calls, outreach activities</p> <p>b. Develop Region 9 AAPI strategy</p>	<p>a. Ongoing</p> <p>b. June 2002</p>	<p>a. Region 9 participation</p> <p>b. Plan drafted</p>	<p>\$ 0</p>	<p>Region 9 Patricia Bowlin (415) 744-1188</p>

15. Enrich the diversity pool of eligible candidates for employment in the program office.	a. Continue to expand and recruit a diverse field of applicants for OW vacancies.	a. Ongoing	a. Two Asian Americans/ Pacific Islanders were selected.	\$ 0	Office of Water Sam Bryant (202) 564-0390
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**STRATEGIC GOAL #2: Improve data collection, analysis and dissemination for Asian Americans & Pacific Islanders**

Objective	Strategy/Activity	Time Frame	Results	Outcome	Lead Entity and Contact Person
<p>1. Strengthen AAPI community analytical skills and their capacity to assess environmental and health conditions in their communities</p>	<p>a. OEI/OIAA/EAD will provide technical assistance to AAPI organizations who partner with EPA’s AAPI program in collecting data, analyzing data, preparing statistical reports and making the data usable and understandable</p> <p>b. OEI/OIAA/EAD will assist in responding to EPA AAPI program requests for demographic, environmental, economic, TRI and other data that are available from EPA and other federal/state government sources (e.g., 2000 Census data of AAPI populations by U.S. counties)</p>	<p>On-going</p>	<p>Responses to EPA/AAPI program requests for technical assistance</p>	<p>\$ TBA</p>	<p>Office of Environmental Information Environmental Analysis Division Reggie Cheatham, (202) 260-3085</p>
<p>2. Coordinate data collection and provide visualization and mapping via Geographic Information System (GIS) tools to assist the AAPI community to better assess environmental and health conditions in their communities.</p>	<p>OEI/OIC/DAB will assist in providing data collection, mapping and visualization to EPA AAPI program requests of their collected demographic, environmental, economic, TRI and other data that are available from EPA and other federal/state government sources.</p>	<p>On-going</p>	<p>Complete pilots for data collection for updating annual mapping of appropriate data</p>	<p>\$ TBA</p>	<p>Office of Environmental Information Data Acquisition Branch Gregory Gwaltney (202) 260-9532</p>

<p>3. Scope the possibility of convening a future Federal Interagency Environmental Justice Roundtable on AAPIs to identify environmental and public health-related issues that warrant more research and data collection.</p>	<p>a. Establish a dialogue with federal agencies and other stakeholders</p> <p>b1. Convene an interagency and key stakeholders planning meeting</p> <p>b2. Determine next steps</p>	<p>December 2002</p> <p>December 2002</p> <p>(Resources permitting)</p>	<p>a. Key players and other stakeholders identified</p> <p>b. Lead agency (or agencies) and possible resource needs and commitments identified</p>		<p>Office of Enforcement and Compliance Assurance, Office of Environmental Justice          Danny Gogal          (202) 564-2597</p>
<p>4. Raise awareness of agency activities and intern opportunities for students.</p>	<p>Develop cooperative agreements with a national AAPI organization to conduct outreach activities.</p>	<p>September 2002</p>	<p>a. Hosted the first Asian Pacific American Council/Senior Executive Service Mixer</p> <p>b. Sponsored a presentation "Beyond Barbed Wire" - 100th/442nd</p>	<p>\$6,900</p> <p>Numbers Served: 200</p>	<p>Office of Int'l Activities          Sylvia Correa          (202) 564-6443</p>
<p>5. Work with other EPA offices to assure that the monitoring plan developed for priority Persistent Bioaccumulative Toxicants (PBTs) reflects baselines affecting subsistence fisher populations, including AAPIs.</p>	<p>Include AAPIs in subsistence fisher population group definition</p>	<p>September 2002</p>	<p>Inclusion of AAPI subpopulations in definition of subsistence fisher population group.</p>	<p>\$ TBD</p>	<p>Office of Pollution Prevention &amp; Toxics (OPPT)          Tom Murray          (202) 564-8829</p>

<p>6. Reduce priority Persistent Bioaccumulative Toxicant (PBT) exposure of sensitive subpopulations of women and children and subsistence and recreational fishers, including AAPIs with outreach and education (e.g., fish advisories).</p>	<p>Include AAPIs in risk communication outreach efforts of the PBT Initiative</p>	<p>September 2002</p>	<p>a. Increase in the number of fish advisories specifically aimed at AAPI populations</p>	<p>\$ TBD</p>	<p>Office of Pollution Prevention &amp; Toxics (OPPT) Tom Murray (202) 564-8829</p>
<p>7. Establish a routine mechanism to receive updated OPPTS AAPIs status reports from OCR and/or OPPTS Human Resources (HR) staff.</p>	<p>Work with OCR and OPPTS HR staff to receive routine OPPTS AAPIs status reports.</p>	<p>May 2002</p>	<p>OPP received updated OPP AAPIs status reports from OPP, but not OCR. OCR will not release information on AAPIs due to their concerns with violations of the Privacy Act.</p>		<p>Patricia Keitt/ OPPTS (202-260-5678); Jeff Billingslea/OPP (703-308-1838); Terri Stowe/OPP (703-305-6117) Inza Graves/OSCP (202) 260-6900; June Turner/OCR (202-564-0000)</p>
<p>8. Establish an ad hoc working relationship with USDA, FDA and other gov't entities to address pesticide and food consumption issues that may adversely impact AAPIs.</p>	<p>a. Form an ad hoc cross-agency working group to address AAPI issues</p> <p>b. Identify key pesticide and food consumption issues that adversely affect AAPIs</p> <p>c. Consider future research and data collection activities with cross-agency cooperation to address AAPI issues (e.g., enhance the USDA food consumption survey; develop an FDA food survey on imported food</p>	<p>a. Ongoing</p> <p>b. Ongoing</p> <p>c. September 2002</p>	<p>a. Ad hoc meetings/ discussions held</p> <p>b. Issues identified and raised to management in key agencies</p> <p>c. Develop plan for future research and data collection activities with cross-agency cooperation and provide adequate funding</p>	<p>\$ TBD</p>	<p>Office of Prevention, Pesticides &amp; Toxic Substances Contact - TBD</p>

9. Provide routine newsletter containing information of interest to AAPIs	Prepare newsletter containing items of interest to AAPIs	Ongoing	# of AAPIs on newsletter mailing list and feedback from AAPIs	\$0	Office of Prevention, Pesticides & Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117
10. Continue to focus research in regions with significantly concentrated AAPI populations	<p>a. Award research grants for integrating coral reef ecosystem integrity and restoration options with watershed-based activities in the tropical pacific islands and the societal costs of poor land-use practices</p> <p>b. Award research grant for development of environmental assessment, mitigation and restoration techniques for coral reefs</p> <p>c. Award Research Grant for Chemical Ecology of Cyanobacterial Blooms on the Tropical Reefs of Guam</p>	October 2002	Research grant awarded to Universities of Guam and Hawaii	\$ TBD	Office of Research and Development Nat'l Center for Environmental Research Paul Palm (202) 564-6811
11. Publish a review of water quality indicators for tropical waters	<p>a. Review draft workshop report</p> <p>b. Publish workshop report on review of indicators</p>	<p>a. January 2002</p> <p>b. June 2002</p>	Final workshop report scheduled to be completed by September 2003	\$0	Office of Water Office of Science & Technology Tom Armitage (202) 566-0401

<p>12. Issue guidance to states, tribes and medical providers on improving communication on risks of eating contaminated fish to AAPI subsistence fishers</p>	<p>a. Publish and distribute national guidance on developing communication strategies designed to reduce risks of consuming contaminated fish unique to AAPI populations</p> <p>b. Distribute outreach materials to the U.S. medical community in multiple languages (including AAPI) about reducing exposure to contaminants in subsistence caught fish</p> <p>c. Maintain the <i>National Listing of Fish and Wildlife Advisories</i> which includes information on waters frequented by subsistence populations, including AAPI communities</p> <p>d. Ensure opportunity for AAPI community representatives to participate in the <i>National Forum on Contaminants in Fish</i> to discuss issues related to communicating health risk information unique to AAPI populations</p>	<p>a. December 2002</p> <p>b. September 2002</p> <p>c. December 2002</p> <p>d. June 2002</p>	<p>a. Publish National Guidance Document</p> <p>b. Distribution of materials at a national medical conferences.</p> <p>c. Maintain accurate listing of all advisories of the U.S.</p> <p>d. Participation by AAPI community representatives at the Forum.</p>	<p>\$ 275,000</p> <p>(Budget estimated for entire community outreach project)</p>	<p>Office of Water Office of Science &amp; Technology Jeffrey Bigler (202) 566-0389</p>
<p>13. Improve national guidance for water quality criteria by adding available information on AAPI populations.</p>	<p>Revise draft Technical Support Document to add available information on fish consumption patterns among various AAPI population groups and provide guidance encouraging states to ensure such groups are adequately protected when water quality criteria are developed.</p>	<p>Summer 2002</p>	<p>Technical Support Document published in 2002.</p>	<p>\$ TBD</p>	<p>Office of Water Office of Science &amp; Technology Denis R. Borum (202) 566-1100</p>

14. Conduct outreach to AAPI communities	Coordinate with AAPI community organizations to conduct outreach activities	January 2002	a. Community organizations identified  b. Plan for outreach activities identified	\$ TBD	Region 2 Office of Policy and Management Dana Williams (212) 637-3531 Office of Civil Rights Richard Ho (212) 637-4372
15. Inventory available environmental health data sets	Contact state and local governments about existing outreach programs, environmental health data sets for AAPIs	Ongoing	Inventory of available data sets	\$ TBD	Region 3 Cyndy Yu Robinson (215) 814-5557 Joan Schafer (215) 814-5143 Carol Febbo (215) 814-2076
16. Support AAPI Asthma and Lead Initiative	a. Work with EPA regional Asthma coordinator on asthma education for urban APIs  b. Work with City of Philadelphia lead consortium to enhance education efforts on lead amongst AAPIs (Asian language materials already exist and AAPI social workers already on board)	March 2002	Dissemination of Asthma material to AAPI health clinics in Philadelphia, Wilmington, Baltimore, DC, Richmond, Hampton Roads	\$ TBD	Region 3 Darice Ellis (215) 814-2024  Joan Schafer (215) 814-5143
17. Support Dry Cleaners Initiative	Work with Business Assistance Center on compliance, health, and soil/water quality info relating to dry cleaners	Ongoing	Meetings with Korean Dry Cleaners Association in Philadelphia, DC, and Baltimore	\$ TBD	Region 3 Dave Byro (215) 814-5563

<p>18. Increase outreach to Asian American communities within Region 4.</p>	<p>a. Identify through use of GIS communities in Region 4 with large Asian American populations</p> <p>b. Develop outreach strategy for communicating with this community to identify their needs</p>	<p>September/ October 2002</p>	<p>a. GIS maps identifying communities</p> <p>b. Outreach Strategy Plan</p>	<p>\$ TBD</p>	<p>Region 4 Office of Civil Rights Michael V. Peyton or Freda Lockhart (404) 562-9738</p>
<p>19. Establish a working relationship with USDA, FDA, and other government entities to address pesticide and food consumption issues that may adversely impact AAPI communities</p>	<p>a. Form a cross-agency working group to address AAPI issues</p> <p>b. Identify key pesticide and food consumption issues that may adversely affect AAPI communities</p>	<p>September 2002</p>	<p>a. Participated in the EPA/FDA/USDA workgroup in HQ</p> <p>b. Issues identified</p>	<p>\$3,000</p>	<p>Region 5 Office of Civil Rights Contact - TBD (312) 353-2310</p>
<p>20. Develop a region-wide communication strategy for environmental activities with AAPI communities as stakeholders</p>	<p>a. Identify appropriate regional programs and individuals who need to be involved in this effort.</p> <p>b. Coordinate activities and develop a regional strategy</p>	<p>Summer 2002</p>	<p>a. Have list of appropriate contributors</p> <p>b. Develop communication strategy</p>	<p>\$ TBD</p>	<p>Region 4 Asian Pacific American Special Emphasis Program Contact - TBD (303) 312-6348</p>

<p>21. Disseminate information to AAPI partners and communities</p>	<p>a. Establish at least 2 ListSerts, one for the AAPI partners and another for the AAPI communities to disseminate information</p> <p>b. Establish at least 1 kiosk at the center of the AAPI community, for example Chinatown, to provide free brochures/pamphlets</p> <p>c. Coordinate information on government agencies to be published in AAPI Yellow Pages</p> <p>d. Establish a linkage of the Houston Federal Executive Board's website to disseminate information on AAPI Initiative</p> <p>e. Host an AAPI community fair to inform the community about the AAPI Initiative, EPA programs and services available for them</p>	<p>a. January 2002</p> <p>b. December 2001</p> <p>c. February 2002</p> <p>d. November 2001</p> <p>e. March 2002</p>	<p>a. Number of ListSerts established</p> <p>b. Number of kiosks established</p> <p>c. # of AAPI Yellow Pages that includes the govt information</p> <p>d. Web link established</p> <p>e. A community fair is organized for AAPI community</p>	<p>\$5,000</p>	<p>Region 6</p> <p>a. David Parrish (214) 665-8352</p> <p>b. Doug Lipka (281) 983-2209</p> <p>c. Lisa Pham (214) 665-8326</p> <p>d. Ramone Harper (281) 983-2235</p> <p>e. Paula Flores-Gregg (214) 665-8123</p>
<p>22. Distribute AAPI Outreach Strategy within Region 9 and to external stakeholders (electronic or hard copy)</p>	<p>a. Brief Region 9 management on AAPI Outreach Strategy</p> <p>b. Hold brownbag session on AAPI Outreach Strategy</p> <p>c. Provide copies of Outreach Strategy to Region 9 library and to Public Information Center</p>	<p>a. December 2001</p> <p>b. February 2002</p> <p>c. November 2001</p>	<p>a. Management briefed</p> <p>b. Brownbag held</p> <p>c. Copies provided</p>	<p>\$ 0</p>	<p>Region 9</p> <p>Patricia Bowlin (415) 744-1188</p>
<p>23. Support San Francisco Bay fish outreach and education activities</p>	<p>a. Grant Award to CA Department of Health Services</p> <p>b. Participation in Task Force</p>	<p>September 2001 through May 2002</p>	<p>Participation of AAPI community-based organizations</p>	<p>\$ 66,000 (PBT Initiative grant)</p>	<p>Region 9</p> <p>Luisa Valiela (415) 744-1991</p>

<p>24. Support public outreach and education efforts to increase awareness and understanding of the existing advisories on consumption of fish caught in this area and related fishing restrictions in the Palos Verdes Shelf Superfund Site</p>	<p>Provide funding to state, county and local agencies and community-based organizations to develop a public education campaign in a variety of languages (Korean, Tagalog, Khmer, Vietnamese, Chinese, English, and Spanish) and targeted to subsistence fishers, mom and pop markets, restaurant owners and commercial fisherman throughout Los Angeles and Long Beach (Campaign includes participation by AAPI community-based organizations to develop outreach materials for AAPIs)</p>	<p>Ongoing (10-year program)</p>	<p>Funding provided to two AAPI community-based organizations (Families in Good Health, which serves the Cambodian community, and the Korean Resource Center) for participation in EPA's Seafood Contamination Task Force (SCTF).  CBOs used funding to prepare Khmer and Korean versions of a new educational brochure on the fish consumption advisories.</p>	<p>\$ 7.8 M (over 10 years)  (Budget estimated for entire community outreach project)</p>	<p>Region 9 Sharon Lin (415) 972-3446</p>
<p>25. Address the illegal urban pesticide products through enforcement actions against companies selling or distributing illegal household pesticides, and by raising public awareness of these products (the products are largely found in markets frequented by AAPIs)</p>	<p>Outreach to AAPIs, including distribution of "Insecticide Chalk" brochures (translated into Vietnamese, Spanish, and Chinese)</p>	<p>Ongoing</p>	<p>Outreach provided to communities</p>	<p>\$ TBD</p>	<p>Region 9 Rachel Turner (415) 744-1068</p>
<p>26. Increase community awareness of and access to AAPI-specific seafood consumption study results</p>	<p>a. Prepare data from a 1999 Region 10 AAPI seafood consumption study in an accessible, user-friendly format  b. Provide access to data via an EPA website and/or diskette</p>	<p>a. December 2002  b. March 2002</p>	<p>a. Hire contractor and create workplan for data development  b. Data is accessible to AAPI users outside the Agency via the Internet and/or diskette</p>	<p>\$3,000 and Region 10 EPA in-kind services</p>	<p>Region 10 Office of Research and Development Roseanne Lorenzana (206) 553-8002</p>

<p>27. Increase federal and state agencies' use of AAPI-specific data for developing AAPI-protective standards, permits, site cleanups and/or other agency activities which protect public health</p>	<p>a. Publish a report of the 1999 Region 10 study in a widely distributed, peer-reviewed journal</p> <p>b. Bring to the attention of Region 10 state and federal agencies data which may indicate "at-risk" characteristics which are documented in the report</p> <p>c. Develop a fact sheet to accompany the report which can be used for news releases, and distribute at EPA booths and presentations at community or technical meetings</p>	<p>a. September 2002</p> <p>b. September 2002</p>	<p>a. Submit a report for publication to a peer-reviewed journal, and respond to reviewers comments</p> <p>b/c. Fact sheet developed and disseminated</p>	<p>\$5,000 and Region EPA in-kind services</p>	<p>Region 10 Office of Research and Development Roseanne Lorenzana (206) 553-8002</p>
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**STRATEGIC GOAL #3: Ensure access, especially linguistic access and cultural competence, for Asian Americans and Pacific Islanders**

<b>Objective</b>	<b>Strategy/Activity</b>	<b>Time Frame</b>	<b>Results</b>	<b>Outcome</b>	<b>Lead Entity and Contact Person</b>
1. Provide EJ documents in AAPI languages	Update EJ materials in select AAPI languages as needed	Ongoing	Have all materials available on request	\$ TBD	Office of Enforcement and Compliance Assurance, Office of Environmental Justice Marva King (202) 564-2599
2. Focus efforts on increasing the representation of AAPIs in the applicant pool	Continue to target recruiting primarily through AAPI organizations, recruitment fairs, and contacts in universities with large AAPI populations	Ongoing	a. Vacancy announcements distributed; recruitment fairs attended	\$ TBD	Office of HR and Organizational Services Piyachat Terrell (202) 564-1856
3. Reassess and finalize Translation/Interpretation Protocol per Executive Order 13116 (Limited English Proficiency).	Convene intra-agency workgroup to reassess existing draft translation and interpretation protocol	a. January 2002  b. September 2002	a. Program Office and Regional Office representatives review and update draft protocol  b. Protocol finalized and adopted by Agency	\$ TBD	Office of Communication Joe Sierra (202) 564-7849

<p>4. Implement Executive Order 13166 to improve access to Federally-assisted programs and activities by limited English proficient (LEP) persons</p>	<p>Provide final Title VI guidance to set forth general outline for EPA financial assistance recipients to apply in developing guidelines to provide meaningful access to LEP persons who participate in their programs and activities</p>	<p>June 2002</p>	<p>Issuance of final Title VI guidance on limited English proficiency for EPA financial assistance recipients</p>	<p>\$ TBD</p>	<p>Office of Civil Rights Mike Mattheisen (202) 564-7272</p>
<p>5. Ensure access to EPA's electronically available information resources for AAPI communities.</p>	<p>a. OEI/OIAA/IAD will provide technical support for AAPI web site "usability" testing so that members of the AAPI community gain access to EPA information resources.</p> <p>b. OEI/OIAA will promote the availability of EPA information resources to AAPI communities (both technical and general interest audiences – e.g., provide outreach to AAPI communities about the availability of "Window to My Environment" when it becomes available nationwide in December, 2001).</p>	<p>On-going</p>	<p>a. Web site "usability" testing sessions</p> <p>b. Outreach events</p>	<p>\$ reimbursable</p>	<p>Office of Environmental Information, Info Access Division Vipul Bhatt (202) 260-1350</p> <p>Office of Environmental Information, Info Access Division Tom Maloney (202) 260-2234</p>

<p>6. Continue to support outreach materials dissemination to Korean-American community to make results from the Design for the Environment Program's garment care project available to the community</p>	<p>Make Korean language materials available in garment care industry</p>	<p>September 2002</p>	<p>Number of Korean-American garment care establishments receiving materials or participating in workshops</p>	<p>\$ TBD</p>	<p>Office of Pollution Prevention and Toxics (OPPT)  Cindy Stroup (202) 564-8799</p>
<p>7. Support Region 6 and AAPI community organization efforts to provide Lead Information to the Vietnamese American community</p>	<p>Publish and disseminate a Vietnamese translation of the lead brochure "Protect Your Family from Lead in your Home"</p>	<p>September 2002</p>	<p>Number of Vietnamese-translated Lead brochures distributed</p>	<p>\$4,000</p>	<p>Office of Pollution Prevention and Toxics (OPPT)  Denise Wright (202) 260-2351</p>
<p>8. Identify currently available government, non-profit, and private resources for providing members of targeted AAPI communities with access to toxic chemical and pesticide safety help in their language. Identify possible new mechanisms for meeting resource and translation needs to non-English speaking members of AAPI communities.</p>	<p>a. Complete inventory of existing public resources (within EPA, other Agencies, and in the non-profit arena) providing AAPI communities with health and safety information.  b. Research availability of the Translations and Interpretative Service contract available through GSA.</p>	<p>a. January 2002  b. January 2002</p>	<p>Complete inventory and provide schedule for translating most frequently requested information into AAPI languages.</p>	<p>\$ TBD</p>	<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Charles Franklin (OPP) (703) 305-5017; Tom Laverty (OPPT) (202) 260-0768; and Inza Graves (OSCP) (202) 260-6900</p>

<p>9. Develop a communication strategy for outreach to Special Emphasis Communities, including AAPI communities</p>	<p>a. Identify AAPI subpopulations at risk from pesticide related exposure or otherwise in need of basic pesticide health and safety information. Determine special factors affecting appropriate dissemination approaches to these communities</p> <p>b. Finalize strategy and procure resources for FY2003</p>	<p>a. June 2002</p> <p>b. September 2002</p>	<p>a. Strategy document finalized</p> <p>b. Necessary resources allocated to support implementation</p>	<p>\$ TBD</p>	<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Charles Franklin (OPP) (703) 305-5017; Tom Lavery (OPPT) (202) 260-0768; Inza Graves (OSCP) (202) 260-6900 and Ongoing support from AAPI SEPMs</p>
<p>10. Improve communication of clean-up activities in all areas affected by hazardous waste sites</p>	<p>a. Provide outreach to all communities</p> <p>b. Translate materials (e.g., fact sheets, advisories, and posted warning signs) into AAPI languages</p>	<p>Ongoing</p>	<p>a. Convened meetings with AAPI interpreter</p> <p>b. Documents translated</p>	<p>\$ TBD</p>	<p>Office of Solid Waste and Emergency Response, Office of Emergency Response &amp; Remediation Bruce Engelbert (703) 603-8711</p>
<p>11. Increase outreach to at-risk communities regarding innovative technologies used to characterize hazardous waste sites and to help clean up sites.</p>	<p>a. Provide outreach to all communities</p> <p>b. Translate materials (e.g., fact sheets, advisories, and posted warning signs) into AAPI languages</p> <p>c. Improve the distribution of technical documents to AAPI businesses</p>	<p>As resources permit</p>	<p>Documents translated</p>	<p>\$ TBD</p>	<p>Office of Solid Waste and Emergency Response Jeff Heimerman (703) 603-7191</p>

<p>12. Work with business owners in the US to translate RCRA focus issue on Dry Cleaners in Korean.</p>	<p>Make Korean language materials available in Dry Cleaning business</p>	<p>TBD</p>	<p>Number of Korean dry cleaning businesses receiving materials and/or participating in workshops</p>	<p>\$ TBD</p>	<p>Office of Solid Waste and Emergency Response Barbara Roth (703) 308-7890</p>
<p>13. Increase public involvement and consumer awareness.</p>	<p>Instruct community water systems to make information available about the importance of the annual water quality reports; water systems with a large proportion of non-English-speaking population are required to include information in the appropriate language, or contain a telephone number where residents may obtain a translated copy of the report.</p>	<p>July 2002</p>	<p>The EPA web site (<a href="http://www.epa.gov/safewater/ccr1.html">http://www.epa.gov/safewater/ccr1.html</a>) provides a link to the state of California's web site. CA has translations for the CCR statement "This report contains important information about your drinking water. Translate it, or speak with someone who understands it." in 18 languages: Spanish, Hmong, Tagalog, Farsi, French, Arabic, Polish, Russian, Hebrew, Chinese (traditional and simplified), Punjabi, Vietnamese, Hindi, Japanese, Korean, Greek, Laotian and Khamer. In addition, the new web based tool EPA recently released, CCRiWriter, has the option for the user to select the required statement in French and/or Spanish while preparing the CCR.  (<a href="http://www.epa.gov/safewater/ccr/ccrwriter.html">http://www.epa.gov/safewater/ccr/ccrwriter.html</a>).</p>	<p>AAPI population at large</p>	<p>Office of Water/OGWDW Lisa Christ (202) 564-3854</p>

<p>14. Provide regional guidance and support to EPA website access to linguistically translated federal regulations of environmental materials.</p>	<p>Provide AAPI leaders with a spectrum of urban environmental health issues impacting their constituents</p> <p>Work with Office of Press &amp; Media Relations to identify outreach to AAPI community on environmental information and data</p>	<p>January 2002</p>	<p>Information disseminated to AAPI leaders</p>	<p>\$</p>	<p>Region 1 Suzanne Bairos Stephen Griffin Kathleen Castagna 617-918-1982</p>
<p>15. Increase dialogue with regional Asian American communities.</p>	<p>Provide community group leaders with information about environmental issues in their communities. Ensure that appropriate documents are translated into Asian languages, as necessary</p>	<p>February 2002, Ongoing</p>	<p>Information disseminated to community</p>	<p>\$ TBD</p>	<p>Region 2 Office of Policy and Management Dana Williams (212) 637-3531</p>

<p>16. Identify environmental outreach materials for translation in 5 major Asian languages</p>	<p>a. Using Census 2000 data and research, determine 5 major Asian languages</p> <p>b. Prepare memo to Regional management and state secretaries on findings</p> <p>c. Disseminate available alternative language materials to EPA staff, state partners, and non-profits working in high API population areas</p> <p>d. Ensure adequate supplies of alternative language materials in Regional Public Info Ctr (PIC)</p>	<p>a. November 2001</p> <p>b. January 2002</p> <p>c. Ongoing</p> <p>d. Ongoing</p>	<p>a. List of languages identified</p> <p>b. Memo signed by Regional Administrator</p>	<p>\$ TBD</p>	<p>Region 3 Cyndy Yu Robinson (215) 814-5557</p>
<p>17. Identify translation and interpretation resources</p>	<p>a. Research available computerized translators</p> <p>b. Create list of qualified Asian language verbal and written translators (work with regional MBE/WBE coordinator)</p>	<p>a. Dec. 2001</p> <p>b. April 2002</p>	<p>a. Purchase translating program (if available)</p> <p>b. List of translators</p>	<p>\$ TBD</p>	<p>Region 3 Alex Rajkowski (215) 814-5308 Romona McQueen (215) 814-5155</p>
<p>18. Promote Region 3 activities through Internet links with websites commonly used by AAPIs</p>	<p>Provide AAPI website hosts with Region 3 web link</p>	<p>October 2001</p>	<p>a. Work with Information Resources Management Branch</p> <p>b. Draft and mail out letters to AAPI website hosts</p>	<p>\$ TBD</p>	<p>Region 3 Cyndy Yu Robinson (215) 814-5557 Cynthia Burrows (215) 814-5326 Diane McCreary (215) 814-5519</p>

19. Increase dialogue with the regional Asian American Leaders	Provide Asian American Leaders with spectrum of urban environmental issues impacting their constituents	September 2002	Information disseminated to the AAPI community Leaders	\$1,500	Region 5 Office of Public Affairs Elissa Speizman (312) 353-2073
20. Continue to build relationships with AAPI community groups and other AAPI organizations	Maintain contact lists with AAPI community groups, and participate in the Asian American Coalition of Illinois Conference	September 2002	Up-to-date the AAPI contact list, and actively participate in Asian American Coalition Conference	\$ TBD	Region 5 Office of Civil Rights Howard Pham (312) 353-2310
21. Develop a regional outreach program to provide AAPI communities with health and safety information	Identify currently available EPA public resources for providing non-English speaking members of targeted AAPI communities with access to toxic chemical and pesticide safety help in their language	September 2002	Currently available EPA public resources will be mailed to AAPI communities within Region 5	\$1,000	Region 5 Office of Public Affairs Elissa Speizman (312) 353-2073
22. Identify possible new mechanism for meeting resource and translation needs to non-English speaking members of AAPI communities.	Utilize the translation and interpretation service contract to better communicate environmental and health issues to persons with limited English proficiency	September 2002	Contract awarded (As resources permit)	\$10,000	Region 5 Office of Public Affairs Elissa Speizman (312) 353-2073
23. Coordinate within Region 5 and relevant AAPI communities to reduce use of illegally imported Chinese chalk at homes	Make the misused prevention materials on the Chinese chalk available in relevant languages. Develop partnerships with AAPI communities and Region to distribute materials in at risk communities	September 2002	a. Contract awarded in translate the prevention materials (as resources permit);  b. Reduction in use of Chinese chalk and related cases of poisoning	\$5,000	Region 5 Office of Civil Rights Howard Pham (312) 353-2310

24. Increase dialogue with AAPI communities	<p>a. Work with AAPI leaders to address their communities' issues</p> <p>b. Visit AAPI communities to listen to their concerns</p>	<p>a. Ongoing</p> <p>b. November 2001</p>	Number of issues/obstacles that effect AAPI communities resolved	\$3,000	Region 6 Office of Compliance Assurance and Enforcement Tai-ming Chang (214) 665-210
25. Increase linguistic access for AAPI communities	<p>a. Create a network for translations to help AAPI partners translating government brochures/pamphlets into AAPI language(s)</p> <p>b. Distribute EPA publications translated in AAPI languages to the community</p>	Ongoing	<p>a. Number of brochures/pamphlets translated into AAPI languages</p> <p>b. Number of EPA publications distributed to AAPI communities</p>	\$5,000	Region 6 Lisa Pham (214) 665-8326
26. Increase outreach activities to AAPI communities in Region 7	Develop contacts and relationship with AAPI leaders of Kansas City	<p>a. March 2002</p> <p>b. September 2002</p>	<p>Develop a database with names and contact information of AAPI leaders and organizations</p> <p>Conduct a meeting between EPA and/or other Federal partners and AAPI leaders</p>	\$ TBD	Region 7 Office of Regional Counsel (913) 551-7962
27. Improve AAPI access to EPA information and publications	Initiate an environmental column in at least one of two local AAPI community newspapers	September 2002	Articles are published	\$3,000	Region 8 Mary Wu 303-312-6789

28. Establish networks with AAPI media	<p>a. Utilize and update the AAPI Media database</p> <p>b. Include an AAPI Media event as part of AAPI Heritage Month celebrations</p>	Ongoing	AAPI Media event during AAPI Heritage Month	\$ TBD	Region 9 Office of Public Affairs Jovita Pajarillo (415) 744-1540
29. Create AAPI language materials library	Maintain set of AAPI language materials and other resources on-site (in Region 9 library and in Public Information Center)	May 2002	Resource library created	\$	Region 9 Patricia Bowlin (415) 744-1188
30. Continue to provide culturally and linguistically appropriate outreach to AAPI communities near Superfund sites in Region 9	Produce outreach materials in various AAPI languages to inform, educate, and involve communities living near Superfund sites	Ongoing	<p>Tanapag PCBs (Saipan) Fact sheets on status of investigation and cleanup of PCBs in soil in Tanapag Village</p> <p>Briefings--to Commonwealth of the Northern Marianna Islands (CNMI) agencies and elected officials by CIC and/or OSC</p> <p>Public meeting prior to decision on treatment/disposal of PCB-contaminated soil. Precedings translated into Chamorro and Carolinian languages</p> <p>Availability of OSC to community throughout investigation and cleanup process.</p>	\$ 0	Region 9 Community Involvement Office Angeles Herrera (415) 972-3144

<p>31. Create awareness of EPA publications available in various Asian languages</p>	<p>a. Meet with AAPI community leaders to inform about publications</p> <p>b. Solicit their feedback on effectiveness of publications</p> <p>c. Work with community to make appropriate revisions, if necessary</p>	<p>a. March 2002</p> <p>b. March 2002</p> <p>c. June 2002</p>	<p>a. Meeting held</p> <p>b. Publications reviewed</p>	<p>\$ TBD</p>	<p>Region 10 Office of Civil Rights &amp; Environmental Justice Cecilia Contreras (206) 553-2899</p>
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**STRATEGIC GOAL #4: Protect civil rights and equal opportunity for Asian Americans & Pacific Islanders**

<b>Objective</b>	<b>Strategy/Activity</b>	<b>Time Frame</b>	<b>Results</b>	<b>Outcome</b>	<b>Lead Entity and Contact Person</b>
1. Focus efforts to increase the recruitment of AAPIs for the ECO Intern Program	Encourage recruitment into the ECO program at AAPI-serving institutions and organizations	Ongoing	Increase in the diversity of the applicant pool	\$ TBD	Office of Enforcement and Compliance Assurance, Office of Environmental Justice Renee Goins (202) 564-2598
2. Continue to raise the awareness of the diversity of EPA employees in order to create a productive and harmonious workplace environment.	Work with the Office of Civil Rights and OECA programs to support the APA SEPM and the annual Asian Pacific American Heritage Month.	May 2002	Support APA Heritage Month activities	\$ TBD	Office of Enforcement & Compliance Assurance Beverly White (202) 564-2482
3. Increase participation of AAPI candidates for available Internships.	Develop recruitment database that forwards information about internships to university career placement offices.	September 2002	Increase in number of successful applicants.	\$ TBD	Office of the Inspector General Office of Mission System John Mullins (202) 260- 5999
4. Increase outreach to prospective AAPI applicants for employment and advancement.	<ul style="list-style-type: none"> <li>a. Outreach activities in colleges &amp; universities with high AAPI populations</li> <li>b. Send job announcements to AAPI organizations such as FAPAC</li> <li>c. Encourage AAPI participation in workgroups, special assignments, etc.</li> </ul>	September 2002	<ul style="list-style-type: none"> <li>a. Increase in number of AAPI applicants for vacancies</li> <li>b. Increase in opportunities for advancement to ranks GS 13 and above.</li> </ul>	\$ TBD	Office of the Inspector General Office of Mission System John Mullins (202) 260- 5999

<p>5. Promote EPA economic opportunities with AAPI business enterprises.</p>	<p>a. Host a business-counseling workshop.</p> <p>b. Provide increased opportunities for one-on-one counseling sessions with AAPI business owners.</p> <p>c. Participate in business fairs sponsored by AAPI Chambers of Commerce and Supplier Councils.</p>	<p>a. May 2002</p> <p>b. Ongoing</p> <p>c. Ongoing</p>	<p>a. Number of AAPI attendees</p> <p>b. Verify number of one-on-one counseling sessions with AAPI firms</p> <p>c. Increase number of business fairs attended by OSDBU</p>	<p>\$ TBD</p>	<p>Office of Small and Disadvantaged Business Utilization Myrna Mooney (202) 564-4386</p>
<p>6. Analyze the disparity in the share/ratio of awards for AAPI employees in the agency.</p>	<p>a. Encourage Diversity Action Plan committees to address lack of awards and promotions for AAPI employees.</p> <p>b. Include SEPMs work plan the analysis of ratio of awards and dollar distribution and promotions given to AAPI employees for last 2-3 years to see the pattern.</p> <p>c. If it is concluded that there is disparity in the award distribution ratio and promotions for AAPIs, discuss this disparity with Management and Human Resource Officer and Award Board, and find ways to eliminate this disparity.</p>	<p>Ongoing</p>	<p>a. Improvement in the ratio of awards and dollar values given to AAPIs</p> <p>b. Elimination of barriers which prevent employees from receiving equal opportunity and fairness in the workplace.</p>	<p>\$ TBD</p>	<p>Office of Civil Rights June Turner (202) 564-7266</p>
<p>7. Identify the employment issues and quality of work-life of AAPI community in the agency.</p>	<p>In-depth workforce analysis at agency level and at the sub-organization level and distinguish the issues that are specific to the AAPI community.</p>	<p>Ongoing</p>	<p>Work-plan to eliminate the distinguished issues found in the analysis.</p>	<p>\$ TBD</p>	<p>Office of Civil Rights June Turner (202) 564-7266</p>

<p>8. Support EPA's observance of Asian Pacific American Heritage Month to advance the AAPI Program and its contribution to the overall the mission of the agency.</p>	<p>a. Plan and implement activities to highlight the contributions of AAPI groups in all facets of American life and society in general.</p> <p>b. Use these activities to educate, fight stereotypes &amp; discrimination, announce new initiatives and programmatic goals, address substantive issues</p> <p>c. Bring the concerns of ethnic communities to the attention of policymakers.</p>	<p>Ongoing</p>	<p>Meaningful APA Heritage Month activities planned and completed.</p>	<p>\$ TBD</p>	<p>Office of Civil Rights June Turner (202) 564-7266</p>
<p>9. Promote the potential for AAPI employees to compete for supervisory and managerial positions and for SES candidates.</p>	<p>a. Urge program and regional offices to advertise high visibility assignments and select competitively.</p> <p>b. Increase awareness and encourage AAPI employees to apply for managerial positions.</p> <p>c. Provide managerial and leadership skill building and training opportunities including SES Career Development Program (CDP), mentoring and high visibility assignments.</p>	<p>Ongoing</p>	<p>a. AAPI employees apply and compete for SES CDP</p> <p>b. AAPI competitively selected for CDP.</p>	<p>\$ TBD</p>	<p>Office of Civil Rights June Turner (202) 564-7266</p>
<p>10. Improve managers' awareness of equal employment opportunity concepts and responsibilities to enhance communication with AAPIs and all other employees in the agency.</p>	<p>Effectively utilize the Equal Employment Opportunity Training Initiative to educate and enhance managers' knowledge and responsibilities in regards to equal employment opportunity.</p>	<p>Ongoing</p>	<p>Decrease in behavioral related and non-selection for positions because of desperate treatment complaints.</p>	<p>\$ TBD</p>	<p>Office of Civil Rights Carolyn Davis (202) 564-7272</p>

<p>11. Conduct outreach and recruitment activities to universities/colleges with high AAPI populations and other AAPI serving institutions to promote diversity.</p>	<p>Request contact persons from universities/colleges with high AAPI populations in order to provide EPA recruitment and grant/fellowship announcements for them.</p>	<p>Ongoing</p>	<p>Provided the career resource centers at the Georgetown/Catholic/Duke/Yale Universities, and the University of MD with student intern and full-time vacancy announcements. Participated in 3 job fairs.</p>	<p>\$ TBD</p>	<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117</p>
<p>12. Identify and provide training opportunities to boost the skills AAPI employees need to advance in their careers.</p>	<p>a. Identify/disseminate career enhancing training opportunities for AAPIs.  b. Arrange and fund training</p>	<p>a. Ongoing  b. Ongoing</p>	<p>Provided training information to OPPTS and EPA's Asian Pacific American Council (APAC). Provided free training through the EPA Career Resources and Counseling Center on topic such as Creating Your Individual Development Plan, How to Relieve Stress/ Distress, How to Deal w/Difficult People, etc. as well as several videotape presentations.</p>	<p>\$ TBD</p>	<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117</p>
<p>13. Participate in monthly meetings with other AAPI SEPMs on issues affecting constituents.</p>	<p>Work with Office of Civil Rights (OCR) to participate in monthly meetings with other AAPI SEPMs and provide agenda items and constituent concerns.</p>	<p>Monthly</p>	<p>The EPA OCR holds monthly conference call meetings with the AAPI SEPMs to discuss issues affecting AAPIs at HQ, Regions, and Labs.</p>	<p>\$ TBD</p>	<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631</p>

<p>14. Provide career/diversity- related resources in a central location for each office.</p>	<p>a. Conduct an inventory of current career/diversity-related materials/resources.</p> <p>b. Provide central library location for resource materials.</p> <p>c. Collect resource materials and have them barcoded and entered into a library-type computer system so users can borrow them using a library-type card.</p> <p>d. Assign a librarian for resource materials and issue library cards.</p> <p>e. Open resource library.</p>	<p>Project is currently on hold.</p>	<p>Not Met (NM): On-hold until the OPP SEPM Team can brief managers on the benefits of gathering all diversity/ work-related training materials in one central location to be checked out like a library.</p>	<p>\$ TBD</p>	<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117</p>
<p>15. Continue to raise the awareness of the diversity of EPA employees in order to create a productive and harmonious workplace environment.</p>	<p>a. Work with the offices and regions to observe the annual Asian Pacific American Heritage Month.</p> <p>b. Work with the Asian Pacific American Council (APAC) to organize diversity programs and activities.</p>	<p>a. May 2002</p> <p>b. Ongoing</p>	<p>Discussed APA HM activities during AAPI SEPM conference call meetings. Worked with APAC and the OPP SEPM Team to organize diversity/work-related training. Helped organize the 2<sup>nd</sup> Annual OPPTS Kaleidoscope Day event featuring an International Bazaar, cultural performances, and ethnic food vendors.</p>		<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; Anne Kim (OPPT) (202) 564-7631;and Inza Graves (OSCP) (202) 260-6900</p>
<p>16. Develop strong cooperative relationships with institutions, organizations and programs designed to enhance interaction with ORD/NHEERL research programs.</p>	<p>Participate in scientific forums where significant minority participation is anticipated and provide relevant information to students and faculty on NHEERL programs.</p>	<p>Ongoing</p>	<p>The NHEERL has a contacts database of over 400 minority students and faculty that we correspond with on a regular basis regarding available employment, training, and fellowship opportunities.</p>	<p>\$ 0.0 Numbers served: The outreach activities in FY 02 reached over 2000 minority students and faculty.</p>	<p>Office of Research and Development/National Health and Environmental Effects Research Laboratory Johnnie Pearson, Diversity Program Manager (919) 541-0572</p>

<p>17. Identify barriers to the incorporation of AAPIs and other minorities into ORD/NHEERL trainee and cooperative agreement programs.</p>	<p>Solicit input from organizations representing various minority/ethnic groups and make recommendations for enhancing opportunities.</p>	<p>Ongoing</p>	<p>Increased participation of AAPIs and minorities in ORD/NHEERL trainee and cooperative agreement programs.</p>	<p>\$ TBD</p>	<p>Office of Research and Development/NHEERL Johnnie Pearson (919) 541-0572</p>
<p>18. National Observance of Asian American and Pacific Islander Month.</p>	<p>Support AAPI Heritage Month Activities and other cultural activities.</p>	<p>May 2002</p>	<p>The AAPI Heritage Program keynote speaker was Norman Y. Mineta, the Secretary of Transportation. This and other ORD programs emphasized celebration of Asian American, Hawaiian, and other Pacific Islander cultures including cultural performances and a food-sampling event.</p>	<p>\$4.6  All EPA employees in the D.C. metro area, Research Triangle Park, NC and Cincinnati, OH areas attended</p>	<p>Office of Research and Development, Michael Youngblood (202) 564-6719  Research Triangle Park Office of Civil Rights, Dianne Laws (919) 541-4249  Cincinnati Office of Civil Rights, Milton Wiggins (513) 569-7941</p>
<p>19. Provide opportunity for minority students at the secondary level to be aware of careers in science and math and to develop the skills necessary to pursue degrees in science and math at the collegiate level.</p>	<p>Provide funding to institutions of higher education that sponsor programs designed to interest and prepare students for seeking degrees at the collegiate level in math and science.</p>	<p>Ongoing</p>	<p>The NHEERL has supported several programs, which have been proven effective in providing a support base for students to become actively interested in science and math as careers and pursue academic studies leading to appropriate degrees.</p>	<p>\$217K  Numbers served: 33</p>	<p>Office of Research and Development, National Health and Environmental Effects Research Laboratory Johnnie Pearson, Diversity Program Manager (919) 541-0572</p>

<p>20. Provide a training opportunity to conduct cutting-edge Environmental research in ORD facilities at the NERL lab in RTP, NC.</p>	<p>The EPA Intern Program is a comprehensive, entry-level, permanent, full-time employment position and career development program designed to recruit and nurture the next generation of Agency leaders. Participants will join an intensive, two-year program to help “jump-start” their careers and develop potential for future advancement within the Agency.</p> <p>Work with the National Association for Equal Opportunity in Higher Education (NAFEO) to provide opportunities to students attending Historically Black Colleges and Universities.</p> <p>Allow approved scientists to complete research in ORD facilities.</p>	<p>Ongoing</p> <p>FY 2002</p> <p>FY 2002</p>	<p>Participating in the EPA Intern Program.</p> <p>Completed training opportunity by conducting research.</p> <p>1 Asian male conducted collaborative research on the UV-induced modification of acid-base properties of dissolved organic matter in coastal estuaries of Georgia.</p>	<p>\$ Agency provides funding centrally.</p> <p>Numbers Served: 1 Asian American EPA Intern Program participant</p> <p>\$9,100.00</p> <p>Numbers Served: 1 Asian American completed a summer internship</p> <p>\$ No EPA or ORD cost</p>	<p>Office of Research and Development NERL Diversity Coordinator, Carolyn Cross-Talbert (919) 541-3151</p>
<p>21. Post Doctoral Program at NERL</p>	<p>Enhances its scientific workforce by attracting first-rate postdoctoral scientists and engineers.</p>	<p>Ongoing</p>	<p>1 Asian male selected for participation in Postdoc Program.</p>	<p>\$8.9 K</p> <p>Numbers served: 1</p>	<p>Office of Research and Development NERL Diversity Coordinator Carolyn Cross-Talbert (919) 541-3151</p>

<p>22. Provide opportunity to conduct Environmental research in the ORD National Risk Management Research Laboratory (NRMRL).</p>	<p>Dr. Seo will examine the use of micron-scale inorganic sorbents to mitigate the formation of ultrafine toxic metal particles during the combustion of residual fuel oil.</p> <p>Dr. Seo worked with Dr. William Linak on several projects examining ash transformation and fine particle formation during fossil fuel combustion.</p>	<p>FY 2002</p>	<p>Professor Yong-Chil Seo, Department of Environmental Engineering, Yonsei University, Wonju, Korea</p> <p>The results of this work have been recently accepted for publication in the Journal of the Korean Institute of Chemical Engineers. Dr. Seo has also submitted several proposals to a number of Korean science funding agencies for follow-up support.</p>	<p>\$ No EPA or ORD cost</p> <p>Numbers Served: 1</p>	<p>Office of Research and Development Dr. William Linak (919) 541-5792</p>
<p>23. Provide opportunity to conduct Environmental research in ORD NRMRL.</p>	<p>Mr. Shinagawa is working with Dr. William Linak on several projects examining ash transformations and fine particle formation during fossil fuel combustion.</p>	<p>FY 2002</p>	<p>Mr. Takuya Shinagawa, Engineering Research Center, NKK Corp, Kawasaki, Japan</p> <p>Mr. Shinagawa has designed and is building a laboratory-scale drop-tube furnace that will be used to burn pulverized coal to produce ultrafine particles for animal exposure experiments. Additionally, Mr. Shinagawa has applied several theoretical models to predict metal speciation (equilibrium) and fine particle formation and growth during combustion.</p>	<p>\$ No EPA or ORD cost</p> <p>Numbers Served: 1</p>	<p>Office of Research and Development Dr. William Linak (919) 541-5792</p>

<p>24. Provide opportunity to conduct Environmental research at ORD NRMRL.</p>	<p>Dr. Yoo worked with Dr. William Linak on several projects including the application of an on-line in-stack particle size analyzer for the analysis of combustion-generated particles.</p>	<p>FY 2002</p>	<p>Dr. Jong-Ik Yoo, Department of Environmental Engineering, Yonsei University, Wonju, Korea</p> <p>Dr. Yoo assisted on research examining combustion of micronized coal and the use of micron-scale inorganic sorbents to mitigate the formation of ultrafine toxic metal particles during the combustion of residual fuel oil. The results of this latter work have been recently accepted for publication in the Journal of the Korean Institute of Chemical Engineers.</p>	<p>\$ No EPA or ORD cost</p> <p>Numbers Served: 1</p>	<p>Office of Research and Development Dr. William Linak (919) 541-5792</p>
<p>25. Prevent and address releases from underground storage tanks (UST).</p>	<p>a. Clean-up leaking UST contamination in AAPI communities</p> <p>b. Promote compliance with EPA and State requirements for leak detection and the upgrading, replacing, or closure of substandard tanks</p>	<p>Ongoing</p>	<p>Reduce or control the risk to human health and the environment at UST sites.</p>		<p>Office of Solid Waste &amp; Emergency Response Lee DePont (703) 603-7148</p>
<p>26. Address and respond to areas affected by hazardous waste contamination.</p>	<p>a. Clean-up and provide technical assistance on hazardous waste sites.</p> <p>b. Promote safe management of hazardous waste.</p>	<p>Ongoing</p>	<p>Reduce or control the risk to human health and the environment at hazardous waste sites.</p>		<p>Office of Solid Waste &amp; Emergency Response Barbara Roth (703) 308-7890</p>
<p>27. Address our legal under-representation for Asian Pacific administrative employees.</p>	<p>a. Increase outreach to AAPIs at career fairs.</p> <p>b. Continue to target recruiting primarily through AAPI organizations, and contacts in universities with large AAPI populations.</p>	<p>September 2002</p>	<p>Increase in number of AAPI applicants for administrative job vacancies.</p>		<p>Office of Solid Waste &amp; Emergency Response, Laurie J. May (202) 566-1918</p>

28. Support AAPI Special Emphasis Program	<p>a. Select AAPI Special Emphasis Program Manager.</p> <p>b. Support incoming SEPM on AAPI program initiatives and activities.</p>	January 2002	AAPI Special Emphasis Program Manager identified.		Office of Solid Waste & Emergency Response, Laurie J. May (202) 566-1918
29. Recruit AAPIs and other qualified and culturally diverse employees into the OSWER workforce.	<p>a. Continue long term recruitment and educational partnership with the University of Arizona.</p> <p>b. Continue our participation in a Multi-cultural Career Fair sponsored by the University of Maryland College Park and a similar fair at the Baltimore County campus.</p> <p>c. Participate in annual conference for AAPIs.</p>	<p>a. Ongoing</p> <p>b. Ongoing</p> <p>c. October 2002</p>	<p>Increase in the diversity of applicants for OSWER job vacancies.</p> <p>OSWER did participate in this annual conference.</p>		Office of Solid Waste & Emergency Response, Laurie J. May (202) 566-1918
30. Enrich the diversity pool of eligible candidates for employment for Office of Water jobs	<p>a. Continue to expand and recruit a diverse field of applicants for vacancies.</p> <p>b. Distribute job announcements widely to AAPI networks</p> <p>c. Work with Special Emphasis Program managers and Human Resources contacts to promote diversity in the workforce arena</p>	Ongoing	Increase in the diversity of applicants for Office of Water job vacancies	\$ TBD	Office of Water Sam Bryant (202) 260-9435
31. Increase AAPI awareness of summer internship opportunities.	<p>a. Contact universities and colleges with large AAPI populations for recruitment and outreach strategies</p> <p>b. Communicate with HR contacts for recruitment and outreach of summer interns</p>	Ongoing	Increase in the number of AAPI applicants for summer internships.	\$ TBD	Office of Water Sam Bryant (202) 260-9435

<p>32. Improve national guidance for water quality criteria by addressing AAPI populations as potentially more highly exposed/at risk groups.</p>	<p>Revise draft Technical Support Document to add guidance on AAPI populations (Guidance enable states and other affected stakeholders to appropriately consider AAPI groups as the population basis when developing water quality criteria)</p>	<p>Summer 2002</p>	<p>Technical Support Document published in 2002</p>	<p>\$ TBD</p>	<p>Office of Water Denis R. Borum (202) 260-8996</p>
<p>33. Conduct marketing outreach activities to universities and colleges with a good population of AAPIs.</p>	<p>a. Assess the demographics of local colleges and universities.  b. Talk with Partners In Equality about targeting schools with AAPI populations.</p>	<p>a. November 2001  b. January 2002</p>	<p>a. Review of local information completed.  b. Meeting with Partners In Equality.</p>		<p>Region 1 Office of Civil Rights Stephen Griffin Linda Tsang, SEPM (617) 918-1982</p>
<p>34. Increase all employees' understanding of Title VII Complaints Resolution process.</p>	<p>a. Provide training on Title VII to all employees including AAPIs.  b. Work with EEO Manager, HR, Diversity Manager to promote better understanding of Title VII.</p>	<p>Ongoing</p>	<p>Trained managers and supervisors in EEO process and laws.  Trained employees in prevention of harassment.</p>	<p>100% of managers trained  81% of employees trained.</p>	<p>Region 1 James Younger, Office of Civil Rights Director Stephen Griffin, Diversity Manager Linda Tsang, SEPM (617) 918-1395</p>
<p>35. Increase AAPI visibility in Regional activities.</p>	<p>a. Ensure AAPIs are included in selection processes for new employee hires, for Regional workgroups, special assignments, etc.  b. Work with EEO Manager, HR, and Diversity Manager to promote inclusion of AAPIs in all workforce arenas.</p>	<p>Ongoing</p>	<p>Selected AAPI manager for co-chair of Diversity Steering Committee (DSC). Selected AAPI SEPM for DSC 2-year term.</p>		<p>Region 1 James Younger, Office of Civil Rights Director Linda Tsang, SEPM (617) 918-1395</p>

<p>36. Promote the advancement of AAPI employees to management positions and to grades above the normal career ladder.</p>	<p>a. Set-up IDP training, KSA (knowledge, skills, abilities) workshops, and resume-writing workshops.</p> <p>b. Advocate greater participation of AAPI in EPA-designed training for mid-level competencies.</p> <p>c. Work with Regional Training Institute to formulate training outreach.</p>	<p>Ongoing</p>	<p>Worked with Regional Training Institute to formulate training outreach. Two IDP (Individual Development Plan) and resume workshops were held.</p>	<p>\$1,500</p>	<p>Region 1 Linda Tsang, SEPM Stephen Griffin, Diversity Manager Regional Training Institute (617) 918-1395</p>
<p>37. Ensure that guidance is disseminated to AAPI recipients of federal financial assistance their rights under Title VI of the 1964 Civil Rights Act as amended.</p>	<p>a. Make information available on the Region's web page</p> <p>b. Answer questions, as necessary</p>	<p>November 2001</p>	<p>Decrease in the number of Title VI complaints filed.</p>	<p>\$ TBD</p>	<p>Region 2 Office of Policy and Management Dana Williams (212) 637-3135 Melva Hayden (212) 637-3230</p>
<p>38. Increase AAPI visibility in Regional activities</p>	<p>Work with EEO Manager, HR, Strategic Planning to ensure AAPIs are included in selection processes for Regional workgroups, special assignments, etc.</p>	<p>Ongoing</p>	<p>Increased participation of AAPIs in Regional activities.</p>	<p>\$ TBD</p>	<p>Region 3 Cynthia Burrows (215) 814-5326</p>
<p>39. Recruitment of AAPI for pipeline</p>	<p>Ensure colleges and universities with high concentration of AAPIs are included in EZHire job openings mail list.</p>	<p>October 2001</p>	<p>Systematic distribution of job openings</p>	<p>\$ TBD</p>	<p>Region 3 Cheryl Talbot (215) 814-5335</p>
<p>40. Promotion of training and career development opportunities amongst AAPI employees on board.</p>	<p>Work with HR, and senior managers to promote SES candidate development program, APAC activities, and awareness and involvement in WHI-AAPI</p>	<p>Ongoing</p>	<p>Increased training and career development opportunities for AAPI employees.</p>	<p>\$ TBD</p>	<p>Region 3 Cynthia Burrows (215) 814-5326</p>

41. Publicize WHI-AAPI within Region 3	<p>a. Brief Federal Executive Board on WHI-AAPI and AAPI demographics in Philadelphia</p> <p>b. Make WHI-AAPI materials available at annual EEO Day of Training for 25+ agencies</p>	<p>a. November 2001</p> <p>b. December 2001</p>	<p>a. Briefing completed</p> <p>b. Conference materials distributed</p>	\$100	Region 3 Cyndy Yu Robinson (215) 814-5557
42. Boost recruitment outreach to AAPIs in Region 4	<p>a. AAPI Manager and Council will conduct analysis of AAPI representation in database and Census 2000 figures for Georgia</p> <p>b. Develop strategy for expanding current Regional recruitment outreach efforts</p>	January 2002 - June 2002	a. Completed analysis and written strategy for presentation to management	\$ TBD	Region 4 Office of Civil Rights Freda Lockhart (404) 562-9738
43. Utilize newly selected EEO Counselor to educate current AAPI employees on civil rights and equal opportunity regulations.	Identify training and other activities to educate AAPI employees about their civil rights.	July 2002	Participation of AAPI employees in training activities	\$ TBD	Region 4 Office of Civil Rights Freda Lockhart (404) 562-9738
44. Ensure fair promotional and career ladder advancements and new recruitments for AAPI in Region 4.	Conduct detailed analyses of EEO complaints for AAPI community within Region 4 and of accession and promotion data.	July 2002	Baseline established for monitoring future activity in this area	\$ TBD	Region 4 Office of Civil Rights Freda Lockhart (404) 562-9738
45. Enrich the diversity in the pool of eligible candidates for employment, participation in workgroups, special assignments, etc.	Work with Office of Civil, HR, EEO Manager, and Diversity Action Plan Committee to promote and widely announce competitive opportunities	Ongoing	<p>a. Increase in number of AAPI applicants for employment</p> <p>b. Increase in number of AAPI candidates for workgroups, special assignments, etc.</p>	\$1,000	Region 5 Office of Civil Rights Levester Spearman (312) 886-3544 Howard Pham (312) 353-2310

<p>46. Develop an outreach mechanism to inform AAPI students/graduates about their opportunities with EPA.</p>	<p>a. Host a career day at a predominantly AAPI populated middle school to promote a career with EPA, and as well as other federal agencies</p> <p>b. Invite AAPI schools to attend the Region 6's Environmental Tools for School Summit</p> <p>c. Advertise EPA positions in the AAPI media (newspaper, radio)</p> <p>d. Develop outreach mechanisms to educate AAPI students on how to use EPA's and OPM's websites for job search</p>	<p>a. April 2002</p> <p>b. November 2001</p> <p>c. April 2002</p> <p>d. December 2001</p>	<p>a. A career day is organized for AAPI middle school</p> <p>b. Number of AAPI schools participates in the Summit</p> <p>c. Number of AAPIs hired</p> <p>d. Number of AAPI students hired</p>	<p>\$2,000</p>	<p>Region 6</p> <p>a. Paula Flores-Gregg (214) 665-8123</p> <p>b. Monica Chappa-Smith (214) 665-6780</p> <p>c. External Affairs and Management Divisions Contact - TBD</p> <p>d. External Affairs and Management Divisions Contact - TBD</p>
<p>47. Inform AAPI communities, organizations, and small businesses on grants and funding opportunities.</p>	<p>Set up a training workshop on how to write a grant proposal or how to bid for a government contract to the AAPI communities, organizations and small businesses</p>	<p>a. February 2002</p>	<p>Number of training/workshops offered to AAPIs'.</p>	<p>\$2,000</p>	<p>Region 6 Office of Civil Rights Nelda Perez (214) 665-2209</p>

<p>48. Identify and analyze AAPI populations in Region 7 to improve recruitment outreach</p>	<p>a. Continue to gather population data and analyze with the use of GIS; update with 2000 Census data</p> <p>b. Produce a map which shows highest concentrations of Asian populations in Region 7 states</p> <p>c. Produce a map which shows highest growth rates of Asian populations in Region 7 states</p> <p>d. Produce a map which gives demographic information of AAPIs in Region 7 (e.g., income, education level, etc.)</p> <p>e. Produce a map of Region 7 colleges and universities with significant AAPI populations highlighted</p>	<p>December 2001</p>	<p>AAPI population studies generated.</p>	<p>\$ TBD</p>	<p>Region 7 Office of Regional Counsel Alex Chen (913) 551-7962</p>
<p>49. Increase awareness of AAPI concerns and issues with Region 7's senior management.</p>	<p>Present to Senior Staff the data gathered on AAPI populations in Region 7, and on networks established with Region 7 schools with high AAPI populations (for recruitment purposes).</p>	<p>January-March 2002</p>	<p>Briefing at Senior Staff meeting completed.</p>	<p>\$ TBD</p>	<p>Region 7 Office of Regional Counsel Alex Chen (913) 551-7962</p>

<p>50. Establish a network of AAPI contacts in colleges, universities, and community colleges in Region 7 to disseminate information on environmental career opportunities and recruit prospective employees</p>	<p>a. Identify schools in Region 7 with the highest AAPI populations</p> <p>b. Identify faculty sponsors and/or leaders of AAPI groups at these schools</p> <p>c. Develop a database list of contacts at these schools</p> <p>d. Disseminate information on environmental career opportunities and recruit prospective AAPI employees</p>	<p>a. December 2001</p> <p>b. March 2002</p> <p>c. March 2002</p> <p>d. Ongoing after list of contacts is in place</p>	<p>Relationship with local colleges and universities established.</p>	<p>\$ TBD</p>	<p>Region 7 Office of Regional Counsel Alex Chen (913) 551-7962</p>
<p>51. Increase recruitment efforts of AAPIs employees and interns.</p>	<p>Use Region 7 colleges and universities network (pending); travel to these schools for recruiting visits and outreach (as funding permits).</p>	<p>Ongoing</p>	<p>Increase in number of AAPI applicants for job vacancies</p>	<p>\$ TBD</p>	<p>Region 7 Office of Regional Counsel Alex Chen (913) 551-7962</p>
<p>52. Encourage AAPI employees in Region 7 to participate in management-type training (mid-level, SES CDP, etc.)</p>	<p>Keep AAPI employees in Region 7 aware of available training opportunities.</p>	<p>Ongoing</p>	<p>Increased numbers of AAPIs attending training.</p>	<p>\$ TBD</p>	<p>Region 7 Office of Regional Counsel Alex Chen (913) 551-7962</p>
<p>53. Provide assistance to AAPI communities to raise awareness about EPA opportunities (grant and career).</p>	<p>Identify targeted communities and provide EPA outreach materials.</p>	<p>Summer 2002</p>	<p>Distributed EPA materials to appropriate communities.</p>	<p>\$ TBD</p>	<p>Region 8 Asian Pacific American Special Emphasis Program (303) 312-6348</p>

<p>54. Provide career opportunities for AAPI employees.</p>	<p>Explore developing a structure or protocol for developing a career rotation program to assist in mid-level development.</p>	<p>September 2002</p>	<p>NM: The Career Rotation Program has not yet been completed.</p> <p>In July 2002, Region 8 HR staff and an AAPI representative attended the “Organization of Chinese Americans” Career Fair. In September 2002, the Region participated in the Multi-Cultural Career Fair at the University of Colorado, which resulted in a female Asian new hire.</p> <p>The Region has created a Regional Recruitment Workgroup. This group comprised of managers, SEPMS (including an AAPI representative) and HR advisors are working to share information and perspectives, analyze data and develop a comprehensive regional recruitment strategy with the goal of attracting a more diverse applicant pool.</p> <p>Region 8 offers a large volume of training programs that are free to employees. AAPI employees had the option of attending courses on-site on topics such as communication, conflict management, and coaching and career development. Many of these programs are specifically marketed to the AAPI community by the Diversity/EEO Office.</p>		<p>Region 8 Janemarie Freiheiter (303) 312-6348</p>
<p>55. Continue to support Region 9 AAPI employees.</p>	<p>a. Designate an AAPI SEPM position in the Region 9 OCR.</p> <p>b. Management sponsorship of Region 9 APAC events.</p>	<p>Ongoing</p>	<p>a. AAPI SEPM position designated</p> <p>b. Management supports APAC</p>	<p>\$ TBD</p>	<p>Region 9 Patricia Bowlin (415) 744-1188</p>

<p>56. Provide assistance to R9 employees for whom English is a second language.</p>	<p>a. Established an English Coaching Program.</p> <p>b. Provided ESL and English Grammar and Writing books and audiovisual materials available in the R9 library.</p> <p>c. Sent an R9 coach (who had prior education and teaching experience in grammar and writing) to an intensive course on how to teach ESL. This person is now our subject matter consultant for the other coaches.</p> <p>d. Provided opportunity for participants to attend an ESL or English course at the local community college.</p>	<p>Ongoing</p>	<p>Funding provided.</p>	<p>Numbers served: 11 people were coached in FY 02.</p> <p>6 of these people were AAPIs.</p>	<p>Region 9 Lea Weinstein, Training Officer (415) 972-3820</p>
<p>57. Outreach and recruitment to the Asian American and Pacific Islander community.</p>	<p>a. Work with OCR, APA SEPM, and APAC to inform AAPI organizations of vacancies.</p> <p>b. Identify additional AAPI resources and organizations for outreach/recruitment.</p>	<p>Ongoing</p>	<p>a. AAPI organizations notified of vacancies</p> <p>b. Additional AAPI resources and organizations identified</p>	<p>\$ 0</p>	<p>Region 9 Karen Nelson ( 415) 744-2299</p>
<p>58. Ensure that AAPI community is aware of funding opportunities for environmental-related programs.</p>	<p>a. Send EJ small grant application materials</p> <p>b. Include community in conference calls re: application process</p>	<p>January 2002</p> <p>January/February 2002</p>	<p>a. Materials sent</p> <p>b. AAPI community did participate in calls.</p> <p>Have not yet finalized EJ grant selections to determine if any from AAPI community have been chosen.</p>	<p>\$ TBD</p>	<p>Region 10 Office of Civil Rights, Enforcement, and Environmental Justice Cecilia Contreras (206) 553-2899</p>

<p>59. Ensure that AAPI community is aware of employment opportunities.</p>	<p>Include AAPI focus and AAPI EPA employees in regional recruitment and outreach activities.</p>	<p>Ongoing FY 2002</p>	<p>AAPI employees did participate in recruitment and outreach activities.</p>	<p>\$ TBD</p>	<p>Region 10 Office of Civil Rights, Enforcement, and Environmental Justice Cecilia Contreras (206) 553-2899</p>
<p>60. Ensure that new AAPI employees are welcomed into EPA Region 10.</p>	<p>a. Include AAPI Program Manager in new employee orientation activities.  b. Make personal contact with new employees.</p>	<p>Ongoing FY 2002</p>	<p>AAPI Program Manager did participate in orientation and made personal contacts.</p>	<p>\$ TBD  Numbers served: 5</p>	<p>Region 10 Office of Civil Rights, Enforcement, and Environmental Justice Lucita Valiere (206) 553-8087</p>

**STRATEGIC GOAL #5: Strengthen and sustain Asian American & Pacific Islander community capacity.**

Objective	Strategy/Activity	Time Frame	Results	Outcome	Lead Entity and Contact Person
<p>1. Develop a DfE voluntary partnership with the nail care industry to help small businesses integrate environmental concerns with everyday decision-making on cost and performance to reduce the risk of chemicals to workers, communities, and the environment</p>	<p>a. Develop a baseline of current and best shop practices in the nail salon</p> <p>b. Develop technical and outreach strategies to address incentives and barriers to adopting cleaner, safer practices</p> <p>c. Develop a Nail Salon Outreach Campaign to educate AAPIs working at this industry about the risk of chemicals used for their daily job routine</p>	<p>a. January 2002</p> <p>b. March 2002, ongoing</p>	<p>a. Number of salon owners/ workers attending EPA workshop</p> <p>b. Number of salons implementing EPA recommendations</p> <p>c. Number of radio broadcasts or newspaper adds on the subject</p>	<p>\$ 5,000</p>	<p>Region 6 Tai-Ming Chang (214) 665-2210 Lisa Pham (214) 665-8326</p> <p>Office of Pollution Prevention and Toxics Carol Hetfield (202) 564-8792</p>
<p>2. Request information from or participate in EPA's AAPI communities outreach activities that pertain to toxic chemical and pesticide-related outreach needs, and develop strategies to meet and address these needs.</p>	<p>a. Develop mechanism to receive information or participate in EPA AAPI community outreach activities.</p> <p>b. Report findings to management.</p> <p>c. Develop a mechanism for feedback to AAPI communities.</p>	<p>Project currently on hold.</p>	<p>NM: OPPTS needs to identify a primary contact person, perhaps the OCR AAPI National SEPM.</p>		<p>Office of Prevention, Pesticides &amp; Toxic Substances (OPPTS) Terri Stowe (OPP) (703) 305-6117; June Turner (OCR) (202) 564-7266</p>

<p>3. Increase AAPI community awareness of environmental health issues involving drinking water systems.</p>	<p>Translate outreach documents into AAPI languages (as needed).</p> <p>Drinking Water documents are written in English and sometimes Spanish. Currently, no documents have been translated into the multitude of AAPI languages. Water systems with a large proportion of non-English-speaking populations are required to include information in the appropriate language regarding the importance of the report, or contain a telephone number where residents may obtain a translated copy of the report.</p>	<p>July 2002</p>	<p>The Office of Ground Water and Drinking Water (OGWDW) is continuing to investigate the diversity of the Asian American and Pacific Islander languages, availability and cost of translations, and make decisions based on the size of each population requiring these materials, targeted geographic areas, and need.</p>	<p>\$ 0</p>	<p>Office of Water Office of Ground Water and Drinking Water Charlene Shaw, Project Manager (202) 564-3854</p>
<p>4. Protect human health and ensure compliance with health-based drinking water standards through the use of the Drinking Water State Revolving Fund (DWSRF).</p>	<p>The DWSRF programs provide the benefits of subsidized financial assistance to the general public (of which AAPI populations are a subgroup).</p>	<p>2002</p>	<p>The DWSRF has funded 3 projects (one each in Guam, American Samoa, and the Northern Mariana Islands) to improve infrastructure and public health protection at 3 public water systems. Total awards (to date) for the 3 projects is \$5.47 million. Total population served by the 3 systems is 260,000 people.</p>	<p>\$ 5.47 million  Numbers Served: 260,000</p>	<p>Office of Water Office of Ground Water and Drinking Water Drinking Water State Revolving Fund Kimberly Roy, Acting DWSRF Team Leader (202) 564-4633</p>
<p>5. Increase dialogue with regional AAPI community leaders.</p>	<p>a. Provide AAPI leaders with a spectrum of urban environmental health issues impacting their constituents.</p> <p>b. Work with Office of Press &amp; Media Relations to identify outreach to AAPI community on environmental information and data.</p>	<p>Ongoing</p>	<p>Information disseminated to AAPI leaders.</p>	<p>\$500</p>	<p>Region 1 Office of Civil Rights James Younger Suzanne Bairos (617) 918-1982</p>

<p>6. Gather community feedback on environmental, public health and other environmental AAPI related issues.</p>	<p>Conduct a dialogue with AAPI community organizations to assist with environmental issues and impact.</p>	<p>December 2001 / January 2002</p>	<p>Meeting with AAPI community organizations with identified local issues/impacts.</p>		<p>Region 1 Office of Civil Rights Suzanne Bairos Stephen Griffin Kathleen Castagna (617) 918-1982</p>
<p>7. Increase public education and partnership program designed for the AAPI community about the connections among transportation choices, traffic congestion, air pollution and public health.</p>	<p>a. Contact community leaders of Boston's Chinatown community.  b. Continued discussion on the environmental impact on this centrally located community within the Boston proper.</p>	<p>November 2001  Ongoing</p>	<p>Developed 7 ready-to-use, bilingual environmental education modules with Campaign to Protect Chinatown.</p>		<p>Region 1 James Younger, Director of Office of Civil Rights Kathleen Castagna, EJ Coordinator Linda Tsang, SEPM (617) 918-1395</p>
<p>8. Assist communities to become aware of and make informed decisions about environmental exposures, which may cause illnesses in their workplace.</p>	<p>Develop outreach mechanism to inform AAPI communities about environmental risks, such mercury and lead poisoning, PCB contamination, diesel exhaust emissions, etc.</p>	<p>Ongoing</p>	<p>a. Number of families/community groups reached.  b. Number of AAPI community members trained to address issues.</p>	<p>\$ TBD</p>	<p>Region 2 Terry Wesley (212) 637-5027</p>
<p>9. Increase dialogue with Regional Asian American leaders.</p>	<p>a. Identify key community leaders for metropolitan areas or areas with high API population in Region 3.  b. Provide briefing packet introducing EPA, WHI-AAPI, and sample EPA outreach materials in appropriate languages.</p>	<p>a. December 2001  b. March 2002</p>	<p>Regional resource directory of AAPI leaders. 40-60 packets distributed.</p>	<p>\$300</p>	<p>Region 3 Cyndy Yu Robinson</p>

<p>10. Develop a regional resource directory.</p>	<p>a. Review AAPI directory of community-based organizations.</p> <p>b. Utilize AAPI networks</p> <p>c. Develop reference guide for use by RA, Environmental Justice coordinator, EEO manager, MBE/WBE coordinator, and APAC employee group chair</p>	<p>a. October 2001</p> <p>b. March 2002</p> <p>c. April 2002</p>	<p>Resource directory completed, shared.</p>	<p>\$500</p>	<p>Region 3 Cyndy Yu Robinson (215) 814-5557 Cynthia Burrows (215) 814-5326</p>
<p>11. Promote AAPI awareness of business opportunities in Region 3.</p>	<p>a. Work with MBE/WBE coordinator to engage AAPI Chambers of Commerce in Philadelphia, DC, Maryland, Northern Virginia and Richmond</p> <p>b. Hold minority business fair</p>	<p>a. December 2001</p> <p>b. April 2002</p>	<p>Number of AAPI business owners participating in minority business fair</p>	<p>\$1,000</p>	<p>Region 3 Cyndy Yu Robinson (215) 814-5557 Romona McQueen (215) 814-5515</p>
<p>12. Expansion of outreach efforts to universities with large AAPI student populations.</p>	<p>Identify universities with large AAPI student populations and begin dialogue to develop at least one Regional Memorandum of Understanding (MOU).</p>	<p>September 2002</p>	<p>Establish an MOU with a designated university.</p> <p>Attend at least 1 AAPI Job Fair.</p>	<p>\$ TBD</p>	<p>Region 4 Office of Civil Rights Freda Lockhart (404) 562-9738</p>

<p>13. Encourage the participation of technically competent AAPIs in EPA Federal Advisory committees</p>	<p>a. Compile a list of known professional, environmental/health, community, business, and other organizations and contacts in an AAPI resource directory</p> <p>b. Increase the AAPI community awareness of EPA's Federal Advisory committees and encourage them to get involved in the Agency's Environmental decision making process</p> <p>c. Make the AAPI resource directory readily available to the designated Federal officials in charge of recruiting and selecting members for Federal Advisory committees (as resources permit)</p>	<p>September 2002</p>	<p>Increase in the number of AAPI candidates to join Federal Advisory Committees</p>	<p>\$1,500</p>	<p>Region 5 Office of Civil Rights Howard Pham (312) 353-2310</p>
<p>14. Help AAPI families and communities make informed decisions concerning environmental exposures, which may cause illnesses in their children.</p>	<p>a. Develop outreach mechanism to educate AAPI parents and children about the risk of pesticide chalk, indoor radon, contaminated lead-based paint, second-hand smoke, and indoor air problems</p> <p>b. Train lay health educators to conduct this outreach in their communities (similar to the <i>promotoras</i> concept in the border)</p>	<p>Ongoing</p>	<p>a. Number of AAPI families educated about these subjects.</p> <p>b. Number of lay health educators trained; Number of AAPI families reached by lay health educators.</p>	<p>\$ TBD</p>	<p>Region 6 Evelyn Daniels (214) 665-7543 Nelda Perez (214) 665-2209</p>

<p>15. Educate AAPI community on possible dangers in their seafood consumption patterns.</p>	<p>a. Educate the community on the risk of consuming imported products which often are not regulated</p> <p>b. Help the community better understand and balance the potential risks from seafood consumption with its significant health benefits and cultural significance.</p> <p>c. Educate the community on the danger of using imported lead-glazed pottery.</p>	<p>June 2002</p>	<p>Outreach materials disseminated to AAPI community.</p>	<p>\$ TBD</p>	<p>Region 6 External Affairs and Water Quality Division Contact - TBD</p>
<p>16. Develop a partnership with AAPI communities to remove obstacles to the revitalization of Brownfields sites/properties.</p>	<p>a. Investigate the degree and extent of site contamination (conduct site assessment)</p> <p>b. Facilitating Brownfields cleanup and encouraging the mitigation of potential health risks</p>	<p>a. January 2002</p> <p>b. December 2002</p>	<p>a. Number of targeted Brownfields assessments conducted on Brownfields sites in AAPI communities</p> <p>b. Number of Brownfields sites in AAPI communities cleaned up</p>	<p>\$ TBD</p>	<p>Region 6 Stanley Hitt (214) 665-6736</p>

<p>17. Develop an EPA compliance assistance community outreach program to increase AAPIs awareness and understanding of EPA regulations, as well as improving their health and environmental conditions.</p>	<p>a. Conduct radio talk shows and/or commercial segments on water, air, and toxic waste issues on AAPI radio stations</p> <p>b. Award contracts and seek volunteers to translate several key information pamphlets/fact sheets on environmental issues targeted at AAPI community</p> <p>c. Provide educational workshops to increase AAPI understanding of environmental issues</p> <p>d. Distribute translated materials directly to AAPI community via the partnership with the Texas Natural Resource Conservation Commission (TNRCC)'s Small Business Assistance Program, City of Houston, and the Houston-Galveston Area Council</p> <p>e. Generate a list of AAPI home or business addresses or e-mails that will be used for mailing EPA materials</p> <p>f. Set up toll-free telephone lines featuring AAPI language speakers to educate and provide help on environmental issues and/or receive tips and complaints</p>	<p>March 2002</p>	<p>a. Number of radio talk shows on environmental issues</p> <p>b. Number of contracts awarded for translation of EPA documents into AAPI languages</p> <p>c. Number of workshops held in AAPI community</p> <p>d. Number of AAPI families receiving the materials</p> <p>e. An accurate mailing list of AAPI residential and business addresses</p> <p>f. Number of toll-free lines featuring AAPI language speakers; number of tips/complaints received</p>	<p>\$5,000</p>	<p>Region 6 Office of Compliance Assurance and Enforcement Tai-ming Chang (214) 665-2210</p>
<p>18. Involve AAPI communities in collecting information regarding environmental protection in their communities.</p>	<p>As requested, the Environmental Justice Program provides workshops to assist AAPI communities with environmental justice issues.</p>	<p>Ongoing</p>	<p>The Region 8 Environmental Justice Program continues to provide workshops within the Region and the AAPI community.</p>		<p>Region 8 Art Palomares, Environmental Justice Program Director (303) 312-6053</p>

<p>19. Continue partnership with Galileo High School in San Francisco-a diverse, urban school with a substantial AAPI population.</p>	<p>In April, the Regional Office hosted its third annual Galileo day in which students from environmental science and other science courses participate in a full day of educational and career orientation activities.</p>	<p>Ongoing</p>	<p>19 students attended the session; the feedback from students, teachers and school staff was very positive. Many of the popular activities, such as the inspection exercise, provided a hands-on simulation of EPA work.</p> <p>The Regional office placed several Galileo and non-Galileo students during the Summer and Fall in paid internship position. EPA worked with the Community Education Service and the San Francisco Mayor's Office of Education and Employment to get the Regional Office as an approved work site. This was a good example of collaboration between city, federal and a community based organizations achieving educational goals.</p>		<p>Region 9 Willard Chin (415) 972-3797</p>
<p>20. Continue to provide funding for AAPI-related projects through the EJ small grants program.</p>	<p>a. Notify AAPI organizations of funding opportunities b. Provide assistance to grant applicants</p>	<p>Ongoing</p>	<p>The Region awarded the Environmental Justice Small Grant Program (\$14,350) to the Asian Pacific Environmental Network (APEN). Goal is to work with Contra Costa county to improve environmental health services for Laotian community.</p>	<p>\$ 0</p>	<p>Region 9 Willard Chin (415) 972-3797</p>
<p>21. Continue to build relationships with AAPI community groups and other AAPI organizations</p>	<p>a. Attend AAPI community events b. Invite AAPI organizations to speak with EPA Region 9 staff (brownbags)</p>	<p>Ongoing</p>	<p>Attend at least 4 AAPI events each year and invite at least 4 AAPI organizations to speak</p>	<p>\$ TBD</p>	<p>Region 9 Patricia Bowlin (415) 744-1188</p>

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

<b>Objective</b>	<b>Strategy/Activity</b>	<b>Time Frame</b>	<b>Results</b>	<b>Outcome</b>	<b>Lead Entity and Contact Person</b>
1. Continue to manage ORD grant, fellowship, and scholarship programs fairly and equitably to ensure equal access and fairness in the awarding of research funds.	Maintain a strong and effective peer review process of proposals	Ongoing	Grants with University of Guam and University of Hawaii	\$ TBD	Office of Research and Development, National Center for Environmental Research Paul Palm (202) 564-6811
2. Establish eligibility criteria to ensure inclusion of Native Hawaiian serving institutions in programs that target minority institutions.	Develop eligibility criteria priority grant programs to include federally funded designated Native Hawaiian serving institutions.	September 2002	Completed		Office of Research and Development, National Center for Environmental Research Paul Palm (202) 564-6811
3. Develop recruitment strategies to increase Native Hawaiian and other Pacific Islander awareness of EPA's employment and internship opportunities in Region 1.	<p>a. Jointly with Human Resources and Civil Rights offices, develop contacts with local Native Hawaiian Pacific Islander community, associations, and civic clubs.</p> <p>b. Identify outreach mechanisms to targeted Native Hawaiian and Pacific Islanders in local universities and colleges as part of regional recruitment efforts.</p> <p>c. Meet with local community, associations and civic clubs.</p> <p>d. Review information gathered to formulate a recruitment program.</p>	<p>a. November 2001</p> <p>b. January/ February 2002</p>	<p>Met with local community, associations and civic clubs.</p> <p>NM: Increase in number of AAPI applicants to Region 1 vacancies. Review of information gathered to formulate a recruitment program is still necessary.</p>		Region 1 Linda Tsang, SEPM Stephen Griffin, Diversity Manager (617) 918-1395

<p>4. Increase the awareness of Native Hawaiians and other Pacific Islanders about EPA's grants and other funding opportunities</p>	<p>a. Compile a list of Native Hawaiian serving institutions and disseminate information about employment and funding availability</p> <p>b. Disseminate information to these institutions</p>	<p>a. April 2002</p> <p>b. Ongoing</p>	<p>Increase in number of Native Hawaiian and Pacific Islander applicants for grants and other funding opportunities</p>	<p>\$ TBD</p>	<p>Region 2 Contact - TBD</p>
<p>5. Establish eligibility criteria to ensure inclusion of Native Hawaiian serving institutions in programs that target minority institutions</p>	<p>Develop eligibility criteria and certification process for priority grant programs to include federally funded designated Native Hawaiian serving institutions</p>	<p>September 2002</p>	<p>New eligibility criteria and certification process integrated into grant application announcements</p>	<p>\$ TBD</p>	<p>Region 4 Office of Civil Rights, Office of Research and Development and local MBE/WBE Coordinator Contacts - TBD</p>
<p>6. Continue to celebrate and cherish the heritage of AAPI federal employees.</p>	<p>Region 8 AAPI Special Emphasis Program will continue to sponsor educational and awareness-building activities.</p>	<p>Ongoing and during May Heritage Month in 2002.</p>	<p>Region 8's AAPI Special Emphasis Program continues to sponsor excellent and well-attended Heritage Month Programs. In FY 02, the group sponsored Mr. Stan Matsunaka (Colorado State Senate Leader) who gave a keynote address regarding his personal vision of public service.</p>	<p>Approximately 150 Regional employees participated.</p>	<p>Region 8 Asian American Pacific Islander Special Emphasis Program (303) 312-6348</p>
<p>7. Support the Project Loko I'a: Restoring Hawaiian Fish Ponds.</p>	<p>Support regional efforts to streamline the permitting approach for fishpond restoration projects</p>	<p>Ongoing</p>	<p>Additional fish ponds restored (two planned for next yr).</p>	<p>\$ TBD</p>	<p>Region 9 Pacific Islands Contact Office Susan Polanco (808) 541-2722</p>

<p>8. Promote public awareness of EPA's resources in Hawaii and the Pacific Islands</p>	<p>a. Establish a contact point and liaison between EPA and the State of Hawaii and other Pacific Islands</p> <p>b. Connect the Hawaii news media with EPA staff</p> <p>c. Conduct outreach to Hawaii schools, colleges and community groups and participates in environmental events</p>	<p>Ongoing</p>	<p>Outreach provided to community</p>	<p>\$ TBD</p>	<p>Region 9 Pacific Islands Contact Office Vicki Tshako (808) 541-2721</p>
<p>9. Promote public education and outreach to Pacific Islander community in East Palo Alto.</p>	<p>Work with Pacific Islander Outreach (community group) to conduct environmental educational programs for youth in East Palo Alto.</p>	<p>June 2002</p>	<p>March, 2002 - Two workshops for a core group of twelve Latino, Pacific Islander, and African American youth to inform them about the environmental and health effects of improper disposal of motor oil, car batteries, and other types of household hazardous waste.</p> <p>August, 2001 and 2002- Back-to-School Carnival attended by over 400 people. Provided waste management outreach.</p>		<p>Region 9 Patricia Bowlin (415) 972-3177 Lily Lee (650) 853-3122</p>

<p>10. Manage EPA's involvement and activities in the Pacific Insular areas: the U.S. flag areas of American Samoa, the Commonwealth of the Northern Mariana Islands (CNMI) and Guam; and the freely associated states (FAS) of the Republic of the Marshall Islands (RMI), the Federated States of Micronesia (FSM), and the Republic of Palau (ROP).</p>	<p>a. Manage grant assistance programs and providing technical assistance and training</p> <p>b. Co sponsorship of Annual Pacific Islands Environment Conference that brings together people throughout the Pacific Islands to work for dialogue and exchange on various environmental issues</p> <p>c. Participation in Region 9 Federal Regional Council's Outer Pacific Committee</p>	<p>a. Ongoing</p> <p>b. June 2002</p>	<p>a. Grants managed; technical assistance provided as needed</p> <p>b. Conference held</p>	<p>\$ TBD</p>	<p>Region 9 Pacific Insular Areas Program John McCarroll (415) 744-1599</p>
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**TABLE C  
ASIAN AMERICAN AND PACIFIC ISLANDER EMPLOYMENT PROFILE  
BASED ON FY 2002**

Grade Level	Position Categories																							
	Professional				Administrative				Technical				Clerical				Other				Supervisory			
	Asian	NHOPI	Total AAPIs	Total Agency	Asian	NHOP	Total AAPIs	Total Agency	Asian	NHOPI	Total	Total	Asian	NHOPI	Total	Total	Asian	NHOPI	Total	Total	Asian	NHOPI	Total AAPIs	Total Agency
GS 1-4	0	0	0	0	0	0	0	0	1	0	1	31	12	0	12	207	4	0	4	27				
GS 5	1	0	1	9	0	0	0	5	1	0	1	20	2	0	2	103	2	0	2	14				
GS 6	0	0	0	0	0	0	0	4	3	0	3	53	4	0	4	86	0	0	0	1				
GS 7	4	0	4	65	14	0	14	157	11	0	11	210	4	0	4	272	1	0	1	23				
GS 8	0	0	0	0	0	0	0	5	7	0	7	138	3	0	3	209	0	0	0	0				
GS 9	8	0	8	128	18	1	19	302	3	0	3	112	3	0	3	125	1	0	1	9				
GS 10	0	0	0	0	0	0	0	4	3	0	3	72	0	0	0	44	0	0	0	0				
GS 11	27	0	27	293	20	0	20	545	1	0	1	23	1	0	1	3	1	0	1	3				
GS 12	104	1	105	1135	53	0	53	1407	0	0	0	6	0	0	0	1	1	0	1	5				
GS 13	310	0	310	3864	137	1	138	2879	0	0	0	2	0	0	0	0	0	0	0	0	1		1	3
GS 14	96	0	96	1734	36	0	36	1296	0	0	0	0	0	0	0	2	0	0	0	0	18		18	456
GS 15	39	0	39	1015	17	0	17	1049	0	0	0	0	0	0	0	0	0	0	0	0	22		22	906
SES	1	0	1	76	6	0	6	194	0	0	0	0	0	0	0	0	0	0	0	0	7		7	252
Other	5	0	5	102	2	0	2	48	0	0	0	0	0	0	0	0	0	0	0	0	0		0	21
<b>Total</b>	<b>595</b>	<b>1</b>	<b>596</b>	<b>8421</b>	<b>303</b>	<b>2</b>	<b>305</b>	<b>7895</b>	<b>30</b>	<b>0</b>	<b>30</b>	<b>667</b>	<b>29</b>	<b>0</b>	<b>29</b>	<b>1052</b>	<b>10</b>	<b>0</b>	<b>10</b>	<b>82</b>	<b>48</b>		<b>48</b>	<b>1638</b>

Fellowships,  
Internships,  
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