

White House Initiative on Asian Americans & Pacific Islanders

U.S. Environmental Protection Agency

FEDERAL INVENTORY

(This page is intentionally left blank.)

TABLE OF CONTENTS

Part I:	EXECUTIVE SUMMARY	1
Part II:	AAPI PARTICIPATION IN MAJOR PROGRAMS AND SERVICES	
	Table A	3
Part III:	SPECIFIC PROJECTS AND INITIATIVES DEDICATED TO AAPIs	
	Table B	19
Part IV:	AAPI EMPLOYMENT PROFILE	
	Table C	26
Part V:	AGENCY INFRASTRUCTURE TO SUPPORT AAPI ACTIVITIES	27
Appendix		37

(This page is intentionally left blank.)

PART I

EXECUTIVE SUMMARY

The mission of U.S. Environmental Protection Agency (EPA) is to protect human health and safeguard the natural environment – air, water, and land – upon which life depends. The Agency ensures that all Americans are protected from significant risks due to environmental factors, such as air and water pollution, toxic chemicals, and hazardous waste, where they live, learn, and work. (Appendix A lists EPA’s mission, goals, and principles.)

EPA’s major programs and services educate the public on environmental issues, provide tools for Americans to make their own decisions regarding acceptable levels of environmental and public health risks, and ensure compliance with federal environmental law requirements. The Agency has developed cross-cutting programs to address the needs of vulnerable populations such as children, minority and low-income communities, and others who may suffer disproportionately from adverse health effects caused by certain environmental conditions.

Asian Americans and Pacific Islanders (AAPIs) live in communities where they face the same adverse environmental impacts as other residents. However, certain AAPI subgroups may be more affected by these environmental factors due to their lifestyle, customs and practices, living and working conditions, and other activities. Due to language barriers or other factors, AAPIs may lack awareness of, or may not have full access to, the range of EPA programs, services, environmental information, and opportunities available to them.

EPA’s headquarters is located in Washington, DC, and there are ten regional offices (Boston, New York, Philadelphia, Atlanta, Chicago, Denver, Dallas, Kansas City, San Francisco, and Seattle), laboratories and other facilities located in 38 states. In fiscal year 1999, the Agency had approximately 18,000 employees, with approximately 5 percent of this workforce of Asian or Pacific Islander descent, about one percent higher than the civilian labor force. The majority of AAPI employees fell under the “professional” and “administrative” employment categories. A significant portion of AAPIs were at the GS-12 and GS-13 levels (20 percent and 39 percent, respectively), which is consistent with the Agency’s overall grade-level profile. However, fewer AAPIs, compared to non-AAPIs, held supervisory positions (including Senior Executive Service).

The Agency has undertaken significant measures to ensure that AAPIs and other minorities have full access to EPA’s programs and services. While EPA programs specifically designated for AAPIs are limited, the Agency strives to address AAPI needs

through a wide array of activities, initiatives, and other opportunities such as community partnerships, financial assistance, outreach, research and development, technical assistance, educational internships and scholarships, and employment.

In FY99, EPA undertook a number of efforts to broaden service delivery to AAPIs. EPA utilized multilingual media approaches (documents, person-to-person contact, newspapers and magazines, TV, radio, etc.) to identify ways to communicate its message clearly, especially for communities and individuals with limited English proficiency. The goals of these projects and initiatives were to:

- Provide AAPI communities with access to environmental information;
- Increase AAPI awareness of environmental risks and their adverse health impacts;
- Build capacity in AAPI communities through partnerships, and financial and/or technical assistance;
- Promote opportunities for the participation of AAPI communities and individuals in environmental decisionmaking;
- Provide employment, professional development, and career advancement; opportunities for AAPI employees to build a competent workforce;
- Increase the cultural diversity awareness of EPA employees; and
- Forge links among federal, state, and local governments, and leverage their resources to assist AAPI communities adversely affected by environmental factors.

EPA is committed to promoting easy access and full utilization of its programs and services by AAPIs. The Agency actively supports the goals of the White House Initiative on Asian Americans and Pacific Islanders to increase AAPI participation and involvement through a strategy to foster opportunities for community partnerships, economic development, education, and employment. Based on this strategy and a series of community listening sessions throughout the country, EPA expects to develop a sound, strategic approach that not only meets the Agency's goals, mandates, and budget constraints, but also reflects a commitment and sensitivity to the AAPI community.

PART II

Table A

AAPI PARTICIPATION IN MAJOR PROGRAMS AND SERVICES
 (based on FY99 or the last year for which data is available)

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Office of Children’s Health Protection (OCHP) - focuses on providing information, technical assistance and other support to the public to complement community initiatives, public policy, regulations, industrial and municipal practices designed to improve children’s environmental health.	AO	Universal benefit	Undetermined			Undetermined			Efforts under this program could potentially impact the AAPI population and their children.
Child Health Champion campaign- helps families and communities make informed decisions concerning environmental exposures which may cause illnesses in their children. Eleven communities are currently participating.	AO	Universal benefit	Undetermined			Undetermined			Same as above.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Employee Complaints Resolutions - The Office of Civil Rights manages the Complaints Resolution and Internal Compliance Staff and manages Agency's Discrimination Complaints Program and ensure equal opportunity in Federal employment and to prohibit discrimination in employment because of race, color, religion, sex, national origin, disability, age, or reprisal.	AO	18,228 (Total EPA employees)			896	Undetermined			OCR is developing tools to manage and fully utilize a diverse workforce
Title VI External Compliance - The Office of Civil Rights administers the external civil rights (Title VI) compliance program which prohibits discrimination on the basis of race, color, or national origin in all programs or activities receiving federal (EPA) financial assistance.	AO	Universal benefit	Undetermined			Undetermined			Develop guidance for Title VI
Special Emphasis Programs - The Office of Civil Rights' Workforce and Diversity Analysis staff manages these Affirmative Action programs.	AO	5,187 (EPA minority employees)			896	Undetermined			OCR has a full-time SEP Manager for AAPI issues. Conduct studies and surveys on the barriers to effective implementation of Special Emphasis Program activities.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Office of Cooperative Environmental Management (OCEM) - has strategic oversight responsibilities for all of EPA's federal advisory committees. It develops policy and guidance for more effective committee operations and ensures compliance with the Federal Advisory Committee Act (FACA).	AO	Universal benefit	Undetermined			Undetermined			EPA promotes the participation of AAPI as members in federal advisory committees.
Office of Small & Disadvantaged Business Utilization (OSDBU) - ensures that all minority firms (including AAPIs) are included in the procurement/grant process. OSDBU sponsors interagency conferences, one-on-one counseling, and group training seminars	AO	Universal benefit	Undetermined			Undetermined			Disseminates information to AAPI businesses on procurement and grant opportunities
"It All Adds Up to Cleaner Air" - A public education and partnership building program designed to inform the public about the connections among transportation choices, traffic congestion, air pollution, and public health. (Co-lead by Dept. of Transportation)	OAR	Universal benefit	Undetermined			Undetermined			Provide the AAPI population with information in their own language

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
Radon Action Program - addresses national and regional problems of indoor radon through an integrated effort to mitigate elevated radon levels in structures and to inform the public about radon.	OAR	Universal benefit	Undetermined			Undetermined			Raise the knowledge and awareness of indoor air pollution issues. Provide skills & resources to CBOs that serve AAPI communities. Specifically: Translation of EPA related materials and training on indoor air issues for local health affiliates working with AAPI populations.
Radiological Emergency Preparedness and Response Program - monitors and assesses offsite radiation exposures and provides guidance during any coordinated federal response to radiological emergencies.	OAR	Universal benefit	Undetermined			Undetermined			see above
Site Cleanup (same as ER)	OAR	Universal benefit	Undetermined			Undetermined			see above

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Ambient Air Program - the Air Quality Division of the Office of Air Quality Planning and Standards (OAQPS) at RTP in Durham, North Carolina directs a national program to provide scientific and technical guidance to EPA Headquarters and Regional Offices, and State and local agencies regarding air quality monitoring. AQD works to assure that various air quality management programs and objectives required by the Clean Air Act are implemented and that the national Ambient Air Quality Standards (NAQSS) are maintained.	OAR	Universal benefit	Undetermined			Undetermined			see above
Environmental Radiation Ambient Monitoring System (ERAMS) (see above)	OAR	Universal benefit	Undetermined			Undetermined			
Clean Air Program - manages activities to reduce pollutants emitted from motor vehicles and non-road equipment	OAR	Universal benefit	Undetermined			Undetermined			

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Clean Fuel Program - manages activities to reduce pollutants emitted from motor vehicles, non-road equipment, fuels, and implementing programs for the integration of clean-fueled vehicles into the market	OAR	Universal benefit	Undetermined			Undetermined			
EPA Student Program - designed to enrich educational programs; relate education to occupational needs of both EPA and participating students; provide students with opportunity for early career exploration and work exposure; and to encourage interest in environmental studies and careers	OAR	Universal benefit	Undetermined			Undetermined			Continue to support various student programs such as the Alliance for Learning and Vision of Under-represented Americans (ALAV); Co-Op student program; and high school student volunteer program
Office of Acquisition Management - has responsibility for awarding and managing EPA's prime contracts and subcontracts.	OARM/OAM	Universal benefit	Undetermined			Undetermined			Manages/tracks all prime and subcontracts with contractors of AAPI descent (see Appendix C)

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Senior Environmental Employment (SEE) Program - utilizes the skills and expertise of retired and unemployed older Americans, including AAPIs, and enables them to contribute to the workforce.	OARM	1,700 (SEE program enrollees)	Undetermined					69	Partner with community-based organizations like the National Asian Pacific Center on Aging (NAPCA) to employ retired AAPI professionals in a variety of environmental projects with EPA.
Environmental Justice - addresses issues related to the fair treatment of people of all races, income and cultures with respect to the development, implementation, and enforcement of environmental laws, regulations and policies	OECA	Universal benefit	Undetermined			Undetermined			Increase awareness/outreach efforts by translating basic environmental justice information into Chinese and Vietnamese languages
Pesticide Registration - an evaluation of the potentially adverse effects of pesticides on humans, the environment and non-target species. Pesticides are likely to be found in nearly every home and business in the U.S. which impacts AAPIs.	OPPTS	Universal benefit	Undetermined			Undetermined			The registration process includes a dietary risk assessment which analyzes data for certain populations, e.g., AAPIs.
Pesticide Reregistration - a review of the health and environmental effects of pesticides registered before 1984 to determine if they meet contemporary health and safety standards.	OPPTS	Universal benefit	Undetermined			Undetermined			Same as above.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asia n	NHO PI	Total	Asia n	NHO PI	Total	
Pesticide Special Review - a process to review a particular pesticide which may have unreasonable adverse effect to people or the environment. Certain pesticides may warrant further review to reduce the risks posed by a pesticide to an acceptable level while taking into consideration the benefits provided by the use of the pesticide.	OPPTS	Universal benefit	Undetermined			Undetermined			Same as above.
Protecting Children from Pesticides - Since children are at a greater risk for some pesticides, EPA is requiring additional studies/information on pesticides to better understand their effects on children. The AAPI children are part of the populations which may experience increased risks.	OPPTS	Universal benefit	Undetermined			Undetermined			Same as above.
Pesticides and National Strategies for Health Care Providers - an initiative aimed at helping health care providers become better aware and trained in pesticide health issues.	OPPTS	Universal benefit	Undetermined			Undetermined			The goal is to improve the recognition, diagnosis, management, and prevention of adverse health effects from pesticide exposures. This initiative benefits the entire U.S. population including AAPIs.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asia n	NHO PI	Total	Asia n	NHO PI	Total	
Pesticide Environmental Stewardship Program (PESP) - a voluntary program that forms partnerships with pesticide users to reduce the health and environmental risks associated with pesticide use and implement pollution prevention strategies. Program members fall under one of two categories -- Partners (organizations that use pesticides or represent pesticide users) and/or Supporters: (organizations that do not use pesticides, but have significant influence over pest management practices).	OPPTS	Universal benefit	Undetermined			Undetermined			The PESP program is open to all communities and individuals, including AAPIs.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asia n	NHO PI	Total	Asia n	NHO PI	Total	
Certification and Training / Worker Protection Program - EPA funds cooperative agreements to assist states, territories, and tribes conduct certification and training programs which covers safe pesticide use for pesticide applicators to reduce the risk of pesticide poisonings and injuries among agricultural workers and pesticide handlers, including AAPIs.	OPPTS	Universal benefit	Undetermined			Undetermined			The population that the WPS is aimed at protecting is diverse and often highly mobile. Reaching them requires the use of multiple languages (including those of AAPIs), channels of information, and organizational networks. For example, warning signs posted at points of entry to pesticide treated fields include information in Cambodian, Chinese, Korean, Laotian, Pilipino/Tagalog, Thai and Vietnamese languages.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Pesticides Education and Outreach - to ensure that the public has the information it needs to make responsible decisions about pesticides and to promote public health and environmental protection goals (e.g., the "Citizens Guide to Pest Control and Safety" teaches consumers how to control pests in and around the home, alternatives to chemical pesticides, how to choose pesticides, and how to use, store and dispose of them safely.)	OPPTS	Universal benefit	Undetermined			Undetermined			Many of these documents have been translated into AAPI languages and translators are employed for better communication with AAPIs and others, e.g., education materials written in Chinese (and other languages) about the safe use of pesticides in the home.
Diversity and Special Emphasis Groups - OPPTS has various diversity and special emphasis groups such as the Diversity Action Plan Committee, Special Emphasis Program Managers, and Diversity Task Force.	OPPTS	5,187 (EPA minority employees)			92	Undetermined			These groups provide an opportunity for AAPIs and others to work on diversity issues, such as diversity training for staff and managers and hiring, promotion and retention issues. There is a Special Emphasis Program Manager dedicated to the AAPI employees.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Endocrine Disruptor Screening Program focuses on providing methods and procedures to detect and characterize the potential effects of chemicals (pesticides, commercial chemicals, and environmental contaminants) on the endocrine system. These hormone-disrupting chemicals are widespread and can cause adverse effects, even at low levels, resulting in potentially serious risks to the environment and public health which could impact on AAPIs.	OPPTS	Universal benefit	Undetermined			Undetermined			Translate public documents into AAPI languages, as necessary.
Lead Risk Reduction Program - is directed at reducing the hazards posed by lead-based paint through regulation, education and outreach.	OPPTS	Universal benefit	Undetermined			Undetermined			The Lead Program's educational campaign aimed at not only the abatement worker community but also at parents especially in low-income areas and areas with a high population of immigrants.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Design for the Environment - a voluntary, partnership-based program which helps businesses integrate environmental concerns with everyday decision-making on cost and performance. The program's goal is to reduce the risk of chemicals to workers, communities and the environment.	OPPTS	Universal benefit	Undetermined			Undetermined			A DfE program sector project on the garment care industry identified that one-third of shop owners / workers were Korean-American. Project findings, technical information, and other key outreach materials were translated into Korean.
PBT Initiative / Mercury Action Plan - a program geared toward the overall reduction of mercury in the environment. This is an agencywide effort to address the impacts on people and the environment from highly toxic, long lasting substances such as mercury.	OPPTS	Universal benefit	Undetermined			Undetermined			This program should help reduce the risk of eating mercury-contaminated fish by AAPIs.
Oil Program - protects against oil spills and releases. More than 20,000 oil spills that are reported to the Federal government each year. EPA's Oil Program works to ensure compliance with the Spill Prevention, Control, and Countermeasures (SPCC) requirements.	OSWER	Universal benefit	Undetermined			Undetermined			Provides cultural awareness and sensitivity training for staff.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Chemical Emergency Preparedness and Prevention Office (CEPPO) - addresses industrial accidents and other disasters involving toxic chemicals and other hazardous substances which are a constant threat to human health and the environment.	OSWER	Universal benefit	Undetermined			Undetermined			Provides cultural awareness and sensitivity training for staff.
Brownfields - addresses abandoned, idled, or under-used industrial and commercial properties which are not Superfund sites. EPA works with communities, states and municipalities to revitalize brownfield properties by mitigating potential health risks through better site assessment and clean-up and by restoring economic vitality through local job development and training initiatives.	OSWER	Universal benefit	Undetermined			Undetermined			Provides cultural awareness and sensitivity training for staff.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Resource Conservation and Recovery Act (RCRA) - focuses on active industrial facilities that treat, store, or generate hazardous waste. EPA and its State partners work together to address releases from the facilities to drinking water supplies or sensitive ecosystems. EPA seeks to ensure that facilities are maintained in a manner that poses no risk to human health or the environment.	OSWER	Universal benefit	Undetermined			Undetermined			Provides cultural awareness and sensitivity training for staff.
Underground Storage Tank (UST) Program - promotes and enforces compliance with regulatory requirements aimed at preventing and detecting UST releases, thereby reducing releases to the environment. It also addresses the cleanup of leaking USTs.	OSWER	Universal benefit	Undetermined			Undetermined			Provides cultural awareness and sensitivity training for staff.
NPDES Program - permitting program for point source dischargers	OW	Universal benefit	Undetermined			Undetermined			Provides translation and/or interpretive services
Clean Water State Revolving Fund - implements the wastewater revolving loan fund program	OW	Universal benefit	Undetermined			Undetermined			Provides translation and/or interpretive services

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Fish Consumption/Advisory- support states and tribes through guidance, scientific information and technical assistance	OW	Universal benefit	Undetermined			Undetermined			Provide translation of brochure and other information materials
Beach Protection Program- to strengthen beach standards and testing, improve the scientific basis for beach assessment, including accurately determining causes of beach closures, and develop methods to inform the public about beach conditions	OW	Universal benefit	Undetermined			Undetermined			
Public Water Supply Supervision (PWSS) Program- to provide assistance to state's Drinking Water Program to reduce risks to human health and prevent contamination of drinking water supplies	OW	Universal benefit	Undetermined			Undetermined			
Underground Injection Control (UIC) Program- support implementation of UIC programs which ensure the Nation's underground sources of drinking water are not endangered by contamination caused by underground injection practices	OW	Universal benefit	Undetermined			Undetermined			

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Coastal and Marine Protection Programs - including NEP/coastal watershed protection; ocean dumping activities, and marine debris program	OW	Universal benefit	Undetermined			Undetermined			
Wetlands Protection Programs - provides national support for regulatory and voluntary protection and restoration of wetlands	OW	Universal benefit	Undetermined			Undetermined			
Nonpoint Source Program - provides national policy and technical support for state and territorial NPS programs	OW	Universal benefit	Undetermined			Undetermined			
Total Maximum Daily Load (TMDL) Program - provides national policy and technical support for state and territorial development and implementation of the Clean Water Act §303(d) requirements	OW	Universal benefit	Undetermined			Undetermined			
Radon, Indoor Air, Children's Health (asthma)	R2	Universal benefit	Undetermined			Undetermined			
Indoor Air Quality Tools for Schools Pilot Program	R2	Universal benefit	Undetermined			Undetermined			Conducted a pilot program in the New York City Chinatown area
Pesticides - Education and Outreach	R2	Universal benefit	Undetermined			Undetermined			Photoliterature on Pesticide Misuse, translated in Chinese

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Environmental Enforcement	R2	Universal benefit	Undetermined			Undetermined			Recruitment of bilingual staff
Environmental Compliance Assist/Outreach	R2	Universal benefit	Undetermined			Undetermined			Translation of document related to drycleaning into Korean
Community Development Block Grant - to provide awareness of the potential risks of lead poisoning. Grant was administered by the Nebraska Housing and Urban Development.	R7	Universal benefit	Undetermined			Undetermined			Outreach and information was geared toward increasing the awareness by minority and/or low income communities, such as AAPIs.
Environmental Justice - Region 7 developed an Environmental Justice Strategy to identify and address disproportionate environmental efforts in our programs, policies, and activities on minority and low-income populations.	R7	Universal benefit	Undetermined			Undetermined			Outreach efforts to AAPIs
Pesticides and Toxics Field Programs	R9	Universal benefit	Universal benefit			Undetermined			EPA Region 9 manages environmental programs on U.S. Territories in Micronesia which directly impact the Pacific Islanders who live there.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Superfund - R9 EPA's Community Involvement Office (CIO) is responsible for planning and implementing community relations/public involvement programs in accordance with CERCLA and RCRA.	R9	Universal benefit	Universal benefit			Undetermined			Appendix E describes the various activities to inform, educate and inform AAPI communities at these sites.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Pesticides/Farm Worker Protection Program - manages and implements the region's Pesticides Program as directed by the Federal Insecticide, Fungicide, Rodenticide Act (FIFRA).	R9	Universal benefit	Universal benefit			Undetermined			R9 has distributed materials in AAPI languages to State inspectors, e.g., <u>Multilingual Inspector Language Phrase Cards and audio cassettes</u> : Produced by the EPA Office of Compliance (1999). The card and cassette will assist State pesticide inspectors in gathering information about how well the Worker Protection Standard is implemented by aiding them in communicating with non-English speaking farmworkers (Cambodian, Chinese, Ilocano, Korean, Laotian, Pilipino/Tagalog, Thai-Female, Thai-Male and Vietnamese.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asian	NHO PI	Total	Asian	NHO PI	Total	
Pesticides - Chalk Outreach - Region 9 is working with our State, Tribal, and Pacific Island partners to implement an enforcement and public outreach strategy to eliminate the import, sale, and use of insecticide chalk. Insecticide chalk is produced in China and is often found in Asian markets.	R9	Universal benefit	Universal benefit			Undetermined			An educational brochure highlighting the hazard to children has been developed and translated into <u>Spanish, Vietnamese, and Chinese</u> . The translations were done internally by EPA employees. Region 9 States, Tribes, and Pacific Islands are currently distributing over 500 brochures to retail establishments that may be selling chalk.

Major Program/Service	Lead Entity*	Total Population Eligible**	Total AAPIs Eligible**			Total AAPIs Served**			Enabling Activities to Broaden Service Delivery to AAPIs
			Asia n	NHO PI	Total	Asia n	NHO PI	Total	
<p>The Pacific Insular Area Program (PIAP) manages the agency's involvement and activities in the Pacific Insular areas: the U.S. flag areas of American Samoa, the Commonwealth of the Northern Mariana Islands (CNMI) and Guam; and the freely associated states (FAS) of the Republic of the Marshall Islands (RMI), the Federated States of Micronesia (FSM), and the Republic of Palau (ROP). In all areas, but with an emphasis in the flag areas, PIAP endeavors to maintain a current and comprehensive understanding of all of the circumstances (political, social, economic, environmental, etc.) that affect the area and to use that understanding to inform the agency's activities.</p> <p>Appendix D shows the total funding in the Pacific Islands for environmental activities under the Pacific Insular Areas Program.</p>	R9	505,000			505k	Undetermined			<p>Annual consolidated environmental program grants to insular area environmental protection agencies which enable program designs that reflect the priorities and needs of each area.</p> <p>Ongoing technical assistance in full range of program areas.</p> <p>R9 PIAP serves as the focal point for all insular area involvement.</p> <p>Sponsor an annual conference for Pacific Islanders.</p>
Environmental Justice	R10	Universal benefit	Universal benefit			Undetermined			Translate seafood consumption survey into various languages

* Please refer to Appendix B for a list of acronyms used under "Lead Entity."

** Where no specific data is provided, EPA either does not collect this data or the information documenting the specific activity cannot be easily segregated (from data on the general population).

(Last revised: 7/16/00 - MH)

PART III

Table B

SPECIFIC PROJECTS AND INITIATIVES DEDICATED TO AAPIs
 (based on FY99 or the last year for which data is available)

Project/Initiative	Program Category	Total Funding or AAPIs Served	Mechanism for Awarding Funds	Formula to Determine Level of Funding	Recipient	Lead Entity
Clean Water State Revolving Fund (CWSRF)	7-State grant program	\$13,200,000	2	3	3	OW
Drinking Water State Revolving Fund (DWSRF) - State program grants targeted to territories	7-State grant program	\$7,500,000	2	5	3	OW
Senior Environmental Employment (SEE) Program - cooperative agreement with the National Asian Pacific Center on Aging. NAPCA employs retired AAPI individuals in a variety of activities from clerical to professional services (e.g., engineers, chemists, statisticians, etc.) to support EPA activities.	1, 2, 3, 4	\$5,916,831	2	4	1	OARM
Non-Point Source Grants (NPS) - State program grants targeted to territories	7-State grant program	\$3,200,000	2	5	3	OW
Control Agency Resource Supplementation (Sect 106)	7-State grant program	\$1,900,000	2	3	3	OW

Project/Initiative	Program Category	Total Funding or AAPIs Served	Mechanism for Awarding Funds	Formula to Determine Level of Funding	Recipient	Lead Entity
Public Water System Supervision Program Office (PWSS) - State program grants targeted to territories	7-State grant program	\$825,000	2	5	3	OW
Integrating Coral Reef Ecosystem Integrity and Restoration Options with Watershed-based activities in the Tropical Pacific Islands and the Societal Costs of Poor Land-use Practices (Grants with Univ. of Guam & Univ. of Hawaii)	2	\$795,248	1	4	5	ORD
Development of Environmental Assessment, Mitigation and Restoration Techniques for Coral Reefs (Grant with Univ. of Guam)	2	\$353,724	1	4	5	ORD
Chemical Ecology of Cyanobacterial Blooms on the Tropical Reefs of Guam (Grant with Univ. of Guam)	2	\$325,000	1	4	5	ORD
Environmental Careers Organizations - an internship program which targets students from minority and low-income populations, such as AAPIs. Approximately 7% of the interns are AAPIs. (The total funding in the next column reflects the estimated amount spent on stipends and associated costs for AAPI students.)	6	\$278,192	7 - internal budget	4	7 - students from minority and low-income populations	OECA
Underground Injection Control Program Grants (UIC) - State program grants targeted to territories	7-State grant program	\$164,000	2	5	3	OW
Fish Consumption/Advisory Program - funded a Cook Inlet Study in Alaska	1	\$100,000; 0.25 FTE	5	4	6, 7	OW

Project/Initiative	Program Category	Total Funding or AAPIs Served	Mechanism for Awarding Funds	Formula to Determine Level of Funding	Recipient	Lead Entity
National Risk Communication Conference - funded a State/Federal Forum on Fish Advisories	1	\$100,000; 0.25 FTE	5	4	2	OW
Agricultural Risk Reduction in the Hawaiian Islands - provide outreach on the potential risks of pesticides	4	\$95,000	4	3	NA	OPPTS
Grant with the Association of Asian Pacific Community Health Organizations (AAPCHO) - to increase actions to reduce the risk from indoor air pollutants in AAPI communities	1, 2	\$55,500	2	2	1	OAR
Beach Protection Program - funded a Tropical Indicators Workshop	1	\$50,000; 0.5 FTE	5	4	5	OW
Environmental Justice through Pollution Prevention Grant awarded to an Asian American community-based organization. The Korean Community Center of the East Bay will provide Technical Assistance to Korean Dry Cleaners. This project aims to encourage adoption of wetcleaning but also supports safer perc use by and compliance assistance to Korean-American drycleaners in California. The KCCEB plans to replicate a Peer Leadership Program started in Southern California that will help East Bay area Korean dry cleaners learn about and adopt safer technologies and assist them with compliance in EPA's voluntary programs. The KCCEB hopes to build public awareness and consumer demand for alternative, environmentally sound technologies and ultimately expand the Peer Leadership Program throughout Northern California.	1	\$38,000	1	2	1	R9

Project/Initiative	Program Category	Total Funding or AAPIs Served	Mechanism for Awarding Funds	Formula to Determine Level of Funding	Recipient	Lead Entity
The Alliance for Learning & Vision of Underrepresented Americans (ALAV) is an educational program which supports local AAPI students attending the University of Nevada at Las Vegas.	5	\$30,00; 26 AAPIs	7 - internal budget	4	5	OAR
Supported the International Harmful Algae Management and Mitigation Conference in the Philippines.	5	\$17,000	4	4	5	OW
Environmental Justice Small Grant - awarded to a Pacific Islander community-based organization to increase the community's environmental awareness and youth involvement in neighborhood beach clean-ups. Pulu Hale O Nanakuli (PHON) represents 220 low income residents of the Nanakuli Home on the Wainae Coast on Oahu in Hawaii. PHON will help to build community based leadership to empower low income residents to address environmental pollution of land and water resources in Nanakuli. Nanakuli residents will develop programs and workshops in recycling, composting, and aquaculture.	1	\$15,000	1	2	1	R9

Project/Initiative	Program Category	Total Funding or AAPIs Served	Mechanism for Awarding Funds	Formula to Determine Level of Funding	Recipient	Lead Entity
<p>Environmental Justice Small Grant - awarded to a non-profit, Asian American community-based organization. The Korean Youth and Community Center (KYCC) will work with Korean cleaners to reduce/eliminate the disproportionate exposure to perchloroethylene (perc) by enhancing their understanding of the health issues related to perc, and introduce the wet cleaning process, how wet cleaning can reduce/eliminate perc emissions, and the current and proposed regulations regarding perc. KYCC will conduct tours, workshops, and create a bilingual video on wet cleaning to introduce to the community.</p>	1	\$15,000	1	2	1	R9
<p>Environmental Justice Small Grant - awarded to an Asian American community-based organization for environmental awareness among the growing Southeast Asian community in the valley. The Lao Family Community of Fresno, Inc. is a nonprofit organization that provides services to the Southeast Asian (Hmong, Lao, Vietnamese, Cambodian) population of the Central Valley of California. The organization will develop multi-lingual educational brochures on environmental issues, provide educational workshops to increase the community's understanding of environmental issues, and conduct multi-lingual radio talk shows on water, air and toxic waste issues.</p>	1	\$15,000	1	2	1	R9

Project/Initiative	Program Category	Total Funding or AAPIs Served	Mechanism for Awarding Funds	Formula to Determine Level of Funding	Recipient	Lead Entity
Environmental Justice Small Grant - provided to an Asian American community-based organization on seafood consumption. The Refugee Federation Service Center, in conjunction with the University of Washington, conducted the study among ten AAPI subpopulations in the vicinity of Seattle and Puget Sound. The study was the first step towards helping the AAPI community better understand and balance the potential risks from seafood consumption with its significant health benefits and cultural significance.	1, 2	\$15,000	1	2	1	R10/OCREJ
Environmental Justice Small Grant - awarded to a community-based organization (Trust for Public Land) in Chicago, Illinois to improve communication and coordination among stakeholders, including AAPI residents, to address brownsfield issues related to Chinatown Park. The goal is to build community capacity to identify environmental justice problems and involve the community in activities which address the ongoing management and monitoring of dumping and water quality at Chinatown Park.	1	\$15,000	1	2	1	R5
The Office of Civil Rights manages a Special Emphasis Program on AAPI employee workforce related issues. The SEP addresses cross-cutting workforce issues and sponsors professional development training and other special events in observance of Asian Pacific American Heritage Month.	5, 7 - foster diversity	\$6,000; 896 AAPI employees	7 - internal budget	4	NA	AO/OCR

Project/Initiative	Program Category	Total Funding or AAPIs Served	Mechanism for Awarding Funds	Formula to Determine Level of Funding	Recipient	Lead Entity
Asian Pacific American Heritage Month Events - sponsored professional development training and other special events in observance of Asian Pacific American Heritage Month.	5, 7 - foster diversity	\$6,000	7 - internal budget	4	NA	ORD
Enhancement and further development of the knowledge and skills of Federal AAPI employees.	5	\$20,000; 30 AAPIs	7 - internal budget	4, 5	5	OAR, OIA, OIG, OSWER
Marine debris monitoring sites established in Hawaii in FY99.	2	\$5,000	4	4	5	OW
21 st Annual National Convention of the Organization of Chinese Americans - recruitment booth	1	\$1,500	6	4	7 - national non-profit, non-partisan advocacy organization of concerned Chinese Americans	OHROS
Conducted an internal assessment of EPA Federal Advisory Committees and identified difficulties in recruitment of AAPI representatives. The Office of Cooperative Environmental Management is working on a diversity initiative to address this issue.	NA	\$0	7 - internal budget	NA	NA	AO/OCEM

Project/Initiative	Program Category	Total Funding or AAPIs Served	Mechanism for Awarding Funds	Formula to Determine Level of Funding	Recipient	Lead Entity
Sponsored several AAPI business conferences and events such as: - Asian American Business Counseling Day - PanAsian Chamber of Commerce Annual Awards Ceremony - Asian Enterprise Annual Awards Ceremony	1, 3, 5	\$0	7 - internal budget	NA	NA	AO/OSDBU
Provide technical assistance, one-on-one counseling, and training seminars for AAPI businesses who wish to do business with EPA	1, 3, 5	\$0	7 - internal budget	NA	NA	AO/OSDBU
Cultural conflict and diversity training offered to entire staff	5	\$0	NA	NA	NA	OAR
"English as a Second Language" writing course for EPA AAPI scientists and engineers to enhance their skill in writing scientific documents and publications	5	9 AAPI employees	6	4	7- non-AAPI small business	RTP
Compliance Assistance to AAPI (Korean-American Drycleaners)	1, 5	approx. 200 AAPI	2	4	7 - trade group	R2
NJ Fish Advisories translated into Vietnamese	1	approx. 7,500 AAPIs	2	4	3	R2
AAPI Staff Training	5	9 AAPI employees	7 - internal budget	4	NA	R2

Note: Funding for all activities lead by OW are apportioned to the % of AAPI population.

(Last revised: 7/16/00 - MH)

PART IV

Table C

ASIAN AMERICAN AND PACIFIC ISLANDER EMPLOYMENT PROFILE
(based on FY99 data)

Grade Level	Occupational Categories											
	Professional		Administrative		Technical		Clerical		Other		Supervisory	
	Total AAPIs	Total Agency	Total AAPIs	Total Agency	Total AAPIs	Total Agency	Total AAPIs	Total Agency	Total AAPIs	Total Agency	Total AAPIs	Total Agency
GS 1-4					0	4	1	68	7	46		
GS 5	4	6	2	12	0	26	3	102	2	17		
GS 6					6	120	2	177	0	1		
GS 7	7	78	8	124	10	324	12	310	3	23		
GS 8			0	2	7	157	4	227				
GS 9	24	219	26	440	4	122	0	87	0	10		
GS 10			0	5	1	65	0	45				
GS 11	33	392	25	698	0	25	0	1	1	3		
GS 12	118	1403	66	1518	0	5			1	3		
GS 13	265	3693	85	2580	0	1					0	9
GS 14	84	1695	35	1210							18	475
GS 15	28	826	12	888							20	814
SES	1	85	3	180							4	251
Other	5	142	1	51					0	12	0	29
TOTAL	569	8539	263	7708	28	849	22	1017	14	115	42	1578

* e.g., wage-grade employees

Note: This table refers to all full-time AAPI employees; it does not include additional AAPIs grantees through the EPA Senior Environmental Employment Program.

PART V

AGENCY INFRASTRUCTURE TO SUPPORT AAPI ACTIVITIES

Understanding AAPI Needs

A. Has your agency conducted any needs assessments, reports or other documents within the last five years (produced internally or through an award or contract) to identify, quantify, and evaluate AAPI service needs (such as the needs of Southeast Asians in the Midwest, Pacific Islanders in the mainland, etc.)? If yes, please list and describe.

The Environmental Protection Agency has conducted several assessments and issued several reports and other documents concerning the US as a whole and, in some cases, target populations such as AAPIs. In addition, there are a number of Agency efforts with particular geographic focus with a predominantly AAPI population such as insular areas and on mainland urban areas where the majority of AAPIs reside. Furthermore, EPA conducts periodic assessments of the diversity of its workforce, including the representation of the AAPI population.

- The Office of Water conducted its first Clean Water Needs Survey for infrastructure under the Safe Drinking Water Act in 1997. Included in the assessment were several million dollars for water infrastructure development in areas with a preponderantly AAPI population.
- The Office of Congressional and Intergovernmental Relations coordinated efforts with several EPA offices to address environmental and public health issues raised by the governments of Insular Areas (Guam, Northern Mariana Islands, American Samoa, and the US Virgin Islands). In support of the Interagency Group on Insular Affairs (led by the Department of Interior), the Agency's response to issues raised in this dialogue was documented in a report resulting in economic development initiatives for the Insular Areas.
- EPA Region 2 conducted a geographic information study in order to identify the region's largest concentrations of low-income Southeast Asian communities; this study constituted an initial stage in Region 2's outreach effort to determine community needs.
- EPA Region 5 developed a directory of Asian community organizations and leaders in several Midwestern states in preparation for a Regional Pesticides Conference that alerted the Asian community to the health hazards associated with a chalk used for pest control in private homes.

- The Office of Cooperative Environmental Management conducted an internal study to assess the diversity of Federal Advisory Committees. The study cited the need for increased representation by AAPIs in several advisory groups, particularly on topics for which active community participation is most warranted (e.g., Environmental Justice).
- Region 10 conducted a seafood consumption study among ten AAPI subpopulations in the vicinity of Seattle and Puget Sound to determine their seafood consumption rates, including cooking methods and commonly consumed seafood varieties and parts. The study was a first step towards helping the AAPI community better understand and balance potential risks from seafood consumption with its significant health benefits and cultural importance.
- As part of the annual Affirmative Employment Program, the Agency periodically conducts workforce analyses including the status of the workforce and issues such as staff underutilization and underrepresentation of minority employees. Based on these findings, the Office of Civil Rights provides recommendations to Program Offices and Regions to design programs and activities seeking a more equitable workforce distribution. Other examples of other activities involving AAPIs included a cultural audit in Region 5 and an assessment for technical writing skills of employees in the Research Triangle Park office who are not native speakers of English. This assessment resulted in a special course available for scientists and engineers specializing in writing scientific documents and publications.

Cultural and Linguistic Competency

B. Does your agency have regulations, policies or guidance memoranda on compliance with Title VI of the Civil Rights Act for the limited-English proficient? If yes, please describe or attach.

EPA currently does not have an agencywide policy for translations in AAPI languages. However, Region 2 developed a translation policy to ensure that residents with limited English proficiency are able to understand documents containing general information about EPA programs. (This policy does not include documents that are subject to legal interpretation.)

C. Does your agency have any informational materials translated in AAPI languages? If yes, please list and describe.

EPA offices have translated environmental information when there is evidence of a minority population with limited English proficiency and which may experience adverse environmental and health impacts. Some documents are consumer-

oriented while others focus on worker health and safety. These translations include publications, fishing advisories, and warning signs, and Internet (HTML/PDF) documents. Translations are provided in Cambodian, Chinese, Hmong, Ilocano (Philippine dialect), Korean, Lao, Pilipino/Tagalog, Thai, and Vietnamese.

Appendix F lists EPA's current information materials which are translated in Asian languages. (See attached list)

Internal Agency Infrastructure

D. AAPI-Specific Workgroups and Advisory Bodies: Does your agency have any ongoing mechanisms for focusing on AAPI issues, such as advisory bodies and workgroups? If yes, please list and describe.

The Office of Congressional and Intergovernmental Relations serves as the EPA representative to the White House Interagency Group on Insular Affairs. The IGIA was established to provide ongoing dialogue with the governments of insular areas to address the needs of Pacific Islander communities. Moreover, OCIR established contacts in the major programs to target and address specific environmental and public health issues as they arise.

EPA has several mechanisms in place to focus on AAPI issues either for its workforce as a whole, or in specific Offices or Regions.

- The Agency officially recognizes the Asian Pacific American Council (APAC), a non-labor employee advisory group which provides recommendations to senior management on matters concerning equity and diversity in hiring and career advancement of AAPI employees.
- Office of Civil Rights established the Special Emphasis Program (SEP) to address the concerns, needs, and career aspirations of various underrepresented groups, including AAPIs, who are either current or prospective employees. The Asian Pacific American Special Emphasis Program is managed by a full-time employee and includes 16 collateral-duty employees from EPA Offices and Regions. SEP Managers assist management in implementing activities such as:
 - ▶ educating managers and employees about constituent groups' cultures and contributions as well as barriers impeding their access to employment and career development opportunities;
 - ▶ developing a Diversity Action Plan and Task Force in each office;
 - ▶ developing and maintaining internal networks with appropriate Agency components (e.g., other SEP managers and APAC) and external

- ▶ organizations (e.g., job applicants, recruitment sources);
- ▶ educating the selecting officials about recruitment and outreach opportunities and sources;
- ▶ coordinating and participating in academic and professional recruitment initiatives, job fairs, college career fairs where it solicits, on an ongoing basis, resumes and applications from candidates;
- ▶ educating job applicants and employees about employment opportunities; and
- ▶ working with the Office of Human Resources and APAC to organize APA Heritage Month observance events.

E. General Workgroups and Advisory Bodies: Does your agency have a process in place to receive input from AAPIs and AAPI community-based organizations? In particular, identify workgroups and advisory bodies tied to your agency's major programs and services. List the ratio of AAPIs constituting those bodies.

The Agency maintains several general, external advisory groups which welcome input from AAPI individuals and/or community-based organizations. For example:

- The National Environmental Justice Advisory Council (NEJAC) receives input from all minority and low-income communities (including AAPIs) on environmental justice issues. NEJAC specifically seeks the representation of AAPIs on environmental and public health issues for which their communities may be impacted.
- EPA's program and regional offices conduct numerous public meetings and request public comment on all regulatory and non-regulatory actions. AAPI groups and individuals are free to participate in this stakeholder consultation process.

Appendix G lists the major Federal Advisory Committees. Although a recent EPA internal study cited a general difficulty in garnering adequate AAPI (and other minority) representation in Federal Advisory Committees, it does not address the specific number of representatives required to overcome this deficiency.

EPA also has several general, internal advisory groups which welcome the participation of AAPI employees.

- The Human Resources Board includes a member from the Asian Pacific American Council (non-labor employee advisory group) to provide input on issues of diversity and equity in hiring and human resources management.

- The Honor Awards Board also includes a member from the Asian Pacific American Council (non-labor employee advisory group) to provide input on diversity and equity in the awards consideration process.
- Offices and regions formed several advisory groups such as the Diversity Action Task Force, Workforce Resources Council, and the Federal Special Emphasis Coalition Steering Committee to address workforce issues. Diverse membership and participation in these groups are highly encouraged. Membership in the council includes managers, employees, unions, and Special Emphasis Program (SEP) managers.

F. Identify FTE equivalents in your agency that specifically focus on AAPI issues. If responsibilities and duties involving AAPI issues are parceled out as collateral duties to one or more employees, please compute what the FTE equivalent would be.

The Pacific Insular Area Program (PIAP) has 7 FTEs to manage the agency's involvement and activities in the Pacific Insular areas: the U.S. flag areas of American Samoa, the Commonwealth of the Northern Mariana Islands (CNMI) and Guam; and the freely associated states (FAS) of the Republic of the Marshall Islands (RMI), the Federated States of Micronesia (FSM), and the Republic of Palau (ROP).

EPA commits the equivalent of 4.2 FTEs to focus on AAPI workforce issues. This commitment is comprised of an FTE serving as the national manager for the Asian Pacific American Special Emphasis Program, and 16 collateral-duty employees serving as SEP managers in the various Offices and Regions who work are authorized to work up to 20% of their total work hours on AAPI employment and career advancement issues.

The Agency does not have any FTEs focusing specifically on mainland AAPI community issues.

G. Were there any grant programs in FY 99 for which AAPIs were listed as a funding priority? Please list.

The Office of Environmental Justice's (OEJ) Small Grants Program provided funds to non-profit organizations, states, cities, counties, or local government organizations for activities which address environmental justice issues in minority and low-income communities, including AAPIs.

OEJ also manages a Pollution Prevention Grants Program with funding for non-

profit organizations, states, cities, counties, local government organizations, or academic institutions to provide pollution prevention education, outreach, and technical assistance in minority communities.

Representation and Workforce Issues

H. Has your agency identified or implemented any strategies for improving workforce diversity and the representation of AAPIs within the workforce? If yes, please describe.

EPA is committed to developing and maintaining a diverse workforce, including strong representation from minority employees such as AAPIs.

AAPIs constitute approximately 5% of all EPA employees nationwide. In areas with large AAPI populations, such as San Francisco and Seattle, there is also increased AAPI representation in EPA's regional workforce. In Region 9 (San Francisco), AAPIs make up 17% while in Region 10 (Seattle), AAPIs constitute 8% of the workforce.

Reflecting AAPI participation in the national workforce, the Agency's AAPI employees are more numerous in professional, administrative, and technical fields which require advanced degrees and expertise rather than in clerical or other fields. EPA strives to recruit the best-qualified applicants for all of its positions while striving to recruit as broadly as possible.

The Affirmative Employment Program (AEP) Plan presents EPA's progress in improving the employment and advancement opportunities for under represented women and minorities. The report also documents the status of significant program objectives and action items directed towards achieving work force representations.

The National Diversity Action Plan (DAP) represents the Agency's comprehensive strategy to ensure that all employees, regardless of race, creed, national origin, gender, disability, or sexual orientation, are afforded equitable treatment. Through the DAP, we will strive to educate EPA employees about the facts surrounding issues of diversity; to promote a dialogue within every office to confront and work through these concerns; to recruit, develop, and maintain a diverse workforce; and to find, develop, and implement concrete solutions to our diversity issues.

As part of EPA's Strategy for Human Capital, the National Recruitment Program outlines strategies for locating and hiring applicants including minorities, women, people with disabilities by:

- establishing an Agency network of trained recruiters;

- participating in career fairs and major recruiting activities; and
- strengthening partnerships with communities, high schools, and colleges/universities.

To develop students for environmental careers and to promote environmental studies as well as to find potential recruits, EPA managers and human resources specialists establish contacts with local high schools and institutions of higher learning, especially those with large minority populations. Students from diverse backgrounds are provided with employment and internship opportunities, some of which lead to permanent positions in the EPA workforce.

Several regions have benefitted from the Student Career Experience Program, in which successful students may be hired non-competitively upon graduation. This program has been a steady source of recruitment and employment of AAPIs in professional and administrative occupations. For example, Region 10 recruits students from the University of Washington, which has a substantial AAPI enrollment. Approximately half of Region 10's student career appointment positions with a high possibility for full-time employment after graduation are made to AAPI students.

The Agency's Intern Program and Outstanding Scholar Program are designed to recruit and nurture the next generation of EPA leaders through a comprehensive entry level, career development program. Of the 50 interns EPA has on board, almost 10% are AAPI.

Other examples of EPA's ongoing recruitment activities to increase and maintain workforce diversity include:

- The Research Triangle Park satellite office recently developed an Internet website which includes employment information and links to each laboratory represented in RTP to increase the representation of AAPIs in the workforce.
- Regions 6 and 8 represented the Agency at the 1999 Organization of Chinese Americans Conference and Job Fair.
- Region 9 conducted extensive outreach in the AAPI community such as the Oahu Metropolitan Planning Organization, Federal Asian Pacific American Council and Asians for Job Opportunities in the Bay Area to fill employment vacancies for environmental protection specialists and management positions.
- Region 10 actively participates in job fairs and other community activities for reaching minority students. AAPI students who meet the qualifications for outstanding scholar appointments are sometimes offered positions following these events.

I. Is there an AAPI Federal employee organization in your agency? If yes, please describe ways in which your agency utilizes and supports the efforts of this group. Also describe any other strategies in place to support the professional development and career advancement of AAPI employees.

EPA recognizes employee groups, such as the Asian Pacific American Council (APAC), so that it can better manage its communications with groups and their members on matters of mutual interest. The Agency issued guidance on the "Recognition of Non-Labor Employee Groups," which: (1) documents the regulatory authority supporting non-labor employee groups; (2) clarifies the responsibilities and privileges of Agency groups; and (3) highlights the distinctions between voluntary, non-labor groups and employee unions -- only the unions have sole bargaining authority for the employees they represent.

APAC advises the Agency on issues of diversity and employment equity. It is comprised of approximately 450 official members, or about 50% of all AAPI employees. The Office of Civil Rights works closely with APAC to help identify and address career advancement and other workforce issues (such as training opportunities and adequate publicity of vacancy announcements). OCR and other Offices and Regions co-sponsor activities with APAC for the observance of Asian Pacific Heritage Month such as professional development training, panel discussions, and other special events. The Agency encourages all employees to attend these programs.

The Office of Human Resources and Organizational Services also provides career advancement training to all employees, including AAPIs.

Data Collection and Evaluation

- J. List your agency's main data sets. Indicate for each data set whether:***
- 1 - aggregated AAPI data are collected and analyzed;***
 - 2 - disaggregated AAPI data are collected and analyzed (specify which subpopulations are identified);***
 - 3 - aggregated AAPI data are collected but not analyzed;***
 - 4 - disaggregated AAPI data are collected but not analyzed (specify which subpopulations are identified);***
 - 5 - AAPI data are not collected.***

EPAYS is the official personnel system which tracks all workforce data. Aggregate AAPI employment data are collected and analyzed.

The Equal Employment Opportunity Assistant (EEO Assistant) is a database which tracks complaints data. Aggregate data on AAPIs (and other minority communities) are collected and analysis.

Offices and regions have also collected aggregate and disaggregate AAPI data, as needed, to target communication and outreach efforts in populations living in local areas where possible environmental and public health risks have been identified. In some instances, disaggregate AAPI data was collected to study specific health effects caused by environmental impacts (e.g., consumption of fish contaminated with mercury and other pollutants).

K. What is the current status for implementing the collection of AAPI data into the two categories, "Asian" and "Native Hawaiian or Other Pacific Islander (NHOPI)," under the new standards for the classification of Federal data on race and ethnicity? Describe the process and strategies for complying with the new standards by 2003? Please attach any relevant documents.

EPA is developing a financial management infrastructure capable of collecting racial and ethnic data on its contractors and grantees (on a voluntary basis). This integrated contracts and grants management system will be able to track AAPI and other minority data to ascertain the Agency's effectiveness at providing financial assistance and procurement opportunities equitably. A notice on this proposed system was published in the Federal Register. The Agency is awaiting public comment.

L. Does your agency have any performance measures specifically for AAPIs? If yes, please describe.

EPA has aggressively implemented the Government Performance and Results Act (GPRA) through its strategic goals and performance measures (see Appendix A). Each line items mentioned in Tables A & B complies with one or more of EPA's strategic goals. Furthermore, EPA developed cross-Agency programs, such as Community-Based Environmental Protection (CBEP) and Environmental Justice, to address the specific needs of children, American Indians, and minority and low-income individuals who suffer disproportionately from adverse health effects cause by some environmental conditions. Key objectives, strategies, and performance measures were developed to address the unmet needs of these groups. Although some of these programs target minority populations, EPA does not have performance measures specifically for AAPIs.

APPENDIX

Appendix A:	EPA's Mission, Goals, and Principles	37
Appendix B:	Acronyms	39
Appendix C:	List of Contracts with Contractors of AAPI Descent	41
Appendix D:	Funding to Pacific Islands for Environmental Programs	43
Appendix E:	Environmental Awareness Activities for AAPI Communities in Region 9	45
Appendix F:	Information Materials Translated in Asian Languages	47
Appendix G:	Federal Advisory Committees	49

(This page is intentionally left blank.)

Appendix A

EPA's Mission, Goals, and Principles

The mission of the U.S. Environmental Protection Agency is to protect human health and to safeguard the natural environment—air, water, and land—upon which life depends.

EPA's purpose is to ensure that:

- All Americans are protected from significant risks to human health and the environment where they live, learn and work.
- National efforts to reduce environmental risk are based on the best available scientific information.
- Federal laws protecting human health and the environment are enforced fairly and effectively.
- Environmental protection is an integral consideration in U.S. policies concerning natural resources, human health, economic growth, energy, transportation, agriculture, industry, and international trade, and these factors are similarly considered in establishing environmental policy.
- All parts of society—communities, individuals, business, state and local governments, tribal governments—have access to accurate information sufficient to effectively participate in managing human health and environmental risks.
- Environmental protection contributes to making our communities and ecosystems diverse, sustainable and economically productive.
- The United States plays a leadership role in working with other nations to protect the global environment.

EPA's mission reflects the will of the American people as expressed through Congress and six successive Presidents. To remain focused on these mandates and to establish guideposts for its employees today and in the future, EPA has defined a series of ten strategic, long-term goals. These goals, together with the underlying principles that will be used to achieve them, will define EPA's planning, budgeting, analysis, and accountability process..

EPA's Goals

1. Clean Air: The air in every American community will be safe and healthy to breathe. In particular, children, the elderly, and people with respiratory ailments will be protected from health risks of breathing polluted air. Reducing air pollution will also protect the environment, resulting in many benefits, such as restoring life in damaged ecosystems and reducing health risks to those whose subsistence depends directly on those

ecosystems.

2. Clean and Safe Water: All Americans will have drinking water that is clean and safe to drink. Effective protection of America's rivers, lakes, wetlands, aquifers, and coastal and ocean waters will sustain fish, plants, and wildlife, as well as recreational, subsistence, and economic activities. Watersheds and their aquatic ecosystems will be restored and protected to improve public health, enhance water quality, reduce flooding, and provide habitat for wildlife.

3. Safe Food: The foods Americans eat will be free from unsafe pesticide residues. Children especially will be protected from the health threats posed by pesticide residues, because they are among the most vulnerable groups in our society.

4. Preventing Pollution and Reducing Risk in Communities, Homes, Workplaces and Ecosystems: Pollution prevention and risk management strategies aimed at cost-effectively eliminating, reducing, or minimizing emissions and contamination will result in cleaner and safer environments in which all Americans can reside, work and enjoy life. EPA will safeguard ecosystems and promote the health of natural communities that are integral to the quality of life in this nation.

5. Better Waste Management, Restoration of Contaminated Waste Sites, and Emergency Response:

America's wastes will be stored, treated, and disposed of in ways that prevent harm to people and to the natural environment. EPA will work to clean up previously polluted sites, restoring them to uses appropriate for surrounding communities, and respond to and prevent waste-related or industrial accidents.

6. Reduction of Global and Cross-Border Environmental Risks: The United States will lead other nations in successful, multilateral efforts to reduce significant risks to human health and ecosystems from climate change, stratospheric ozone depletion, and other hazards of international concern.

7. Expansion of Americans' Right to Know About Their Environment: Easy access to a wealth of information about the state of their local environment will expand citizen involvement and give people tools to protect their families and their communities as they see fit. Increased information exchange between scientists, public health officials, businesses, citizens, and all levels of government will foster greater knowledge about

the environment and what can be done to protect it.

8. Sound Science, Improved Understanding of Environmental Risk, and Greater Innovation to Address Environmental Problems: EPA will develop and apply the best available science for addressing current and future environmental hazards, as well as new approaches toward improving environmental protection.

9. A Credible Deterrent to Pollution and Greater Compliance with the Law: EPA will ensure full compliance with laws intended to protect human health and the environment.

10. Effective Management: EPA will establish a management infrastructure that will set and implement the highest quality standards for effective internal management and fiscal responsibility.

Appendix B

Acronyms

Acronym	Lead Entity
AO	Office of Administrator
OAR	Office of Air and Radiation
OARM	Office of Administration and Resources Management
OCR	Office of Civil Rights
OCEM	Office of Cooperative Environmental Management
OECA	Office of Enforcement and Compliance Assurance
OEJ	Office of Environmental Justice
OHROS	Office of Human Resources and Organizational Services
OIA	Office of International Activities
OIG	Office of the Inspector General
OPPTS	Office of Prevention, Pesticides, and Toxic Substances
ORD	Office of Research and Development
OSDBU	Office of Small and Disadvantaged Business Utilization
OSWER	Office of Solid Waste and Emergency Response
OW	Office of Water
RTP	Research Triangle Park
R1	Region 1
R2	Region 2
R3	Region 3
R4	Region 4
R5	Region 5
R6	Region 6
R7	Region 7
R8	Region 8
R9	Region 9
R10	Region 10

(This page is intentionally left blank.)

Appendix C

List of Contracts with Contractors of Asian or Pacific Islander Descent

Contractor	Description of Work	Amount of Award (FY99)*
Alpha Gamma Technologies, Inc	National Air Pollution Emissions Standards Support	\$627,000.00
Alpha Gamma Technologies, Inc	Emission Factor Support AP-42 Chapter 3 8 &12	\$18,200.00
Alpha Gamma Technologies, Inc	RACT/BACT/LAER Clearinghouse, Maintenance & Improvement	\$115,000.00
Five Star H Enterprises, Inc.	Janitorial Services for Duluth Lab	\$92,568.00
Markrist Engineers	Operation and Maintenance of Facilities for NERL, Las Vegas	\$363,957.00
Scicomm	Support for Radiation Protection Activities	\$393,000.00
Scicomm	Environmental Information and Education	\$110,300.00
Technology Planning & Management	IFMS Input and Verification	\$117,168.00
Technology Planning & Management	Mid-Atlantic Integrated Assessment (MAIA) Scientific Support Services	\$645,535.00
Agra Environmental	On-site Support of chemical Storage, Issuance, Operation and Disposal	\$362,611.00
Technology Planning & Management (new)	Cerclis Computer System Support	\$300,000.00
Scicomm (new)	Management, Analytical and Outreach Support for Federal Facilities Enforcement	\$241,000.00
Total AAPI Contracts in FY99		\$3,652,339.00
Total Contracts Awarded in FY99		\$9,342,421,603.00

Note: This table is an unofficial listing of EPA prime contracts with contractors of Asian or Pacific Islander descent. It does not include AAPI subcontractors. The agency is in the process of acquiring the authority to collect data on the racial and ethnic composition of its contractors. This will enable EPA to use the information as a baseline for future contracting activities.

(This page is intentionally left blank.)

Appendix D

EPA Region 9
Pacific Insular Areas Program

**Funding to Pacific Islands for Environmental Programs
(FY99)**

Program	American Samoa	CNMI	Guam
Consolidated Environment	\$1,240,000	\$1,380,300	\$2,102,00
Wastewater Construction	\$1,021,100	\$ 823,631	\$ 683,700
Drinking Water Construction	\$ 864,000	\$1,124,300	\$2,748,000
Total	\$3,125,100	\$3,328,231	\$5,533,700

Note: This table reflects the major funding for programmatic support dedicated to environmental activities in the Pacific Islands. This does not account for the total amount funded by EPA.

(This page is intentionally left blank.)

Appendix E

EPA Region 9 Community Involvement Office

Environmental Awareness Activities for AAPI Communities

The Community Involvement Office is responsible for planning and implementing community relations and public involvement programs in accordance with CERCLA and RCRA. Region 9 produced several outreach materials in various AAPI languages to inform, educate and involve affected communities living in the vicinity of Superfund sites in California, Hawaii, and the US Territories in the Pacific Islands.

- Cleanup and restoration of a Superfund site in Westminster, CA. The site is in an ethnically diverse neighborhood including a sizeable Vietnamese American population. Information was provided in English and Vietnamese.
- Public education on the Del Monte Corporation Superfund site in Oahu, HI. The worker population is almost exclusively Asian American and Pacific Islander. EPA produced 3 fact sheets translated in Ilocano (Philippine dialect) and held public meetings and walk-in sessions for workers.
- Technical assistance was provided at the Makua Military Reservation in Oahu, HI. EPA worked with two Native Hawaiian community-based organizations (Malama Makua and the Hawaii-La'ieikawai Association, Inc.) to provide technical assistance related to the concerns with sampling work and the decisions on the open burn / open detonation unit at Makua.
- Fish advisories for AAPI groups in Los Angeles, CA. EPA awarded a grant to the California Department of Health Services to explore methods of outreach to diverse communities regarding seafood consumption issues such as possible PCB and DDT-contaminated areas in the Palos Verdes Shelf along the Pacific Ocean.
- Site investigation in the village of Tanapag, Saipan in the Commonwealth of the Northern Marianas Islands (CNMI). EPA began working on a sampling effort to determine PCB contamination. The results (due 8/00) will determine if future emergency removal action will be required.

(This page is intentionally left blank.)

Appendix F

**EPA Informational Materials
Translated in Asian Languages**

Document Title	Document Number	Language
Environmental Justice		
National Environmental Justice Advisory Council (NEJAC) Charter	none	Chinese, Vietnamese
Executive Order 12898 - Environmental Justice	none	Chinese, Vietnamese
White House Memorandum on Executive Order 12898	none	Chinese, Vietnamese
Report to the President on Executive Order 12898	none	Chinese, Vietnamese
Serving a Diverse Society	none	Chinese, Vietnamese
EJ Small Grants Program	none	Chinese, Vietnamese
Interagency Working Group	none	Chinese, Vietnamese
Environmental Justice at EPA	none	Chinese, Vietnamese
Asthma, Air Quality and Environmental Justice	none	Chinese, Vietnamese
Environmental Violations	none	Chinese, Vietnamese
EJ Health Education Project	none	Chinese, Vietnamese
Indoor Air / Air Quality		
Have You Heard of Radon?	EPA-402-F-98-012	Chinese, Korean, and Vietnamese
EPA's Radon Charcoal Canister Procedures	EPA-402-F-98-013	Chinese, Korean, and Vietnamese
Protecting Your Family and Yourself from Carbon Monoxide Poisoning	EPA-402-F-99-004	Chinese, Korean, and Vietnamese
Second-Hand Smoke: What You can do About Second-Hand Smoke as Parents, Decision-Makers, and Building Occupants	EPA-402-F-93-004	Chinese
Fish Consumption and Other Water-Related Topics		
Should I Eat the Fish I Catch	EPA-823-F-98-018	Hmong, Vietnamese

Document Title	Document Number	Language
Seafood Consumption Study	none	Cambodian, Filipino, Laotian, Samoan, Korean, and Vietnamese
State Implementation Guidance for the Consumer Confidence Rule	EPA-816-R-99-008	not specified
Preparing Your Drinking Water Consumer Confidence Report: Guidance for Water Suppliers	EPA-816-R-99-002	not specified
Public Notification Handbook	EPA-816-R-00-010	not specified
Lead Contamination in the Home		
Protect Your Family from Lead in Your Home	EPA-747-K-99-001	Cambodian, Laotian, Hmong, and Vietnamese
Reducing Lead Hazards When Remodeling Your Home	EPA-747-K-97-001	
Lead in Your Home: A Parent's Reference Guide	EPA-747-B-98-002	
Lead Poisoning and Your Children	EPA-800-B-92-002	
Pesticides		
Steps to Protect Yourself from Pesticides	EPA-735-F-95-004	Vietnamese
Insecticide Chalk - This Product is Unsafe and Illegal	none	Chinese, Vietnamese
Worker protection information and warning signs were posted at the points of entry to pesticide-treated fields	none	Korean, Cambodian, Laotian, Pilipino/Tagalog, Chinese, Thai, and Vietnamese
Miscellaneous pesticides education and outreach materials on the safe use of pesticides in the home	none	Chinese; other languages not specified
Miscellaneous fact sheets on the Del Monte Superfund site in Oahu, Hawaii were distributed to pesticide workers.	none	Ilocano (Philippine dialect); other languages not specified
Pollution Prevention and Risk Management		

Document Title	Document Number	Language
Plain Korean Guide for Perc Dry Cleaners: Step-by-Step Approach to Understanding Federal Environmental Regulations	EPA-305-B-97-001	Korean
Design for the Environment: Garment and Textile Care Program Fact Sheet: Cleaner Clothes, Cleaner Neighborhoods, and Cleaner Solutions	EPA-744-F-98-012	Korean
Resource Guide for Garment and Textile Care Professionals	EPA-744-K-96-004	Korean
Design for the Environment: Frequently Asked Questions About Drycleaning	EPA-744-K-98-002	Korean

Appendix G

EPA Federal Advisory Committees

Federal Advisory Committees			Designated Federal Official
1	LGAC	Local Government Advisory Committee	Ms. Denise Ney
		Steering Subcommittee Issues Subcommittee Process Subcommittee Small Community Advisory Subcommittee	Denise Ney Mark Flory Paul Guthrie Steven Wilson
2	EFAB	Environmental Financial Advisory Board*	Mr. John Wise
3	BSC	Board of Scientific Counselors*	Ms. Shirley Hamilton
4	NACEPT	National Advisory Council for Environmental Policy and Technology	Ms. Gwen Whitt
		<i>Subcommittees:</i> Committee on Sectors Effluent Guidelines Taskforce Committee on Compliance Assistance	Kathleen Bailey (OPEI) Beverly Randolph (OW) Regina Bushong (OECA)
5	GNEB	Good Neighbor Environmental Board*	Elaine Koerner
6	GAC	Government Advisory Committee (of NAFTA)*	Mr. Mark Joyce
7	GMPRB	Gulf of Mexico Program Policy Review Board	Ms. Gloria Car
		<i>Subcommittees:</i> Gulf of Mexico Program Management Gulf of Mexico Citizens Advisory	Ms. Gloria Car Ms. Gloria Car
8	NAC	National Advisory Committee (of NAFTA)*	Mr. Mark Joyce
9	FIFRA SAP	FIFRA Scientific Advisory Panel*	Mr. Larry Dorsey Mr. Paul Lewis
10	CAAAC	Clean Air Act Advisory Committee	Mr. Paul Rasmussen
		Energy, Clean Air and Climate Change Mobile Sources Technical Review Permits, New Source Reviews, and Toxics Economic Incentives and Regulatory Innovation Linking Land Use, Transportation, and Air Quality Accident Prevention MTBE Blue Ribbon Panel	Ms. Anna Garcia Mr. John T. White (Ann Arbor) Ms. Debbie Stackhouse (RTP) Ms. Carey Fitzmaurice Mr. Michael Ball (Ann Arbor) Ms. Karen Shanahan Ms. Karen Smith
11	ACCACA	Advisory Council on Clean Air Compliance Analysis	Ms. Angela Nugent

Federal Advisory Committees			Designated Federal Official
		<u>Subcommittees:</u> Air Quality Models Subcommittee Health and Ecological Effects Subcommittee	Ms. Angela Nugent Ms. Angela Nugent
12	NEEAC	National Environmental Education Advisory Council*	Ms. Ginger Keho
13	NDWAC	National Drinking Water Advisory Council	Ms. Charlene Shaw
		<u>Subcommittees:</u> Contaminant Candidate List Research	April McLaughlin Heather Shank-Givens
14	MD/DBAC	Microbial and Disinfectants/Disinfection Byproducts Advisory Committee*	Ms. Martha Kucera Ms. Cayce Parish
15	UWWFAC	Urban Wet Weather Flows Advisory Committee	Mr. Kevin Weiss
		<u>Subcommittees:</u> SSO Subcommittee	Mr. Kevin Weiss
16	ELAB	Environmental Laboratory Advisory Board*	David Friedman
17	CASAC	Clean Air Scientific Advisory Committee	Mr. A. Robert Flaak
		<u>Subcommittees:</u> The CASAC Technical Subcommittee on Fine Particle Monitoring	Mr. Robert Flaak
18	IN-HWPDC	Industrial Non-Hazardous Waste Policy Dialogue Committee*	Paul Cassidy
19	NEJAC	National Environmental Justice Advisory Council*	Mr. Charles Lee
		Air and Water Enforcement Health and Research Health and Research Indigenous Peoples Indigenous Peoples International Waste and Facility Siting	Alice Walker, Co-DFO Wil Wilson, Co-DFO Shirley Pate, DFO Robert Banks, Alternate Lawrence Martin, Co-DFO Chen Wen , Co-DFO Danny Gogal, Co-DFO Tony Hanson, Co-DFO Wendy Graham, DFO Kent Benjamin, DFO
20	CHPAC	Children's Health Protection Advisory Committee*	Ms. Paula Goode

Federal Advisory Committees			Designated Federal Official
21	EPA-SAB	EPA Science Advisory Board	Dr. Donald Barnes
		<u>Subcommittees:</u> Integrated Risk Steering Subcommittee of the Executive Committee Drinking Water Committee Ecological Processes and Effects Committee Environmental Economics Advisory Committee Environmental Engineering Committee Environmental Health Committee Integrated Human Exposure Committee Radiation Advisory Committee Research Strategies Advisory Committee	Ms. Stephanie Sanzone Mr. Thomas Miller Ms. Stephanie Sanzone Mr. Thomas Miller Ms. Kathleen Conway Ms. Roslyn Edson Mr. Samuel Rondberg Ms. Roslyn Edson Mr. Samuel Rondberg (CO-DFO: Dr. Dorothy Canter-Disproportionate Impact Review) Melanie Medina-Metzger Dr. John R. Fowle, III
22	NACAEGLH	National Advisory Committee for Acute Exposure Guideline Levels for Hazardous Substances*	Dr. Paul Tobin
23	PPDC	Pesticide Program Dialogue Committee*	Ms Margie Fehrenbach

* no subcommittees/Tier 2 Committees