

# U.S. DEPARTMENT *of* ENERGY

The U.S. Department of Energy (DOE) ensures America's security and prosperity by addressing its energy, environmental, and nuclear challenges through transformative science and technology solutions. DOE maintains the nation's nuclear weapons stockpile, reduces the threat of nuclear proliferation, oversees the nation's energy supply, leads the nation in areas of federally sponsored basic research critical to U.S. innovation and international competitiveness, carries out the environmental clean-up from the Cold War nuclear mission and maintains those sites, and operates 17 National Laboratories.

## BUILDING ON DOE'S ACCOMPLISHMENTS

- INVESTING IN ASIAN AMERICAN AND NATIVE AMERICAN PACIFIC ISLANDER-SERVING INSTITUTIONS (AANAPISIs):** Between FY 2021 and 2022, DOE provided \$57.2 million through 175 grants and cooperative agreements to AANAPISIs.
- ADVANCING DIVERSITY, EQUITY, AND INCLUSION IN STEM FIELDS:** DOE, in collaboration with the Minority Serving Institution (MSI) STEM Research and Development Consortium (MSRDC), awarded \$3.2 million for eight projects at seven MSIs through the recently announced Science and Technology Research Partnership program. The goal of this pilot program is to engage new researchers and expand solar research expertise at MSIs, which have been historically underrepresented in DOE's research portfolio. The selected institutions represent several categories of MSIs, including AANAPISIs.
- INCORPORATING DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA) ACROSS THE AGENCY:** In July 2021, DOE assembled an implementation team and established DOE's DEIA strategic plan. DOE's Asian American Pacific Islander Network (AAPIN) Employee Resource Group (ERG), along with the presidents of other DOE ERGs, served as contributing members in the plan's development. The goals included measures to better integrate DEIA as a whole-of-agency approach and support DOE's diverse workforce throughout all aspects of the talent lifecycle, including AA and NHPI federal colleagues.

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

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*Per Executive Order 14031, DOE 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

**Ensure equitable access to DOE benefits and services by addressing potential language access barriers faced by AA and NHPI communities:** DOE will relaunch its limited English proficiency (LEP) program by requiring that all program offices that award Federal Financial Assistance (FFA) conduct an LEP self-assessment. The self-assessment will identify language access needs by determining, in part, the number or proportion of LEP persons eligible to be served or likely to be encountered by a program, as well as the frequency with which LEP persons may come into contact with the program. Training and technical assistance will also be provided to program offices and to DOE funding recipients to inform them of their LEP responsibilities under Title VI.

## GOAL 2

**Increase opportunities for AA and NHPI communities in DOE acquisition and financial assistance:** DOE will create a working group with the Office of Technology Transitions, the Office of Small and Disadvantaged Business Utilization, and the Office of Economic Impact and Diversity to develop a plan to reach AA and NHPI communities regarding contracting opportunities and technology transitions and create and track outcomes of DOE programming and partnerships.

## GOAL 3

**Build the capacity of and strengthen outreach and engagement with AA and NHPI communities:** DOE is working to better understand how its funding and investments are distributed to overburdened and underserved communities, including AA and NHPIs, using a pilot data visualization tool, the Energy Justice Dashboard (BETA), which will help establish a baseline on whether MSIs, including AANAPISIs, are benefiting from and accessing DOE resources. In addition, its program offices are exploring central coordination efforts for DOE-wide stakeholder engagement.

## GOAL 4

**Ensure DOE workplaces are free from race and national origin harassment and other forms of employment discrimination and promote safety for AA and NHPI employees:** DOE will adopt a comprehensive framework to prevent and address workplace harassment and discrimination, which includes implementing promising practices and supporting continued improvement and assessment of policies, practices, and processes. DOE will also partner with the AAPIN ERG to promote awareness of anti-Asian hate, discrimination, and bias through hosting “lunch and learn” programs for DOE staff.

## GOAL 5

**Foster the career advancement and leadership development of AA and NHPI public servants at all levels of the DOE workforce:** While DOE has existing partnerships with MSIs, including AANAPISIs, the department will strengthen its external partnerships with AA and NHPI professional associations and organizations and determine opportunities for sponsorships and program participation for leadership training, career development, mentoring, and internship programs.