

U.S. DEPARTMENT *of* DEFENSE

The U.S. Department of Defense (DoD) is America's largest government agency. With our military tracing its roots back to pre-Revolutionary times, the DoD has grown and evolved with our nation. DoD's mission is to provide the military forces needed to deter war and ensure our nation's security.

BUILDING ON DOD'S ACCOMPLISHMENTS

- REMOVING BARRIERS AND EXPANDING ACCESS TO PROCUREMENT OPPORTUNITIES FOR AA AND NHPI COMMUNITIES:** As part of ongoing equity in procurement actions, DoD's Office of Small Business Programs (OSBP) continued to engage the Asian American, Native Hawaiian, and Pacific Islander (AA and NHPI) small businesses at various events sponsored by chambers of commerce, industry groups, and trade associations. DoD also continued to utilize the OSBP Mentor Protégé Program and APEX Accelerators to close gaps in small business participation. The Department's APEX Accelerators continue to help the AA and NHPI communities expand access to procurement and they will serve as an axis for existing and new businesses to strengthen the defense industrial base by accelerating innovation, fostering ingenuity, and establishing a resilient and diverse supply chain.
- INVESTING IN ASIAN AMERICAN AND NATIVE AMERICAN PACIFIC ISLANDER-SERVING INSTITUTIONS (AANAPISIs):** Since FY 2020, the DoD Historically Black Colleges and Universities and Minority Serving Institutions (HBCU/MI) Program has invested \$4.8 million in AANAPISIs through grants for research and instrumentation purchases.
- BUILDING A DIVERSE STEM TALENT POOL:** The Science, Mathematics, and Research for Transformation (SMART) Program is a DoD scholarship-for-service program that serves as a workforce development initiative and helps to support the flow of new, highly skilled technical labor into the department. Between 2006-2021, the SMART program awarded over 3,700 scholarships, and 318 scholars identified as AA and NHPI in cohorts during 2006-2021. Currently, 248 SMART scholars identify as AA and NHPI.
- STRENGTHENING COLLABORATION WITH AA AND NHPI ORGANIZATIONS:** The Diversity Management Operations Center (DMOC) partnered with both federal and non-federal entities to better understand the diverse needs of the AA and NHPI community. The DMOC participated in the 2021 Federal Asian Pacific American Council (FAPAC) National Leadership Training Program and also worked with key AA and NHPI non-federal entities to increase awareness of civilian career opportunities.

PRIORITY PROGRAM GOALS FOR THE ASIAN AMERICAN, NATIVE HAWAIIAN, AND PACIFIC ISLANDER COMMUNITIES

Per Executive Order 14031, DoD has identified five high-priority goals that will span the next two years. These goals will advance equity, justice, and opportunity for AA and NHPI communities.

GOAL 1

Increase awareness of employment opportunities through outreach and engagement targeting AA and NHPI communities: Current DoD workforce data indicates AANHPI employees represent 7.7% of the total civilian DoD workforce. While the overall percentage of change increased between fiscal years 2017 and 2021, the increase was 2.2% and primarily in GS-00 to GS-04 pay grades. There was an increase of 0.5% in the AANHPI civilian population in GS-10 to GS-14 pay grades. To address this disparity, DMOC will host both outreach and in-reach activities to strengthen AA and NHPI participation rates in civilian grades, occupations, and leadership including senior executive-level positions.

GOAL 2

Enhance the mechanisms to recruit and provide career development opportunities: DoD will identify initiatives to address barriers to retention and advancement to promotion at significant touchpoints of an AA and NHPI employee's career. This will include a rollout of trainings and curricula across the Department, such as those that address bias and other barriers to advancement.

GOAL 3

Reduce barriers to defense research and small business programs and improve participation in procurement and contracting initiatives: DoD will improve equity through an ambitious procurement and contracting agenda. Elements include promoting opportunities for prime and subcontractors who are members of underserved communities, including AA and NHPIs. DoD will also continue to develop and update the OSBP website and the websites of component OSBPs into one-stop shops for small businesses to access information, resources, and toolkits on how to do business with DoD.

GOAL 4

Create partnerships with AA and NHPI colleges/universities and organizations and continue targeted outreach and engagement through national STEM programs: DoD is committed to remaining on the cutting edge of innovation through a diverse, representative, and highly skilled civilian workforce. The SMART Program will continue to implement its HBCU/MI Initiative and create new activities and approaches to diversify its application pool to include AA and NHPIs.

GOAL 5

Promote a sense of belonging and cultural awareness of AA and NHPI communities throughout DoD: DoD is integrating AA and NHPI researchers' voices when crafting research protection policies and working to ensure that current and future policies do not alienate AA and NHPI researchers at U.S. universities. DoD will continue to listen to AA and NHPI scientific organizations and researchers and communicate their concerns to leadership within DoD and other federal scientific funding agencies.