

Memorandum of Understanding  
Between  
The United States Department of Veterans Affairs  
And  
Federal Asian Pacific American Council

I. PARTIES

The parties to the Memorandum of Understanding (MOU) are the United States Department of Veterans Affairs (VA) and the Federal Asian Pacific American Council (FAPAC).

II. BACKGROUND

- The VA mission is to fulfill President Lincoln's promise, "To care for him who shall have borne the battle, and for his widow, and his orphan" by serving and honoring the men and women who are America's Veterans.
- FAPAC is a nonprofit, nonpartisan organization representing the civilian and military Asian Pacific American employees in the Federal and District of Columbia governments. FAPAC is organized exclusively for educational purposes within the meaning of Section 501(c) (3) of the Internal Revenue Code. The primary purpose of FAPAC is to serve as an interagency association within the Federal and District of Columbia Governments, providing a focus for over thirty ethnically distinct groups originating from Asian and Pacific regions as recognized by the United States Bureau of the Census.
- FAPAC is the oldest and largest Asian American/Pacific Islander (AAPI) affinity group representing the Federal sector. FAPAC provides leadership training programs designed for all employees in grades GS-5 to the Senior Executive Service (SES).

III. PURPOSE

The purpose of this MOU is to provide a framework for the parties named above as they pertain to VA and FAPAC. The agreement will foster a mutually supportive relationship, develop initiatives to enhance VA's ability to recruit and retain highly skilled AAPI men and women, and provide opportunities to prepare AAPI employees to become future VA leaders. Additionally, this MOU will increase the awareness and visibility of the VA FAPAC Chapter throughout VA as an employee support group, professional development organization, community resource, and networking mechanism.

IV. OBJECTIVE

- The objective of the MOU shall be to coordinate and facilitate activities that are responsive to the needs of VA and FAPAC. In this regard, VA and FAPAC shall meet on a recurring basis to monitor the progression of recruitment, accessions, training, career development, promotion, and retention of qualified AAPIs in VA's workforce.

Specific goals are to:

- Improve the outreach initiatives for AAPIs in management and other senior level positions through substantive training, mentorship programs, technical career field internship programs, leadership development programs, and SES Candidate Development Programs (CDP).
- Continue to promote education and leadership development opportunities through outreach to AAPIs in VA.

## V. RESPONSIBILITIES

VA will:

- Advise Administrations, Staff Offices, and other VA organizations of this MOU and issue Department-wide all-station memoranda encouraging employees to become involved in the AAPI Employment Program at VA.
- Per availability of resources, participate in FAPAC career fairs, recruitment activities, outreach efforts, National Leadership Training Program, and/or conduct agency forums.
- Provide FAPAC with information on employment needs of VA to assist in targeting outreach to AAPI candidates demonstrating the Office of Personnel Management's Leadership Competencies.
- Advertise on FAPAC's official website to fulfill the required recruitment and training initiatives included in VA's plan to combat areas of less than expected participation of AAPIs as identified in the U.S. Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715).
- Per availability of resources, advertise in FAPAC's National Leadership Training Program brochure/flier to further enhance this partnership.
- On a regular basis, provide FAPAC with an inventory of career development programs as well as cross promote MyCareer@VA, the National Diversity Internship Program (NDIP), and Leadership VA (LVA).
- Collaborate with FAPAC in creating and revising the White House Initiative on AAPI (WHIAAPI) plan to increase outreach to AAPIs at all grade levels and SES, through outreach and promoting professional career development. Additionally, continue to cross promote the SES CDP and on a regular basis, provide a USAJOBS VA vacancy link to be available on the FAPAC website.

- When agreed to by both parties, and when resources allow, purchase exhibit booth space at FAPAC's National Leadership Training Program and/or career fairs and other recruitment/outreach efforts, to further VA's policies and program objectives for AAPIs in VA.

FAPAC will:

- Inform FAPAC leadership and members of this MOU and encourage VA FAPAC members to become involved in the AAPI Employment Program at VA.
- Advertise VA on FAPAC's official website to help fulfill the required plan to combat areas of less than expected participation of AAPIs identified in the EEOC MD-715.
- Market VA employment opportunities to FAPAC members via FAPAC's website, social media, and email blasts utilizing the USAJobs VA vacancy link and MyCareer@VA website information.
- Market VA career development programs for GS-12s and above to FAPAC members, as well as cross promote MyCareer@VA, NDIP, and LVA to FAPAC members.
- Collaborate with VA in the development and modification of the WHIAAPI plan for increasing outreach to AAPIs at all grade levels and SES, through outreach and promoting professional career development. When available, place a USAJOBS VA vacancy link on the FAPAC website.

## VI. BENEFITS

The provisions of the MOU will be addressed as part of VA's Department-wide strategy to improve the outreach initiatives of AAPI men and women.

## VII. PROGRAM FUNDING

Nothing herein shall be construed as obligating VA and FAPAC to expend funds on behalf of the purpose, objectives, and responsibilities set forth in this MOU except a stated herein or agreed to in writing by the signatories or the organizations they represent. All obligations of funds for expenditures by VA are subject to the availability of funds.

## VIII. EFFECTIVE DATE

This MOU shall become effective on the date when the two parties sign. All terms are subject to Federal law and VA policy.

IX. AMENDMENTS

This MOU may be amended at any time by mutual written agreement of VA and FAPAC.

X. TERMINATION

This MOU will remain in effect for a period of 12 months or until terminated. This MOU may be terminated at any time by either party upon 60-day written notice to the other party.

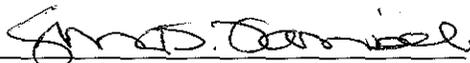
XI. AUTHORITY

This MOU is entered into pursuant to 5 CFR Part 251.

XII. DISCLOSURE OF INFORMATION

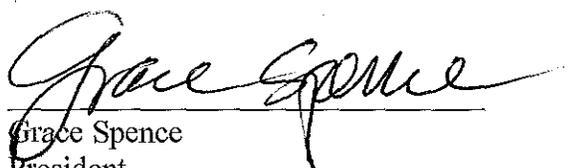
Subject to the Freedom of Information Act (5 U.S.C. 552), decisions or disclosure of information to the public regarding projects and programs within this MOU will be made following consultations by the parties to the MOU.

BY DIRECTION OF THE SECRETARY OF VETERANS AFFAIRS:

  
Gina S. Farrissee  
Assistant Secretary for Human  
Resources and Administration

4/8/16  
Date

Federal Asian Pacific American Council:

  
Grace Spence  
President  
Federal Asian Pacific American Council

5/31/2016  
Date