

U.S. DEPARTMENT *of* COMMERCE

The U.S. Department of Commerce (DOC) creates the conditions for economic growth and opportunity for all communities. Through its 13 bureaus, DOC works to drive U.S. economic competitiveness, strengthen domestic industry, and spur the growth of quality jobs in all communities across the country. DOC serves as the voice of business in the federal government, and at the same time, touches and serves every American every day. DOC fosters the innovation and invention that underpin the U.S. comparative advantage. Its scientists research emerging technologies such as quantum computing and artificial intelligence (AI). Companies use NIST and NTIA laboratories to conduct research and development (R&D). NOAA advances R&D of the commercial space industry and climate science. USPTO's intellectual property (IP) protections ensure American innovators profit from their work. EDA works directly with communities and regions to help them build the capacity for innovation and economic competitiveness based on local business conditions and needs. MBDA promotes the growth of minority owned businesses through the mobilization and advancement of public and private sector programs, policy, and research.

BUILDING ON DOC'S ACCOMPLISHMENTS

- EXPANDING DISAGGREGATED DATA COLLECTION FOR DETAILED AA AND NHPI SUBGROUPS:** The 2020 Census Detailed Demographic and Housing Characteristics File A (scheduled to be released in summer of 2023) will include critical statistics on detailed disaggregated Asian groups and detailed disaggregated Pacific Islander groups that are unavailable in any other data collection.
- INVESTING IN AA AND NHPI COMMUNITIES TO BUILD AND STRENGTHEN CAPACITY:** In September 2021, the Economic Development Administration (EDA) invested \$6 million in 2019 disaster supplemental funding, matched by \$6 million in local investment, to the Commonwealth of the Northern Mariana Islands Public School System, Saipan/Saipan County, Northern Mariana Islands, to support the construction of a building for use as a technical and career training facility on Saipan, Northern Mariana Islands.
- SUPPORTING BUSINESS DEVELOPMENT IN AA AND NHPI COMMUNITIES:** The Minority Business Development Agency (MBDA) awarded \$3.9 million in federal funding to 13 grant recipients to establish MBDA American Indian, Alaska Native, and Native Hawaiian projects that addressed innovation and entrepreneurship, strategic planning, and/or transformative projects. Furthermore, in the state of Hawaii, MBDA established a Business Center to provide technical and business development services for minority business enterprises and launched three additional projects, focused on educational curricula and development among

other things, to serve Native Hawaiian and underserved minority enterprises on the islands and surrounding region.

- **ADVANCING ENVIRONMENTAL JUSTICE:** Since 2011, National Institutes of Standards and Technology (NIST) has provided a grant through a cooperative agreement annually to Hawaii Pacific University (HPU) to investigate pollution monitoring in the Pacific Islands region.
- **PROMOTING DIVERSITY ACROSS THE WORKFORCE:** The U.S. Patent and Trademark Office (USPTO) is a standout in the recruitment and retention of Asian Americans, Native Hawaiians, and Pacific Islanders, who now comprise 28% of the overall workforce, the highest such representation rate in agency history.

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

Per Executive Order 14031, DOC has identified four 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

Improve and implement uniform data disaggregation practices for AA and NHPI subgroups:

As DOC works to further its disaggregation efforts, it is necessary to protect the privacy of respondents, particularly those from small demographic groups. DOC will continue efforts aimed at the collection, analysis, and dissemination of disaggregated data with considerations for culture, geography, language, and group-size to allow for detailed reporting, accuracy, and privacy for AA and NHPI groups.

GOAL 2

Promote greater awareness of DOC capacity building opportunities within the AA and NHPI communities:

DOC will work to reduce barriers to information about opportunities for outreach, funding, strategic partnerships, and services to AA and NHPI community-based organizations, chambers of commerce, and Minority Serving Institutions (MSIs). Additionally, DOC will explore how it can strengthen its tracking of AA and NHPI applicants, recipients, clients, and participants of DOC programs and services.

GOAL 3

Enhance promotion opportunities and make them more inclusive of AA and NHPI employees:

DOC will conduct listening sessions with employees, including AA and NHPI employees and employee resource groups, to understand their experiences navigating the promotion process. This goal is based on feedback from employee resource group members and data that shows gaps and lower than expected participation rates for certain groups within the AA and NHPI community at the GS-13, 14, 15 and SES levels. DOC will use the information to inform and ensure processes are equitable for all employees.

GOAL 4

Promote career development opportunities and programs to ensure all employees including AA and NHPI employees, have equal access:

DOC will establish and expand resource career development programs/opportunities, such as the Emerging Leaders Career Development Program (CDP) which focuses on developing professionals at grades below GS-14 or equivalent. A cross-bureau working group will be established to identify specific steps DOC needs to take to create a departmental career development program.