

DEPARTMENT OF VETERANS AFFAIRS

**FISCAL YEAR 2002 ANNUAL
FEDERAL PERFORMANCE REPORT**

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

**DEPARTMENT OF VETERANS AFFAIRS
FISCAL YEAR 2002 ANNUAL FEDERAL PERFORMANCE REPORT TO THE
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

PART A. EXECUTIVE SUMMARY

This report documents the progress of activities supporting Executive Order 13216, Increasing Opportunity and Improving Quality of Life of Asian Americans and Pacific Islanders (AAPIs), including increased participation in Federal programs where AAPIs may be underserved. The activities advanced the following six strategic goals established by the White House Initiative for Asian Americans and Pacific Islanders (WHIAAPI):

- Goal 1. Institutionalize each Federal agency's implementation of this initiative.
- Goal 2. Improve data collection, analysis, and dissemination for AAPIs.
- Goal 3. Ensure access, especially linguistic access and cultural competence, for AAPIs.
- Goal 4. Protect civil rights and equal opportunity for AAPIs.
- Goal 5. Strengthen and sustain AAPI community capacity.
- Goal 6. Recognize and include Native Hawaiians and Pacific Islanders in Federal programs and services.

Highlighted below are exemplary VA programs and initiatives that support these goals.

The Vet Center Program (1) provides easily accessible locations in or near residential communities and a wide range of social services, (2) designs and modifies outreach and counseling programs to respond to AAPI needs in a manner that is appropriate and effective in AAPI cultures, (3) tracks veteran demographics, (4) ensures that AAPI and other minority veterans are service providers, and (5) enhances service delivery through culturally sensitive outreach, in-service training for all staff on AAPI issues, and program management by an AAPI workgroup. This program is an exemplary model for institutionalizing the implementation of the White House Initiative.

VA uses an exemplary process to expand its capacity to communicate with AAPI communities. Most Veterans Benefits Administration and Veterans Health Administration field facilities have EEO Committees—under the supervision of facility EEO Program Managers—available to receive input from AAPIs and AAPI community-based organizations. Issues presented to an EEO Committee are forwarded to the facility Director for consideration and appropriate action. VA clearly hears the concerns of AAPI communities that participate in this process.

VA also collaborates with Federal agencies through partnerships that enable resource sharing that maximizes services to our Nation's veterans and their beneficiaries. The Department of Defense and Department of Veterans Affairs (DoD/VA) Pacific Telehealth and Technology Hui is an exemplary joint venture. The partnership fosters collaboration, applications development, and concept exploration in telehealth and

technology. Of note are its software applications that allow clinical data to be exchanged between computerized medical records. For example, the partners are developing an echocardiography system that sends echocardiograms from Guam and four neighboring islands for reading by a VA or DoD cardiologist in Honolulu, Hawaii. Similarly, a video-otoscopy project will enable video images of the ear to be transmitted from neighboring islands to specialists in Honolulu, and thereby provide more services to Native Hawaiians and Pacific Islanders in remote areas. Telehealth, when fully explored, can be effective in meeting the needs of rural communities everywhere.

VA's partnership with the Okura Mental Health Leadership Foundation supports the health and human service needs of AAPIs. The Foundation selects 10 AAPI mental health professionals annually for fellowships. During a leadership training program on April 17, 2002, VA conducted briefings with the fellows on mental health services, social work, nursing home care, geriatric care, homelessness programs, and VA health professions, thereby strengthening AAPI community capacity.

The National Center for Post-Traumatic Stress Disorder (PTSD) conducts research on PTSD-related needs of AAPI veterans and develops educational materials. Its educational videos, produced for use by family-member caregivers, mental health clinicians, and other health care providers, also strengthen AAPI community capacity.

VA components may be restricted in recruiting and hiring activities due to conditions beyond their control. For instance, the employment applicant pool was limited when the VA Regional Office, Portland, Oregon, was not authorized to recruit externally for any positions during FY 2002. While there was an impact on hiring in Portland, there was still a net gain of 285 AAPIs in the national VA workforce in FY 2002. In addition, 14.31 percent of the total 1,048 gains by AAPIs in FY 2002 were in occupations where AAPIs were underrepresented.

Overall, AAPIs were well represented in FY 2002; 11,173 permanent full-time and part-time AAPIs were employed in VA, representing 5.53 percent of its permanent workforce. In comparison, AAPI representation in the VA workforce was 5.36 percent in FY 2001 and 5.19 percent in FY 2000. FY 2002 AAPI representation in the Relevant Civilian Labor Force (RCLF) was 4.00 percent.

AAPI representation by gender was also positive in FY 2002. The representation of AAPI men in VA was 2.07 percent, exceeding the RCLF parity level of 1.65 percent. Similarly, the representation of AAPI women in VA was 3.46 percent, exceeding the RCLF parity of 2.35 percent.

The Detailed Reporting of Activities in Part B of VA's Performance Report provides more evidence that VA advanced all of the goals of the White House Initiative on Asian Americans and Pacific Islanders. Part C of the Report provides FY 2002 information on VA employment by supervisory positions and position categories—Professional, Administrative, Technical, Clerical, and Other.

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

PART B. DETAILED REPORTING OF ACTIVITIES

STRATEGIC GOAL: Improve health care delivery to AAPI veterans.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Conduct research that includes AAPI veterans and/or addresses research questions specifically related to AAPI veterans.	Disseminate research findings about race-related post-traumatic stress disorder (PTSD) in AAPI veterans.	By September 2002	Paper titled "Measuring Exposure to Racism: Development and Validation of a Race-Related Scale (RRSS) for Asian American Vietnam Veterans" was completed in FY 2002.	Dr. Chalsa Loo published and disseminated a research paper on findings of race-related PTSD. Paper was published in Psychological Assessment during FY 2002.	National Center for Post-Traumatic Stress Disorder (NC-PTSD) Chalsa Loo, Ph.D. 1132 Bishop St., Ste. 307 Honolulu, HI 96813 808-566-1889
Conduct research that includes AAPI veterans and/or addresses research questions specifically related to AAPI veterans.	Disseminate findings from Matsunaga report.	By September 2002	Two papers were submitted during FY 2002: 1. "The Hawaii Vietnam Veterans Project: Is Minority Status a Risk Factor for PTSD?" by Friedman, M.J., Schnurr, P.P., Sengupta, A., Holmes, T., & Ashcraft, M. 2. "A Descriptive Analysis of PTSD Chronicity in Vietnam Veterans" by Schnurr, P.P., Lunney, C.M., & Sengupta, A.	Dr. Paula Schnurr disseminated findings from the Matsunaga Project report. Two papers were submitted to: 1. Journal of Nervous and Mental Disease. 2. Journal of Traumatic Stress.	NC-PTSD Paula Schnurr, Ph.D. VA Medical & Regional Office Center (VAM&ROC) 215 North Main Street White River Jct., VT 05009 802-259-9363 ext.5379
Conduct research that includes AAPI veterans and/or address research questions specifically related AAPI veterans.	Initiate project on PTSD and pregnancy outcomes in a community sample of women in Hawaii.	By September 2002	Dr. Leslie Morland wrote a proposal for the initial project of PTSD and pregnancy outcomes in a community sample of women in Hawaii. Project received Internal Review Board (IRB) approval and has been initiated.	Project is underway, data is being collected.	NC-PTSD Leslie Morland, Psy.D. 1132 Bishop St., Ste. 307 Honolulu, HI 96813 808-566-1934
Promote education about issues relevant to AAPI veterans.	Develop educational materials.	By September 2002	Not met in FY 2002. Delayed. (Fact sheet on race-related PTSD was completed in Feb. 2003.)	Posted fact sheet on NC-PTSD's Web site in FY 2003.	NC-PTSD Jessica Hamblen, Ph.D. VAM&ROC 215 North Main Street White River Jct., VT 05009 802-295-9363 ext.5389

Monitoring Official: Matthew J. Friedman, M.D. and Ph.D., Executive Director

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Improve health care delivery to AAPI veterans.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Promote education about issues relevant to AAPI veterans.	Educate mental health professionals on topics related to AAPI veterans.	Ongoing	Eight lectures delivered.	Ongoing lectures educated mental health professionals on topics related to AAPI veterans' needs. Lectures provided information about assessment, etiology, and treatment of AAPI veterans.	NC-PTSD Julia Whealin, Ph.D. 1132 Bishop St., Ste. 307 Honolulu, HI 96813
Promote education about issues relevant to AAPI veterans.	Educate AAPI mental health trainees.	Ongoing	Trainee recruited.	AAPI trainee successfully completed program.	NC-PTSD Julia Whealin, Ph.D. 1132 Bishop St., Ste. 307 Honolulu, HI 96813
Promote education about issues relevant to AAPI veterans.	Develop video education materials.	By September 2002	Three videos produced.	Videos won three awards. Videos were made available to family-member caregivers, mental health clinicians, and other health care providers.	NC-PTSD Fred Gusman, M.S.W. 795 Willow Road Menlo Park, CA 94025 650-493-5000 ext.27163
Facilitate delivery of culturally sensitive mental health care to AAPI veterans.	Collaborate with Readjustment Counseling Service to improve health care for veterans who are Guam residents.	By September 2002	Clinical assessment battery developed.	Battery was used to standardize the assessment of AAPI veterans.	NC-PTSD Fred Gusman, M.S.W. 1132 Bishop St., Ste. 307 Honolulu, HI 96813

Monitoring Official: Matthew J. Friedman, M.D. and Ph.D., Executive Director

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Institutionalize VA's implementation of this initiative.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Maintain and support existing Readjustment Counseling Service (RCS) Asian American and Pacific Islander Working Group.	Provide ongoing fiscal and administrative support for monthly conference calls, training, annual meetings, and participation in AAPI relevant events.	Ongoing throughout fiscal year	See statements below.	Continued funding. See statements below.	RCS AAPI Working Group, Linda Parkes, A.C.S.W., David Alcaras, Ph.D. 818-892-6986

Monitoring Official: Alfonso R. Batres, Ph.D., Chief Officer, Readjustment Counseling Service (RCS)

Results and outcome statements:

The Vet Center Program serves AAPI veterans nationwide, including Hawaii and Guam where the preponderance of AAPI veterans is served. The RCS AAPI Working Group held monthly conference calls, had a working meeting with the Regional Manager for two days, and completed a draft of the special outreach booklet.

The RCS AAPI Working Group shared its knowledge and expertise regarding a wide range of AAPI issues with the entire RCS staff on a national basis during the third quarter of FY 2002. The Group also provided a two-hour training module on the treatment of PTSD for Asian American veterans to RCS Region 3A counselors in Ft. Lauderdale, Florida, and it increased funding from \$5,000 to \$6,500 to accomplish the goal.

No net change is reported in the AAPI staff ratio, despite two staff changes in FY 2002. However, the goal remains to ensure appropriate cultural representation of staff within the communities served.

To strengthen and sustain the AAPI community capacity, a continued emphasis was on outreach and community collaboration, including extensive participation and implementation of community responses to post-September 11, 2001, events. To increase participation of staff and clients in AAPI programs, a draft production of informational brochures outlining all programs available to AAPI and all other special populations was completed. The plan is to have the brochures finalized and distributed by the second quarter of FY 2003.

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Improve data collection, analysis, and dissemination for AAPIs.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Provide RCS AAPI Working Group and all RCS staff with relevant staff and client demographic and clinical data.	Continue to develop reports generated from the Service Activity Reporting System (SARS) regarding client information (level of services, demographics, etc.) and various databases regarding staff information.	Ongoing throughout fiscal year	Generated reports and data as needed.	Continued funding.	Steven Reeves, Linda Parkes, A.C.S.W, David Alcaras, Ph.D., RCS

Monitoring Official: Alfonso R. Batres, Ph.D., Chief Officer, Readjustment Counseling Service (RCS)

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Ensure access, especially linguistic access and cultural competence for AAPIs.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
To provide, on an RCS region-by-region basis, cultural competence training facilitated by the RCS AAPI Working Group.	Allow the RCS AAPI Working Group to share its knowledge and expertise regarding a wide range of AAPI issues to the entire RCS staff on a national basis.	First Quarter, FY 2002	The RCS AAPI Working Group shared its knowledge and expertise regarding a wide range of AAPI issues with the entire RCS staff on a national basis during the third quarter of FY 2002. The AAPI Working Group did not have a regional conference in FY 2002. However, in June 2002 two group members did give a presentation at the RCS Team Leaders Training Program in Ft. Lauderdale, FL.	Continued funding.	RCS AAPI Working Group, Linda Parkes, A.C.S.W., David Alcaras, Ph.D.

Monitoring Official: Alfonso R. Batres, Ph.D., Chief Officer, Readjustment Counseling Service (RCS)

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Protect civil rights and equal opportunity for AAPIs.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Ensure appropriate cultural representation of staff within their communities.	Aggressively recruit from traditionally AAPI colleges and universities for qualified AAPI mental health professionals and paraprofessionals.	Ongoing	Staff demographics represent the client populations within their communities.	Outreach to culturally relevant locations for education and recruitment purposes.	RCS AAPI Working Group, Linda Parkes, A.C.S.W., David Alcaras, Ph.D.

Monitoring Official: Alfonso R. Batres, Ph.D., Chief Officer, Readjustment Counseling Service (RCS)

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Strengthen and sustain AAPI community capacity.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Inform all AAPI veterans of their VA rights and benefits and encourage their involvement in Vet Center activities.	Continued aggressive outreach to all special populations with an emphasis within RCS Pacific Western Region toward AAPI veterans.	Ongoing	Increased service provision and community involvement for AAPI veterans as measured through the SARS data collection system and anecdotal reports from community events.	AAPI veterans were reached and served at levels equal to or greater than their representation in the local veteran community.	RCS AAPI Working Group, Linda Parkes, A.C.S.W., David Alcaras, Ph.D.

Monitoring Official: Alfonso R. Batres, Ph.D., Chief Officer, Readjustment Counseling Service (RCS)

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Recognize and include Native Hawaiians and Pacific Islanders in Federal programs and services.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Increase participation of staff and clients in AAPI programs.	Produce informational brochures outlining all programs available to AAPI and all other special populations.	Ongoing	A draft production of informational brochures outlining all programs available to AAPI and all other special populations was completed. The plan is to have the brochures finalized and distributed by the second quarter of FY 2003.	Outreach to relevant community sites to be conducted to distribute cultural materials to human service agencies and civic officials.	RCS AAPI Working Group, Linda Parkes, A.C.S.W, David Alcaras, Ph.D.

Monitoring Official: Alfonso R. Batres, Ph.D., Chief Officer, Readjustment Counseling Service (RCS)

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Ensure access, especially linguistic access and cultural competence for AAPIs.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Establish communication paths between the Regional Office (RO) and the AAPI community organizations.	Identify AAPI community centers and organization groups to conduct outreach/information sessions.	February 2002	Not met. Development of a complete listing of organization groups and contact persons was postponed to FY 2003. See explanation below.	Not applicable.	Jackie Goode Human Resources Specialist VA Regional Office 31 Hopkins Plaza Baltimore, MD 21201 410-230-4513
Increase Regional Office staffs understanding and knowledge of the Asian culture.	Attend the AAPI Annual Conference to gain a better appreciation of AAPI interests and needs.	May 2002	Not met. Attendance was postponed. See explanation below.	Not applicable.	Jackie Goode Human Resources Specialist VA Regional Office 31 Hopkins Plaza Baltimore, MD 21201 410-230-4513

Monitoring Official: Jackie Goode, Human Resources Specialist

Explanation: Focus was on another initiative. In FY 2002 the VA Regional Office in Baltimore, Maryland, participated in the Youth Initiative Program headed by the Assistant Secretary for Human Resources and Administration. The partnership included the VA Health Care System, Center for Medicare and Medicaid Services, and students from Patterson High School.

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Ensure adequate representation of AAPIs in the Department workforce and its operations.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Identify AAPi recruitment needs at the VA Regional Office and Insurance Center (VAROIC).	If underrepresentation exists and vacancies occur, contact AAPi religious institutions, community based organizations, and newspapers for recruitment purposes.	January 2002	Ads placed.	AAPIs are not underrepresented at the VAROIC. However, in an effort to improve upon our diversity and to hire the best, we were able to hire several AAPIs during FY 2002.	Cecelia Franklin Acting Chief, Support Services Division VAROIC P.O. Box 13399 Philadelphia, PA 19101 215-381-3024

Monitoring Official: Elizabeth Branin, EEO Program Manager

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Promote AAPI access to governmental services.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Provide AAPI outreach service.	Attend Philadelphia Unity Festival.	September 2002	Attended the annual Philadelphia Unity Day Festival on August 18, 2002, and conducted outreach.	Representatives from the VAROIC attended the Philadelphia Unity Day Festival. Representatives discussed VA benefits and VA job opportunities.	Jacqueline Howard Minority Program Manager VAROIC P.O. Box 13399 Philadelphia, PA 19101 215-842-2000 ext.4677

Monitoring Official: Elizabeth Branin, EEO Program Manager

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Develop and/or enhance programs and initiatives directed at unmet needs of AAPIs.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Identify AAPI programs/initiatives.	<ul style="list-style-type: none"> a. Attend AAPI conference. b. Special Emphasis Program Manager will coordinate events for AAPI Heritage Month observance. c. Continue outreach to minority veterans groups. 	June 2002	<ul style="list-style-type: none"> a. A representative attended the conference. b. AAPI Heritage Month observed. c. Outreach events attended. 	Minority Veterans Coordinator attended the Minority Veterans Program Conference. Minority Employees Program Manager along with the EEO Advisory Committee coordinated events for the AAPI Heritage Month observance. Minority Veteran Program Coordinator provided outreach to veteran's groups in the community.	Jacqueline Howard Minority Program Manager VARIOC P.O. Box 13399 Philadelphia, PA 19101 Carlos Mendez Minority Veterans Coordinator VARIOC P.O. Box 13399 Philadelphia, PA 19101

Monitoring Official: Elizabeth Branin, EEO Program Manager

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Recognize and include Native Hawaiians and Pacific Islanders in Federal programs and services.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
<p>Travel funds permitting, promote access to VA programs by conducting at least one focused or multi-disciplined VA Workshop in Hawaii, American Samoa, Guam and Commonwealth of Northern Mariana Islands.</p>	<p>Conduct station veteran outreach activities. Request adequate travel funds. Schedule as many workshops as allowed by available funding. Coordinate with veterans organizations, community groups, Community-based Outpatient Clinic, Vet Center, Health Administration Service, Loan Guaranty Service, and Vocational Rehabilitation and Employment Service.</p>	<p>FY 2002</p>	<p>Workshops were held in Pago Pago, American Samoa on 6/10-17/02 and 9/23-28/02; Saipan CNMI 11/11/01 and 11/1/02; Haganta, Guam 5/3-9/02 and 9/6-12/02; and four locations in Hawaii, including Maui 3/21/02, Hilo 12/5/02, Lihue 4/18/02, and Kona 10/13/01.</p>	<p>Provided \$24,000 funding. Provided services to remote communities.</p>	<p>Lionel Parker Minority Veteran Program Coordinator Veterans Service Center 459 Patterson Road Honolulu, HI 96819-1522 808-433-0501</p>

Monitoring Official: James A. Carilli, Assistant Director

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Improve data collection, analysis, and dissemination for Asian Americans and Native Hawaiians and Other Pacific Islanders.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
<p>Obtain, analyze, and disseminate data for Asian Americans and Native Hawaiians and Other Pacific Islanders (NHOPi).</p>	<p>a. Obtain and analyze data for Asian American and NHOPi population demographics for Texas. Correlate the data with outreach activities. b. Disseminate information on Asian and NHOPi population demographics.</p>	<p>a. January 2002 b. February 2002</p>	<p>a. Data obtained, analyzed, and correlated with outreach efforts. b. Data disseminated to appropriate users within the Waco VA Regional Office.</p>	<p>During FY 2002, the Waco VA Regional Office (VARO) obtained, analyzed, and correlated data with outreach efforts directed toward Asian Americans and Native Hawaiians or Other Pacific Islanders. The data was disseminated to appropriate users within the Waco VARO. The data was used by John Babers, Minority Veterans Program Coordinator, and other Waco VARO staff members and supervisory staff in designing and implementing extensive outreach activities. The Waco VARO Reach Out Team received a Level III Performance Award through the Under Secretary for Benefits High Performance and Special Contribution Award Program in recognition of our exceptional outreach program and service to veterans and their families.</p>	<p>Tom Morley Staff Assistant VA Regional Office Waco, TX 254-299-9002</p>

Monitoring Official: Carl E. Lowe II, Director

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Recognize and include Native Hawaiians, Pacific Islanders, and Asian Americans in Federal programs and services.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
<p>Improve outreach efforts to Asian and Native Hawaiian and Other Pacific Islanders (NHOPi) population.</p>	<ul style="list-style-type: none"> a. Identify Asian American and NHOPi population centers. b. Identify and contact Asian American and NHOPi community organizations. c. Conduct outreach seminars. 	<ul style="list-style-type: none"> a. March 2002 b. April 2002 c. June 2002 	<ul style="list-style-type: none"> a. Asian and NHOPi population centers identified. b. Community organizations contacted. c. Outreach seminars conducted. 	<p>During FY 2002, the Waco VARO improved outreach to Asian Americans and NHOPis by identifying Asian American and NHOPi population centers and community organizations, and conducting outreach seminars. The Waco VARO conducted more than 50 Veterans Reach Out Seminars during FY 2002. Many of the Veterans Reach Out Seminars were conducted in major metropolitan areas with large populations of Asian Americans and NHOPis, such as Dallas, Forth Worth, Austin; and the communities surrounding Abilene, Amarillo, Denton, Dyess Air Force Base, El Paso, Fort Bliss, Fort Hood, Lubbock, Plano, Temple, Tyler, and Waco. Counties with large populations of Asian Americans and NHOPis where outreach seminars were conducted included Bell, Brazos, Collin, Coryell, Dallas, Denton, El Paso, Lubbock, McLennan, Potter, Randall, Smith, Tarrant, Taylor, Travis, and Williamson. Also, numerous Transition Assistance Program briefings were conducted at military installations throughout the northern two-thirds of Texas to provide veterans benefits information and assistance to all veterans, including significant numbers of Asian Americans and NHOPis.</p>	<p>John Babers Minority Veterans Program Coordinator VA Regional Office Waco, TX 254-299-9751</p>

Monitoring Official: Carl E. Lowe II, Director

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Ensure adequate representation of AAPIs in the departmental workforce and its operations.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
<p>Ensure adequate AAPI representation by July 2002.</p>	<p>a. Identify current AAPI employment. b. Compare demographic data for representation of AAPIs in the workforce. c. If AAPI representation is not adequate, target recruiting at minority educational institutions.</p>	<p>a. October 2001 b. November 2001 c. February 2002</p>	<p>a. AAPI employees identified. b. Data compared. c. If necessary, recruiting conducted.</p>	<p>a. Noted increase in number of AAPI employed. b. & c. During FY 2002, the Waco VARO conducted workforce-recruiting visits to 13 educational institutions and participated in several job fairs at Fort Hood, a large military installation in Texas. Significant numbers of Asian Americans and NHOPis attended and participated in these events. During the recruiting visits and job fairs, extensive information on VA and other Federal employment opportunities and resources, as well as assistance with job applications, were provided to Asian Americans and NHOPis.</p>	<p>Beth Sulak Personnel Management Specialist VA Regional Office Waco, TX</p>

Monitoring Official: Carl E. Lowe II, Director

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Continue outreach to AAPI communities to establish public-private partnerships that will promote appropriate linguistically and culturally competent services.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
<p>Establish a long-term business relationship with AAPI community organizations.</p>	<p>Participate in veteran group meetings to update them on benefits and encourage disabled veterans to apply for compensation or pension.</p>	<p>Ongoing</p>	<p>Several organizations contacted.</p>	<p>VA Regional Office in Los Angeles, California, continued their long-term business relationship with AAPI community organizations. The Los Angeles VARO participated in veteran group meetings to update them on VA benefits and to encourage AAPI individuals to apply for VA benefits. During FY 2002, the Vocational Rehabilitation and Employment Officer met with the Japanese American Korean War Veterans and the Veterans of Foreign Wars. He also attended a recognition ceremony of Japanese American war veterans held at the Los Angeles VARO and a Memorial Day ceremony in tribute to Japanese American veterans.</p>	<p>Gloria Young Vocational Rehabilitation & Employment Officer VA Regional Office 11000 Wilshire Blvd. Los Angeles, CA 90024 310-235-7588</p>

Monitoring Official: Carol Thomas, Human Resource Management Specialist

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Implement a plan to meet and exceed agency's initiatives for AAPIs on station.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
<p>a. Attend career fairs and speaking engagements, and establish rapport with various AAPI community organizations by April 2002.</p> <p>b. Create a reporting structure for the task team.</p>	<p>a1. With the Recruitment Team created in September 2001, we will promote the VA with an effective marketing and public relations plan that will enhance the working relationships with the AAPI community.</p> <p>a2. We already have contacts in the universities, military installations, and newspapers throughout San Diego County. We will continue to advertise and market the VA as an excellent agency to work for in San Diego.</p> <p>b. We will develop a reporting guide for all career fairs and advertisements for the Recruitment Team to use to record and monitor their performance.</p>	<p>a1. April 2002</p> <p>a2. June 2002</p> <p>b. June 2002</p>	<p>a. Through our meetings and contact with the specific AAPI groups within the San Diego community, we ascertained whether we have met our goals of establishing rapport and engaging the community.</p> <p>b. We maintained a log and reported to the Assistant Director regarding our progress with the AAPI community.</p>	<p>In the past, we had allocated approximately \$9,000 for recruitment purposes.</p> <p>Representatives from the VA Regional Office (VARO) in San Diego, California, attended career fairs to focus on diversity and the AAPI population.</p> <p>AAPI representation reached 23.58 percent in FY 2002.</p> <p>See outcome statements below.</p>	<p>Kathy Kyle Human Resources Liaison VA Regional Office Dept. of Veterans Affairs 8810 Rio San Diego Drive San Diego, CA 92108</p>

Monitoring Official: Kathy Kyle, Human Resources Liaison

Outcome statements: The San Diego VARO will encourage AAPI employees to apply for leadership development programs and other training opportunities. During FY 2001, the San Diego VARO selected one AAPI employee to participate in the 2001 Leadership Enhancement and Development (LEAD) Program. The LEAD Program is designed to help identify and develop the skills and talents of high-performing employees and to enhance their preparation for leadership responsibilities in the future.

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Institutionalize a Regional Office mechanism to address AAPI issues.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Establish an AAPI Employment Program Manager as a collateral duty.	Solicit interest in the position from the division.	October 2000	Position was established in FY 2001.	Position was filled in FY 2001.	D. Camille McKey EEO Program Manager VA Regional Office 1301 Clay Street Rm1725 N Oakland, CA 94612-5209 510-637-6020
On the basis of the findings of the ad hoc committee—made up of the program manager, the Staffing and Recruitment Specialist, Veterans Coordinators, and a Subject Matter Expert—design a plan for hiring AAPIs.	<ul style="list-style-type: none"> a. Establish goals for hiring AAPIs. b. Contact local sources for recruitment: <ul style="list-style-type: none"> 1. Colleges. 2. Community Organizations. 	October 2001	Contacts were established at local colleges and in the greater community in FY 2001.	Sent recruitment announcements to the contacts at local colleges and in greater community in FY 2001. AAPI representation reached 19.85 percent in FY 2002.	D. Camille McKey EEO Program Manager VA Regional Office 1301 Clay Street Rm1725 N Oakland, CA 94612-5209 510-637-6020

Monitoring Official: D. Greitzer, Assistant Director

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Increase outreach to AAPI communities to establish public-private partnerships that will promote appropriate linguistically and culturally competent services.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Have a working relationship with AAPI community organizations.	<p>a. Through the Outreach Coordinator, contact AAPI community centers and veterans service organization groups to conduct outreach/informational sessions. Develop a list of these organization for future reference.</p> <p>b. Develop a community resource list to be used for referral of AAPI veteran clients as needed.</p>	April 2002	<p>a. Met early. List of organizations was developed in FY 2001.</p> <p>b. Resource list was established in FY 2001 and used by VA personnel to refer AAPI clients in FY 2002.</p>	Contacted organizations in FY 2002.	D. Camille McKey EEO Program Manager VA Regional Office 1301 Clay Street Rm. 1725 N Oakland, CA 94612-5209 510-637-6020

Monitoring Official: D. Greitzer, Assistant Director

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

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

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Gather and maintain demographics of AAPI population across the state, to include geographic concentrations.	Contact Washington State Census Bureau.	Second Quarter, FY 2002	Not met.	Postponed to FY 2003 due to change in position of a monitoring official.	Minority Veterans Program Coordinator VA Regional Office 915 2 nd Avenue Seattle, WA 98174 206-220-6100
Gather and maintain demographics of AAPI veteran population across the state, to include geographic concentrations.	Contact: <ul style="list-style-type: none"> • VA and Veterans Health Administration Officials. • Seattle Federal Executive Board. 	Second Quarter, FY 2002	Not met.	Postponed to FY 2003 due to change in position of a monitoring official.	Minority Veterans Program Coordinator VA Regional Office 915 2 nd Avenue Seattle, WA 98174 206-220-6100

Monitoring Officials: Minority Veterans Program Coordinator and Frank Pierce, Assistant Director

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

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

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Gather listings of Federal veteran programs and services across the state, to include geographic availability.	Contact: <ul style="list-style-type: none"> • Veterans Benefits Administration, Veterans Health Administration, National Cemetery Administration officials. • State VA Officials. 	Second Quarter, FY 2002	Not met.	Postponed to FY 2003 due to change in position of monitoring official.	Minority Veterans Program Coordinator VA Regional Office 915 2 nd Avenue Seattle, WA 98174 206-220-6100
Gather and maintain demographics of Federal programs and services users across the state, to include geographic concentrations.	<ul style="list-style-type: none"> • Contact Program Managers from across state. • If demographic data not available, initiate. 	Second Quarter, FY 2002	Not met.	Postponed to FY 2003 due to change in position of monitoring official.	Minority Veterans Program Coordinator VA Regional Office 915 2 nd Avenue Seattle, WA 98174 206-220-6100
Correlate usage of Federal programs and services with demographic concentrations of AAPI veterans.	Based upon available demographics: <ul style="list-style-type: none"> • Identify areas of high/low usage by AAPI veterans. • Strategize methods to increase participation of AAPI veterans. 	Third Quarter, FY 2002	Not met.	Postponed to FY 2003 due to change in position of monitoring official.	Minority Veterans Program Coordinator VA Regional Office 915 2 nd Avenue Seattle, WA 98174 206-220-6100

Monitoring Officials: Minority Veterans Program Coordinator and Frank Pierce, Assistant Director

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

Strategic Goal: Ensure adequate representation on AAPIs in the Regional Office Workforce.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
AAPI workforce representation will equal or better the population in the Standard Metropolitan Area of Portland.	Continue current employment levels and hire 1 full-time employee in FY 2002.	June 2002	Regional Office was not authorized to recruit outside of VA.	Although no AAPIs were hired in FY 2002, the 3.29 percent AAPI workforce representation remains above the 2.17 percent parity level in the 1990 national Relevant Civilian Labor Force.	Marion Hanson Human Resources Specialist VA Regional Office 1220 SW Third Avenue Portland, OR 97204 503-326-2511

Monitoring Official: La Velle Vandenberg, Resource Management Officer

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

Strategic Goal: Increase outreach to AAPI communities.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Case manage AAPI applications when indicated.	Outreach Coordinator will maintain contacts with AAPI communities.	FY 2002	Not met. Outreach was not expanded. VA Regional Office in Portland was not authorized to recruit outside of VA.	Although no AAPIs were hired in FY 2002, the 3.29 percent AAPI workforce representation remains above the 2.17 percent parity level in the 1990 national Relevant Civilian Labor Force.	Marion Hanson Human Resources Specialist VA Regional Office 1220 SW Third Avenue Portland, OR 97204 503-326-2511

Monitoring Official: La Velle Vandenberg, Resource Management Officer

**DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS**

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Administer the Native American Veteran Direct Loan Program in Hawaii and the South Pacific.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Administer the Native American Veteran Direct Loan Pilot Program to Native Hawaiian and South Pacific Veterans, pending legislated extension of the program.	Provide support and policy guidance to field office personnel responsible for providing this benefit to eligible veterans in Hawaii, Saipan, Guam, and American Samoa.	Ongoing	Fifty-two new loans and interest-rate-reduction loans were set up for repayment and closed in FY 2002. VA has made commitments (i.e., obligations to proceed to closing) on several more loans. Loans cannot be closed until construction has been completed.	Fifty-two Native Hawaiian and South Pacific veterans were served.	Erica Lewis Loan Guaranty Service 810 Vermont Avenue, NW Washington, DC 20420 202-273-7377

Monitoring Official: Jim Hricik, Supervisory Loan Specialist

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Recruit Asian Americans and Pacific Islanders and support their Professional Development and Career Advancement.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Identify staff support for recruitment initiatives.	<ul style="list-style-type: none"> a. Publicize to VACO organizations the Asian Pacific American Institute for Congressional Studies' Summer 2002 Internship program in Washington, D.C. b. Publicize the Asian Pacific American Institute for Congressional Studies' Summer 2002-2003 Fellowship Program for graduate students. c. Continue to coordinate activities and serve as advisor to AAPI Heritage Council. 	<ul style="list-style-type: none"> a. May 2002 b. April 2002 c. March-May 2002 	<ul style="list-style-type: none"> a. Canvassed VA Central Office (VACO) organizations to determine interest. b. Canvassed VA Central Office (VACO) organizations to determine interest. c1. Canvassed VACO organizations for Committee Chairperson. c2. Established Special Emphasis Ad Hoc Committee to plan annual observances. c3. Allocate resources for related expenses. 	<ul style="list-style-type: none"> a. & b. No requests for interns were received. c. Conducted AAPI heritage programs with "Unity in Freedom" theme: <ul style="list-style-type: none"> • May 15, 2002 – Japanese Tea Ceremony/Urasenke Washington, DC Association • May 22, 2002 – Koto Music Performance/Azuma Koto Ensemble 	Wanda Broadie, Program Specialist VACO Human Resources Service Washington DC 202-273-9888
Identify staff support for the AAPI training conference.	Attend conference.	April 2002	Recruitment and career development materials were distributed.	Established contact with conference attendees and prospective applicants.	Wanda Broadie, Program Specialist VACO Human Resources Service Washington DC 202-273-9888

Monitoring Official: Elaine Marshall, Director

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Institutionalize VA's implementation of this initiative.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Obtain advice and assistance from external stakeholders in the Federal Asian and Pacific American Council (FAPAC).	Establish a formal partnership with the Federal Asian and Pacific American Council.	Jan. 2002 – May 2003	Not met in FY 2002. VA and FAPAC are negotiating the details of this proposed partnership prior to planning a signing ceremony. Sponsored workshops at FAPAC conference in May 2002.	Not applicable	Noemi Pizarro-Hyman Lead EEO Manager Office of Diversity Management and Equal Employment Opportunity VA Central Office Washington DC 20420 202-501-2031

Monitoring Official: Armando E. Rodriguez, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Ensure equal opportunity for AAPIs.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
Identify barriers to and determine level of interest in Senior Executive Service.	Conduct survey of GS-15 employees, including title 38 appointments.	FY 2002-2003	Not met in FY 2002. Survey development was postponed to FY 2003.	Not applicable	Michael Dole, Director Workforce Analysis and Evaluation Office of Diversity Management and Equal Employment Opportunity VA Central Office Washington DC 20420 202-501-1975

Monitoring Official: Armando E. Rodriguez, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

FISCAL YEAR 2002 PERFORMANCE REPORT

STRATEGIC GOAL: Improve data collection, analysis, and dissemination for AAPIs.

Objective	Strategy	Time Frame	Results	Outcome	Lead Entity/Contact Person
<p>Bring VA into compliance with the Office of Management and Budget's (OMB) new race and ethnic data standards.</p>	<p>Use the anticipated Office of Personnel Management (OPM) guidelines and instructions for classifying employment data. Address implementation of the new standards with regard to veteran data.</p>	<p>FY 2001-2003</p>	<p>Not met in FY 2002. An intra-agency committee had been established to address the implementation of the new standards with regard to veteran data. On May 24, 2002, Secretary Anthony Principi approved VA's intra-agency committee report that outlined the protocols to implement OMB's new race and ethnic data standards. The VA Office of Policy, Planning, and Preparedness is working with VA Administrations and Offices that are implementing the new standards. The new standards will be used in most VA offices by the end of 2003. Veterans Health Administration and the Office of Policy, Planning, and Preparedness are working with OMB to implement a revision to the form that will capture race and ethnic information. This form is used to enroll veterans in the VA health care system. The Veterans Benefits Administration's Office of Diversity Management and Equal Employment Opportunity and the Office of Policy, Planning, and Preparedness are working to test a new version of the "Compliance Report of Proprietary Institutions." The Housing Loan application will be revised to meet the Federal Reserve Board's timetable. The Federal Reserve Board is implementing the new standards as of January 1, 2004. VA is awaiting instructions from OPM to implement the new standards for employment data.</p>	<p>Not applicable</p>	<p>Laura O'Shea Director, Policy Analysis Service Office of Policy, Planning, and Preparedness VA Central Office Washington DC 20420 202-273-5031</p>

Monitoring Official: Dennis Duffly, Principal Assistant Secretary for Policy and Planning

DEPARTMENT OF VETERANS AFFAIRS
WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS

PART C. INFORMATION ON EMPLOYMENT

VA established a new data system that provides workforce data reports and useful data analysis via the intranet. An improvement in FY 2002 was an automated Affirmative Employment Program report that satisfied the reporting requirements of the Equal Employment Opportunity Commission. This summary report presented data on VA's onboard strength by occupation, turnover, retirement rates, number of employees in the leadership pipeline, and profile of the workforce with disabilities. Workforce diversity can now be better managed.

VA actively participates in three national internship programs and two local internship programs targeting undergraduate and graduate students. The Washington Center for Internships and Academic Seminars has a specific internship program to which AAPI students nationwide can apply. VA, in partnership with The Washington Center (TWC), strives to develop AAPI students for leadership positions in public service.

The Center for Minority Veterans hired one AAPI temporary employee during FY 2002. As reported in Part B of VA's Performance Report, the following field facilities used the following strategies to reach AAPIs during workforce recruitment activities:

- Readjustment Counseling Service recruited from traditionally AAPI colleges and university for qualified AAPI mental health professionals and paraprofessionals in the Pacific Western Region.
- VA Regional Office, Waco, TX, conducted workforce recruitment at 13 educational institutions and participated in job fairs at a large military installation.
- VA Regional Office, San Diego, CA, attended career fairs.
- VA Regional Office, Oakland, CA, contacted colleges and community organizations.

VA AAPI employment profiles are shown in the following tables:

- Table 1. Total number of permanent full-time and part-time employees in FY 2002
- Table 2. Total number of permanent full-time and part-time employees in FY 2001
- Table 3. Total number of temporary employees in FY 2002
- Table 4. Total number of temporary employees in FY 2001

Table 1
Asian American & Pacific Islander Permanent Employment Profile

Data as of September 2002

Grade	Position Categories																
	Professional			Administrative			Technical			Clerical			Other **			Supervisory	
	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	
GS 5	1	14	2	188	527	12,518	336	12,494	6	296	0	59	0	59	0	59	
GS 6	0	1	2	12	764	19,127	70	2,483	35	1,589	2	185	2	185	2	185	
GS 7	5	173	37	1,485	254	8,294	21	599	13	378	10	545	10	545	10	545	
GS 8	32	790	4	184	83	2,557	0	240	0	41	8	442	8	442	8	442	
GS 9	458	4,185	112	4,293	51	1,710	1	138	12	333	14	748	14	748	14	748	
GS 10	74	1,714	36	1,734	19	622	0	12	0	22	7	312	7	312	7	312	
GS 11	590	8,050	109	4,197	26	665	0	2	32	660	60	1,572	60	1,572	60	1,572	
GS 12	332	3,859	103	3,796	4	109	0	0	40	651	71	2,567	71	2,567	71	2,567	
GS 13	94	2,186	68	2,169	0	20	0	0	25	576	73	2,817	73	2,817	73	2,817	
GS 14	19	590	16	535	0	1	0	0	3	51	30	1,402	30	1,402	30	1,402	
GS 15	5	88	1	101	0	0	0	0	0	3	10	640	10	640	10	640	
SES	0	3	0	23	0	0	0	0	0	1	2	273	2	273	2	273	
Other ***	5,141	41,190	1	21	152	5,153	164	5,976	519	23,347	487	8,194	487	8,194	487	8,194	
Total	6,751	62,843	491	18,738	1,880	50,776	592	21,944	685	27,948	774	19,756	774	19,756	774	19,756	

Data Parameters: All Full-Time Permanent and Part-Time Permanent VA Employees with a Status=Pay and Excluding Medical Residents and Manila Residents

GS includes GENERAL SCHEDULE GS/A and MERIT PAY GM/B

* AAPI represents Asian Americans and Pacific Islanders.

** Other also includes Wage and No Code occupations.

*** Includes GENERAL SCHEDULE GS/A and MERIT PAY GM/B not in grades 5-15, PURCHASE & HIRE AND SIS WB/G, LITHOGRAPHIC WORKER XP/8, LITHOGRAPHIC LEADER XL/9, LITHOGRAPHIC SUPERVISOR XS/0, NON-SUPERVISORY WG/1, LEADER WL/2, SUPERVISORY WS/3, SPEC PROD FAC WAGE SCHEDULE WD/4, NAF NON-SUPERVISORY NA/5, NAF LEADER NL/6, NAF SUPERVISORY NS/7, 7401 PHYSICIANS, DENTISTS VM/J, 7401 NURSES, 4107 PA, EFDA VNI/K, 7405 PHYSICIANS, DENTISTS AD/L, 7405 NURSES, PA, EFDA AD/M, 7405 PARAMEDICAL AD/N, 7401 PODIATRIST, OPTOMETRIST VPP, 7405 PODIATRIST, OPTOMETRIST AD/IQ, 7306 STATUTORY SR/X, 4107 NON-MEDICAL DIRECTOR AD/Y, EXECUTIVE PAY ACT EX/W, 5USC 5352 HOSP AD RES AD/R, 5USC 3109 EX/CONS EFT/L, CANTEEN SERVICE FIELD VC/U, and other UNIDENTIFIED pay plans.

Table 2
Asian American & Pacific Islander Permanent Employment Profile

Data as of September 2001

Grade	Position Categories																
	Professional			Administrative			Technical			Clerical			Other **			Supervisory	
	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	
GS 5	3	22	3	401	504	12,940	335	12,972	2	254	1	73					
GS 6	0	0	2	13	717	18,698	59	2,470	31	1,584	2	202					
GS 7	18	206	45	1,897	221	7,766	16	556	1	258	10	596					
GS 8	29	771	4	188	82	2,424	1	229	0	37	10	422					
GS 9	442	4,411	109	4,321	50	1,703	1	145	1	40	13	758					
GS 10	72	1,713	31	1,479	17	659	0	9	0	6	5	312					
GS 11	586	8,097	130	4,988	24	659	0	0	1	39	52	1,556					
GS 12	331	3,735	134	3,933	2	97	0	0	0	5	68	2,566					
GS 13	97	2,178	94	2,630	0	19	0	0	0	0	67	2,712					
GS 14	16	577	10	510	0	1	0	0	0	0	26	1,316					
GS 15	4	92	1	80	0	0	0	0	0	0	9	613					
SES	0	3	0	19	0	0	0	0	0	0	0	260					
Other ***	5,023	41,075	0	27	167	5,610	180	6,582	542	24,210	485	8,271					
Total	6,621	62,880	563	20,486	1,784	50,576	592	22,963	578	26,433	750	19,657					

Data Parameters: All Full-Time Permanent and Part-Time Permanent VA Employees with a Status=Pay and Excluding Medical Residents and Manila Residents

GS includes GENERAL SCHEDULE GS/A and MERIT PAY GM/B

* AAPI represents Asian Americans and Pacific Islanders.

** Other also includes Wage and No Code occupations.

*** Includes GENERAL SCHEDULE GS/A and MERIT PAY GM/B not in grades 5-15, PURCHASE & HIRE AND SIS WB/G, LITHOGRAPHIC WORKER XP/8, LITHOGRAPHIC LEADER XL/9, LITHOGRAPHIC SUPERVISOR XS/0, NON-SUPERVISORY WG/1, LEADER WL/2, SUPERVISORY WS/3, SPEC PROD FAC WAGE SCHEDULE WD/4, NAF NON-SUPERVISORY NA/5, NAF LEADER NL/6, NAF SUPERVISORY NS/7, 7401 PHYSICIANS, DENTISTS VM/J, 7401 NURSES, 4107 PA, EFDA VNI/K, 7405 PHYSICIANS, DENTISTS AD/L, 7405 NURSES, PA, EFDA AD/M, 7405 PARAMEDICAL AD/N, 7401 PODIATRIST, OPTOMETRIST VPI/P, 7405 PODIATRIST, OPTOMETRIST AD/Q, 7306 STATUTORY SRX, 4107 NON-MEDICAL DIRECTOR AD/Y, EXECUTIVE PAY ACT EX/W, 5USC 5352 HOSP AD RES AD/R, 5USC 3109 EX/CONS EF/7, CANTEEN SERVICE FIELD VC/U, and other UNIDENTIFIED pay plans.

Table 3
Asian American & Pacific Islander Temporary Employment Profile

Data as of September 2002

Grade	Position Categories												Supervisory	
	Professional		Administrative		Technical		Clerical		Other **		Total VA		AAPI *	Total VA
	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA
GS 5	4	20	0	5	65	18	371	4	35	0	35	0	2	
GS 6	1	1	0	1	38	4	28	0	44	0	44	0	0	
GS 7	14	116	2	37	33	0	9	0	4	0	4	0	0	
GS 8	1	31	0	9	4	0	5	0	0	0	0	0	1	
GS 9	36	253	2	67	13	0	0	1	12	0	12	0	4	
GS 10	5	49	0	1	2	0	0	0	0	0	0	0	1	
GS 11	76	499	6	80	4	0	0	1	18	0	18	1	14	
GS 12	47	353	2	49	0	0	0	0	19	0	19	0	12	
GS 13	42	428	0	25	0	0	0	0	3	0	3	3	26	
GS 14	10	105	0	6	0	0	0	0	0	0	0	2	24	
GS 15	6	27	0	4	0	0	0	0	0	0	0	0	21	
SES	0	0	0	1	0	0	0	0	0	0	0	0	1	
Other ****	1,438	6,166	2	17	71	53	1,396	83	2,360	36	2,360	36	249	
Total	1,680	8,048	14	302	230	75	1,809	93	2,495	42	2,495	42	357	

Data Parameters: All Full-Time Temporary and Part-Time Temporary VA Employees with a Status=Pay and Excluding Medical Residents and Manila Residents

GS includes GENERAL SCHEDULE GS/A and MERIT PAY GM/B

* AAPI represents Asian Americans and Pacific Islanders.

** Other also includes Wage and No Code occupations.

*** Includes GENERAL SCHEDULE GS/A and MERIT PAY GM/B not in grades 5-15, PURCHASE & HIRE AND SIS WB/G, LITHOGRAPHIC WORKER XP/8, LITHOGRAPHIC LEADER XL/9, LITHOGRAPHIC SUPERVISOR XS/0, NON-SUPERVISORY WG/1, LEADER WL/2, SUPERVISORY WS/3, SPEC PROD FAC WAGE SCHEDULE WD/4, NAF NON-SUPERVISORY NA/5, NAF LEADER NL/6, NAF SUPERVISORY NS/7, 7401 PHYSICIANS, DENTISTS VM/J, 7401 NURSES, 4107 PA, EFDA VN/K, 7405 PHYSICIANS, DENTISTS AD/L, 7405 NURSES, PA, EFDA AD/M, 7405 PARAMEDICAL AD/N, 7401 PODIATRIST, OPTOMETRIST VPI/P, 7405 PODIATRIST, OPTOMETRIST AD/Q, 7306 STATUTORY SR/X, 4107 NON-MEDICAL DIRECTOR AD/Y, EXECUTIVE PAY ACT EX/W, 5USC 5352 HOSP AD RES AD/R, 5USC 3109 EX/CONS EF/T, CANTEEN SERVICE FIELD VC/U, and other UNIDENTIFIED pay plans.

Table 4
Asian American & Pacific Islander Temporary Employment Profile

Data as of September 2001

Grade	Position Categories											
	Professional		Administrative		Technical		Clerical		Other **		Supervisory	
	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA	AAPI *	Total VA
GS 5	3	18	0	6	81	864	19	414	2	27	0	6
GS 6	0	2	0	0	27	402	3	24	1	20	0	0
GS 7	21	119	0	26	32	325	0	10	1	4	0	1
GS 8	2	37	0	3	6	63	0	4	0	0	0	3
GS 9	25	276	9	81	13	144	0	0	1	3	1	6
GS 10	7	56	0	2	1	11	0	0	0	0	0	1
GS 11	69	502	2	78	5	24	0	0	0	2	2	17
GS 12	47	333	6	49	0	0	0	0	0	0	1	17
GS 13	29	376	0	17	0	0	0	0	0	0	1	18
GS 14	8	88	0	3	0	0	0	0	0	0	1	23
GS 15	5	26	0	4	0	0	0	0	0	0	0	22
SES	0	0	0	2	0	0	0	0	0	0	0	0
Other ***	1,420	6,330	0	14	61	1,130	63	1,691	73	2,560	33	267
Total	1,636	8,163	17	285	226	2,963	85	2,143	78	2,616	39	381

Data Parameters: All Full-Time Temporary and Part-Time Temporary VA Employees with a Status=Pay and Excluding Medical Residents and Manila Residents

GS includes GENERAL SCHEDULE GS/A and MERIT PAY GM/B

* AAPI represents Asian Americans and Pacific Islanders.

** Other also includes Wage and No Code occupations.

*** Includes GENERAL SCHEDULE GS/A and MERIT PAY GM/B not in grades 5-15, PURCHASE & HIRE AND SIS WB/G, LITHOGRAPHIC WORKER XP/8, LITHOGRAPHIC LEADER XL/9, LITHOGRAPHIC SUPERVISOR XS/0, NON-SUPERVISORY WG/1, LEADER WL/2, SUPERVISORY WS/3, SPEC PROD FAC WAGE SCHEDULE WD/4, NAF NON-SUPERVISORY NA/5, NAF LEADER NL/6, NAF SUPERVISORY NS/7, 7401 PHYSICIANS, DENTISTS VM/J, 7401 NURSES, 4107 PA, EFDA VNIK, 7405 PHYSICIANS, DENTISTS AD/L, 7405 NURSES, PA, EFDA AD/M, 7405 PARAMEDICAL AD/N, 7401 PODIATRIST, OPTOMETRIST VPI/P, 7405 PODIATRIST, OPTOMETRIST AD/Q, 7306 STATUTORY SR/X, 4107 NON-MEDICAL DIRECTOR AD/Y, EXECUTIVE PAY ACT EX/W, 5USC 5352 HOSP AD RES AD/R, 5USC 3109 EX/CONS EF/T, CANTEEN SERVICE FIELD VC/U, and other UNIDENTIFIED pay plans.