



Building Diversity/Inclusion/Equality Organizations – Achievements and Challenges

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About FAPAC

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Federal Asian Pacific American Council

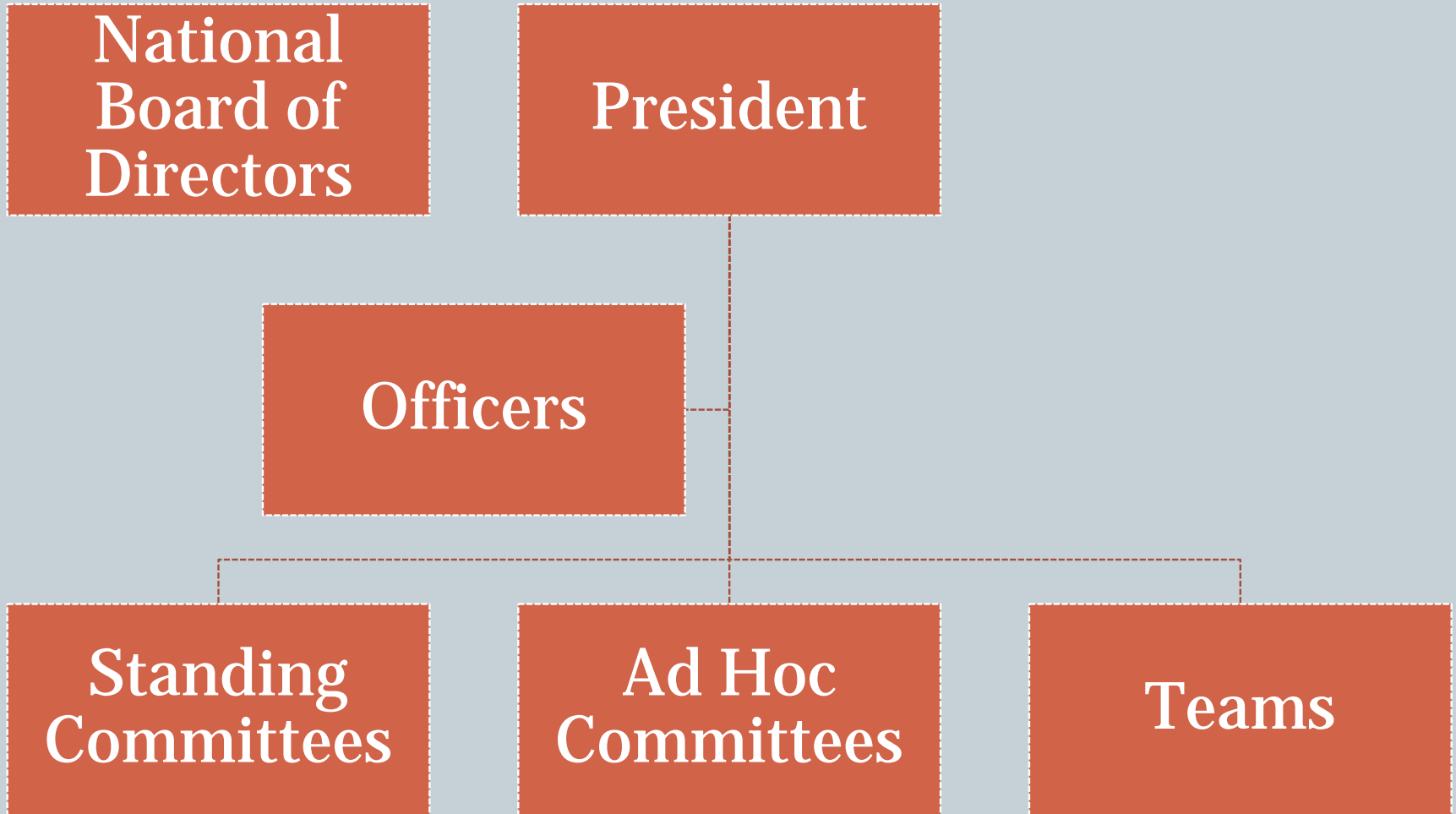


FAPAC

Federal Asian Pacific American Council



Organization Structure



FAPAC MISSION

- **Established in 1985**
- **Non-profit non-partisan 501(c) (3) organization to promote career advancement and equal opportunity for AAPI in the federal and DC governments**

Group Definition

- **U S Census Definition**
- **AAPI are Americans of Asian or Pacific Islander decent**
- **There are 28 Asian and 19 Pacific Islander subgroups**

Who is an Asian American?



Membership

Membership open to all

- Regular member – civilian and military members of the federal and DC government
- Associate member – retirees, contractors, state employees and others
- Honorary member – select advocate for FAPAC to the community in large recommended by the President and approved by the National Board of Directors
- Affiliate – organization member

Training

- Started as one day training during the APA Heritage Month celebration in 1985
- Evolves to week long National Training Program
- NTP held in Washington until 2003
- San Francisco 2004 and onto Honolulu, New York, Houston, Bellevue, Atlanta, Long Beach, Charlotte
- From audience of 100, the NTP grows to 400 with a large attendance in New York topping 650
- One Day Leadership and Congressional Workshops

Award Program

- **FAPAC Military Meritorious Awards in partnership with the Department of Defense for active and reserve members of the services**
- **FAPAC Civilian Awards for civilian agencies in DoD and federal government for leadership and diversity**
- **FAPAC Scholarship Fund for Public Service award for college students who excels in academic achievement and promotes diversity in the AAPI community in honor of late Congressman Dalip Singh Saund, former Secretaries Elaine L. Chao and Norman Y. Mineta**
- **Awards for service to FAPAC**

Pipeline Initiative

- **Mentoring Program – CDHP (Career Development for High Performers)**
- **Challenge Team Project in partnership with the White House Initiative for AAPI, OPM and EEOC provides employees across agencies to work in virtual teams on special projects in the areas of capacity building, data disaggregation, language access and workforce diversity**
- **Supports AAGEN on improving the pipeline for SES candidates**

Collaboration

- **Founding Member of the National Coalition of Equity in Public Service (NCEPS) that now includes BIG, FAPAC, FEW, FEDs, FEDQ, National Image and SAIGE with the common objective of promoting diversity and equity in the federal workforce**
- **Work with Agencies through MOU to promote diversity of the federal workforce (EEOC, DOT, DOE, VA, DOI, DoEd , NIH and others)**
- **Presentations of AAPI Heritage Month Programs at agencies to advance diversity and inclusion and to promote AAPI cultural values**

Partnership

- OPM, EEOC, MSPB
- USDA, DOT, DoD, VA , DOE, DoEd, NIH and other agencies
- White House Initiatives on AAPI
- CAPAC and APAICS
- CAPAL, ILF, NAPAW, AAGEN
- Asian Fortune and other AAPI media organizations

Challenges of a Diverse Inclusive Organization

- **Building coalitions and a supportive organization**
- **Provide cost effective opportunities for members and stakeholders**
- **Keep abreast of critical issues affecting the AAPI communities**
- **Limitation of resources**
- **Legal and ethical barriers**

Growth of Chinese Americans

Chinese American Population, 1890-2000

| Year | Number of Chinese Americans | Sex ratio* | % born in United States | % born in California |
|------|-----------------------------|------------|-------------------------|----------------------|
| 1890 | 107,475 | 2,679 | 0.7% | 67.4% |
| 1900 | 118,746 | 1,385 | 9.3% | 38.5% |
| 1910 | 94,414 | 926 | 20.7% | 38.4% |
| 1920 | 85,202 | 466 | 30.1% | 33.8% |
| 1930 | 102,159 | 296 | 41.2% | 36.6% |
| 1940 | 106,334 | 224 | 51.9% | 37.2% |
| 1950 | 150,005 | 168 | 53.0% | 38.9% |
| 1960 | 237,292 | 133 | 60.5% | 40.3% |
| 1970 | 435,062 | 110 | 53.1% | 39.1% |
| 1980 | 812,178 | 102 | 36.7% | 40.1% |
| 1990 | 1,645,472 | 99 | 30.7% | 42.9% |
| 2000 | 2,879,636 | 99 | 52.9%** | 40.0% |

*Males per 100 females.

**Estimated from the 2000 Current Population Survey.

Source: U.S. Census of the Population, 1970-2000

Cities with Chinese Americans

Cities* with Highest Proportions of Chinese Americans, 2000

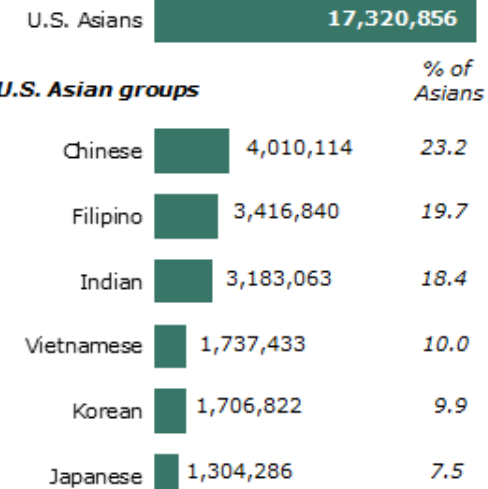
| | Number of Chinese Americans | % of total population |
|------------------|-----------------------------|-----------------------|
| Monterey Park | 26,810 | 44.6% |
| Arcadia | 19,676 | 37.1% |
| San Gabriel | 14,581 | 36.6% |
| Alhambra | 31,099 | 36.2% |
| Rosemead | 17,441 | 32.6% |
| Rowland Heights | 15,740 | 32.4% |
| Temple City | 10,269 | 30.8% |
| Hacienda Heights | 13,551 | 25.5% |
| Cupertino | 12,777 | 25.3% |
| San Francisco | 160,947 | 20.7% |
| Diamond Bar | 11,396 | 20.2% |

*Population of at least 30,000

Source: U.S. Census 2000

The Largest U.S. Asian Groups

The six largest country of origin groups each number more than a million people

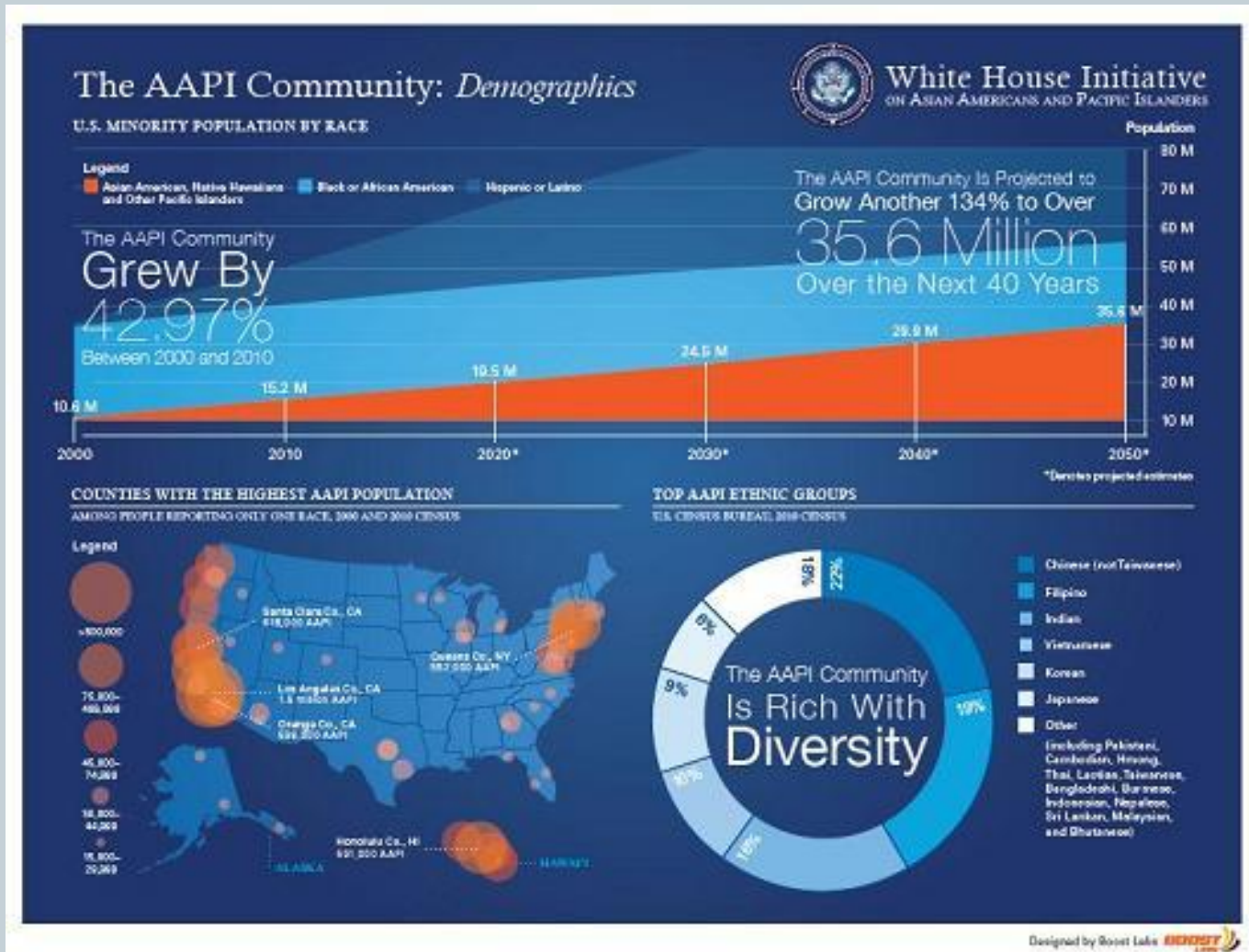


Note: Based on the total Asian-race population, including adults and children. There is some overlap in the numbers for the six largest Asian groups because people with origins in more than one group—for example, "Chinese and Filipino"—are counted in each group to which they belong.

Source: Pew Research Center analysis based on Elizabeth M. Hoeffel et al., *The Asian Population: 2010*, U.S. Census Bureau, March 2012.

PEW RESEARCH CENTER

AAPI Community Demographics



Diversity

SYRIA'S ASSAD SPEAKS: I'M STILL STANDIN'
FOREIGN AFFAIRS
 MARCH/APRIL 2015

ENERGY'S HOTTEST SECTOR

PANTONE 62-5 C PANTONE 62-5 C PANTONE 62-5 C PANTONE 65-5 C PANTONE 67-6 C

PANTONE 50-6 C PANTONE 75-6 C PANTONE 38-6 C PANTONE 69-3 C PANTONE 70-5 C

PANTONE 61-8 C PANTONE 65-5 C PANTONE 61-8 C PANTONE 38-7 C PANTONE 71-7 C

The Trouble

PANTONE 63-5 C PANTONE 70-0 C PANTONE 58-5 C

With Race

PANTONE 63-6 C PANTONE 62-5 C PANTONE 72-4 C

PANTONE 69-2 C PANTONE 75-6 C PANTONE 59-5 C PANTONE 51-8 C PANTONE 54-7 C

PANTONE 62-5 C PANTONE 51-5 C PANTONE 62-7 C PANTONE 69-3 C PANTONE 62-6 C

FOREIGNAFFAIRS.COM

OCCUPATIONS

Of the 4.3 million AA women who were employed, nearly one half worked in management, business, science, and the arts occupations. Meanwhile, of the over 250 thousand PI women who were employed, a majority worked in sales and office occupations, and less than 1 in 3 worked in management, business, science, and the arts occupations.

| Race | Management, business, science & the arts | Sales & office | Service | Natural resources, construction & maintenance | Production, transportation & material moving |
|-------|--|----------------|---------|---|--|
| White | 32.5% | 18.4% | 43.9% | 0.7% | 4.5% |
| AA | 47.2% | 20.6% | 24.9% | 0.5% | 6.3% |
| PI | 25.9% | 36.9% | 30.6% | 1.0% | 5.5% |

Key

- Management, business, science & the arts
- Sales & office
- Service
- Natural resources, construction & maintenance
- Production, transportation & material moving

Asian Indian
64.4% work in management, business, science & arts occupations

Vietnamese
10.4% work in service occupations

31.2% work in management, business, science & arts occupations

37.6% work in service occupations

Among AA women workers, Asian Indian women were the most likely to work in management, business, science, and the arts occupations, and the least likely to work in service occupations.

Vietnamese women on the other hand, were the most likely to work in service occupations and the least likely to work in management, business, science, and the arts occupations.

EDUCATION

AA and PI women age 25 and over are more likely to have less than a high school education compared to White non-Hispanic women. However, almost 1 in 2 AA women have a bachelor's degree or higher – a much higher proportion than White non-Hispanic women and PI women.

Among AA women, Vietnamese are almost 5 times more likely than Japanese women to have less than a high school education, and almost 2.5 times less likely than Asian Indian women to have a bachelor's degree or higher.

| Race | Less than high school | Bachelor's degree or higher |
|--------------|-----------------------|-----------------------------|
| White | 7.8% | 37.8% |
| PI | 11.4% | 22.1% |
| AA | 15.8% | 48.4% |
| Asian Indian | 18.3% | 67.8% |
| Chinese | 18.3% | 50.8% |
| Filipino | 7.3% | 48.1% |
| Japanese | 5.1% | 44.8% |
| Korean | 8.9% | 48.9% |
| Vietnamese | 38.3% | 22.8% |

Note: Data is for people 25 years and over.

NOTES

Asian Americans (AA) and Native Hawaiians and other Pacific Islanders (PI) are two broad racial groups. Asian Americans can be further divided in the following detailed groups: Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, and other smaller populations which are not included in this analysis.

Data for White, AA, PI and detailed AA communities includes people who chose that race alone or in combination with other races.

Data for Whites excludes people of Hispanic origin.

Data is for people 16 years of age and over, unless otherwise noted.

Visit data.gov/AAPI for more facts on Asian Americans and Pacific Islanders.

Source: 2013 American Community Survey, 1-year estimates.

dol.gov/bw

WOMEN'S BUREAU
 United States Department of Labor