

U.S. DEPARTMENT *of* STATE

The U.S. Department of State (State Department) protects and promotes U.S. security, prosperity, and democratic values and shapes an international environment in which all Americans can thrive.

BUILDING ON THE STATE DEPARTMENT'S ACCOMPLISHMENTS

- SUPPORTING LEADERSHIP WITHIN THE PACIFIC ISLANDER COMMUNITY:**
 The State Department's International Visitor Leadership Program's (IVLP) virtual format significantly increased the number of Pacific Islanders participating in its exchange program. In 2021, the IVLP included 39 Pacific Islanders, more than double the number of participants in 2019.
- HONORING THE ANCESTRAL HERITAGE OF THE NATIVE HAWAIIAN COMMUNITY:** In February 2022, the State Department's Cultural Heritage Center (CHC) assisted U.S. embassies in Germany and Austria with the repatriation of 58 iwi kūpuna (ancestral Hawaiian remains) from German and Austrian institutions to the Office of Hawaiian Affairs (OHA). CHC provided guidance on collaboration with OHA and relevant international and domestic policies regarding the repatriation of the remains, which were reburied in Hawai'i.
- RECOGNIZING THE IMPORTANT ROLE OF ASIAN AMERICAN AND NATIVE AMERICAN PACIFIC ISLANDER-SERVING INSTITUTIONS (AANAPISIS):**
 The State Department's Fulbright Program annually awards "Top Producer" status to select U.S. colleges and universities for their noteworthy participation. In 2021-2022, nine AANAPISIs received this designation, including the University of Hawai'i - Manoa. This recognition often leads to an increase in AA and NHPI applicants and participants in subsequent years.

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

Per Executive Order 14031, the State Department 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

Promote belonging and inclusion and address anti-Asian hate/discrimination: In August 2021, the State Department released to U.S. diplomats a People's Republic of China (PRC) Messaging and Nomenclature guidance cable to clarify that U.S. criticism of the PRC government is not directed toward PRC nationals, the global Chinese diaspora, or U.S. citizens of Chinese descent. This document changed the State Department's approach on when to use specific nomenclature. This line of effort will focus on raising awareness of the impact of nomenclature to AA and NHPIs and ensure that all federal agencies use precise language when discussing U.S. policy towards the PRC.

GOAL 2

Increase the capacity of the AA and NHPI communities to access federal grants, contracts, programs, and opportunities: The State Department has established a 21% Small Disadvantaged Business (SDB) contracting goal for FY 2022 and plans to meet this increased goal by ensuring maximum utilization of small business contracting, and specifically, by utilizing the 8(a) SDB business development program, which permits setting aside contracts for disadvantaged firms.

GOAL 3

Ensure equal opportunity for all employees, including AA and NHPIs, to achieve equitable career outcomes: The State Department is analyzing trends in AA and NHPI communities' participation in the workforce. In areas where potential barriers are identified, the State Department will determine where obstacles might exist in policies, practices, and procedures. Subsequently, the State Department will adopt a holistic approach to address any such barriers.

GOAL 4

Increase outreach and engagement with AA and NHPI audiences: The State Department will increase the frequency of outreach and engagement activities to AA and NHPI audiences, ensuring programs systematically measure and evaluate impact and track progress. In particular, the State Department will conduct these activities in the languages used by AA and NHPI communities when feasible.