



# REPORT OF THE INTERAGENCY WORKING GROUP ON ASIAN AMERICAN AND PACIFIC ISLANDERS

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**Compiled by:**

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## INTRODUCTION

The purpose of the White House Initiative on Asian Americans and Pacific Islanders is to provide equal economic opportunities for full participation of Asian American and Pacific Islander (AAPI) businesses in our economy where they may be underserved. To accomplish this purpose, Executive Order 13339 (May 13, 2004), as amended by Executive Order 13403 (May 12, 2006), creates the following complementary functions within the Department of Commerce: (i) a Federal Interagency Working Group; (ii) the President's Advisory Commission on Asian Americans and Pacific Islanders (Advisory Commission); and the (iii) Office of the White House Initiative on Asian Americans and Pacific Islanders (Office of WHIAAPI).

The Advisory Commission is composed of private-sector individuals who provide advice and recommendations to the President on efforts to provide equal economic and community development opportunities for AAPI businesses. The Advisory Commission will provide its advice and recommendations to the President in the form of a separate comprehensive report, through the Secretary of Commerce. The Office of WHIAAPI provides support to the Advisory Commission and to the Interagency Working Group.

The Interagency Working Group is composed of 34 federal departments and agencies and serves to advise the Secretary of Commerce on efforts by the Federal Government to improve access to economic opportunities for AAPI businesses. Members of the Interagency Working Group include:

- Department of Agriculture
- Department of Commerce
- Department of Defense
- Department of Education
- Department of Energy
- Department of Health and Human Services
- Department of Homeland Security
- Department of Housing & Urban Development
- Department of the Interior
- Department of Justice
- Department of Labor
- Department of State
- Department of Transportation
- Department of the Treasury
- Department of Veterans Affairs
- Consumer Product Safety Commission
- Environmental Protection Agency
- Equal Employment Opportunity Commission
- Federal Communications Commission
- Federal Deposit Insurance Corporation
- Federal Housing Finance Board
- General Services Administration
- National Aeronautics & Space Administration
- National Archives & Records Administration
- National Council on Disability
- National Endowment for the Arts
- National Endowment for the Humanities
- National Science Foundation
- Office of Personnel Management
- Peace Corps
- Small Business Administration
- Social Security Administration
- U.S. Commission on Civil Rights
- U.S. Postal Service

Executive Order 13339 requires each member of the Interagency Working Group to prepare a plan for, and to document, its efforts to support economic opportunities for AAPI businesses in the following four broad categories:

- (A) Increase participation in federal programs for AAPI businesses through equal access to such programs;
- (B) Ensure nondiscrimination in federal contracts and procurement opportunities;
- (C) Provide equal opportunity for public-sector, private-sector partnerships for the community and economic development of AAPI businesses; and
- (D) Foster research and data collection on AAPI businesses.

In February 2007, the Executive Secretariat of the Interagency Working Group requested information and supporting data from each Interagency Working Group member on its respective activities and accomplishments pertaining to AAPI businesses. This report examines these activities and accomplishments and provides recommendations for executive branch programs to further improve economic opportunities for AAPI businesses and communities. Presented below is a summary of executive branch activities under each of the four categories outlined in Executive Order 13339 during the period May 2004 through March 2007, as reported by the members of the Interagency Working Group. Additionally, a number of members submitted noteworthy activities concerning AAPIs that fall outside the categories outlined in the Executive Order, but which benefit AAPI businesses and communities. We have included a summary of these activities as well.

## **A. INCREASE PARTICIPATION IN FEDERAL PROGRAMS FOR ASIAN AMERICAN AND PACIFIC ISLANDER BUSINESSES THROUGH EQUAL ACCESS TO SUCH PROGRAMS**

In the four categories outlined by the Executive Order, executive branch activities aimed at increasing Asian American and Pacific Islander businesses' access to and participation in federal programs had the highest level of activity. However, in a number of these cases, activities were not geared specifically toward Asian American and Pacific Islander businesses, but rather AAPIs as individuals, as a community, or as part of general outreach to small and minority enterprises.

*The following examples represent activities geared specifically toward increasing AAPI business participation in federal programs through equal access:*

**Department of Commerce:** As part of its overall mission of enhancing the growth and expansion of minority business enterprises, the Minority Business Development Agency (MBDA) and its nationwide network of business development centers provide business consultation and technical assistance services to a significant number of AAPI businesses. These services produced approximately \$365.4 million in contract awards and financial transactions for AAPI businesses during FYs 2005 and 2006. As illustrated below, the total dollar value of AAPI contract awards and financing transactions reported by MBDA increased by approximately \$98 million (73 percent) between FY 2005 and FY 2006, notwithstanding that actual number of transactions decreased. This move towards larger dollar value transactions is consistent with MBDA's Strategic Growth Initiative, which provides specialized business services to AAPI and other minority-owned firms with the expertise and capacity to compete for large transactions.

<b>Activity</b>	<b>FY 2005</b>	<b>FY 2006</b>	<b>Total for FYs 2005 and 2006</b>
<b>Number of AAPI Businesses Serviced</b>	261	276	537
<b>Number of Federal and Non-Federal Contracts Awarded</b>	271	105	376
<b>Total Value of Contracts Awarded</b>	\$84 million	\$102.8 million	\$186.8 million
<b>Number of Financial Transactions</b>	53	35	88
<b>Total Value of Financial Transactions</b>	\$49.7 million	\$128.9 million	\$178.6 million

**Small Business Administration (SBA):** The SBA assists AAPI communities to improve their quality of life by supporting their entrepreneurial endeavors. SBA-backed loans provide necessary capital that would not otherwise be available for AAPIs to start and expand their own

firms. SBA also assists AAPI and other small businesses to receive their fair share of Federal Government contracts, by assisting the affected companies and promoting competitiveness. Through a network of partners, SBA provides training and counseling to over 1.5 million small business owners annually. SBA's Office of Advocacy and National Ombudsman advocates for AAPI and other small businesses and helps them negotiate Federal Government regulations. In particular, the Office of Capital Access provides financial assistance to those firms that do not qualify for conventional credit. This assistance is provided in one of three ways:

- The most common form is a 7(a) program loan with a government guaranty on up to 85 percent of a loan made by a conventional lender. The business owner applies for a loan to their local lender. If the lender cannot make the loan based on conventional credit standards, they can apply to SBA for a partial loan guaranty. The federal credit enhancement is designed to overcome the deficiencies in the applicant's credit.
- The second way is for those borrowers seeking to purchase real estate or heavy equipment through the 504 program. In this case, SBA will guaranty 100 percent of a debenture that is backed by a second mortgage made by a Certified Development Company. The financing package also includes a 50 percent first mortgage made by a local lender and a 10 percent down payment from the borrower.
- The final form of assistance is the microloan program. Through this financing assistance, SBA makes a direct loan to a micro lender, which in turn, makes loans to micro borrowers.

For the past two fiscal years plus the current fiscal year to date and for the three programs described above, Asian Americans received \$9,929,240,909 in SBA-backed loans from a total of \$50,656,449,521. In these three SBA programs, loans to AAPIs account for approximately 20 percent of the total number of dollars made during the three periods. In terms of the number of loans, AAPIs have received 35,218 out of a total of 273,140. This represents almost 13 percent of the loans made.

**Department of Labor (DOL):** To help Asian Pacific Americans access career and leadership opportunities in the Federal Government, Secretary Elaine L. Chao initiated the annual Asian Pacific American (APA) Federal Career Advancement Summit in May 2001. Drawing over 1,100 federal employees in 2007, this unprecedented training program aims to equip APA government employees with the skill sets to become leaders in the American workforce. For this one-day, cost-free training, DOL has successfully recruited Federal Government agencies to support this initiative, including the Office of Personnel Management as co-sponsor and support from the Departments of Agriculture, Defense, Education, Energy, Transportation, and Treasury, the White House Initiative on Asian Americans and Pacific Islanders, and the Social Security Administration. In 2004, Secretary Chao introduced the Asian Pacific American Federal Career Guide explaining the federal job search process, which is available in print and online at [www.dol.gov/jobs/apa\\_fcg.pdf](http://www.dol.gov/jobs/apa_fcg.pdf).

The DOL Employment and Training Administration (ETA) contributes to the more efficient and effective functioning of the U.S. labor market by providing high-quality job training, employment, labor-market information, and income-maintenance services primarily through state and local workforce development systems and has a significant impact on AAPI businesses and communities. In addition to providing employment-related services across the United States, ETA also provides resources for programs and services under the Workforce Investment Act (WIA) for six Pacific jurisdictions: the Territory of Guam, the Commonwealth of the Northern

Mariana Islands, the Territory of American Samoa, the Republic of Palau, the Federated States of Micronesia, and the Republic of the Marshall Islands. During program years 2004-2006, more than \$50 million was awarded to the Asian and Pacific Islander communities, with approximately \$14 million awarded to Hawaii and approximately \$36.5 million to Pacific jurisdictions for various WIA programs and services that provide outreach to AAPI business and communities.

The Office of Job Corps (OJC) is an educational and vocational training program administered by the Department of Labor that helps young people ages 16 through 24 prepare for the 21<sup>st</sup> century economy. There are 122 Job Corps Centers nationwide, including Hawaii, where a majority of the students are of Asian and Pacific Islander descent. In 2006, the program awarded \$16 million to qualified small businesses under the Historically Underutilized Business Zone (HUBZone) Program.

**Department of Agriculture (USDA):** USDA has been making a concerted and systematic effort to increase AAPIs in the workforce and in program participation. Some examples include: Under the leadership of the Assistant Secretary for Civil Rights (ASCR), USDA has engaged in an intensive effort to provide technical and business support to AAPI farmers and ranchers, and community-based organizations. USDA has coordinated and/or conducted several conferences aimed at specific AAPI communities and also participated as a co-sponsor with other federal agencies in similar conferences. The ASCR has been a vocal supporter of increasing assistance to AAPI in USDA's Rural Development Mission area. This resulted in USDA providing substantial financial and technical support for AAPI to establish poultry farms in several states.

The Foreign Agriculture Service (FAS) administers export financing and market development programs, export services, and carries out food aid and market-related technical assistance programs, among others. FAS has programs to provide outreach to the AAPI communities, which include assisting U.S. companies (including AAPI owned) to gain more visibility internationally to prepare small agribusinesses to become exporters to different local markets. FAS also provides information to the AAPI community of its grants and partnership opportunities.

The Food Safety and Inspection Service (FSIS) is the public health agency responsible for ensuring that the nation's commercial supply of meat, poultry, and egg products is safe, wholesome, and correctly labeled and packaged. FSIS has a memorandum of understanding with USDA's AAPI employee organization, the Asian Pacific American Network in Agriculture, to assist in outreach and its program delivery to the AAPI community.

**Department of the Treasury:** The Treasury Department's Community Development Financial Institutions Fund (CDFI Fund) expands the capacity of financial institutions to provide credit, capital, and financial services to underserved populations and communities in the United States. Through its various programs, the CDFI Fund makes investments that strengthen and sustain a network of financial institutions that we call Community Development Financial Institutions and Community Development Entities. The CDFI Fund has determined that Pacific Islanders are an Other Targeted Population that has historically been underserved. CDFIs that target financial services and products to such populations may apply under the Fund's annual competitive grant programs for funding under either the Financial Assistance or Technical Assistance Programs.

CDFIs serving Asian Americans in low-income communities are also eligible for funding. Since FY 2004, the CDFI Fund has made awards to eight (8) CDFIs serving AAPI populations.

**Department of Housing and Urban Development (HUD):** HUD has engaged in numerous outreach activities to increase AAPI participation in its programs. Some examples include: on January 22, 2007, HUD published its final Limited English Proficiency (LEP) guidance. The guidance will assist those of the AAPI population who may be LEP in gaining meaningful equal access to housing and housing-related services by providing language assistance to them.

Asian Americans for Equality (AAFE) received a grant from the Fair Housing Initiatives Program to conduct fair housing education and outreach in NYC. Assistant Secretary for Fair Housing and Equal Opportunity (FHEO) Kim Kendrick toured Chinatown, New York City, so that she could learn how the area was affected by the attack of September 11, 2001. In particular, she spoke with the owners of three businesses in Chinatown--a hair salon, a clothing store, and a pharmacy--to hear how they were affected by September 11, 2001, informing Chinatown residents of the fair housing requirements, housing counseling, and other services that HUD provides through local groups, such as AAFE. Additionally, at the 7th Annual Conference of the National Coalition Asian Pacific American Community Development (National CAPACD) organization Assistant Secretary Kendrick was recognized for FHEO's role in creating opportunities for Asian and Pacific Islanders (APIs) in addressing disparities facing APIs.

The Legal Aid Society of Hawaii (LASH) will provide an 18-month, full service, statewide fair housing enforcement program. LASH will assist victims of housing discrimination through complaint intake, investigation, mediation, and litigation. LASH will also conduct systemic investigations and complaint-based testing of housing providers. Additionally, LASH will also promote awareness of fair housing laws through education and outreach to community organizations, housing providers, social service providers, and the public. LASH expects that its activities will result in an increased number of enforcement actions referred to HUD and Hawaii Civil Rights Commission. Asian Pacific American Legal Center (APALC) will conduct fair housing education and outreach for Cambodian, Chinese, Vietnamese, and Korean communities in Los Angeles. Using multilingual outreach, APALC will inform these communities about fair housing resources and address cultural barriers that may prevent them from exercising their fair housing rights. This strategy will include educational workshops, multilingual pamphlets, videotapes, and media.

**Department of Transportation (DOT):** DOT was the recipient of the 2005 Minority Business Advocate Award, for outreach to and working with the National Council of Asian American Business Associations, a national coalition of over 300,000 AAPI business owners. Overall, DOT was successful in awarding approximately \$288.2 million worth of grants and contracts to AAPI-owned businesses during FY 2005 and 2006.

**Federal Housing Finance Board (FHFB):** The Finance Board is the federal regulator for the 12 congressionally chartered regional Federal Home Loan Banks (FHLBanks), which support the housing finance market principally by borrowing funds at lower rates in the capital markets, and in turn, lending these funds at favorable rates to their member institutions, which primarily are banking and savings institutions (including credit unions). FHLBank advances are an important source of long-term funding for smaller financial institutions, typical of minority-owned institutions that often cannot compete with mutual funds for consumer deposits and have no other access to the capital markets. The FHLBanks also provide an important source of short-term loans to ensure the liquidity of AAPI-owned or controlled financial institutions, which is essential to their financial soundness.

Through the use of long-term advances, the FHLBanks support the lending operations of AAPI-owned or controlled banks and savings institutions that provide credit for housing, community investment, small businesses and small farms, many of which are themselves owned or controlled by Asian Americans and Pacific Islanders. Many AAPI-owned or controlled members institutions serve areas where there is a large AAPI demographic. Consequently, the FHLBanks help to ensure that AAPI households and communities have access to competitively priced credit in order to buy homes, grow small businesses, and improve their communities.

At year-end 2006, nine FHLBanks had 63 member banks and savings institutions that were owned or controlled by Asian Americans and Pacific Islanders, many of which serve predominantly AAPI customers and communities. These nine FHLBanks had more than \$4.2 billion in advances outstanding to these AAPI-owned or controlled members. The FHLBanks are an important source of funding that helps AAPI-owned or controlled banks and savings institutions operate their institutions and meet the credit needs of their communities.

**National Science Foundation (NSF):** As part of its overall mission to promote the progress of science, the NSF Small Business Innovative Research (SBIR) and Small Business Technology Transfer (STTR) programs provide an incentive and opportunity for small firms to undertake cutting-edge, high-risk, high-quality scientific, engineering, or science/engineering education research that would have a high economic payoff if the research is successful. The STTR program further expands the public/private partnership to include joint venture opportunities for small businesses and non-profit research institutions. During FYs 2004 – 2006, these programs supported 250 AAPI researchers and small businesses with \$62,266,437 in funding. This represents approximately 22% of the total projects and total program awards during this period.

**Federal Deposit Insurance Corporation (FDIC):** FDIC's activities involve initiatives under its Money Smart financial education program and the Community Affairs program, which addresses the need for credit and related services among low-and moderate-income populations, as well as FDIC outreach and technical assistance initiatives to AAPI communities and small businesses. Since 2004, the FDIC has led or participated in dozens of outreach events and conferences on financial education and training including delivering "Money Smart" classes to the Chinese and Vietnamese communities around San Francisco, and "Train the Trainer" classes to Vietnamese Gulf Coast communities and various AAPI communities around Washington, DC.

**Environmental Protection Agency (EPA):** The Office of Environmental Justice (OEJ) administers the Environmental Justice Collaborative Problem-Solving (EJ CPS) Cooperative Agreement Program, which provides financial assistance to community-based organizations using the capacity building and collaborative problem-solving techniques developed by EPA. Under the EJ CPS Program, recipients receive \$100,000 financial assistance awards to undertake a three-year project in areas troubled by environmental justice issues. Of the FY 2003 awards, four directly affected AAPI businesses and communities in Massachusetts, Washington, and Hawaii received cooperative agreements.

**Department of Veterans Affairs (VA):** The VA Regional Offices (VARO), Center for Minority Veterans, Center for Veterans Enterprise, and Office of Small and Disadvantaged Business Utilization conducts presentations and exhibits at various AAPI association meetings and conferences around the country. For example, VA's New York Regional Office (NYRO) maintains a relationship with such organizations as the New York Federal Executive Board



(NYFEB), whose mission is to provide outreach services to the Asian American and Pacific Islander community. The NYFEB has a program entitled “Government Working Together,” which provides government services to the Asian American and Pacific Islander community. The Los Angeles VARO created an Outreach Committee to address issues impacting AAPI veterans regarding the dissemination of program information on VA benefits relating to compensation and education and services such as counseling and vocational rehabilitation. As a result, the VARO established meaningful partnership arrangements with several AAPI community groups such as the Japanese American National Museum, the Japanese Bar Association, the Japanese American Korean War Veterans Association and the Veterans of Foreign Wars. These partnership arrangements have enabled the Los Angeles VARO, with input from the community associations, to identify specific needs of the AAPI communities, including those relating to business entities, to increase participation in VA programs and services by AAPI individuals by providing awareness information on equal access to VA programs and services.

**Department of Health and Human Services (HHS):** The HHS Office of Small and Disadvantaged Business Utilization (OSDBU) does not have programs, services, or other activities to increase participation specifically for AAPI businesses. However, HHS participates with other federal agencies in the Small Business Administration’s 8(a) and Small and Disadvantaged Business Utilization (SDB) programs. HHS's Centers for Medicare and Medicaid Services (CMS) has worked diligently to increase its small business contracting efforts, including AAPI vendors, and has awarded contracts to two such vendors. HHS's Office of Refugee Resettlement (ORR) within the administration for Children and Families supports a range of economic development activities for refugees, many of whom are AAPIs. Under their Individual Development Account Program, for example, matching funds, together with the refugee's own savings are available for microenterprise capitalization (business start-up, expansion or enhancement) along with other purposes. Additionally, ORR awards targeted microenterprise development grants to assist recently arriving refugees who have few personal assets and lack a credit history that meets commercial lending standards. These microenterprise projects typically include components of training and technical assistance in business skills and business management, credit assistance and administration of revolving loan funds and loan loss reserve funds.

**Office of Personnel Management (OPM):** OPM strives to make federal employment opportunities available and accessible to all Americans; most often through USAJOBS.gov, the primary portal for federal employment opportunities and information. OPM has also launched a broad television and web-based “What Did You Do at Your Job Today” advertising campaign. Additionally, OPM has co-sponsored the Asian Pacific American Federal Career Advancement Summit with the Department of Labor over the last six years. This conference serves approximately 1,100 attendees who participate in workshops, receive executive coaching and network for career advancement in the Federal Government. OPM has continued to support Asian American and Pacific Islander employee organizations, such as the Federal Asian Pacific American Council (FAPAC) and the Asian American Government Executives Network (AAGEN) with speakers and workshop presenters. OPM continues a broad outreach program of campus visits and participation in job fairs in diverse communities across America. The objective of all of these recruiting and outreach activities is to increase awareness of federal opportunities throughout all segments of American society and encourage more individuals to become applicants.

**National Aeronautics and Space Administration (NASA):** NASA participates in Federal Asian and Pacific Islander Council Annual National Leadership Training and job fairs at schools with high Asian populations. The representation of Asian Americans and Pacific Islanders in the NASA Permanent Full Time (PFT) workforce has steadily increased in proportion to the total workforce, and as compared to the Relevant Civilian Labor Force. As the chart below shows, the increase from 5.7 percent in 2003 to 7.7 percent as of February 3, 2007, is considered to be significant in as much as the total PFT workforce at NASA steadily declined during the same time period.

	2003	2004	2005	2006	2007*
<b>NASA Workforce Total</b>	18,062	17,918	16,941	16,704	16,562
<b>Asian Americans and Pacific Islanders in NASA's Workforce</b>	1,031 5.7	1,034 5.8	999 5.9	1,183 7.1	1,278 7.7
<b>RCLF (2000 Census)</b>	5.3	5.3	5.3	5.3	5.3

In addition, the representation of AAPIs in NASA's Senior Executive Service (SES) Corps as of February 3, 2007, reached 9.1 percent (41 of 450) above their representation in the agency's workforce. Their representation in supervisory/managerial positions as of the same date was at 7.0 percent (133 of 1,899).

Specific efforts to maximize the participation of Asian Americans and Pacific Islanders in Agency employment, programs, and other business opportunities include: Agency Centers recruitment at various California universities with significant Asian American and Pacific Islander student enrollment--as a result, the participation of Asian Americans and Pacific Islanders in the Agency's Co-operative Education Program has increased; and NASA's consistent representation at the Federal Asian Pacific American Council conference.

The NASA Explorer Schools Program (NES) establishes a three-year partnership between NASA and school teams, consisting of teachers and education administrators from diverse communities across the country. In collaboration with the National Science Teachers Association, this pathfinder initiative focuses on underserved populations, joining educators, students, and families in sustained involvement with NASA's research, discoveries, and missions. The Pearl City Elementary School in Pearl City, Hawaii, is one such school. School demographics for Pearl City Elementary include 32 percent Asian, and 25 percent Native Hawaiian students.

**Peace Corps:** The Peace Corps' American Diversity EEO Program is deeply committed to providing equal opportunity to all of its employees, volunteers, and applicants for employment and volunteer service. The American Diversity Program Manager has implemented a series of training seminars on discrimination, harassment, and multicultural impact for Peace Corps staff, both Americans and host country nationals. The training has emphasized the agency's expectations and standards for appropriate workplace behaviors within a multicultural work environment. These training seminars have enhanced personal awareness of American diversity

and multicultural issues in direct relationship to the goals and mission of the Peace Corps. Since 2004, staff in each of the 73 countries have received and continue to receive this training as part of their professional development requirements throughout their Peace Corps service.

The Peace Corps is committed to upholding the principles of equal opportunity and non-discrimination for all of its employees, volunteers, and applicants for employment or volunteer service; thereby, allowing the agency to foster a greater understanding, while undertaking efforts to promote peace and friendship throughout the world. As the charts indicate below, AAPI Peace Corps volunteers and employees have increased in each of the past three years. The Peace Corps currently serves in 13 AAPI countries.

Year	Number of AAPI Volunteers	Total Number of Volunteers	AAPI % of Total Volunteers
2004	333	7753	4.3%
2005	380	7810	4.9%
2006	382	7749	4.9%

Year	Number of AAPI Employees	Total Number of Employees	AAPI % of Total Employees
2004	38	852	4.5%
2005	47	882	5.3%
2006	48	893	5.4%

*The following examples represent activities geared toward general outreach efforts, either to Asian American and Pacific Islander businesses specifically or through outreach to small and/or minority enterprises:*

**Department of State:** Participated in events for AAPI community, namely: CelebrAsian (2005); USPAACC (2005); White House Summit for AAPI (2006) and participation in its Working Group meetings; and OSDBU meeting.

**Department of Energy (DOE):** The small business outreach programs at DOE include advertisements in small and minority trade publications and participation in trade fairs and procurement conference sponsored by various groups including AAPI organizations.

**Social Security Administration (SSA):** SSA has participated in more than two dozen events since May 2005, many involving SSA's AAPI Workgroup.

The **Department of the Interior's** Fish and Wildlife Service has an official liaison to the AAPI community. The **Department of Agriculture, EEOC, FCC, FDIC, National Council on Disability, U.S. Postal Service, and Consumer Product Safety Commission**, all aim to increase participation in programs through basic outreach in multiple languages or provide translation services.

## **B. ENSURE NONDISCRIMINATION IN FEDERAL CONTRACTS AND PROCUREMENT OPPORTUNITIES**

Each federal department and agency must adhere to all statutes and regulations designed to ensure nondiscrimination in federal contracting and procurement activities. Most members of the Interagency Working Group reiterated this in their report and include non-discrimination clauses in their contracting and procurement announcements. Additionally, many Interagency Working Group members reiterated their stance to ensure that opportunities to compete for and receive a fair share of procurement expenditures are provided to small businesses specifically, 8(a) certified, women-owned, veteran and service disabled, and HUBZone small businesses. All such practices would act to increase opportunities and ensure non-discrimination toward Asian American and Pacific Islander (and other minority) businesses. Below are several highlights executive branch activities to ensure nondiscrimination in federal contracts and procurement opportunities:

**Small Business Administration (SBA):** The SBA Office of Advocacy reports that based on 2002 U.S. Census figures, AAPIs represent 4.1 percent of the population of the United States. For the period October 1, 2004, through March 26, 2007, Federal Government-wide contracting awards to firms owned by AAPIs totaled approximately \$5,818,602,561 (3.21 percent) of approximately \$181,389,904,353 in total small business contract awards. For this same period, SBA contract awards to firms owned by AAPIs totaled approximately \$15,501,010 (15.75 percent) of approximately \$98,446,116 in total small business contract awards.

The SBA Office of Government Contracting and Business Development and its subcomponents assist small businesses to secure an equitable share of the federal market for goods and services, as both prime contractors and subcontractors. Through the Office of Government Contracting, the SBA establishes government-wide goals for procurement preference programs, including small business, small disadvantaged business, HUBZone, women-owned small business, service-disabled veteran-owned small business, and 8(a) program, and monitors compliance against them. Just as important, on a buying activity-by-buying activity basis, the office works with the acquisition community to ensure that a reasonable share of federal contracting opportunities are awarded to small firms under procurement preference programs.

Within the Office of Government Contracting and Business Development, the Office of Business Development certifies firms owned and controlled by socially and economically disadvantaged individuals, including AAPIs, as small disadvantaged businesses, and as participants in the 8(a) Business Development Program. Through the 8(a) Program, SBA provides structured, targeted management and technical assistance to eligible firms. Further, firms that are certified under the program are eligible for sole-source and limited-competition federal contracts to support long-term development.

The SBA is committed to ensuring that AAPIs are taking full advantage of the wide ranging resources offered by the SBA, that they are obtaining SBA-backed financing and receiving their fair share of government contracts. In addition, SBA is engaging AAPI trade associations and groups as a way to leverage resources for the benefit of the community. The following are specific examples of assistance provided to AAPI-owned firms in securing federal contracting opportunities.

- Over a period of several years, SBA has worked with an Asian American-owned firm in Haltom City, Texas. Our efforts have assisted the firm in growing from \$500 in annual revenues in 2002 to \$4 million in 2005.
- SBA has worked for several years with an 8(a)-certified Asian American-owned firm providing assistance to it in securing opportunities from the Naval Air Warfare Center (NAVAIR), Orlando, Florida, and in planning to transition as it graduates from the 8(a) Program. The firm has been very successful in performing contracts with NAVAIR, having grown from three employees in 1999 to 40 in 2007. Over the same time, its plant has increased from 1,200 sq. ft. to 12,400 sq. ft., its annual gross revenue from \$120,000 to \$8 million.
- In 2004, SBA assisted an Asian American-owned firm located in Maine to secure a \$1 million requirement from the Portsmouth Naval Shipyard, Portsmouth, New Hampshire as sole source contract under the 8(a) Program. The firm is now a successful graduate of the program.
- In 2005, SBA assisted an Asian American-owned firm to secure two contracts totaling \$1.3 million at the U.S. Army's Joint Munitions Command, Rock Island, Illinois, and to obtain 8(a) contracts at buying activities throughout the United States.

**Department of Agriculture (USDA):** The USDA Risk Management Agency provides civil rights training to 125 persons to ensure non-discrimination in contract and procurement procedures. The agency also provided annual training to 12 employees to perform Title VI compliance reviews to assure all participants received fair treatment and equal services. Among the division tracking AAPI contracting, the Food Safety and Inspection Service has contracts with 10 AAPI entities in the amount of \$2,847,103 from FY 2004 to the present. The largest contract is \$2.7 million. The Agriculture Marketing Service awarded contracts to 46 AAPI firms from May 2004 through March 2007.

**Department of Commerce (DOC):** The DOC Office of Small and Disadvantaged Business Utilization (OSDBU) works closely with many AAPI businesses as part of its overall efforts in assisting small and disadvantaged businesses to pursue contracting opportunities with the Department. Specifically, OSDBU provides individual counseling to AAPI businesses on how to market effectively their services and products to the Department. As part of these counseling sessions, AAPI businesses are taught how to identify contract opportunities and are provided with a list of acquisitions that are in the market research phase. In addition, OSDBU participates in several vendor outreach and technical assistance events targeted toward AAPI businesses.

**Department of the Treasury:** The Office of Small Business Development (OSBD) sponsors monthly Vendor Outreach Sessions (VOS) where small businesses participate to market themselves to the Department of the Treasury. All groups of small business are welcome to participate during these sessions, and Asian Americans are well represented. The OSBD provides counseling and advice on "How to Do Business with Treasury" and works with Treasury bureaus to ensure that all small businesses have fair and maximum practicable opportunity to participate in providing goods and services to Treasury. The small businesses are also afforded an opportunity to meet with prime contractors during a specialized session, "Prime VOS," to seek subcontracting opportunities.

**Department of Education (ED):** To improve awareness of ED contract opportunities and foster increased competitiveness of the National Association of Professional Asian-American Women (NAPAW) membership in obtaining contract awards with ED, the Department has: collaborated with the executive staff of the NAPAW to disseminate information and provide individualized technical assistance to its membership; participated in NAPAW Annual Training Conference and Small Business Expo where ED staff presented, exhibited, and participated in one-on-one meetings with conference participants; participated in U.S. Pan Asian-American Chamber of Commerce (USPAACC) sponsored *CelebrAsian* Annual Conference. OSDBU staff presented, exhibited, and participated in one-on-one meetings with conference participants. In FY 2006 and through FY 2007, ED has engaged in 106 contracts with Asian-Indian and Asian Pacific entities totaling \$76,832,429.51.

**Department of Homeland Security:** The DHS Office of Small and Disadvantaged Business Utilization (OSDBU) encourages eligible AAPI- and other minority-owned businesses to participate in the Small Business Administration's 8(a) Business Development Program as means of maximizing DHS contracting and procurement opportunities. For the period May 2004 through March 2007, DHS reports 3,384 contract actions (including modifications) and \$507,451,256 in actual contract dollars obligated to AAPI businesses (including awards made using 8(a) procedures).

**Department of Veterans Affairs:** The Vocational Rehabilitation and Employment Division at the VA Regional Office in Honolulu, Hawaii, procured services and supplies from vendors in Hawaii, Guam, and American Samoa. With a caseload of over 1,200 veterans in Samoa and approximately the same number in Guam – almost all purchases are made through local vendors who are predominantly of Asian and Pacific Islander descent. From FY 2004 through FY 2006, the VA Small and Disadvantaged Business contract dollars awarded to AAPI totaled \$125,512,791.

**Department of Defense:** In FY 2005 and 2006, the Department of Defense awarded contracts to AAPI firms totaling \$5,165,066,141.

**Department of Housing and Urban Development (HUD):** Between May 2004 and March 2007, HUD awarded contracts to 67 AAPI firms totaling \$154,638,310.

**Department of the Interior (DOI):** In FY 2006, DOI awarded 798 procurement actions totaling \$35,462,657 to AAPI firms.

**Department of Justice (DOJ):** Based on data available in the Federal Procurement Data System, Next Generation (FPDS-NG), from FY 2005 to FY 2006, DOJ contract actions and procurement dollars going to Asian American and Pacific Islander-owned firms increased. Contract actions with Asian Americans and Pacific Islanders increased from 262 to 312 and the associated dollars increased from \$22 million to \$29.4 million. Identification of ethnicity in FPDS-NG is optional. Therefore, the actual benefits to Asian Americans and Pacific Islanders may be greater because of contractors who chose not to identify their ethnicity.

**Department of State:** Several large contract awards have been made to small businesses in the AAPI community. FPDS-NG indicates 334 separate and individual AAPI businesses were awarded \$416 million from May 13, 2004, through March 12, 2007.

**Department of Transportation (DOT):** The DOT's direct contract (procurement) awards to AAPI firms totaled \$49.8 million during FYs 2005 and 2006.

**Social Security Administration (SSA):** During FY 2006, SSA awarded 33 contracts worth \$2.3 million to Asian American and Pacific Islander businesses. In addition, SSA produced a video/DVD "Doing Business with SSA - A Guide for Small and Minority Owned Businesses" in February 2006. The SSA AAPI Workgroup, in cooperation with SSA Broadcast Media in the Office of Communications, produced this message product. This DVD provides an overview of the federal acquisition process, how to do business with SSA, and how small businesses can use SSA's Electronic Wage Reporting process. To date, about 1,000 copies of this DVD have been disseminated to government agencies, private entities, individual business owners, and corporations.

**General Services Administration (GSA):** GSA conducts workshops in each of 10 regions nationwide, to which AAPI small businesses are invited to attend for training on how to get on the GSA Schedule. The GSA Schedule is the preferred contract vehicle of choice for many federal agencies, and getting on the schedule presents a great opportunity for businesses to sell their goods and services to the Federal Government. In addition to the training GSA offers to get on the schedule, training is also offered on marketing contracts to generate sales.

GSA has a small business advisory committee, which helps guide GSA on policy matters and provides advice on where improvements can be made. Susan Au Allen, who is President of the U.S. Pan Asian American Chamber of Commerce (USPAACC), sits on the GSA advisory committee and in that capacity is a voice for the AAPI small business community. Every year, the USPAACC has a nationwide conference that attracts about 1,200 Asian American businesses. GSA always participates in and supports the conference by running workshops, matchmaking, and one-on-one sessions.

In addition, the **Department of Housing and Urban Development, Department of the Interior, Environmental Protection Agency, Social Security Administration, the Federal Deposit Insurance Corporation,** and the **U.S. Postal Service** all participate in various conferences, meetings, and events hosted by AAPI groups or associations to expand outreach and provide information on contracting opportunities with each department or agency.

## **C. PROVIDE EQUAL OPPORTUNITY FOR PUBLIC-SECTOR, PRIVATE-SECTOR PARTNERSHIPS FOR THE COMMUNITY AND ECONOMIC DEVELOPMENT OF ASIAN AMERICAN AND PACIFIC ISLANDER BUSINESSES**

As noted in the Section A of this report, most departments and agencies participate in conferences and other outreach activities to the Asian American and Pacific Islander community, which may be viewed broadly as public-sector, private-sector partnerships. A number of departments and agencies, however, have presented ongoing partnerships aimed at full-time community and economic development activities.

**Department of Labor (DOL):** Secretary of Labor Elaine Chao is the first Asian American woman appointed as a Cabinet Secretary and has led a number of DOL initiatives and programs specifically designed to help the AAPI business community. In 2003, DOL created the annual *Opportunity Conference* to address the unique needs of the Asian Pacific and other minority businesses. Workshop topics have included small business development, accessing capital, doing business with the government, opportunities for faith-based and community organizations, and assistance to workers with limited English proficiency. The conferences, which include other federal agencies and non-profit organizations, have drawn attendees from across the nation.

The Occupational Safety and Health Administration (OSHA) executed several OSHA Alliance agreements to work with AAPI groups to promote awareness and knowledge of safety and health issues. Examples include Alliance agreements with: Boat People SOS, New Jersey Department of Labor, Korean Cleaners Association of New Jersey, Primary Business, Governmental & Educational Organizations of the Northern Mariana Islands, and the Primary Business, Governmental & Educational Organizations of Guam.

The Employment Standards Administration (ESA) enforces and administers laws governing legally mandated wages and working conditions. ESA provides outreach to and shares key information with national AAPI organizations and has identified staff to support the AAPI Initiative. Some components of this strategy include: participating in programs, such as the Apparel Industry Compliance Program in New York City, under which ESA's Wage and Hour Division (WHD) conducts training for AAPI garment contractors on federal and state labor laws, health and safety laws, and business practices; conducting compliance seminars and distributing materials in AAPI languages; and forming partnerships with AAPI associations (e.g., the Korean Apparel Manufacturers Association - KAMA). Since 2003, 10,860 employees have participated in these activities with KAMA.

The Women's Bureau (WB) is committed to supporting the AAPI community through improved communication and access. Led by Director Shinae Chun, the highest-ranking Korean American woman in the Bush Administration, WB has met with numerous Asian American businesses and community organizations such as the Asian Pacific Women's Leadership Institute, the Korean American Chamber of Commerce, the U.S. Pan Asian American Chamber of Commerce, and the Asian American Coalition. Subsequent to Hurricane Katrina, Director Chun made a presentation about DOL resources available to hurricane victims at the Asian Pacific American Hurricane Resource Fair in Houston, Texas.



**Small Business Administration:** The SBA provides outreach, management and technical assistance, counseling, and training to AAPI small firms in doing business with the government. The following are some examples:

- SBA supported the U.S. Pan Asian American Chamber of Commerce's (USPAACC) first Northern California event in 2004, where an agency representative served on a panel to discuss government contracting opportunities. Approximately 300 firms, primarily those owned by Asian Americans, participated in this important event. In addition to workshop participation, SBA provided one-on-one counseling to the conference participants. The agency is supporting the USPAACC's "CelebrAsian" event to be held in San Francisco on May 10-11, 2007.
- In 2005, SBA participated in the Asian Federal Procurement and Small Business Loan Matchmaking event held at Mercer University, Atlanta, Georgia. Fifty-three firms participated in the activity. The event included one session on "How to do Business with the Federal Government," and one-on-one counseling with vendors, contracting officers, and other procurement decision-makers.
- In 2005, SBA developed, coordinated, and presented a Business Matchmaking and Networking Fair at Nimitz Hill, Guam. The event gave Guam-based small businesses, particularly those owned by AAPIs, an opportunity to seek out contracting opportunities with the various federal contracting activities in attendance, and subcontracting opportunities with the Guam Base Operating Support Contractor, the largest prime contractor on the island, as well as several other large prime contractors. More than 17 federal agencies and large prime contractors, as well as more than 200 small business representatives, participated in this event.
- In 2006, SBA participated in two small business seminars in New York City sponsored by the Chinese Chamber of Commerce with over 200 participants, primarily Asian American small businesses. This seminar resulted from a Strategic Alliance Memorandum (SAM) between the agency and the Chinese Chamber of Commerce. In addition to providing one-on-one counseling, SBA made presentations on how to do business with the Federal Government and related topics.
- In 2006, an SBA representative served as a panelist and presenter at the Asian Women-in-Business Annual Procurement Conference and Matchmaker Event, in New York City; 150 people attended the presentation, entitled "How to do Business with the Federal Government." Staff also provided one-on-one counseling to small business owners attending the event.
- On January 11-12, 2007, SBA staff briefed the U.S. and Malaysian trade negotiation teams as part of their overall discussions to establish a U.S.-Malaysia free trade treaty agreement. At the request of the U.S. Senior Procurement Negotiator from the Office of the U.S. Trade Representative, the agency conducted a two-hour briefing on federal procurement practices, especially with regard to "preference programs" and procurement "goalings."

**Department of Agriculture:** The Risk Management Agency (RMA) provides crop insurance to American producers, administering premium and expense subsidy, approving and supporting products, and reinsuring companies. RMA provided training opportunities to 300 AAPI farmers and ranchers through partnership agreements with AAPI farmers and ranchers on managing risk associated with the various stages of farming and ranching. RMA has established partnership agreements with 10 AAPI businesses totaling \$1,000,000 annually to provide services to AAPI farmers and producers.

**Department of the Interior:** The Office of Insular Affairs Business Opportunity Program promotes private sector led economic development in U.S.-affiliated Pacific Island “states” with an estimated population of 525,000. Projects range from hotel developments to new subsidiaries/partnerships. The Office of Insular Affairs is developing new tracking mechanisms to better quantify the results.

**Department of Transportation (DOT):** The DOT coordinated and participated in a comprehensive multi-modal external civil rights conference for Pacific Region DOT recipients, which was held on September 12-13, 2006, in Honolulu, Hawaii. This was the first conference of its kind and included over 100 participants who normally would not attend a similar conference on the mainland. Topics included the Disadvantaged Business Enterprise (DBE) Program for contracting and airport concessions, disability access in airports and transit vehicles, and environmental justice. The conference provided forums for new civil rights practitioners to learn the program, seasoned staff to hear updates and have an open dialogue regarding policy issues, and practical applications of the regulations.

As part of Federal Aviation Administration’s ongoing initiatives, the DOT has worked collaboratively with the National Asian and Pacific American organizations and AAPI businesses nationwide. These initiatives resulted in awarding research and development grants and contracts to colleges and universities with a high percentage of AAPI students in the amount of \$31.6 million in FY 2006. In addition, the DOT signed an agreement with the Asian American Business Roundtable (AABR) from July 2004 through July 2005. The purpose of the agreement was to enter into successful partnerships between DOT’s Office of Small and Disadvantaged Business Utilization Minority Resource Center and chambers of commerce and trade associations that provided planning, business analysis, training, counseling, and technical assistance to the small disadvantaged business community. The AABR was responsible for providing access to capital and bonding for small disadvantaged businesses, including women-owned businesses, to assist in securing short-term working capital and surety bonding on transportation related projects for DOT contracts and subcontracts. Workshops and seminars regarding DOT’s Short Term Lending and Bonding Assistance Programs were presented to small businesses and include the participation of DOT approved banks and surety companies.

**Environmental Protection Agency (EPA):** Under its Design for the Environment program, the EPA Office of Prevention, Pesticides and Toxic Substances (OPPTS) documented best practices for nail salon owners and workers in the publication entitled *Protecting the Health of Nail Salon Workers*. The publication helps AAPI workers and business owners integrate environmental concerns into every day business decisions. Approximately 500 salon owners (many of which are AAPIs) attended seminars held in: Atlanta, Georgia; Garland, Texas; Philadelphia, Pennsylvania; and Annandale, Virginia to learn about best practices.

**Department of Commerce:** The Office of the White House Initiative on Asian Americans and Pacific Islanders, housed within the Department’s Minority Business Development Agency (MBDA), hosts several technical assistance conferences and workshops aimed at facilitating public/private partnerships between the AAPI business community and the Federal Government. There is a high participation from federal agencies at these events, which often provide in-depth training and workshops on topics such as partnering with government institutions, accessing funding opportunities, and building community partnerships.

The San Francisco National Enterprise Center (SFNEC), an MBDA regional office, participated in the Conference on Sustainable Entrepreneurial Development in Urban and Rural Areas in Honolulu, Hawaii from March 26, 2007, through April 1, 2007. The SFNEC representative participated on a panel entitled, “How to Maintain Traditional Values in Entrepreneurial Development.” The conference included the sponsorship of the University of Hawaii, which operates one of MBDA’s funded projects, the Honolulu Minority Business Enterprise Center. There were over 250 participants in the audience, approximately 90 percent of which were Asian American and Pacific Islanders. As a member of the Regional Federal Council (comprised of the regional heads of all federal agencies) in the San Francisco Bay Area, which has established a WHIAAPI sub-committee, the SFNEC is able to keep abreast of and to support WHIAPPI initiatives that are addressed by other member federal agencies.

**Department of Health and Human Services (HHS):** When feasible, the HHS Office of Small and Disadvantaged Business Utilization (OSDBU) encourages public-private sector partnerships for all businesses including, but not limited to, AAPI businesses. Regional/local public-private collaboration is essential to the success of the Value-driven Health Care Initiative. Local and regional collaborations have the opportunity to be at the cutting edge in improving quality and value in health care. HHS is developing a nationwide system and network of collaborations to foster and encourage their growth. Those early in the development process have the opportunity to be recognized as community leaders. More advanced community leaders may be chartered as value exchanges and access a national Learning Network. Chartered Value Exchanges that meet additional criteria may qualify to pool their data with Medicare data for broadest-based measurement of provider performance and quality outcomes. By working to achieve the cornerstones of value-driven health care in their communities, these collaborations will chart the course to transform health care at the local level through quality improvement and reporting.

U.S. employers provide the majority of health insurance coverage for Americans. They thus have an opportunity to play a leadership role in the movement towards value-driven health care. Each employer is invited to review and support the “cornerstone” actions and commit to helping make health care quality and cost or price information available for their own health plan enrollees. By committing to these goals, public and private employers and other stakeholders in the health care system can help bring about uniform approaches for measuring quality and cost or price, and providing this information to consumers to help them make informed health care choices.

**U.S. Postal Service (USPS):** The USPS creates awareness within the AAPI community about developing and/or expanding partnership opportunities with the United States Postal Service. For example, the Triboro District hosted a Lunar New Year celebration event, which invited the participation of local AAPI businesses, and in Philadelphia, Pennsylvania, the USPS participated in the city's Chinese Spectacular celebration and days later held a passport fair for Philadelphia's Asian community.

**Federal Deposit Insurance Corporation (FDIC):** The FDIC promoted community development by assisting the Koreatown community in Los Angeles with the formation of a roundtable to identify and address local needs. This resulted in a small business loan portal to help facilitate small business lending, a workshop for faith-based organizations and others on the affordable housing development process, and relationship building between banks and community-based organizations. Also, FDIC worked with the Thai Community Development Corporation in Los Angeles, California, to address community development needs of the Thai

community. As a result, a local non-profit made a grant to the organization to help translate portions of Money Smart into Thai. FDIC also staffed a table at a consumer resource fair, and advised them in their facilitation of a banker's roundtable session.

**Federal Housing Finance Board (FHFB):** The FHFB is responsible for ensuring that the Federal Home Loan Banks (FHLBanks) operate in a safe and sound manner and accomplish their housing finance mission. The FHLBanks are government-sponsored enterprises whose primary mission is to enable their member financial institutions (members) to assure the flow of credit and other services for housing and community development. At year-end 2006, nine FHLBanks had 63 member banks and savings institutions that were owned or controlled by Asian Americans and Pacific Islanders, many of which serve predominantly AAPI customers and communities. These nine FHLBanks had more than \$4.2 billion in advances outstanding to these AAPI-owned or controlled members, as shown in the accompanying table. The FHLBanks are an important source of funding that help AAPI-owned or controlled banks and savings institutions operate their institutions and meet the credit needs of their communities.

**Department of Energy (DOE):** DOE has two Memoranda of Understanding with the U.S. Indian American National Chamber of Commerce and the U.S. Pan Asian American Chamber of Commerce that allow these groups to provide input to DOE on perceived barriers to contracting and result in more open communications.

**Equal Employment Opportunity Commission (EEOC):** The EEOC builds partnerships to reach employer groups (with an emphasis on small businesses) and employee groups to educate them about discriminatory practices based on race and national origin. This includes educational and training events targeted for the Asian community.

- EEOC Chair Naomi C. Earp was a keynote speaker at the Federal Asian Pacific American Council's 21st Annual National Leadership Training Conference held in Honolulu, Hawaii.
- Commissioner Stuart Ishimaru participated in an EEO panel at the National Federation of Filipino American Association's National Empowerment Convention, a four-day event for Filipinos from around the world to discuss important issues facing the Filipino global community. Honolulu Local Office employees staffed an exhibit booth and distributed materials during two days of the conference.
- The EEOC's Houston District Office initiated the formation of The Information Group for Asian American Rights (TIGAAR), a public sector, private sector partnership designed to educate the Asian community as to their employment rights.
- The Houston District Office, in partnership with The Information Group for Asian American Rights (TIGAAR), participated in a White House Initiative on Asian Americans and Pacific Islanders event, featuring EEOC Chair Earp and held at the Little Saigon Radio Conference Center in Houston. The office also sponsored an exhibition booth and staff spoke to more than 40 attendees.
- The New York District Office made a presentation at a meeting of the Restaurant Opportunities Center – a New York City restaurant coalition consisting of diverse groups.

**Department of State:** The Department of State Mentor-Protégé program is designed to motivate and encourage large business prime contractor firms to provide mutually beneficial developmental assistance to small businesses (SB), veteran-owned small businesses (VOSB), service-disabled veteran-owned small businesses (SDVOSB), HUBZone small businesses, small disadvantaged businesses (SDB), and women-owned small business concerns (WOSB). The program is formulated to foster the establishment of successful long-term business relationships between State Department large prime contractors and small business subcontractors thereby improving the performance of both. The program is intended to strengthen subcontracting opportunities and accomplishments at the State Department. Benefits to the State Department include, but are not limited to: acquiring an expanded base of qualified small businesses; strengthening subcontracting opportunities; and achieving a potential increase in small business program goal accomplishments. Currently two AAPI businesses have Mentor-Protégé Agreements with the Department.

**Department of Homeland Security (DHS):** AAPI businesses are encouraged to participate in the DHS Mentor Protégé Program to facilitate teaming and joint-venture agreements for DHS business development and subcontracting opportunities.

**General Services Administration (GSA):** GSA oversees a small business advisory committee, which provides advice and recommendations on policy matters within GSA's purview. The President of the U.S. Pan Asian American Chamber of Commerce is a member of the advisory committee and a voice for the AAPI business community.

## **D. FOSTER RESEARCH AND DATA COLLECTION ON ASIAN AMERICAN AND PACIFIC ISLANDER BUSINESSES**

Through systems such as the Federal Data Procurement System – New Generation (FDPS-NG) and the Electric Subcontracting Reporting System (eSRS), the vast majority of Interagency Working Group members collect or track data relating to AAPI businesses. However, actual research on the number, performance, trends, etc., of AAPI businesses is limited to a relatively small number of Interagency Working Group members:

**Department of Commerce:** Pursuant to Executive Order 11625, the Minority Business Development Agency (MBDA) conducts comprehensive research studies on the state of AAPI and other minority businesses. These studies are broadly disseminated to public and private stakeholders and provide a benchmark to assist in the development of best practices, policies, and programs supporting the growth and expansion of AAPI and other minority businesses.

For example, MBDA produces annual fact sheets on the state of AAPI businesses for each state and for 33 metropolitan statistical areas (MSAs). These fact sheets track performance, trends, and challenges and opportunities facing AAPI businesses. In 2006, MBDA published *The State of Minority Business Enterprises: An Overview of the 2002 Survey of Business Owners*, which was based on data from the U.S. Census Bureau and included detailed analysis of AAPI businesses. MBDA will also be producing a follow-up report analyzing the U.S. Census' 2002 *Survey of Business Owners, Characteristics of Businesses and Characteristics of Business Owners* to provide information on the characteristics of AAPI and other minority businesses. Additionally, in collaboration with the Tuck School of Business at Dartmouth College, MBDA has produced several white papers on issues pertaining to AAPI and other minority businesses. In particular, the 2006 paper entitled *Minority Business Enterprises Mastering the Supply Chain* included business cases and success stories from AAPI businesses.

The Census Bureau collects, disseminates, and analyzes race and ancestry data for both the Native Hawaiian and Other Pacific Islander populations and the Asian population. Detailed data for these populations are collected and published annually. The Bureau also uses extensive language programs to collect information from individuals who do not speak English, and has published special reports on the Asian, Hawaiian and Pacific Islander populations.

Asian and Native Hawaiian and Other Pacific Islander Advisory Committees provide invaluable guidance regarding the collection of AAPI data, and the Census Bureau will continue to solicit their advice on ongoing decennial planning and data collection efforts.

**Department of Labor:** The Bureau of Labor Statistics (BLS) collects, processes, analyzes, and disseminates essential data on labor economics and statistics. In February 2003, BLS began publishing monthly labor force estimates for Asian Americans as derived from the Current Population Survey.

**Department of the Interior (DOI):** DOI creates and maintains baseline economic statistics in three Pacific U.S. Territories with an estimated population of 300,000 to track the economic health of these territories. No baseline economic or GDP data is maintained by the territories and they are excluded from standard Census surveys. Interior's Office of Insular Affairs is funding efforts to create and maintain this data.

**Equal Employment Opportunity Commission (EEOC):** EEOC recognizes that shifting demographics, including the rapid growth in the AAPI community, technological advances and rising globalization have fundamentally altered the marketplace and the workplace, compelling the Commission to revise the Employer Information Report, also known as the EEO-1 Report. Currently, many employers are required to submit annually the EEO-1 Report, which provides the Federal Government with workforce profiles by ethnicity, race and gender, divided into job categories. The new format will be required for the first time for the 2007 survey. The implementation of the final revisions marks the first major change to the employer survey in four decades. The revised report will better enable the Commission to accurately monitor the advancement of AAPIs as well as other groups into the upper ranks of management.

**Department of the Treasury:** The Treasury Department's Community Development Financial Institutions Fund (CDFI Fund) expands the capacity of financial institutions to provide credit, capital, and financial services to underserved populations and communities in the United States. Through its various programs, the CDFI Fund makes investments that strengthen and sustain a network of financial institutions that we call Community Development Financial Institutions and Community Development Entities. The CDFI Fund's Community Investment Impact System (CIIS) collects institution and transaction level data from CDFIs for three years following the receipt of a Financial Assistance Award. Since FY 2004, the CDFI Fund has made awards to three CDFIs which are required to report under CIIS and have indicated they will serve Asian American or Pacific Islander populations.

**Department of Agriculture (USDA):** USDA's Grain Inspection, Packers, and Stockyards Administration (GIPSA) has designated a Work Force Diversity Coordinator to increase the data collection on AAPI businesses.

**Department of Transportation (DOT):** The DOT nationwide web-based system for reporting construction and retail revenue participation under the Disadvantaged Business Enterprise (DBE) for contracting (49 CFR Part 26) and Airport Concession Programs (49 CFR Part 23) is designed with the capability to collect data on AAPIs.

**Social Security Administration (SSA):** The SSA collects data about the language preferences of its LEP customers, including AAPI customers. Each year SSA conducts interviews and processes applications for several million individuals who prefer to conduct business in their native language. SSA collects data that can be used in decisions about hiring and providing translators and interpreters so as to provide high quality public service to customers who do not speak English, which permits SSA to allocate its bilingual staff effectively and allocate funds for translators and interpreters in order to better serve the LEP population.

## **OTHER AAPI-RELATED ACTIVITIES NOT OUTLINED IN EXECUTIVE ORDER 13339**

In addition to the four areas outlined by Executive Order 13339, several members of the Interagency Working Group have engaged in other activities concerning areas of employment discrimination and cultural advancement. Due to the extensive nature of these activities, their inclusion was merited.

**Equal Employment Opportunity Commission (EEOC):** The EEOC promotes and advances principles of equal opportunity by working with its stakeholders to prevent employment discrimination at its source and by attaining meaningful strategic enforcement results. The following are highlights of EEOC program accomplishments for FY 2006:

- 1,870 private-sector charges (2.4 percent of all charges) received by the EEOC were filed by AAPIs and EEOC obtained over \$8 million in monetary relief, along with other forms of non-monetary relief directed at preventing future discriminatory conduct, on behalf of AAPIs.
- EEOC received 7,812 new federal sector hearing requests. Of those requests, 3.4 percent (or 267) alleged race (Asian American Pacific Islander) as the basis of discrimination;
- EEOC resolved 6,466 appeals; 209 or 3.2 percent of all appeals processed by the agency (in the federal sector) alleging race (Asian Americans and Pacific Islanders) as the cause of discrimination. EEOC received 6,743 appeals; 142 or 2.1 percent were filed on the basis of race (Asian Americans and Pacific Islanders).
- EEOC, including both field and headquarters offices, participated in 5,634 outreach, educational, and training events that reached 301,781 persons. Specific events included presentations before AAPI national and community based advocacy groups and organizations, as well as small businesses and business associations.
- District Offices conducted 628 no-cost outreach events directed toward small businesses throughout FY 2006, including several events under the President's New Freedom Initiative (NFI). Events included oral presentations, training, and stakeholder input meetings, reaching 29,577 small business representatives.

**National Archives and Records Administration (NARA):** NARA has worked to highlight aspects of our services and the relationship between the United States and the AAPI community through exhibits, pamphlets, lectures, and curriculum materials. The National Archives Learning Center provides the general public with engaging activities that introduce them to the holdings of the National Archives and encourage further research, including vast numbers of records documenting the experience of AAPIs. Welcoming documents have been translated in various languages, including Chinese. NARA's Modern Archives Institute presents two sessions each year that introduce participants to archival theory and practice and the responsibilities of archival work. Participants of many different nationalities have attended the two-week program.

**Department of Labor (DOL):** DOL enforces Executive Order 11246 to fight discrimination on the basis of race, color, religion, sex or national origin (which includes discrimination against Asian Pacific Americans) by Federal Government contractors and subcontractors. Executive Order 11246 tasks the Labor Department with enforcing nondiscrimination in employment by government contractors and subcontractors only. Overall workplace discrimination issues are addressed by the Equal Employment Opportunity Commission (EEOC).



- Since 2001, the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) has obtained settlements that provided over \$210 million in financial remedies to minority and female workers. In a number of these cases, Asian Pacific Americans received settlements under Executive Order 11246.
- For example, in 2004, OFCCP financial settlements in hiring discrimination cases in Texas alone awarded back pay of \$173,632 to Asian Pacific Americans and other minority applicants. Another \$1 million was awarded in 2005 covering lost wages, fringe benefits, and interest to minorities and women – including Asian Pacific Americans – in a case involving a federal contractor in South Carolina.
- Last year, OFCCP recovered a record \$51,525,235 for a record 15,273 American workers – many of whom are of Asian descent – that had been subjected to illegal discrimination. In 2006, OFCCP conducted 31 Corporate Management Compliance Evaluations (CMCEs), also known as “Glass Ceiling” audits. CMCEs ensure that women and minorities do not face discriminatory barriers to advancement into management and executive positions.

**Department of Veterans Affairs (VA):** VA's State Cemetery Grant Program awarded a grant (\$1.7 million to the Commonwealth of the Northern Mariana Islands) to establish a veterans' cemetery in Saipan. The grant paid 100 percent of the allowable costs for establishing a 4.6 acre cemetery, including roads, drainage, committal, shelter and irrigation. The cemetery includes 1,200 gravesites; burials began in November 2006.

**Department of the Interior:** DOI oversees national parks, monument and historic landmarks significant to the history and culture of the Asian American and Pacific Islander community. The Intermountain Region Historic Partnerships Program successfully completed three National Historic Landmark nominations: Amache Internment Camp in Granada, Colorado; Topaz Camp in Delta, Utah; Heart Mountain Camp near Powell, Wyoming. The Intermountain Region also partnered with the Frederick Law Olmsted National Historic Site to provide a condition assessment report and preservation plans for the surviving trees and vegetation planted by Japanese American internees at Granada, Colorado. Surrounding this designation, the Park Service plans in FY 2008 to explore the historical legacy of Japanese American Internment Camps, which housed Japanese Americans during World War II following their forced removal by military authorities from the West Coast.

**National Endowment for the Arts (NEA):** The NEA's mission is to support excellence in the arts, both new and established; bring the arts to all Americans; and provide leadership in arts education. The NEA's authorizing legislation specifies that nonprofit, tax-exempt 501(c)(3) U.S. organizations; units of state or local government; or federally recognized tribal communities or tribes are eligible for support. However, for-profit businesses are not eligible for support from the NEA. Only writers, poets, and literary translators are eligible for individual grant support.

Many NEA grants have been awarded to Asian American and Pacific Islander arts organizations and to projects that involve Asian America and Pacific Islander art forms or are conducted by AAPI artists. In FY 2005, FY 2006, and FY 2007 through March 2007, the NEA awarded 154 such grants totaling \$4,973,015. These include congressionally mandated allocations and grants to the governmental arts agencies of American Samoa, Guam, and the Northern Mariana Islands. These NEA grants have supported, for example, an Asian America film festival, Cambodian

music and dance, Chinese opera, and Hmong traditional arts. The NEA's National Heritage Fellowships are the nation's highest honor in the folk and traditional arts; one of the NEA National Heritage Fellows was George Na'ope, a hula master from Hilo, Hawaii. Previous NEA National Heritage Fellows have included Chinese rod puppeteers, a Cambodian musician and teacher, a Chinese opera performer, and a Laotian weaver. NEA's Jazz Masters Fellowships are awarded annually to jazz musicians and vocalists for exemplary life achievement; in 2007, Toshiko Akiyoshi, a Japanese musician who has lived for many years in New York City was named a NEA Jazz Master. To further understanding of Japanese and American Culture, the NEA also supports the United States/Japan Creative Artists' Program that provides six-month residencies in Japan for individual creative artists in any discipline.

**National Endowment for the Humanities (NEH):** The NEH is an independent federal agency that conducts competitive grant programs in support of scholarship, teaching, and educational activities for the general public in history, literature, language, philosophy, and other disciplines of the humanities. Each year, the Endowment supports a number of exemplary efforts in the nation's schools, colleges, and cultural institutions that promote better understanding of the rich heritage that Asian Americans and Pacific Islanders contribute to our national cultural endowment. These efforts strengthen AAPI communities and, not coincidentally, help expand opportunities for AAPI businesses, most especially for those that can benefit from cultural tourism.

NEH-supported museum exhibitions make enriching humanities programs locally accessible to the public. During the past three years, NEH grants for public programs included the following:

- \$500,000 in Challenge Grant funding awarded to Morikami Museum and Japanese Gardens in Delray Beach, Florida, in support of a fund-raising campaign that will leverage an additional \$1.5 million in contributions toward an endowment for the position of Director of Education and for humanities programming. The Morikami Museum and Japanese Gardens is a center for Japanese arts and culture in South Florida, with rotating exhibitions in its galleries, tea ceremonies performed monthly in its Seishin (a tea house), an educational outreach program with local schools and organizations, and Japanese traditional festivals celebrated for the public several times a year.
- \$5,000 awarded to the Museum of Chinese in the Americas to support development of a preservation plan for 77 Chinese dresses custom-tailored in the 1930s and 1940s and 26 intricate Chinese opera costumes from New York City's oldest Chinese opera club.
- \$4,073 awarded to Oregon Nikkei Legacy Center for a preservation workshop for the center's staff and volunteers to improve the care of collections that document Issei immigration, the events during World War II related to the evacuation of Japanese Americans from the West Coast, and their return to Oregon after the war.
- \$40,000 awarded to the Japanese American National Museum in Los Angeles to support planning for a traveling exhibition of artifacts, photos, films, oral histories, and artwork about the roles that Japanese American gardeners and Japanese-style gardens have played in shaping the physical and cultural landscapes of the U.S. from the 19th century to the present.
- \$61,770 awarded to the Guam Humanities Council for *Remembering Camp Roxas: The History of Filipino Americans in Guam*. Last year was the 60th anniversary of the first Filipino immigrants to arrive in Guam, skilled laborers recruited from Iloilo Province. Their settlement at Camp Roxas in 1946 laid the foundation for four generations of

Ilonggos, the Iloilo people, to become Americans. This project has entailed collecting oral histories and archival research of their journey from the Philippines. These materials will be the basis of a photographic exhibition and 30-minute documentary film.

NEH-sponsored curricular and faculty development projects equip teachers with the resources and content mastery they need to convey humanities subjects effectively in the classroom. Many of these projects are helping the nation's schools and colleges to integrate AAPI cultures and histories into educational curricula. For example, during the past three years NEH grants for education projects have included the following:

- \$171,439 awarded Western Washington University in support of *E Pluribus Unum: Contexts for American Literatures*, a five-week summer institute for 30 school teachers to explore African American, Asian American, and Native American works of literature.
- \$29,527 awarded to Bellevue Community College to support a seminar for 15 faculty members on the historical and social context of the Japanese American internment during World War II.

The Endowment supports humanities research and efforts to create, preserve, and increase the availability of scholarly resources that are helping to deepen our understanding of AAPI histories and cultures. These efforts in turn enrich the content of school and college curricula and of television programs, museum exhibitions, and other cultural programs that reach millions. During the past three years, NEH-supported academic research investigated such AAPI-related topics as *Identity, Culture, and the Art of Yasuo Kuniyoshi*; *Imagining a Multicultural America: Orientalism, Hawaii, and Hollywood WWII Film*; and *In Transit: Migration, Globalization, and Korean Immigrants in Argentina and the United States*.

**Peace Corps:** Each year, the agency recognizes Asian American Pacific Islander Heritage Month and sponsors a variety of events highlighting the AAPI culture. In 2006, a senior level employee delivered a keynote address describing the challenges she and her family faced coming to the United States and the joys of her life as an Asian American. Classical dancers from Cambodia performed authentic dance routines and Peace Corps employees wore traditional dress, offered mini-language lessons, and were quizzed on famous Asian Americans and Pacific Islanders. A segment of the Oscar-nominated film, "Lagaan--Once Upon a Time in India," was also presented and discussed.

## RECOMMENDATIONS

The following recommendations are based on a review of the Interagency Working Group reports and identify potential executive branch programs to further improve access to economic opportunities for AAPI businesses and communities:

1. The Interagency Working Group should develop a comprehensive strategy to enhance the alignment and delivery of federal programs and initiatives targeting AAPI and other minority-owned businesses, including a unified outreach effort. For example, the Interagency Working Group should link strategically with the Department of Labor's 21st Century Workforce Development Initiative and Bureau of Labor Statistics to examine workforce issues and programs designed for the AAPI community.
2. The Interagency Working Group should coordinate executive branch efforts to improve programs that provide research and data collection on AAPI businesses, including the differentiation between the various AAPI subgroups (e.g., Japanese, Vietnamese, Filipino, etc.). This data would allow the Federal Government to better analyze the economic and social characteristics of these businesses.
3. The Department of Commerce's Economics Statistics Administration should assess the need for a longitudinal study of AAPI social and entrepreneurial integration into the U.S. economy and its related impact on U.S. global competition.
4. The Department of Commerce's Minority Business Development Agency should assess the feasibility of establishing a Secretarial Advisory Board on Minority Business, which would provide advice and recommendations on the state of minority business enterprise and on strategic economic, business, and social clusters for enhancing U.S. competitiveness and innovation for the 21<sup>st</sup> century. This advisory board should include broad-based representation from African American, Asian and Pacific Islander, Hispanic, Native American, and other minority groups.