

Partnership Agreement

between

**Department of Veterans
Affairs**

&

**Federal Asian Pacific
American Council**

Federal Asian Pacific American Council (FAPAC)

- Non-profit and non-partisan Organization
- Supports interests of Asian American Pacific Islanders in all aspects of employment

Purpose of Partnership Agreement (PA)

VA and FAPAC can work together to promote employment interests of Asian American Pacific Islander (AAPI) federal employees, such as

Recruitment, retention, training, career development, promotion, EEO, etc.

RESPONSIBILITIES (PA)

VA and FAPAC agree that:

VA will participate in FAPAC

- Annual congressional Seminar
- National Leadership Training Conference

VA will endorse, for example:

- FAPAC Conference
 - Recruitment and training of AAPI
 - Encourage involvement in FAPAC Chapter in VA
 - Exhibit at FAPAC annual conference
 - Human resources management training at annual FAPAC conference

FAPAC ASSIST IN

- Recruitment efforts
(by posting vacancy announcement on FAPAC Home page)
- Diversity Issues
(Recommend Speakers on diversity, EEO, and AAPI issues)
- Working with AAPI Veterans Group
- Establishing policies and programs to achieve the objectives of PA

PARTNERSHIP MANAGEMENT TEAM

- Facilitate direction and management of PA

Representatives of PA:

- Office of Diversity Management & EEO
- VA Administration and Staff Offices staff
- Other VA participants as needed
- National FAPAC Executive Board

PARTNERSHIP MANAGEMENT TEAM

- Develop plans
- Hold quarterly meetings
- Track, analyze, share information on PA activities
- Evaluate effectiveness of PA – annually

PROGRAM FUNDING

- Obligations of funds are subject to availability of funds

FAPAC CHAPTER IN VA

Chapter vs. PA

- Our Perspective: We don't think one arrangement is preferred over another, but rather the Agreement, is a better starting point, and then later, a Chapter, when interest and involvement can support it.
- A major "Pro" to forming a chapter includes our immediate ability to participate in FAPAC organizational committees as voting members.

Chapter vs. PA

- The “Cons” involve all the requirements for administration of a chapter (summarized next slide).
- Without sufficient interested participants (10 minimum) in place, a Chapter cannot be formed. If 10 members are identified in a geographical area, they must attend a minimum number of meetings or else the chapter will become inactive. So it is critical to identify interest first, then to begin to put the administrative requirements in place. As momentum builds, the success of a chapter initiative will be more likely.

Chapter vs. PA

- Other Administrative Requirements
 - 10 active participants, who must attend 4 meetings per year
 - Development of by-laws
 - Monthly meetings with minutes
 - Development of goals and activity calendar
 - Elect officers
 - Develop a plan for promoting FAPAC objectives
 - Develop a financial plan
 - Develop a recruiting plan from among local federal agencies
 - Prepare an Annual report submitted to national FAPAC
 - Conduct a Semi-annual meeting of chapter officers with FAPAC national officers