

Practical Solutions for Asian American and Pacific Islander (AAPI) Inclusion

ACC Southern California

Asian American and Pacific Islander Heritage Month

May 27, 2021

AAPI Demographics

2020 estimated population – 22.9 million

Larger than every state in the U.S. other than California and Texas

Larger than the cumulative population of 13 states

- 26 seats in the U.S. Senate, currently 2 senators
- 30 seats in the U.S. House, currently 16 congressmembers

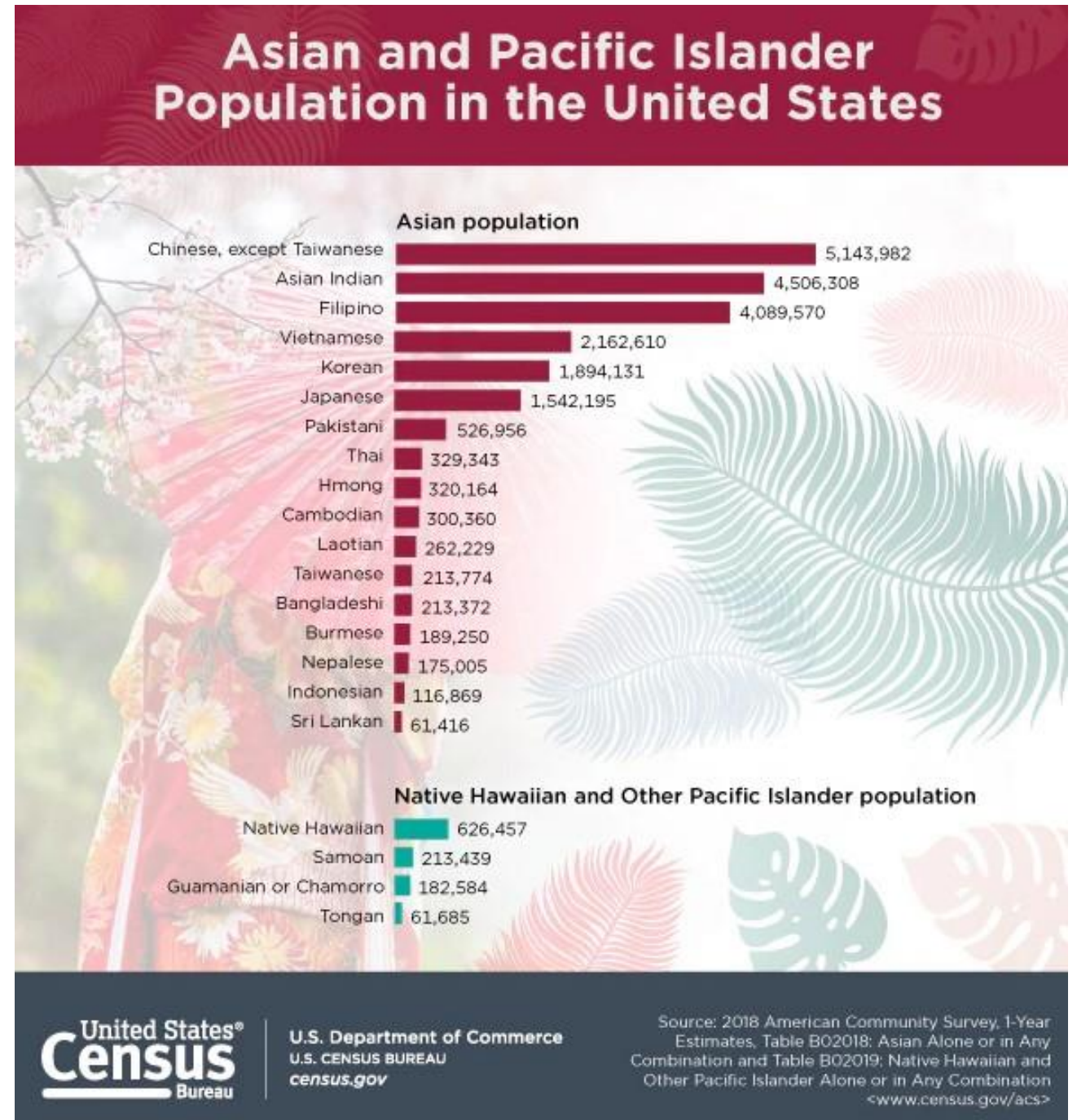
\$1.3 trillion in buying power

Largest groups nationally

- Chinese American
- Indian American
- Filipino American

Southern California
(communities largest in the US)

- Chinese American
- Filipino American
- Korean American
- Taiwanese American
- Thai American
- Vietnamese American



AAPI Demographics

15 to over 40% % of major U.S. metropolitan markets

Southern California

- Los Angeles County – over 16%
- Orange County – 23%

Northern California

- San Francisco County – over 38%
- Santa Clara County – over 41%
- Alameda County – 35%

AAP1 Heritage Month

Originally recognized as a ten-day period in May 1977

First documented arrival of Asians in the late 1500s

Centuries long history in America rarely recognized in classrooms, universities and news

AAPI Heritage Month



AAPI Heritage Month



AAPL Heritage Month

Transcontinental railroad – over 80% of the western U.S.
construction company

442nd Infantry Regiment – most decorated U.S. military unit

Building and supporting businesses and industries – reshaping
agriculture, health, technology and retail

AAPIs and the Covid 19 Pandemic

Critical to the solution

- **Founded companies we relied on**
- Inventor of the material for N95 masks
- Serve on the front lines and, in California, 20% of registered nurses are Filipino American
- Initially, lowest infection rates and highest mask compliance

AAPL Heritage Month



AAPIs and the Covid 19 Pandemic

Critical to the solution

- Founded companies we relied on
- **Inventor of the material for N95 mask, Peter Tsai**
- Serve on the front lines and, in California, 20% of registered nurses are Filipino American
- Initially, lowest infection rates and highest mask compliance

AAPIs and the Covid 19 Pandemic



BRIANNA PACIOCCA/NEWS SENTINEL/USA TODAY

AAPIs and the Covid 19 Pandemic

Critical to the solution

- Founded companies we relied on
- Inventor of the material for N95 masks
- **Serve on the front lines and, in California, 20% of registered nurses are Filipino American**
- Initially, lowest infection rates and highest mask compliance

AAPIs and the Covid 19 Pandemic



AAPIs and the Covid 19 Pandemic

Critical to the solution

- Founded companies we relied on
- Inventor of the material for N95 masks
- Serve on the front lines and, in California, 20% of registered nurses are Filipino American
- **Initially, lowest infection rates and highest mask compliance**

AAPIs and the Covid 19 Pandemic

Racism and Hate Crimes

- **“China Virus”, anti-AAPI rhetoric and social media**
 - 6,600 incidents documented in the past year
- Centuries of anti-AAPI racism
 - Largest mass lynching of any group
 - Only group barred from the country based solely on race
 - Only group imprisoned based solely on race

AAPIs and the Covid 19 Pandemic



AAPIs and the Covid 19 Pandemic

Racism and Hate Crimes

- “China Virus”, anti-AAPI rhetoric and social media
 - 6,600 incidents documented in the past year
- **Centuries of anti-AAPI racism**
 - Largest mass lynching of any group
 - Only group barred from the country based solely on race
 - Only group imprisoned based solely on race

AAPIs and the Covid 19 Pandemic



AAPIs and the Covid 19 Pandemic

Racism and Hate Crimes

- **Excluded as a perpetual foreigner**
- AAPI businesses suffer racism, pandemic and hate crimes
- Racist model minority image
 - Poorest U.S. communities are AAPI
 - Major cities allocate few resources (2% in New York City)

AAPIs and the Covid 19 Pandemic



Evelyn Yang

@EvelynYang

Which one is from 2021



3:07 PM · May 24, 2021



AAPIs and the Covid 19 Pandemic

Racism and Hate Crimes

- Excluded as a perpetual foreigner
- **AAPI businesses suffer racism, pandemic and hate crimes**
- **Racist model minority image**
 - Poorest U.S. communities are AAPI
 - Major cities allocate few resources (2% in New York City)

Asian American-owned businesses suffer outsized toll amid pandemic

Nearly 90 percent of small Asian American firms lost revenue last year, a rate higher than for other racial and ethnic groups, according to a new study.



AAPIs and the Covid 19 Pandemic

Efforts against Hate

- Covid 19 Hate Crime Act, led by Senator Mazie Hirono and Congressmember Grace Meng
- Stop Hate Crime Bill, led by Congressmember Ted Lieu

AAPIs and the Covid 19 Pandemic



AAPIs and the Covid 19 Pandemic

Efforts against Hate

- [StopAAPIHate.org](https://stopaapihate.org)
- National Asian Pacific American Bar Association
- Asian Americans Advancing Justice
- Alliance for Asian American Justice
- The Asian American Foundation

AAPJ Representation

Corporations

- AAPJs are 15 to over 40% % of major US metropolitan markets
- Often excluded from measurement
- Representation in leadership
- Ascend Foundation and McKinsey Report

AAPI Representation

Legal Profession

- State of Diversity in the Legal Profession
- Asian Americans in Law Portrait Project
- California State Bar Report Card on Diversity

AAPJ Engagement

Assembly Bill 979 requires that by the end of 2021 California-headquartered public companies have at least one director on their boards who is from an underrepresented community, defined as “an individual who self-identifies as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska Native, or who self-identifies as gay, lesbian, bisexual, or transgender.

AAPJ Engagement

Proposition 16 would have allowed government decision-making policies to consider race, sex, color, ethnicity, or national origin in order to address diversity by repealing constitutional provision prohibiting such policies.

Practical Solutions

- Recruiting
- Interview procedures
- Education and training
- Development
- Executive sponsorship
- Succession planning
- Compensation incentives

Challenges

- Reluctant managers and stakeholders
- Smaller and private organizations
- Budget
- Competing priorities

Education

- Support the Teach Asian Pacific American History Act sponsored by Congressman Grace Meng
- Support education bills in IL, CT and CA

Sources

U.S. Census: <https://www.census.gov/newsroom/facts-for-features/2021/asian-american-pacific-islander.html>

JP Morgan Small Business Outcomes Pandemic: <https://www.jpmorganchase.com/institute/research/small-business/small-business-financial-outcomes-during-the-onset-of-covid-19#finding-4>

AARP Small Business During the Pandemic: <https://www.fedsmallbusiness.org/medialibrary/FedSmallBusiness/files/2021/45-entrepreneurs-aarp-report>

Asian American Owned Businesses: <https://medium.com/hyphen-capital-blog/companies-started-by-asian-americans-d1e41c9958a3>

General AAPI Data: <https://aapidata.com/>

Nielsen AAPI Community Report 2021: <https://www.nielsen.com/us/en/insights/report/2021/hope-and-action-the-growing-influence-of-asian-americans/>

State of Diversity and Inclusion in the Legal Profession: https://www.theiilp.com/resources/Documents/IILP_2019_FINAL_web.pdf

California State Bar Diversity Report: <https://www.calbar.ca.gov/Portals/0/documents/reports/State-Bar-Annual-Diversity-Report.pdf>

Sources

McKinsey Covid 19 AAPI Impact #1: <https://www.mckinsey.com/industries/public-and-social-sector/our-insights/covid-19-and-advancing-asian-american-recovery>

McKinsey Covid 19 AAPI Impact #2: <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/covid-19s-impact-on-asian-american-workers-six-key-insights>

Ascend - Asian Representation of Fortune 1000 Boards:

<https://static1.squarespace.com/static/5e8bce29f730fc7358d4bc35/t/5f4e84c49fb7c07164836391/1598981324087/asian-representation-fortune-1000-boards.pdf>

Ascend - Race, Gender and the Double Glass Ceiling:

<https://static1.squarespace.com/static/5e8bce29f730fc7358d4bc35/t/5ff66a62cc85ca2d29e2d858/1609984611034/Race-Gender-And-The-Double-Glass-Ceiling.pdf>

Asian Americans in Law Portrait Project:

https://static1.squarespace.com/static/59556778e58c62c7db3fbe84/t/596cf0638419c2e5a0dc5766/1500311662008/170716_PortraitProject_SinglePages.pdf

MCCA 2020 Law Firm Diversity Report: https://www.mcca.com/wp-content/uploads/2021/05/2020-Vault_MCCA-Law-Firm-Diversity-Survey-Report-FINAL-R2.pdf

Sources

Scientific American AAPI Suffering Ignored: <https://www.scientificamerican.com/article/covids-outsize-impact-on-asian-americans-is-being-ignored/>

Asian American Education Project <https://asianamericanedu.org/>

Asian American Tool Kit <https://www.asianamtoolkit.org/>

AAPI Data <https://aapidata.com/>

Reuters: <https://www.reuters.com/article/us-health-coronavirus-france-retests/frances-early-covid-19-case-may-hold-clues-to-pandemics-start-idUSKBN22H15R>

BBC: <https://www.bbc.com/news/world-europe-52526554#:~:text=A%20patient%20treated%20in%20a,month%20earlier%20than%20previously%20thought>

Mount Sinai: <https://www.mountsinai.org/about/newsroom/2020/mount-sinai-study-finds-first-cases-of-covid-19-in-new-york-city-are-primarily-from-european-and-us-sources-pr#:~:text=New%20York%20City's%20first%20confirmed,of%20SARS%2DCoV%2D2>

Sources

World Health Organization: <https://www.who.int/news/item/08-05-2015-who-issues-best-practices-for-naming-new-human-infectious-diseases>

Alliance for Asian American Justice: <https://www.businesswire.com/news/home/20210415005694/en/New-Initiative-to-Combat-Anti-Asian-Violence-Launched-by-Major-Law-Firms-and-Advocacy-Organizations>

Covid 19 Hate Crime Act: <https://www.govtrack.us/congress/bills/117/s937/summary>

Stop Hate Crime Bill: <https://lieu.house.gov/media-center/press-releases/rep-lieu-and-mcclatchy-introduce-bill-stop-hate-crimes>

LA Public Library: <https://www.lapl.org/collections-resources/blogs/lapl/chinese-massacre-1871>

Teach Asian American History Act sponsored by Grace Meng in US Congress:
<https://meng.house.gov/media-center/press-releases/meng-introduces-legislation-to-promote-the-teaching-of-asian-pacific-0>

NBC News AAPI Owned Businesses Suffer Outsized Toll: <https://www.nbcnews.com/news/asian-america/asian-american-owned-businesses-suffer-outsized-toll-pandemic-rcna678>