

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

The U.S. Equal Employment Opportunity Commission (EEOC) prevents and remedies unlawful employment discrimination and advances equal opportunity for all in the workplace.

BUILDING ON EEOC'S ACCOMPLISHMENTS

- RESPONDING TO BIAS INCIDENTS AGAINST AA AND NHPIS:** The EEOC held a virtual hearing in April 2021 on workplace civil rights issues related to the COVID-19 pandemic. The hearing included testimony highlighting pandemic-related violence, harassment, and discrimination targeting AAs and NHPIs, disparities within AA and NHPI communities, and job losses and salary reductions for people of color.
- ADVANCING CIVIL RIGHTS THROUGH LITIGATION:** In April 2021, Saipan-based Imperial Pacific agreed to pay \$105,000 and furnish other relief to resolve a lawsuit alleging that the company permitted its customers to sexually harass AA and NHPI employees, subjected female employees to different terms and conditions of employment, and retaliated against them. And in May 2021, the EEOC recovered \$4.8 million to satisfy a judgment in a lawsuit filed against Maui Pineapple alleging labor trafficking, harassment, discrimination, and retaliation against 54 Thai workers.
- PROMOTING TARGETED OUTREACH STRATEGIES:** The EEOC's Office of Enterprise Data and Analytics released a new data visualization tool for internal agency staff that will improve the agency's ability to conduct targeted outreach by enabling agency users to analyze AA and NHPI demographic information and identify national origin groups experiencing high rates of limited English proficiency.
- BUILDING RELATIONSHIPS WITH AA AND NHPI COMMUNITIES ACROSS THE COUNTRY:** EEOC staff actively participated in over 287 roundtables, webinars, and listening sessions nationwide as part of the WHIAANHPI Regional Network to help facilitate the exchange of information across offices, coordinate interagency efforts, and conduct outreach to AA and NHPI communities. These efforts have reinvigorated federal partnerships and led to new relationships and initiatives.

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

Per Executive Order 14031, EEOC has identified three 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

Increase outreach to AA and NHPI communities: The EEOC will develop a plan to increase outreach to AA and NHPI communities, such as expanding the use of ethnic media outlets; strengthening contacts with AA and NHPI-serving business and community organizations through stakeholder roundtables and other informational events; and helping underserved AA and NHPI populations better access EEOC's resources.

GOAL 2

Increase language access for AAs and NHPIs to better assist limited English proficient individuals who are often more vulnerable to discrimination: The EEOC will review and update its website to ensure that the most important and frequently reviewed materials can easily be accessed in additional languages; reconvene its language access working group to ensure that EEOC's materials are accessible, understandable, and relevant to AAs and NHPIs with limited English proficiency; and ensure that interpretation services meet demands placed on the agency, including for requests involving AA and NHPI language assistance.

GOAL 3

Expand the data collected by the agency for AA and NHPI populations and improve analysis of AA and NHPI workforce and charge data to better target outreach efforts: The EEOC will explore expanding the national origin group data collected for AA and NHPI populations during the private sector intake and charge processes. The agency will also provide staff with data assistance and train outreach staff to use a new data visualization tool to better understand where national origin groups are located, levels of limited English proficiency, and other demographic characteristics.