

**US ENVIRONMENTAL PROTECTION AGENCY
UPDATED 2002 INVENTORY**

for the White House Initiative on Asian Americans and Pacific Islanders

July 2002



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PART I

Executive Summary

The mission of US 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 provides leadership in the nation's environmental science, research, education and assessment efforts. Working closely with other Federal agencies, state and local governments, and Indian tribes, it develops and ensures compliance with regulations under existing environmental laws. It also works with industries and all levels of government in a wide variety of voluntary pollution prevention programs and energy conservation efforts. EPA educates the public on environmental issues and provides tools for Americans to make their own decisions regarding acceptable levels of environmental and public health risks. 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 programs and services are administered through its headquarters offices located in Washington, DC, and through its ten Regional offices (Boston, New York, Philadelphia, Atlanta, Chicago, Denver, Dallas, Kansas City, San Francisco, and Seattle). EPA also has 17 laboratories across the country. In fiscal year (FY) 2001, the Agency had approximately 17,700 permanent employees, with approximately 5.2 percent of this workforce of Asian or Pacific Islander descent. The percent of AAPIs showed a slight improvement since FY 1999 and was about 1.3 percent higher than the civilian labor force and about .8 percent higher than the permanent Federal workforce. Over 62 percent of AAPI employees occupied the "professional" employment categories. A significant portion of AAPIs were at the GS-12 and GS-13 levels (20 percent and 45.5 percent, respectively), which is 6 to 10 percent higher than the percent of all Agency employees at these grade levels. However, AAPIs held only 3 percent of the Agency's supervisory positions (including Senior Executive Service).

To ensure that AAPIs and other minorities have full access to EPA's programs and services, the Agency has undertaken significant measures. 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 partnerships with community-based organizations (CBOs), financial assistance, outreach, research and development, technical assistance, educational internships and scholarships, and employment.

In September 2001, EPA published the *Asian American and Pacific Islander Outreach Strategy* (EPA-202-K-01-003 or www.epa.gov/aapi/outreach.htm) which creates a comprehensive framework for strengthening the Agency's relationship with the nation's diverse and growing AAPI community. To develop and shape this strategy, EPA engaged in a cooperative effort meeting with AAPI residents, community groups, academia, business, and local governments in five US communities with diverse AAPI populations. These meetings, in the spring and summer of 2000, were designed to provide attendees with information about EPA's work and to gather community input on the strategy. The voices and visions of these sessions helped EPA set forth an integrated approach to improving the delivery of programs and services of particular importance to AAPI communities.

The goals of the strategy are fourfold. First, it lays the foundation for building strong **community partnerships** to respond effectively to the environmental and public health needs of AAPIs and encourage public participation and informed decision-making. Second, it describes EPA's commitment to enhancing **economic opportunities** for AAPI-owned businesses. EPA also is committed to promoting environmental **education**, encouraging AAPI youth to be stewards of the environment and to consider the pursuit of environmental careers. Finally, this strategy delineates how EPA intends to promote diversity in its own workforce by providing **employment opportunities** for AAPI professionals and pathways for career growth.

This strategy represents an important milestone in EPA's efforts to provide all Americans with the knowledge and resources needed to confront environmental and public health challenges. This approach not only meets the Agency's goals, mandates, and budget constraints, but also reflects EPA's commitment to promote easy access and full utilization of its programs and services by AAPIs. It also reflects EPA's active support for the goals of the White House Initiative on Asian Americans and Pacific Islanders.

This 2002 Inventory responds to the White House Initiative's request to update the Inventory completed in calendar year 2000 that established a baseline for the Federal government to measure progress. It displays the level of services that EPA provided to AAPIs based primarily on FY 2001, the last full fiscal year for which data are available. EPA is pleased to participate in this cross-agency collaboration to comprehensively address the multi-faceted problems facing AAPI communities.

PART II

**Table A
AAPI Participation in Major Programs and Services
(based on FY 2001 or the last year for which data are available)**

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
Children's Health Protection - 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. www.epa.gov/children/enter.htm	AO	Universal Benefit	Undetermined			Undetermined			Potentially affected the AAPI population and their children.
Title VI External Compliance - ensures that recipients of EPA financial assistance and others comply with the relevant non-discrimination requirements under Federal law and handles complaints alleging violation of Title VI. www.epa.gov/civilrights/	AO/OCR	Universal Benefit	Undetermined			Undetermined			Developed guidance for Title VI implementation. EPA's Plan by which persons with limited English proficiency can have meaningful access to EPA programs is under review by the Department of Justice.
Title VII Internal Compliance - affords all EPA employees and applicants for employment equal employment and advancement opportunities without regard to race, color, national origin, sex, age, religion, disability, reprisal, sexual orientation, or parental status and manages the Agency's Discrimination Complaints Program. www.epa.gov/civilrights/	AO/OCR	17,707 (Total permanent EPA employees)			927	Undetermined			Developed tools to manage and fully utilize a diverse workforce

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Special Emphasis Programs (SEP)- focus on the employment, development, and advancement of members of the protected groups in all disciplines, including science and engineering, secretarial and clerical, managerial, and administrative positions. www.epa.gov/civilrights	AO/ OCR, Other EPA Offices	Universal Benefit	Undetermined			Undetermined			Coordinated program and public relations activities with institutions serving AAPI students through EPA's national and collateral-duty AAPI SEP managers. Used SEP and Environmental Justice and Diversity Action Plans to target activities to AAPI organizations through listening sessions, recruitment and outreach efforts.
Cooperative Environmental Management - provides efficient and effective operation and oversight of EPA advisory committees authorized under the Federal Advisory Committee Act. www.epa.gov/ocempage/	AO/ OCEM	Universal Benefit	Undetermined			Undetermined			Promoted the participation of AAPIs as members in Federal advisory committees.
Small and Disadvantaged Business Utilization - stimulates involvement of minority firms (including AAPIs) in the procurement/grant process and sponsors conferences, one-on-one counseling, and group training. www.epa.gov/osdbu/	AO/ OSDBU	Universal Benefit	Undetermined			Undetermined			Disseminated information on procurement and grant opportunities and provided technical and management assistance. www.epa.gov/osdbu/smbusiness.htm

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Indoor Air Quality - addresses problems of indoor air pollution (from radon, tobacco products, fuels, pesticides, etc.) through efforts to inform the public and through the Regional Radon Training Centers. www.epa.gov/air/indoorair/index.html	OAR	Universal Benefit	Undetermined			Undetermined			Raised knowledge and awareness of program issues. Provided skills and resources to CBOs that serve AAPI communities (e.g., translation of EPA related materials and training on air issues for local health affiliates working with AAPI populations.)
Radiological Emergency Preparedness and Response - monitors and assesses offsite radiation exposures and provides guidance during any coordinated Federal response to radiological emergencies. www.epa.gov/air/radiation/index.html	OAR	Universal Benefit	Undetermined			Undetermined			Same as above.
Site Cleanup - develops risk assessment tools and guidance for cleaning up sites contaminated with radioactive materials www.epa.gov/radiation/cleanup/	OAR	Universal Benefit	Undetermined			Undetermined			Same as above.
Ambient Air Program - 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 and 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 (NAQSQS) are maintained. www.epa.gov/oar/oaqps/	OAR	Universal Benefit	Undetermined			Undetermined			Same as above.

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
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Transportation and Air Quality Program - protects public health and the environment by controlling air pollution from motor vehicles, engines, and the fuels used to operate them, and by encouraging travel choices that minimize emissions. www.epa.gov/air/transport/index.html	OAR	Universal Benefit	Undetermined			Undetermined			Raised knowledge and awareness of transportation and air quality issues through consumer information and voluntary programs. www.epa.gov/otaq/consumer.htm
Acquisition Management - responsible for all contracting and related activities to fulfill the Agency's mission to protect and safeguard the environment through its business relationships. www.epa.gov/oam/	OARM	Universal Benefit	Undetermined			Undetermined			Managed/tracked all prime and subcontracts with contractors of AAPI descent (see Appendix C).
Senior Environmental Employment (SEE) Program - utilizes the skills and expertise of older Americans (55 and above), including AAPIs, and enables them to contribute to the workforce. www.epa.gov/ohros/see/brochure/	OARM/ OHROS manages, Program & Regions utilize	1795 (SEE program enrollees)	Undetermined					93	Partnered with community-based organizations like the National Asian Pacific Center on Aging 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 development, implementation, and enforcement of environmental laws, regulations and policy. www.epa.gov/compliance/environmentaljustice/index.html	OECA/ OEJ	Universal Benefit	Undetermined			Undetermined			Increased awareness/outreach efforts by translating basic environmental justice information into Chinese and Vietnamese languages

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<p>Environmental Justice Small Grants Program - fosters collaborative efforts directed at addressing and/or resolving real life environmental justice issues. The projects place a premium on community and family health.</p> <p>www.epa.gov/compliance/environmentaljustice/grants/ej_smgrants.html</p>	OECA/OEJ	Universal Benefit	Undetermined			Four community-based organizations served			Encouraged participation through outreach, grant workshops and application information. In FY-2001, four grants were awarded to demonstrate how AAPI communities come together in different ways to solve local problems. These reflected the diversity of problems found in AAPI communities across the US.
<p>Analysis and Dissemination of Environmental Data -</p> <ul style="list-style-type: none"> ● provides technical assistance to organizations that partner with EPA in collecting data, analyzing data, preparing statistical reports and making the data usable and understandable. ● responds to program and Regional requests for demographic, environmental, economic, TRI and other data that are available from EPA and other Federal or state government sources (e.g., 2000 Census data of AAPI populations by US counties) and provides data collection, mapping and visualization of collected data. 	OEI	Universal Benefit	Undetermined			Undetermined			Provided technical assistance to AAPI organizations who partner with EPA's AAPI program and responded to EPA AAPI program requests.

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<p>Public Access - provides access to quality data including:</p> <ul style="list-style-type: none"> ● www.epa.gov , EPA’s gateway to publicly accessible information. ● www.epa.gov/enviro/index_java.html, Envirofacts Data Warehouse, which provides information about environmental activities anywhere in the US. ● www.epa.gov/enviro/html/em/index.html, EnviroMapper, a web-based, interactive mapping tool, that provides a dynamic way to visualize environmental information in local settings. ● http://www.epa.gov/enviro/wme/, Window to My Environment, which uses interactive maps and powerful tools to answer questions about environmental conditions in communities and what they are doing protect the environment. 	OEI	Universal Benefit	Undetermined			Undetermined			<ul style="list-style-type: none"> ● Provided technical support for AAPI web site “usability” testing so that members of the AAPI community gain access to EPA information resources. ● EnviroMapper includes an environmental justice application to assist communities that may be disproportionately affected by pollution sources. ● Window to My Environment currently covers Regions 3, 5, 6 and 8.
<p>Environmental Information Outreach - promotes the availability of EPA information resources.</p>	OEI	Universal Benefit	Undetermined			Undetermined			<p>Promoted the availability of EPA information resources. Provided to AAPI communities (both technical and general interest audiences, e.g., provided outreach to AAPI communities about the availability of “Window to My Environment”).</p>

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International Air Program - reduces emissions from mobile sources in Southeast Asia and China by characterizing the air pollution in the cities and developing emission control strategies for both new and in-use motor vehicles.	OIA, OAR	Universal Benefit	Undetermined			Undetermined			Provided technical assistance to the Phillipines and Vietnam to support efforts to remove lead from gasoline. These technology transfer projects will benefit AAPI family members still living in Asia.
The Washington Center for Internships and Academic Seminars	OIA	Universal Benefit	Undetermined			2 per fiscal year			Recruited and offered internships to students from colleges and universities with a high percentage of AAPIs.
Pesticide Registration - evaluates the potentially adverse effects of pesticides on humans, the environment and non-target species. Pesticides are found in homes/businesses that impact AAPIs. www.epa.gov/pesticides/chemreg.htm	OPPTS	Universal Benefit	Undetermined			Undetermined			Included a dietary risk assessment that analyzes data for certain populations, e.g., AAPIs, as part of the registration process.
Pesticide Reregistration - reviews the health and environmental effects of pesticides registered before 1984 to determine if they meet contemporary health and safety standards. www.epa.gov/pesticides/reregistration/	OPPTS	Universal Benefit	Undetermined			Undetermined			Same as above.

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Pesticide Special Review - reviews 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. www.epa.gov/oppsrrd1/specialreview.html	OPPTS	Universal Benefit	Undetermined			Undetermined			Same as above.
Protecting Children from Pesticides - studies pesticides to better understand their effects on children since they are at a greater risk for some pesticides. 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 - helps health care providers become better aware and trained in pesticide health issues. www.epa.gov/oppfead1/safety/healthcare/healthcare.htm	OPPTS	Universal Benefit	Undetermined			Undetermined			Improved the recognition, diagnosis, management, and prevention of adverse health effects from pesticide exposures.

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Pesticide Environmental Stewardship Program (PESP) - forms voluntary partnerships with pesticide users (partners) and with organizations that have significant influence over pest management practices (supporters) to reduce the health and environmental risks associated with pesticide use and implements pollution prevention strategies. www.epa.gov/oppbpd1/PESP/	OPPTS	Universal Benefit	Undetermined			Undetermined			Opened to all organizations that meet the program membership criteria.
Certification and Training and Worker Protection Program - funds cooperative agreements to assist states, territories, and tribes conduct certification and training programs that cover safe pesticide use for pesticide applicators to reduce the risk of pesticide poisonings and injuries among agricultural workers and pesticide handlers, including AAPIs. http://www.epa.gov/oppfead1/safety/workers/workers.htm	OPPTS	Universal Benefit	Undetermined			Undetermined			Required the use of multiple languages (including those of AAPIs), information channels, and organizational networks (e.g., warning signs posted at points of entry to pesticide treated fields include information in Cambodian, Chinese, Korean, Laotian, Filipino/ Tagalog, Thai, and Vietnamese) to reach a diverse and highly mobile population.

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Pesticides Education and Outreach - ensures that the public has information it needs to make responsible decisions about pesticides and promotes public health and environmental protection goals (e.g., the "Citizens Guide to Pest Control and Safety" teaches consumers how to control pests in/around the home, alternatives to chemical pesticides, how to choose pesticides, and how to use, store and dispose of them safely.) www.epa.gov/pesticides/consumer.htm	OPPTS	Universal Benefit	Undetermined			Undetermined			Translated many of these documents into AAPI languages; and employed translators 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).
Lead Risk Reduction Program - reduces the hazards posed by lead-based paint through regulation, education and outreach. www.epa.gov/opptintr/lead/index.html	OPPTS, R6	Universal Benefit	Undetermined			Undetermined			Directed educational campaign at both abatement workers and parents, especially in low-income areas and areas with a high population of immigrants. A Vietnamese translation of the lead brochure "Protect your Family from Lead in your Home" was published in 2002.

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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 that could impact on AAPIs. www.epa.gov/scipoly/oscpendo/index.htm	OPPTS	Universal Benefit	Undetermined			Undetermined			Translated public documents into AAPI languages, as necessary.
Design for the Environment - helps businesses, through voluntary partnerships, 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. www.epa.gov/opptintr/dfe/	OPPTS, R6, R9	Universal Benefit	Undetermined			Undetermined			Provided translated materials for Korean-American garment care establishments: www.epa.gov/opptintr/dfe/pubs/allpubs.htm . Vietnamese-American nail care salons in the Houston, Texas are involved in partnership program with EPA Region 6 to determine best shop practices.

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PBT Initiative - addresses the impacts on people and the environment from highly toxic, long lasting substances such as mercury. OPPTS is working with other EPA offices to assure that monitoring plan developed for priority persistent, bioaccumulative, and toxic reflects baselines affecting subsistence fisher populations, including AAPIs. www.epa.gov/opptintr/pbt/mercury.htm	OPPTS	Universal Benefit	Undetermined			Undetermined			Included AAPI subpopulations in definition of subsistence fisher population group. This program should help reduce the risk of eating mercury-contaminated fish by AAPIs.
Science to Achieve Results (STAR) Program - funds research grants and graduate fellowships in numerous environmental science and engineering disciplines through a competitive solicitation process and independent peer review. http://es.epa.gov/ncer/grants/	ORD	Universal Benefit	Undetermined			3 graduate fellowships 10* research grants principal investigators			
STAR Peer Review - supports the STAR program through a rigorous peer review process that rates the quality of the science proposed by the Principal Investigators.	ORD	Universal Benefit	Undetermined					75*	Engaged (by contract) outside experts in the specified field to review STAR applications and rate them according to the quality of the science in the proposal. Of those reviewers, EPA estimates that about 75 AAPIs were engaged as peer reviewers. Reviewers become familiar with the application process, understand the quality of the proposals that succeed, and, in the future, assemble their own applications or encourage others from their institutions to do so.

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Small Business Innovation Research - participates in the SBIR Program established by the Small Business Innovation Development Act of 1982. http://es.epa.gov/ncer/sbir/	ORD	Universal Benefit	Undetermined					3 to 8*	Made approximately forty Phase I awards of \$70,000 each and ten to fifteen Phase II awards of \$250,000 each. EPA estimates that between 10% and 25% of its SBIR awards are AAPI small businesses or businesses that have a Principal Investigator who is an AAPI.
Environmental Technology Verification (ETV) Program - develops testing protocols and verifies the performance of innovative technologies to problems that threaten human health or the environment. www.epa.gov/etv/	ORD	Universal Benefit	Undetermined			Undetermined			Accelerated the entrance of new environmental technologies into the domestic and international marketplace.
Small Drinking Water Treatment Technology Evaluations	ORD	Universal Benefit	Undetermined			Undetermined			Provided technical assistance on evaluation and selection of drinking water, wastewater, and telemetry technologies in the Pacific Islands.
Superfund Technical Assistance	ORD, R10, OSWER	Universal Benefit	Undetermined			Undetermined			Provided technical support for the Del Monte Superfund site in Hawaii.

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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. www.epa.gov/epahome/hi-brownfields.htm	OSWER	Universal Benefit	Undetermined			Undetermined			Provided cultural awareness and sensitivity training for staff.
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. www.epa.gov/epaoswer/hazwaste/ca/index.htm	OSWER	Universal Benefit	Undetermined			Undetermined			Provided cultural awareness and sensitivity training for staff.
Chemical Emergency Preparedness and Prevention - provides leadership, advocacy, and assistance to prevent and prepare for chemical emergencies; respond to environmental crises; and inform the public about chemical hazards in their community. www.epa.gov/swercepp/	OSWER	Universal Benefit	Undetermined			Undetermined			Provided cultural awareness and sensitivity training for staff.
Oil Program - prevents, prepares for and responds to oil spills that occur in and around inland waters of the US. www.epa.gov/oilspill/	OSWER	Universal Benefit	Undetermined			Undetermined			Provided cultural awareness and sensitivity training for staff.

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Underground Storage Tanks (UST) - prevents and addresses releases from USTs. Promotes compliance with EPA and State requirements for leak detection and the upgrading, replacing or closure of substandard tanks. Cleans up leaking UST contamination. www.epa.gov/swrust1/index.htm	OSWER	Universal Benefit	Undetermined			Undetermined			Provided compliance information regarding USTs and cleanup information regarding leaking USTs as part of the UST owners/ operators community, including AAPIs.
Underground Injection Control Program - provides safeguards so that injection wells do not endanger current and future underground sources of drinking water. www.epa.gov/safewater/uic.html	OW	Universal Benefit	Undetermined			Undetermined			Translated public information materials in AAPI languages.
Beach Protection Program -funds grants to strengthen beach standards and testing, improve the scientific basis for beach monitoring, and develop methods to inform the public about beach conditions www.epa.gov/waterscience/beaches/	OW	Universal Benefit	Undetermined			Undetermined			Improved public notification in Pacific Island states and territories.
Fish Consumption/Advisory - supports states and tribes through guidance, scientific information and technical assistance. www.epa.gov/waterscience/fish/	OW	Universal Benefit	Undetermined			Undetermined			Provided translation of brochure and/or information materials.
Public Water System Supervision Program - implements and enforces drinking water standards to protect public health. www.epa.gov/safewater/pws/pwss.html	OW	Universal Benefit	Undetermined			Undetermined			Translated public information materials in AAPI languages.

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Drinking Water State Revolving Fund - makes funds available to drinking water systems to finance infrastructure improvements to ensure the provision of safe drinking water to 250 million customers. www.epa.gov/safewater/dwsrf.html	OW	Universal Benefit	Undetermined			Undetermined			Maintained, improved and expanded information and systems to support core public health, program and right-to-know needs. Community water systems that serve a large non-English-speaking population must include in their annual water quality reports information in the appropriate language about the importance of the report, or a telephone number where residents may obtain a translated copy of the report.
Outreach to AAPI community leaders - increases the dialogue with AAPI community residents and organizations.	R1	Universal Benefit	Undetermined			Undetermined			Identified issues and discussed strategies through meetings with leadership, organizations and residents.
Urban Environmental Program - addresses environmental justice issues.	R1	Universal Benefit	Undetermined			Undetermined			Communicated in Laotian, Hmong and Vietnamese as part of the Northern Rhode Island Conservation District - Public Education Campaign for the Woonasquatucket River. Produced in Cambodian an informational brochure for the Keep Providence Beautiful campaign. Sponsored the Chinese Progressive Association in the Campaign to Protect Chinatown.

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Children's Health	R3	Universal Benefit	Undetermined			40*	0	40*	Circulated AAPI language materials on lead and asthma through Region 3's grantees.
Ombudsperson for Small & Disadvantaged Businesses Utilization	R3	Universal Benefit	Undetermined			50*		50*	Held open house for minority-owned businesses to promote mission of the office.
Children's Environmental Health State Coordination, Outreach and Education Program - develops capacity within Region 4 states to address children's environmental health hazards. A major component of this project is children's environmental health outreach, training and educational programs.	R4	Universal Benefit	Same as AAPIs Served			725,487	24,221	749,708	Impacted AAPIs living in high-risk neighborhoods that tend to be poor, minority, urban, low-income, and older housing neighborhoods.
						*Estimates derived from Census 2000 data located at US Census Bureau web site, State and County QuickFacts			
The Presidential Task Force on Environmental Health & Safety Risks to Children - encourages Federal agencies to give more support to states to combat childhood asthma. The Region is facilitating the development and implementation of state strategies to reduce exposures to environmental triggers of childhood asthma.	R4	Universal Benefit	Same as AAPIs Served			725,487	24,221	749,708	Impacted AAPI populations living in high-risk neighborhoods. Many of the high-risk areas for asthma are poor, minority, urban, low-income areas.
						*Estimates derived from Census 2000 data located at US Census Bureau web site, State and County QuickFacts			

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Children's Pesticide, Asbestos, and Lead (PAL) Environmental Education and Outreach Initiative - minimizes children's exposure to environmental health hazards through a community-based program.	R4	Universal Benefit	Same as AAPIs Served			725,487	24,221	749,708	Trained health professionals, developed educational and outreach material and resulted in the establishment of community intervention programs. AAPI children in poor, minority, urban, low-income and older housing neighborhoods have high-risks for lead-poisoning, asthma and environmental hazards.
						*Estimates derived from Census 2000 data located at US Census Bureau web site, State and County QuickFacts			
Children's Environmental Health Lead Based Paint Regulatory Compliance Assistance and Education Project - provides outreach, compliance assistance and information to the regulated community and the public on the EPA regulatory requirements associated with lead-based paint. The project focuses on low income and minority communities where the greatest number of children have been found with elevated blood lead levels.	R4	Universal Benefit	Same as AAPIs Served			725,487	24,221	749,708	Impacted children, including AAPI children, especially in high-risk neighborhoods (low-income areas and areas with potentially a high population of immigrants) in helping to reduce childhood lead.
						*Estimates derived from Census 2000 data located at US Census Bureau web site, State and County QuickFacts			
Lead-Based Paint Real Estate Notification and Disclosure Program - entitles home buyers and renters of pre-1978 housing to receive lead poisoning prevention information pamphlet and disclosure from the owner/landlord of the property of knowledge of lead-based paint in housing before lease or purchase.	R4	Universal Benefit	Same as AAPIs Served			725,487	24,221	749,708	Targeted compliance inspections toward areas at high-risk for lead-poisoned children, which are urban, low-income, older housing neighborhoods. AAPI populations living in high-risk neighborhoods will be impacted.
						*Estimates derived from Census 2000 data located at US Census Bureau web site, State and County QuickFacts			

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
Lead-Based Paint Training and Certification Program - funds cooperative agreements to assist states and tribes, as well as directly implements in some states and tribes, a program to conduct certification and training which conveys appropriate techniques to conduct paint inspections, risk assessments and safe paint removal in housing, in order to reduce the risk of lead poisoning among children, including AAPI children.	R4	Universal Benefit	Same as AAPIs Served			725,487	24,221	749,708	Impacted children, including AAPI children, especially in high-risk neighborhoods (low-income areas and areas with potentially a high population of immigrants) in helping to reduce childhood lead poisoning.
						*Estimates derived from Census 2000 data located at US Census Bureau web site, State and County QuickFacts			
Worker Protection Standard (WPS) - informs agricultural workers and handlers about the hazards of pesticides; provides protections to employees in the form of notification and personal protective equipment (PPE); and mitigates exposures and provides emergency assistance in the event of pesticide exposure. EPA and the states are responsible for ensuring that employers are complying with the WPS requirements.	R4	Universal Benefit	Same as AAPIs Served					941,600	Informed workers of WPS requirements and the points of contacts to report violations and to obtain more information. Each of the states has outreach underway under the WPS and many of the outreach materials are translated into languages other than English.
						*Estimate of farm workers in Region 4 based on the 1990 census and a National Agricultural Workers Survey conducted in 1994-1995 that showed that fewer than 1% of the farm workers in the United States were Asian born.			
Superfund Community Involvement Activities - plans and implements community relations/public involvement programs in accordance with CERCLA and RCRA.	R4	Universal Benefit	Same as AAPIs Served			725,487	24,221	749,708	Informed and educated affected AAPIs that live in affected areas.
						*Estimates derived from Census 2000 data located at US Census Bureau web site, State and County QuickFacts			

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
RCRA Enforcement - provides technical assistance and other support to the owners/operators of the industrial facilities in selection of compliance alternatives to return to compliance.	R5	Universal Benefit	Undetermined			Undetermined			Distributed information to persons/businesses in the AAPI directory.
Water Enforcement and Compliance Assurance Programs - <ul style="list-style-type: none"> ● provides scientific and technical assistance to the Region 5 States to assure that various water programs and objectives required by various water statutes (such as clear water act, safe drinking water act, underground injection control, etc.) are implemented. ● provides technical assistance and other support to the operators for owners of the industrial facilities personnel in selection of compliance alternatives to return to compliance. Several Asians own and operate printed circuits boards. ● provides technical assistance and necessary documents to community groups, concerned citizens, regarding compliance status of various industries and publicly owned treatment workers. 	R5	Universal Benefit	Undetermined			Undetermined			Created dialogue between the states, community groups and private sector. Designated program specific individuals, hosted meetings and provided speakers.
Regional AAPI Outreach Strategy - concentrates outreach efforts on the large Vietnamese community in Houston, Texas, as part of the national AAPI outreach initiative.	R6	Universal Benefit	Undetermined			Undetermined			Translated various EPA outreach brochures to Vietnamese and attended Asian community activities to distribute outreach material. The program lead is fluent in Vietnamese.

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
Team Houston - partnership of twenty-three Federal, state, and local governments and AAPI community in Houston, Texas formed on June 6, 2001. The team has monthly conference calls to discuss on-going activities aimed at resolving AAPI issues in Houston, Texas. Team Houston's activities continue in FY2002.	R6	Universal Benefit	300,000* (Estimated at 56.8% of Houston population, a majority of whom are Vietnamese)			300,000* (Estimated at 56.8% of Houston population, a majority of whom are Vietnamese)			Funded activities individually by agency or local governments. EPA participated in the Design for the Environment nail salon project and assisted the Fish and Wildlife Service (FWS) with their first Vietnamese translation. Five thousand copies have been distributed to the Vietnamese community in Houston as well as other FWS offices in the US. Participated in 2002 community outreach efforts during the Vietnamese New Year Celebration and during a summer festival both at the Lavang Church in Houston.
Safe Drinking Water - ensures drinking water meets health based standards for more than 90 contaminants and protects drinking water from contamination sources.	R6	Universal Benefit	Undetermined			Undetermined			Made available, as appropriate, drinking water consumer confidence reports in foreign languages if a significant portion of the service population is non-English speaking. Recruited bilingual staff (Vietnamese).
Fish Consumption Advisories - reduce consumption of contaminated fish and shellfish.	R6	Universal Benefit	Undetermined			Undetermined			Posted an advisory limiting the consumption of crabs and catfish in the Houston Ship Channel, which is heavily fished by Asians.
Children's Health Project	R7	Universal Benefit	Undetermined			Undetermined			Visited pre-schools and day care centers to educate children and network with communities.

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
Indoor Air Quality	R7	Universal Benefit	Undetermined			Undetermined			Raised public awareness through information booths, answering telephone calls, presentations, Kids' web page.
State Indoor Radon Grants - encourage people to test their homes for radon, to fix them if radon levels are elevated, and to build new homes to be radon-resistant.	R9, OAR	Universal Benefit	Undetermined			Undetermined			Provided grants to Guam EPA. Guam has the highest levels of radon in Region 9 (>100pCi/L in homes and schools). Guam EPA built a radon lab (reducing time and inefficiency of mainland testing). Besides increasing radon awareness, it expanded testing to day care centers and is conducting a lottery to provide a free mitigation system to two homeowners.
Pesticides - works with state, tribal, and Pacific Island partners to implement an enforcement and public outreach strategy to eliminate the import, sale, and use of insecticide chalk that is produced in China and often found in Asian markets.	R9	Universal Benefit	Undetermined			Undetermined			Developed and translated (internally) into Vietnamese and Chinese a brochure highlighting the hazard to children. Region 9, states, tribes, and the Pacific Islands continue to distribute over 500 brochures to retail establishments that may be selling chalk. www.epa.gov/Region9/toxic/pes/t/chalk/index.html

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
Pesticides/Farm Worker Protection Program - manages and implements the Region's program as directed by the Federal Insecticide, Fungicide, Rodenticide Act (FIFRA).	R9	Universal Benefit	Undetermined			Undetermined			Distributed materials in AAPI languages to state inspectors and Pacific Island territory inspectors e.g., Multilingual Inspector Language phrase cards and audio cassettes that were produced by the EPA Office of Compliance in 1999. The card and cassette are intended to 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 farm workers (Cambodian, Chinese, Ilocano, Korean, Laotian, Tagalog, Thai-Female, Thai-Male and Vietnamese).
Superfund - plans and implements community relations and public involvement programs in accordance with CERCLA and RCRA.	R9	Universal Benefit	Undetermined			Undetermined			Produced outreach materials in various AAPI languages in order to inform, educate and involve affected AAPI communities at these sites.

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
Pacific Islands Office (PIO)- manages EPA's involvement and activities in the Pacific Island areas: the US flag areas of American Samoa, the Commonwealth of the Northern Mariana Islands and Guam; and the freely associated states of the Republic of the Marshall Islands, the Federated States of Micronesia, and the Republic of Palau. PIO endeavors to maintain a current and comprehensive understanding of the circumstances (environmental, political, social, economic, etc.) that affect these areas (with an emphasis in the flag areas) in order to inform the Agency's activities. www.epa.gov/region09/cross_pr/islands/index.html	R9	Universal Benefit	300,000* (Population mostly PI)			300,000* (Population mostly PI)			Awarded to area environmental protection agencies consolidated environmental program grants which enable program designs that reflect the priorities and needs of each area << www.epa.gov/Region9/cross_pr/islands/intro.html >> and provided ongoing technical assistance. Sponsored annual Pacific Islands environmental conference with participation from local governments, elected officials, private sector representatives, academia and non-profit and community-based organizations.
Superfund technical assistance grant - awarded to the Waste Action Project Advisory Group for work on a Superfund site located in a major Puget Sound waterway from which AAPIs harvest shellfish.	R10	Universal Benefit	Undetermined			Undetermined			Arranged for the Department of State to translate the Advisory Group's brochure into Vietnamese, Cambodian and Laotian.

Major Program/Service	Lead Entity	Total Population Eligible	Total AAPIs Eligible			Total AAPIs Served			Efforts to Broaden Service Delivery to AAPIs
			Asian	NHOPI	Total	Asian	NHOPI	Total	
Student Educational Employment Program, Volunteer Program, and Internships - enrich educational programs; relate education to the occupational needs of both EPA and participating students; provide students the opportunity for early career exploration and work exposure; and encourage interest in environmental studies and careers. www.epa.gov/epahome/jobs.htm	All	Universal Benefit	Undetermined			Undetermined			Recruited at institutions with high percentage of AAPIs.

* Estimate

Note: All of the EPA Regions work with states, tribes and other entities in their Regions to implement air, water, waste, and other environmental programs. These programs are listed in the table above only if the Region indicated specific efforts to broaden service delivery to AAPIs.

Appendix B-1 provides a key to Table A (Lead Entity Acronyms).

PART III

**Table B
Specific Projects and Initiatives for AAPIs
(based on FY 2001 or the last year for which data are available)**

Project/Initiative	Program Category	Total Funding	Total AAPIs Served	Funding Mechanism	Formula to Determine Funding Level
Air Program - efforts to characterize air pollution in cities and to develop emission control strategies for both new and in-use motor vehicles in China and Southeast Asia, and to remove lead from gasoline in Vietnam and the Philippines.	3	Undetermined	Undetermined	7 World Bank	1
Environmental Justice Small Grant - award to <i>Boat People SOS, Inc., Camden, NJ</i> . Through a series of outreach activities including information workshops, radio talk shows, and monthly newsletters, Boat People SOS is targeting Vietnamese refugees in Camden, New Jersey in order to build community capacity and enhance community understanding of lead paint hazards faced in Camden homes.	1	\$15,000	Community based organization	1	4 Subject to available funds
Environmental Justice Small Grant - award to <i>Vietnamese Community Southeastern of Virginia, Inc., Hampton, VA</i> . The Community Health Awareness Project's focus is Vietnamese refugees in Hampton Roads, Virginia who live in old buildings that are subject to high levels of carbon monoxide and lead. The project's goals are to raise health risk awareness, identify and assess pollution sources, and recruit and train environmental and health community advocates through health advocate training, information workshops, a Vietnamese-language newsletter mailed to the specific families, and flyers/brochures.	1	\$15,000	Community based organization	1	4 Subject to available funds

Project/Initiative	Program Category	Total Funding	Total AAPIs Served	Funding Mechanism	Formula to Determine Funding Level
Environmental Justice Small Grant - award to <i>Asian Pacific Environmental Network , Oakland, CA.</i> The Asian Pacific Environmental Network launched the first community capacity building effort in the Laotian community of West Contra Costa County in 1995. The goal is to bring together different ethnic groups of the Laotian community to organize, develop indigenous leadership, and build community capacity to work for social and environmental justice. This project focuses on improving the county’s disclosure of the release of toxic substances and their impact on human health, and the delivery of this information to Laotian and other non-English speaking communities.	1	\$14,285	Community based organization	1	4 Subject to available funds
Environmental Justice Small Grant - award to <i>My Service Mind Of the Northwest, Lakewood, WA.</i> This project addresses environmental pollution in the daily life of low-income Korean populations in Pierce, South King, Kitsap, and Snohomish counties; and serves to educate them about the dangers, proper use and disposal of household products; hazards of incorrect disposal; and the harmful effects of radiation. The project promotes critical thinking and action to develop and improve access to this information due to language barriers of affected community.	1	\$14,999	Community based organization	1	4 Subject to available funds
Environmental Justice Small Grant - award to the <i>Korean Women’s Association</i> in Region 10 for AAPI youth to learn about proper shellfish harvesting.	1	\$15,000	40,000 (Estimate)	1	4
Lead Risk Reduction Program - translation of the lead brochure, “Protect your Family from Lead in your Home,” into Vietnamese.	1	\$2,000	Undetermined	6	4

Project/Initiative	Program Category	Total Funding	Total AAPIs Served	Funding Mechanism	Formula to Determine Funding Level
Design for the Environment - outreach to Korean dry cleaners associations by EPA and state agencies	1	N/A	1500 (Estimate)	N/A	7 Meetings with dry cleaner associations
Design for the Environment - education of nail salon workers about the dangers of the chemicals present in their workplace through literature reviews and development of Vietnamese-translated fact sheets. EPA will work with nine pilot nail salons in order to develop best management practices for the industry.	1	\$75,000	200,000 (Estimate)	6	4
Post Doc Program - one Asian-American post doc hired in FY 2002.	2	\$90,000	1	7 Salary dollars	4
Research Program - Memorandum of Understanding with the Kwangiu Institute of Science and Technology to conduct cooperative research and exchanges of personnel. In FY 2002, hired two post docs from the Institute and an undergraduate student from Korea spent 4 months working with two researchers on metals transport research in the subsurface.	2	\$300,000	2	4	4
STAR Research Grant - award to the University of Illinois at Champaign entitled "Friends' Children's Environmental Health Center," to undertake basic science research and a community-based project in a Hmong- and Laotian-American community in the Midwest.	2		Undetermined	1	4
STAR Research Grant - award to the Universities of Guam and Hawaii and the Australian Institute of Marine Sciences entitled "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."	2	\$249,500	Undetermined	1	4

Project/Initiative	Program Category	Total Funding	Total AAPIs Served	Funding Mechanism	Formula to Determine Funding Level
RCRA Focus series on Dry Cleaning - translation into Korean.	1	Undetermined	Undetermined	N/A	5
UST Compliance - grants to states, territories, and tribes to implement the UST program..	3	\$270,000 (HI, GU, AS, CNMI)	Undetermined	2	4
Cleanup of Leaking UST Contamination - cooperative agreements to states, territories, and tribes to implement the LUST program.	3	\$480,000 (HI, GU, AS, CN)	Undetermined	4	4
Underground Injection Control (UIC) Program - grants to ensure effective public health protection by preventing contamination of the nation's drinking water supplies.	1, 2, 3	\$10,476,900 (All)	Undetermined	1	3 Formula based on populations, geographical area and the number of injections wells in the five well types or Classes
Public Water Supply Supervision (PWSS) Program - grants to ensure public health protection by providing effective oversight and by maximizing the use of available resources in the implementation of SDWA programs and regulations.	1, 2, 3	\$93,100,200 (All)	Undetermined	1	3 Formula based on populations, geographical area and number of different types of water systems
Drinking Water State Revolving Fund (DWSRF) - grants to implement and oversee drinking water infrastructure financing and establish future infrastructure needs.	1, 2, 3	\$823,185,000 (All)	Undetermined	1	3 Formula based on the results of the statutorily-required DW infrastructure Needs Survey
Drinking Water Infrastructure Grants (DWIG) - grants to implement and oversee drinking water infrastructure financing and establish future infrastructure needs.	1, 2, 3		Undetermined		

Project/Initiative	Program Category	Total Funding	Total AAPIs Served	Funding Mechanism	Formula to Determine Funding Level
Drinking Water Outreach - publications and outreach to increase public involvement and consumer awareness of drinking water issues	1, 3	\$616,000	Undetermined	1	2
National Forum on Contaminants in Fish - state/federal/tribal conference on fish advisories.	3, 5	\$100,000	Undetermined	2	4
Fish Consumption/Advisory - distribution of multi-language outreach brochures on fish advisories to high risk communities.	1	\$55,000	Undetermined	7 Interagency Agreement	4
Beach Protection Program - grants to strengthen beach standards and testing, improve the scientific basis for beach monitoring, and develop methods to inform the public about beach conditions.	2,3,5	\$236,000	Undetermined	2	5 Program grant allocation formula
Recycling Program - a solid waste recycling program established as well as storm water education for an adopted school in Philadelphia's Chinatown.	3	\$0	200 (Estimate)	N/A	N/A
Team Houston - partnership of twenty-three Federal, state, and local governments and AAPI community in Houston, Texas formed on June 6, 2001. The team has monthly conference calls to discuss on-going activities aimed at resolving AAPI issues in Houston, Texas. Team Houston's activities continue in FY2002.	1	Undetermined	300,000 (Estimated at 56.8% of Houston population)	7 Each Agency /local govt. funds their activities	Undetermined
Pesticides Program - translation of pesticide safety outreach materials in AAPI languages. Materials include pesticide application warning signs in Mandarin, Tagalog and Samoan, pesticide safety poster in Laotian and Tagalog, and pesticide safety workbook in Chamorro.	1	\$10,000	Undetermined	4	4

Project/Initiative	Program Category	Total Funding	Total AAPIs Served	Funding Mechanism	Formula to Determine Funding Level
Pesticide Program - funding to the State of Hawaii for pesticide safety training for non-English speaking farmers from Southeast Asian and the Philippines. Training conducted in Tagalog, Laotian and Korean.	5	\$40,000	Undetermined	4	4
Pesticide Program - two week Intergovernmental Personnel Act assignment to the Commonwealth of the Northern Mariana Islands (CNMI) and Guam to provide technical support and training to both CNMI-Department of Environmental Quality and Guam EPA in Pesticide Inspection & Enforcement procedures. Region 9 staff lead an 8-day hands-on FIFRA inspectors workshop on Saipan addressing such topics as: neutral inspection scheme development; legal authorities for entry; evidence collection; and case development activities.	3	\$3,000	Undetermined	4	4
Seafood Consumption Study - data from a 1999 Region 10 AAPI seafood consumption study was prepared in an accessible, user-friendly format via the EPA web site: www.epa.gov/Region10/offices/oea/risk/a&pi.pdf	1	\$3,000 and R10 in-kind services	Undetermined	Contract	5 Internal budget
Senior Environmental Employment (SEE) Program - cooperative agreement with the National Asian Pacific Center on Aging (NAPCA) which employs AAPI and other individuals in a variety of activities from clerical to professional services (e.g., engineers, chemists, statisticians, etc.) to support EPA activities.	1, 2, 3	\$6,330,332	Undetermined	4	4 Subject to available funds

Project/Initiative	Program Category	Total Funding	Total AAPIs Served	Funding Mechanism	Formula to Determine Funding Level
<ul style="list-style-type: none"> ● Student Career Experience Program - a Federal program that exposes students to public service and work experience directly related to the students' academic programs and career goals. ● High school student volunteer program - unpaid EPA training opportunities that provide high school students work experience related to their academic programs. ● Alliance for Learning and Vision of Under-represented Americans - an educational program that supports local AAPI students attending the University of Nevada at Las Vegas. 	5	\$30,000	26	7 Internal budget	4 Subject to available funds
Environmental Careers Organizations - an internship program which targets students from minority and low-income populations, such as AAPIs.	5	\$270,000 (Estimated cost of stipends)	8% of the total ECO Interns	7 Internal budget	4
The Washington Center for Internships and Academic Seminars - an organization that recruits and offers internships to students from colleges and universities with a high percentage of AAPIs.	7 Internships	\$17,867	2 per fiscal year	7 Internal budget	4
Recruitment Events - participation in FY 2001 and FY 2002 in national conferences and/or career fairs of the Organization of Chinese Americans, Federal Asian Pacific American Council, and National Association of Asian American Professionals, as well as the Asian Diversity Conference and Job Fair.	1	\$12,150	Undetermined	6	5 National and local recruitment budgets
Asian Pacific American Heritage Month Awareness - OPPTS training, OSWER speaker sponsorship on the topic of Japanese internment in WWII, Region 2 cultural awareness seminars, Regions 4, 5 and 9 professional development and other events, Region 7 "Asian Ancestors in the Americas" video and lecture by Chen Yi, and cultural food , entertainment and lectures in Headquarters.	5, 7	~\$16,500	Undetermined	4, 5, 6, 7 Internal budget	4, 5

Project/Initiative	Program Category	Total Funding	Total AAPIs Served	Funding Mechanism	Formula to Determine Funding Level
AAPI Program and Career Enhancement Training - training and professional development for AAPI employees in OPPTS, ORD, OSWER, Region 4 and Region 5.	5	~\$16,000	85	6, 7 Internal budget	4, 5
Diversity training offered to staffs in OSWER, Region 4 and Region 5.	5	\$29,200	N/A	N/A	5
Nationwide networking at training conferences.	5	\$3,000	2	7 AAPI training conference	N/A

NOTE: Appendix B-2 provides a key to Table B (Numerical Codes for Program Category, Funding Mechanism and Formula). Appendix D provides a summary of EPA community grant programs and award amounts for FY 2001.

PART IV

**Table C
Asian American and Pacific Islander Employment Profile**

Grade Level	Occupational Categories										Supervisory	
	Professional		Administrative		Technical		Clerical		Other			
	Total AAPIs	Total EPA	Total AAPIs	Total EPA	Total AAPIs	Total EPA	Total AAPIs	Total EPA	Total AAPIs	Total EPA	Total AAPIs	Total EPA
GS 1-4					0	2	4	82	7	28		
GS 5	2	8	0	9	2	17	3	91	1	7		
GS 6					1	55	3	97				
GS 7	1	46	7	88	10	236	6	288	2	14		
GS 8			0	1	7	139	5	207				
GS 9	14	112	17	316	4	120	4	113	1	6		
GS 10			0	5	1	67	1	47				
GS 11	11	261	14	505	1	29	0	2	1	4		
GS 12	117	1035	67	1416	0	10	0	1	1	2		
GS 13	297	3483	125	2658							0	1
GS 14	94	1662	35	1261							18	446
GS 15	35	874	13	962							23	837
SES	1	81	6	178							7	240
Other*	5	102	1	38							0	17
TOTAL	577	7664	285	7437	26	675	26	928	13	76	48	1541

* Includes Senior Level, Science/Technical, Administrative Law Judges, Administratively Determined, Executive Schedule, and PHS Commissioned Officers.
NOTE: This table reflects permanent employees as of 9/22/01 except for fifteen wage grade employees.

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 United States 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.

- In September 2001, EPA published the *Asian American and Pacific Islander Outreach Strategy* (EPA-202-K-01-003 or www.epa.gov/aapi/outreach.htm) which creates a comprehensive framework for strengthening the Agency's relationship with the nation's diverse and growing AAPI community. This *Strategy* described a number of activities focusing on AAPI populations. These included: a seafood consumption study in the Pacific Northwest, environmental justice for Philadelphia's Chinatown, working with the Asian Pacific Environmental Network to augment AAPIs' voice on environmental issues, reaching out to Korean dry cleaners through EPA's Design for the Environment's Garment and Textile Care Program, educating families about lead poisoning in Milwaukee's Southeast Asian communities, taking actions to reduce "Chinese Chalk" use, raising awareness of indoor air pollutants in partnership with the Association of Asian Pacific Community Health Organizations, protecting coral reefs in the Pacific, and raising environmental awareness in Hawaii.
- In FY 2001, under the Design for the Environment Program, Region 6 defined the market profile of the nail care salon industry in Houston, Texas as well as its environmental and health and safety issues. It has partnered with Vietnamese-American nail salons in Houston to determine best shop practices.
- A number of offices are using Geographic Information System (GIS) technology to conduct studies with an AAPI focus: (1) The Office of Environmental Information and the Office of Environmental Justice are working on a project to be completed in September 2002 to develop GIS maps of the Pacific Insular Areas (US territories), showing facilities with environmental permits. This effort promotes public awareness and environmental right-to-know. Eventually, the interactive EnviroMapper software, which is available on the EPA web site, will incorporate this information. (2) In the past year or so, Region 7 used Census Bureau data and GIS mapping technology in an effort to identify the greatest

concentration of AAPI populations in the Region. It also identified the colleges and universities within the Region that have a significant percentage of AAPI students. Region 7 will use this information to establish networks with community leaders and student groups for future outreach and recruitment purposes. (3) Region 2 conducted a GIS 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.

- Since January 2000, EPA has been funding a study of the health of coral reef ecosystems in Pacific Island communities. The coral reef ecosystems are ecologically and economically important to coastal and island inhabitants. Coral reefs buffer the shore against wave damage and erosion, support a variety of fish and plant species and sustain fisheries that supply food and employment, and provide income from recreational and tourist dollars.
- The Office of Prevention, Pesticides and Toxic Substances included a dietary risk assessment that analyzes data for certain populations, e.g., AAPIs, as part of the pesticide registration process.
- Region 10 conducted a seafood consumption study (published in 1999, EPA 910/R-99-003 or www.epa.gov/Region10/offices/oea/risk/a&pi.pdf) 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.
- 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), EPA's response to issues raised in this dialogue was documented in a report resulting in economic development initiatives for the Insular Areas.
- 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).

- 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.
- As part of the annual Affirmative Employment Program (AEP) report, the Agency periodically conducts workforce analyses that focus on issues such as under utilization and under representation of women, minorities and persons with disabilities. Based on these reports, the Office of Civil Rights (OCR) provides recommendations to Headquarters program offices and Regions to design programs and activities that promote and encourage workforce diversity. EPA's AEP Plan outlines the Agency's effort to improve the employment and advancement opportunities for under represented women, minorities and persons with disabilities. The report also documents the status of significant program objectives and action items directed towards achieving parity in the workforce.

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 does not have an Agency-wide policy for translations in AAPI languages although 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.)

However, EPA has developed a plan by which persons with limited English proficiency can have meaningful access to EPA programs. Currently, this plan is under review by the Department of Justice. Also, "The Model Plan for Public Participation" developed by the Public Participation and Accountability Subcommittee of the National Environmental Justice Advisory Council (NEJAC) calls for the meaningful involvement of all stakeholders in all aspects of the environmental decision-making process. So that the stakeholders can be meaningfully and appropriately involved in all stages of the process, information should be made available to the stakeholders in an accessible form. This means that when it is appropriate, materials are to be made available in an appropriate language format for those with limited English proficiency.

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, Filipino/Tagalog, Thai, and Vietnamese. Appendix E lists EPA's current information materials that are translated in Asian languages.

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.

EPA has several mechanisms in place to focus on AAPI issues. The Office of Civil Rights has established six Special Emphasis Programs (SEPs) to address the concerns, needs, and career aspirations of the traditionally under represented groups. These SEPs, which include a National Asian American and Pacific Islander Special Emphasis Program Manager, provide assistance and guidance in the recruitment, development and advancement of women, minorities and persons with disabilities. These programs are a necessary and integral part of the Agency's Equal Employment Opportunity (EEO) and Affirmative Employment Programs.

The National SEPs are managed by full-time employees. In addition, each Headquarters office and Region has collateral-duty employee representatives for local programs. SEP Managers assist management in:

- establishing contacts and coordinating program and public relations activities with educational institutions with a high percentage of AAPI students;
- involving EPA managers with these educational institutions, providing technical assistance and participating in recruitment trips, speaking engagements, and training conferences;
- educating selecting officials about recruitment and outreach opportunities and sources;
- educating managers and employees about constituent groups' cultures and contributions, as well as barriers to employment and career development opportunities;
- educating job applicants and employees about employment opportunities;
- developing and implementing a Diversity Action Plan in each office; and
- organizing the Asian Pacific American Heritage Month observance events for the purpose of developing cultural awareness about the contributions, legacy, heritage and concerns of the AAPI community.

The Asian Pacific American Council (APAC), as a private non-labor employee group, has received Agency approval to provide recommendations to management on matters concerning equity and diversity in the hiring and career advancement of AAPI employees.

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 or participates on several general, external advisory groups that welcome input from AAPI individuals and/or community-based organizations. For example:

- The National Environmental Justice Advisory Council 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 regulatory and non-regulatory actions. AAPI groups and individuals are free to participate in this stakeholder consultation process. For example, on June 26, 2002, Region 2 held a dialogue with members of the AAPI community to discuss the World Trade Center (WTC) clean-up efforts in lower Manhattan. Several community representatives from the Chinatown district and other parts of New York City were invited. Region 2 is coordinating a massive assistance effort in which the occupants of some 39,000 homes in the proximity of the WTC are being offered assistance including free cleaning and testing by certified asbestos contractors. EPA's World Trade Center web site << www.epa.gov/wtc/ >> offers a wide range of information in English, Spanish and, in some cases, Chinese.
- Several EPA Regions participate on the Federal Executive Board (Regions 1 & 3), Federal Regional Council (Region 9) or the equivalent which are a consortia of different Federal departments and agencies in those Regions working in partnership to better serve the public. They focus on broad issues of diversity, including AAPIs. The Federal Executive Board in Philadelphia has a local Partners In Equality Council that organizes multi-agency programs featuring speakers regarding various EEO and diversity issues as well as an annual EEO Day of Training for managers. The Federal Regional Council in San Francisco has established three committees to give attention and focus to needs specific to special populations in the Region. The Outer Pacific Committee focuses on the Pacific Islands.

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

EPA also has several general, internal advisory groups on which AAPI employees participate.

- The Honor Awards Board 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.
- As an outgrowth of the *Diversity Action Plans*, a number of offices have established Diversity Steering Groups, Recruitment Councils, or Position Review Panels which perform a variety of tasks to promote diversity awareness and initiatives or process changes to increase diversity in the organization.

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 Islands Office (PIO) in Region 9 dedicates 7 FTEs to manage the Agency's involvement and activities in the Pacific Island areas: the US 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 uses around 6.0 FTE to focus mainly on AAPI workforce issues, although a small percentage focuses on programmatic issues related to AAPIs. This commitment primarily comprises one FTE serving as the National Asian American and Pacific Islander Special Emphasis Program Manager as well as collateral-duty employees serving as SEP managers in the various program offices and Regions who are authorized to work up to 20% of their total work hours on AAPI employment and career advancement issues.

G. Were there any grant programs in FY 2001/FY 2002 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 that 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.
- Region 9 awards to Pacific Island area environmental protection agencies consolidated environmental program grants which enable program designs that reflect the priorities and needs of each area.

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.

In the Spring 2001, EPA published *Investing in Our People, EPA's Strategy for Human Capital 2001 through 2003* which focuses on enhancing the value of EPA employees. It recognizes that as the value of the Agency's people increases through investment and development, the performance capacity of the organization increases and therefore so does its value to the public. Its first goal is to "attract and retain a diverse and highly skilled workforce."

To that end, EPA has undertaken a number of diversity efforts over the past several years that build on or are incorporated within its human capital foundation. EPA's *Federal Equal Opportunity Recruitment Program Plan* reflects these efforts.

EPA's national recruitment program - - a key component in *EPA's Strategy for Human Capital* - - serves as the focal point for coordinating and planning recruitment activities Agency-wide. Its objectives are to:

- locate the best qualified applicants while adhering to merit system principles and EEO requirements;
- establish a framework for HR offices to implement recruitment initiatives;
- help reestablish relations with minority organizations, including institutions with high percentages of AAPIs;
- implement recruitment aspects of outreach strategies, including the *Asian American and Pacific Islander Outreach Strategy* which has an "Employment and Professional Advancement" component; and
- support offices in implementing *Diversity Action Plans* (DAP).

Integral to the program are the development and dissemination of tools, development and implementation of outreach strategies, and monitoring and evaluation of results. These include development of training materials for recruiters and on-line tools to assist managers in their recruiting efforts; enhancement of the web site to attract and inform applicants about job opportunities; participation at national recruiting events (e.g., sponsored by the Organization of Chinese Americans, Federal Asian Pacific American Council, and National Association of Asian American Professionals, as well as the Asian Diversity Conference and Job Fair); and production and maintenance of state-of-the-art recruitment booths and materials to use at these events.

EPA's comprehensive recruitment program incorporates both national and local diversity efforts to identify and hire entry-level people to senior specialists with the use of outreach, special hiring authorities, incentives, internships, fellowships, or other programs, including:

- **EPA Intern Program**, a comprehensive entry level, permanent employment and career development program designed to recruit and nurture the next generation of EPA leaders.

Interns enter a two year process to help them develop their potential. Since 1998, EPA has hired a total of 111 Interns, including a significant percent of women, persons with disabilities, and minorities, including AAPIs. In FY 2002, the Agency received over 2000 applications for the new class of 20 to 30 Interns who will start work in August and early September.

- **Federal Career Intern Program**, excepted service appointments (Schedule B) not to exceed two years. Individuals are hired at GS-5, GS-7 or GS-9 to two grade interval positions, and upon successful completion of the program, including a two-year formal training component, are eligible for noncompetitive conversion to career or career-conditional appointments. This program is an excellent vehicle for targeted recruitment (e.g., at institutions with a high percentage of AAPIs and career fairs sponsored by professional organizations, etc.).
- **Outstanding Scholar**, a special hiring authority established for entry-level administrative positions at the GS-5 and GS-7 level for college graduates with a GPA of 3.45 or better or who have graduated in the upper 10 percent of their class. (This authority, authorized under the terms of the Luevano Consent Decree, can only be used for specific series and job titles).
- **Student Career Experience Program (SCEP)**, a work-study program that provides opportunity for students in academic institutions to blend periods of study with periods of career-related employment. Besides being able to non-competitively convert students to permanent positions once they graduate, EPA can foster a working relationship with the academic institutions, including those with a high percentage of AAPIs, that will enhance the success of EPA's college recruitment.
- **AAPI Community Internship Program**, announced by EPA's Administrator in May 2002. This fully-funded internship is the first of its kind in the Federal government, in which interns work on projects to benefit the AAPI community. This program was established by the Office of International Activities and is open to sponsorship from all program offices. The program is administered by the Washington Center for Internships and Academic Seminars.

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. For example:

- In FY 2002, Region 6 conducted recruitment and outreach at the University of Houston (20% AAPI enrollment); University of Texas at Dallas (20% AAPI enrollment); and Houston Baptist University (16% AAPI enrollment).
- EPA's National Health and Environmental Effects Research Laboratory (NHEERL) in Research Triangle Park is developing strong, cooperative relationships with institutional

organizations and programs designed to enhance interaction with NHEERL research programs. It solicits input from organizations representing various minority groups, including AAPIs, and makes recommendations for enhancing opportunities.

- For more than 11 years, EPA has worked with the University of Arizona, an institution with a high percentage of AAPIs, to recruit qualified and culturally diverse people into the Agency's workforce. The Office of Solid Waste and Emergency Response works in partnership with the University of Arizona under the College Relations Program, which includes a summer internship program funded through an EPA cooperative agreement. EPA has funded internships for approximately 70 undergraduate and graduate students, of which about 14 percent have been AAPIs. Typically, OSWER's interns work in EPA Headquarters and Regional hazardous waste management offices. The internship program provides students with an opportunity to apply their academic skills and knowledge in a professional environment as well as to receive academic credit.
- Recognizing the need to develop the EPA employees of the future, Region 9 established a Memorandum of Understanding in November 1999 with the Galileo Academy of Science and Technology in San Francisco. The EPA-Galileo Partnership provides environmental education and mentoring to a predominately minority student population. Ninety percent of the students are minority and/or low-income and over sixty percent are AAPIs. In FY 2001, the Region 9 staff volunteered their time to participate in various activities with Galileo students enrolled in the Academy's Environmental Science Career Pathway as well as held a "Career Day" for students at the Regional office.

EPA's Strategy for Human Capital also contains a strategy to "institute processes to recognize and embrace differences that each employee brings to the organization." Some of the action items include continuing to implement the Diversity Action Plans (DAP) and including in the core curriculum for supervisors and managers a module on ensuring equal opportunity and equitable treatment within their organizations. Responsibility for human capital investment and effective human resources management is shared by all Offices and Regions, managers and supervisors, and staff across the Agency.

- The National Diversity Action Plan 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, the Agency strives to educate its 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 its diversity issues. Each EPA program office and Region have developed DAPs with goals and actions specific to their office.
- In FY 2001 all EPA supervisors and managers underwent mandatory civil rights training. The training provided an opportunity to learn about the legal framework for civil rights in the Federal sector and to gain a clear understanding of management's general equal employment opportunity responsibilities.

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. APAC works with the Office of Civil Rights to help identify and address career advancement and other workforce issues (such as training opportunities and adequate publicity of vacancy announcements). OCR and other program 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.

In 2000, APAC nominated EPA for the Federal Asian Pacific American Council's (FAPAC's) Outstanding Agency of the Year Award. The award recognizes the work of Federal agencies to improve representation, promotion, and recognition of AAPIs. For many years, FAPAC has given a similar award to recognize individual contributions to the AAPI community. EPA was one of two agencies to receive the award in the first year it was presented to honor the management achievements of agencies.

The *Asian American and Pacific Islander Outreach Strategy* has an "Employment and Professional Advancement" component. Under the *Strategy for Human Capital's* goal for "EPA's people to perform to their highest potential" are strategies to link employee development to mission needs and to instill a culture of continuous learning, ethical behavior and professionalism in all EPA employees, including AAPIs. It identifies as action items implementation of the Workforce Development Strategy which offers a series of targeted developmental programs including the:

- **Mid-Level Development Program**, that focuses on mid-level employees (i.e., GS-7 through non-supervisory GS-14) who represent the essential core of the Agency and encumber over 75% of EPA positions. This program will train and develop EPA mid-level employees around the competencies required to achieve EPA's shared vision and mission as they progress in their careers and within the next five to ten years, advance into leadership, decision-making, supervisory, and management positions throughout EPA.
- **Management Development Program**, that helps EPA address its emerging leadership needs. The goal of this program is to create leadership excellence - - EPA supervisors,

managers and executives who "live" EPA's leadership philosophy and management expectations. The program redirects emphasis of management training away from guidance and toward self-assessment, competency development, and demonstration and effective role modeling.

- **New Skills/New Options Program**, a career development initiative designed to improve job performance, professionalism, and satisfaction of EPA's administrative and clerical support staff. It facilitates development of a strategy for career enhancement, personal visioning, and development.

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 payroll system which tracks all workforce data. Aggregate AAPI employment data are collected and analyzed.

HR Pro is EPA's new automated human resources information system which will increase HR performance and productivity. When fully implemented, this system will provide easy access to information needed by management and HR professionals to manage EPA's human capital and make strategic decisions related to the workforce.

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 analyzed.

Offices and Regions also have 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).

In 2001, EPA started asking new contract awardees to voluntarily identify the specific racial or ethnic category that best describes their business ownership. EPA will treat the data as confidential information, using them internally for general statistical purposes or to help focus outreach initiatives to minority-owned businesses unaware of EPA contracting opportunities.

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 working to comply with these standards.

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 item 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 and Environmental Justice, to address the specific needs of children, Native Americans, and minority and low-income individuals who suffer disproportionately from adverse health effects caused 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
Appendix B-1:	Table A: Lead Entity Acronyms
Appendix B-2:	Table B: Numerical Codes for Program Category, Funding Mechanism and Formula
Appendix C:	Funding to Pacific Islands for Environmental Programs
Appendix D:	Summary of EPA Community Grant Programs
Appendix E:	Information Materials Translated in Asian Languages
Appendix F:	Federal Advisory Committees

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 US 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 seven 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 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.

Table A: Lead Entity Acronyms

Acronym	Lead Entity
AO	Office of Administrator
OAR	Office of Air and Radiation
OARM	Office of Administration and Resources Management
OCFO	Office of the Chief Financial Officer
OCR	Office of Civil Rights
OCEM	Office of Cooperative Environmental Management
OECA	Office of Enforcement and Compliance Assurance
OEI	Office of Environmental Information
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
OSDIBU	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, Boston
R2	Region 2, New York
R3	Region 3, Philadelphia
R4	Region 4, Atlanta
R5	Region 5, Chicago
R6	Region 6, Dallas
R7	Region 7, Kansas City
R8	Region 8, Denver
R9	Region 9, San Francisco
R10	Region 10, Seattle

Table B: Numerical Codes for Program Category, Funding Mechanism and Formula

Program Category

- 1 – Direct Services and Outreach
- 2 – Research, Development and Evaluation
- 3 – Technical Assistance
- 4 – Facilities and Equipment
- 5 – Training and Professional Development
- 6 – Fellowships, Scholarships, and Other Aid
- 7 – Other (with brief description)

Funding Mechanism

- 1 – Competitive grant
- 2 – Non-competitive or sole-source grant
- 3 – Competitive cooperative agreement
- 4 – Non-competitive or sole source cooperative agreement
- 5 – Competitive contract
- 6 – Non-competitive or sole-source contract
- 7 – Other method (with brief description)

Formula to Determine Funding Level

- 1 – Tied to the percentage of AAPIs in the population
- 2 – Tied to a funding goal
- 3 – Legislated amount (specified in appropriations)
- 4 – Negotiated budget
- 5 – Other method (with brief description)

**Funding to Pacific Islands for Environmental Programs
(FY 2001)**

Program	Samoa	CNMI*	Guam
Consolidated Environment	\$1,477,565	\$1,595,515	\$2,613,450
Wastewater Construction	\$1,206,300	\$560,600	\$874,800
Drinking Water Construction	\$ 192,800	\$251,800	\$606,900
Total	\$2,876,665	\$2,407,915	\$4,095,150

* Commonwealth of the Northern Mariana Islands (CNMI)

Note: This table reflects the major funding by EPA Region 9 for programmatic support dedicated to environmental activities in the Pacific Islands. This does not account for the total amount funded by EPA.

Summary of EPA Community Grant Programs

Grant Program	Purpose	Eligible Applicants	Award Amounts FY 2001
Brownfields Assessment Demonstration Pilots	To empower States, communities, tribes, and other stakeholders in economic redevelopment to work together in a timely manner to prevent, assess, and safely clean up brownfields to promote their sustainable reuse. EPA's Brownfields Assessment Demonstration Pilots are directed toward environmental activities preliminary to cleanup, such as site assessments, site identification, site characterization, and site response or cleanup planning	States and US territories, political subdivisions (including cities, towns, and counties) and Federally recognized Indian tribes.	Up to \$200,000 for 2 years
Brownfields Job Training and Development Demonstration Pilots	To facilitate cleanup of brownfields sites contaminated with hazardous substances and prepare trainees for future employment in the environmental field. The pilot projects must prepare trainees in activities that can be usefully applied to a cleanup employing an alternative or innovative technology.	Colleges, universities, non-profits, training centers, community-based job training centers, states, cities, towns, counties, US territories, and Federally recognized Indian tribes. Generally, entities with experience in providing job training and placement programs are invited to apply.	Up to \$200,000 over 2 years
Children's Health Protection	To support community-based and regional projects that enhance public outreach and communication; to assist families in evaluating risks to children and in making informed consumer choices.	Community groups, public nonprofit organizations, tribal governments, and municipal/local governments.	\$35,000 to \$135,000
Environmental Education	To provide financial support for projects that design, demonstrate, or disseminate environmental education practices, methods, or techniques.	Local, tribal, or state education agencies, colleges and universities, nonprofit organizations, state environmental agencies, and noncommercial educational broad-casting agencies.	~ \$1,000 to \$100,000
Environmental Justice Small Grants	To provide financial assistance to eligible community groups and Federally recognized tribal governments that are working on or plan to carry out projects that address environmental justice issues.	Any affected community group, nonprofit organization, university, or tribal government. Organizations must be incorporated to receive funds.	Up to \$20,000 each

Grant Program	Purpose	Eligible Applicants	Award Amounts FY 2001
Environmental Protection: Consolidated Research	To support environmental research based on excellent science as determined through peer review by experts drawn nationally from the scientific community.	States, local governments, Federally recognized Indian tribes, territories and possessions, public and private universities and colleges, hospitals, laboratories, public and private non-profit institutions, and highly qualified individuals.	\$6,000 to \$1,500,000
National Estuary Program	To promote the development of comprehensive conservation and management plans for designated estuaries.	Grants are issued only for those estuaries designated as "nationally significant" by EPA. EPA is authorized to make grants to State, interstate, and regional water pollution control agencies and entities, State coastal zone management agencies, interstate agencies, other public and nonprofit private agencies, institutions, organizations, and individuals (Section 320(g)(1)). Profit making organizations are not eligible for grants.	\$10,000 to \$795,000
Pollution Prevention Incentives for States	To support state, tribal, and regional programs addressing the reduction or elimination of pollution across all environmental media: air, land, and water.	State agencies (including the District of Columbia), state instrumentalities such as universities, Federally recognized tribes, and US territories and possessions. States are encouraged to form partnerships with local governments, businesses, and other environmental assistance providers.	\$20,000 to \$200,000 (50% matching grant requirement)
Solid Waste Management Assistance	To promote use of integrated solid waste management systems to solve municipal solid waste generations and management problems at the local, regional, and national levels.	Nonprofit entities, government agencies, and Indian tribes.	\$5,000 to \$250,000
Superfund Technical Assistance Grants	To enable groups of individuals affected by Superfund National Priorities List (NPL) sites to obtain technical assistance in interpreting site information.	Groups affected by an NPL site. All groups must be incorporated as nonprofit organizations.	Up to \$50,000

EPA Informational Materials Translated in Asian Languages

Title	Document Number	English	Cambodian	Chinese	Hmong	Korean	Laotian	Vietnamese
Asthma, Air Quality and Environmental Justice	EPA-402-F-95-001	x		x				x
Children and Secondhand Smoke		x						x
Cleaner Technology Substitutes Assessment for Professional Fabricare	EPA-744-5-98-011	x				x		
Design for the Environment: Frequently Asked Questions About Dry Cleaning	EPA-744-F-98-011	x				x		
Design for the Environment: Garment and Textile Care Program Fact Sheet: Cleaner Clothes, Cleaner Neighborhoods, and Cleaner Solutions	EPA-744-F-98-012	x				x		
Environmental Justice at EPA	EPA-300-F-97-008	x		x				x
Environmental Justice Health Education Project	EPA-300-F-97-008	x		x				x
Environmental Justice Interagency Working Group	EPA-200-F-95-009	x						
Environmental Violations	EPA-300-F-97-007	x		x				x
EPA: Serving a Diverse Society	EPA-300-K-97-015	x		x				x
Insecticide Chalk ("Chinese Chalk") - This Product is Unsafe and Illegal		x						x
Lead in Drinking Water		x						x
Plain Korean Guide for Perc Dry Cleaners: Step-by-Step Approach to Understanding Federal Environmental Regulations	EPA-305-B-97-001	x				x		
Pocket Guides for Pesticide Safety for Use by Agricultural Workers							x	x
Principles of Environmental Justice	not specified	x		x				x
Proper Pesticide Usage		x						x
Protect Your Family from Lead in Your Home	EPA-747-K-99-001	x						x
Protecting Children from Environmental Threats	EPA-100-F-99-010	x						x
Protecting Your Family and Yourself from Carbon Monoxide Poisoning	EPA-402-F-99-004	x		x		x		x
Radon Charcoal Canister Procedures	EPA-402-F-98-013	x		x				x
Resource Guide for Garment and Textile Care Professionals	EPA-744-K-96-004	x						x

Title	Document Number	English	Cambodian	Chinese	Hmong	Korean	Laotian	Vietnamese
Roaches in the Home	EPA-735-F-98-015	x						x
Second-Hand Smoke: What You Can Do About Second-Hand Smoke as Parents, Decision-Makers, and Building Occupants	EPA-402-F-93-004	x		x				x
Should I Eat the Fish I Catch?	EPA-823-F-98-018	x	x		x	x		x
Steps to Protect Yourself from Pesticides	EPA-735-F-95-004	x	x					x
Ten Tips To Protect Children from Pesticides and Lead Poisonings around the Home		x		x				x
<p>Other documents may have been translated but were not available as of June 2002. More information is available from the National Service Center for Environmental Publications (NSCEP) which maintains and distributes EPA publications in hardcopy, CD ROM and other multi-media formats. Search the NSCEP Catalog; review a listing of translated titles available from the NSCEP; or order EPA Publications, including the EPA Asian American & Pacific Islander Outreach Strategy, by telephone at 1-800-490-9198 or online << http://www.epa.gov/ncepihom/ >>.</p>								

EPA Federal Advisory Committees

EPA Advisory Committee	Designated Federal Officer	Telephone Number
Advisory Council on Clean Air Compliance Analysis	Angela Nugent	202-564-4562
Children's Health Protection Advisory Committee	Joanne Rodman	202-564-2708
Clean Air Act Advisory Committee	Paul Rasmussen	202-564-1306
Clean Air Scientific Advisory Committee	Robert Flaak	202-564-4546
Environmental Financial Advisory Board	Stan Meiburg Vanessa Bowie*	404-562-8357 202-564-5186
Environmental Laboratory Advisory Board	Edward Kantor	702-798-2690
EPA Board of Scientific Counselors	Shirley Hamilton	202-564-6853
EPA Science Advisory Board	Robert Flaak	202-564-4546
EPA-USDA Committee to Advise on Reassessment and Transition	Margie Fehrenbach	703-308-4775
FIFRA Scientific Advisory Panel	Larry Dorsey	202-564-8376
Good Neighbor Environmental Board	Elaine Koerner	202-564-1484
Governmental Advisory Committee to the United States Representative to the North American Commission for Environmental Cooperation	Mark Joyce	202-564-9802
Gulf of Mexico Policy Review Board	Gloria Car	228-688-2421
Industrial Non-Hazardous Waste Policy Dialogue Committee	Paul Cassidy	703-308-7281
Local Government Advisory Committee	Paul Guthrie	202-564-3649
Microbial Disinfectants/Disinfection Byproducts Advisory Committee	Crystal Rodgers	202-564-5275
National Advisory Committee to the United States Representative to the North American Commission for Environmental Cooperation	Mark Joyce	202-564-9802
National Advisory Committee for Acute Exposure Guideline Levels for Hazardous Substances	Paul Tobin	202-564-8557
National Advisory Council for Environmental Policy and Technology	Gwen Whitt	202-564-5982

EPA Advisory Committee	Designated Federal Officer	Telephone Number
National Drinking Water Advisory Council	Brenda P. Johnson	202-564-3791
National Environmental Education Advisory Council	Ginger Keho	202-564-0453
National Environmental Justice Advisory Council	Charles Lee Marva King*	202-564-2515 202-564-2599
Pesticide Program Dialogue Committee	Margie Fehrenbach	703-308-4775
Urban Wet Weather Sanitary Sewer Overflows Advisory Committee	Kevin Weiss	202-564-0742

* DFO's Assistant

