

U.S. DEPARTMENT *of* LABOR

The U.S. Department of Labor (DOL) fosters, promotes, and develops the welfare of the wage earners, job seekers, and retirees of the United States; improves working conditions; advances opportunities for profitable employment; and assures work-related benefits and rights.

BUILDING ON DOL'S ACCOMPLISHMENTS

- EXPANDING LANGUAGE ACCESSIBILITY:** DOL's Wage and Hour Division (WHD) developed fact sheets and other resources to provide information about the Fair Labor Standards Act and employee rights and protections and translated those documents into Chinese, Hindi, Hmong, Korean, Nepali, Punjabi, Samoan, Tagalog, Thai, Urdu, and Vietnamese.
- ENFORCING HEALTH AND SAFETY, WORKPLACE DISCRIMINATION, AND WAGE AND HOUR LAWS:** In May 2021, DOL entered into a conciliation agreement with Conduent Inc. to resolve alleged systemic hiring discrimination against Black, Asian, Native Hawaiian and Pacific Islander applicants for customer care assistant positions at its Yukon facility. In the agreement, Conduent agreed to pay \$395,000 in back wages and interest to 1,624 applicants and take steps to ensure its personnel practices, including recordkeeping and internal auditing procedures, meet legal requirements.
- ENSURING THAT MEMBERS OF THE AA AND NHPI COMMUNITY WHO ARE LIMITED ENGLISH PROFICIENT (LEP) HAVE MEANINGFUL ACCESS TO GOVERNMENT SERVICES:** In September 2021, DOL's Civil Rights Center (CRC) and the Hawai'i Department of Labor and Industrial Relations (DLIR) entered into a voluntary settlement agreement to ensure LEP persons and eligible non-U.S. citizens seeking to file claims for unemployment insurance (UI) benefits have better access to services.
- CONDUCTING TARGETED ENGAGEMENT WITH THE AA AND NHPI COMMUNITIES:** DOL has engaged in listening sessions, events, partnerships, and educational webinars with the AA and NHPI communities throughout the country. For instance, the Occupational Safety and Health Administration (OSHA) conducted 111 outreach activities that included a focus on the AA and NHPI community, reaching 119,726 employers and workers.

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

Per Executive Order 14031, DOL 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

Publish labor force data disaggregated for AA and NHPI subgroups: The Bureau of Labor Statistics (BLS) will evaluate the quality of monthly and/or quarterly data on labor force estimates for AA and NHPI ethnic subgroups, including data on key economic metrics, such as the unemployment rate, employment-population ratio, and the labor force participation rate. If BLS determines the data meet quality standards, BLS will start publishing monthly or quarterly data, which will provide the federal government, state and local entities, policymakers, workers, employers, and the broader public with timely measures to see how AA and NHPI subgroups are faring in the labor market.

GOAL 2

Increase language access for AA and NHPI workers to DOL programs and services: DOL will update its existing language access plan to strengthen department-wide standards for ensuring equitable access for LEP workers, including providing technical assistance and training to DOL sub-agency staff responsible for implementing agency specific LEP plans, supporting the translation of vital information on DOL's website and elsewhere, and surveying departmental agencies to better understand language needs, including AA and NHPI language needs, among the communities DOL serves.

GOAL 3

Build and strengthen partnerships with AA and NHPI communities to more effectively reach vulnerable AA and NHPI workers: DOL agencies will work closely with the WHIAANHPI Regional Network and community stakeholders to improve access or services (i.e., job training and placement programs and programs protections for AA and NHPI workers), increase the numbers of AA and NHPI workers and communities served by DOL, expand the applicant pool for open DOL positions, and inform policy priorities of the department.

GOAL 4

Increase equitable access for AA and NHPI organizations to competitive DOL grants and funding opportunities: DOL will conduct increased outreach to AA and NHPI organizations to ensure accessibility of DOL grants and funding program materials. This will entail a targeted webinar for AA and NHPI organizations on "DOL Grants 101" and targeted outreach emails to the attendees of this webinar and through the networks of WHIAANHPI.

GOAL 5

Fostering the recruitment, development, and retention of AA and NHPI employees in the DOL workforce: DOL will expand outreach and recruitment to underserved communities, including, but not limited to, Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs), professional associations, labor unions and other worker organizations, and community organizations that serve potential AA and NHPI candidates; identify potential barriers at each point in the lifecycle of an employee's career; and engage regularly with DOL affinity groups, including its Asian Pacific American Council.