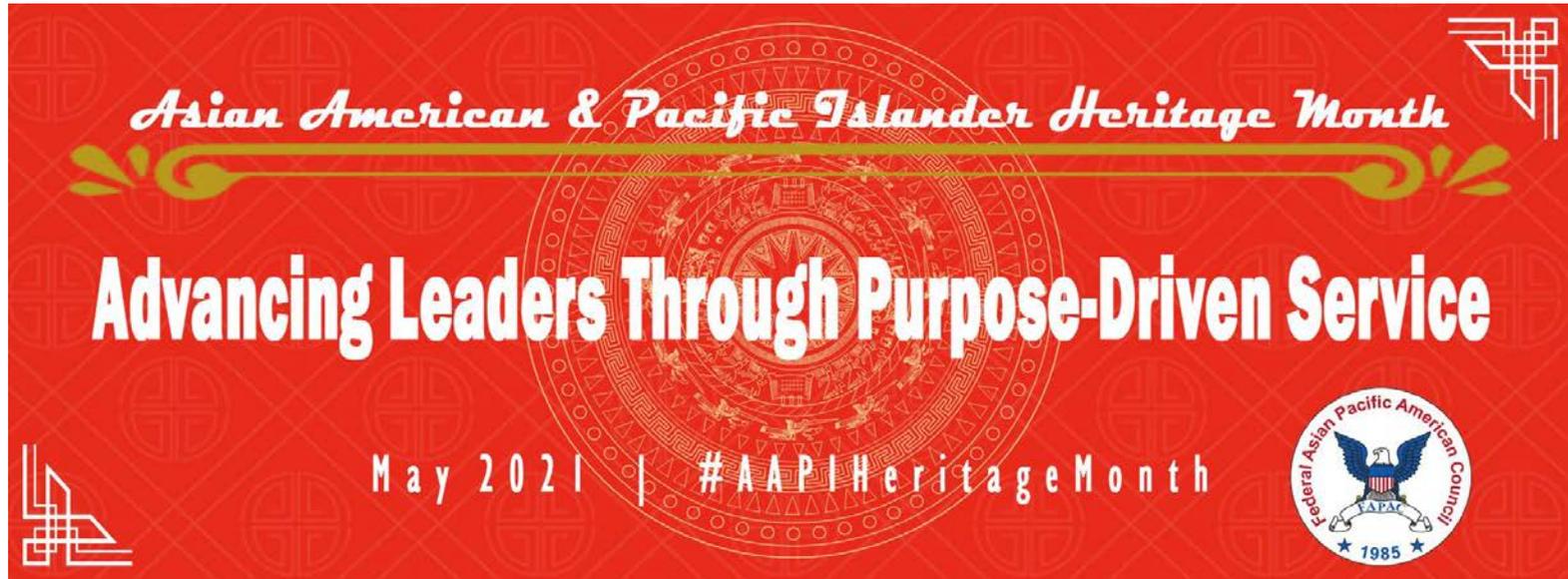




# The Duality of Experiencing Invisibility and Hypervisibility

May 2021

# Asian-American and Pacific Islander Heritage Month



Federal Asian Pacific American Council (FAPAC):

<https://fapac.org/AAPI-Resources>



**48 Countries**  
**2,300 Languages**



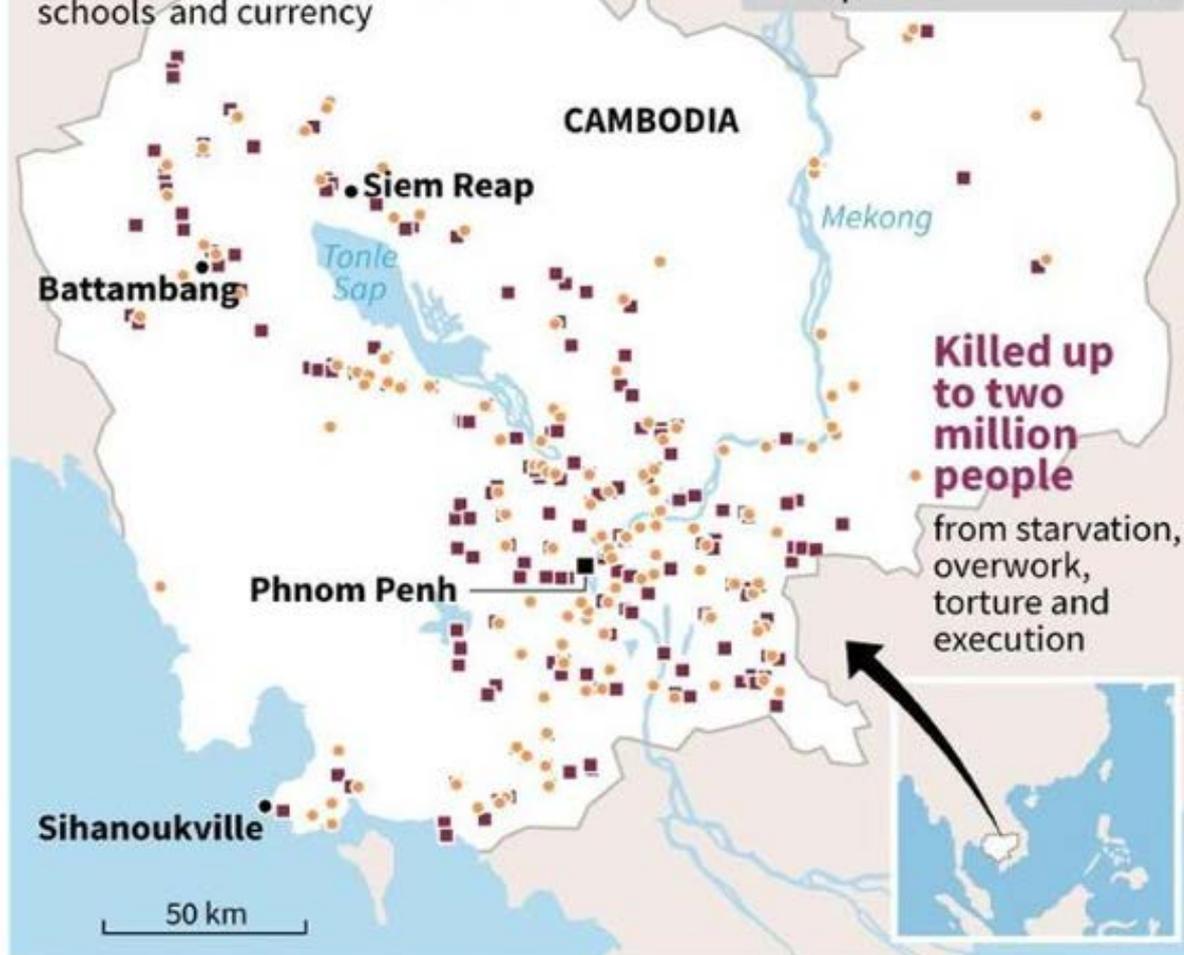
# The “killing fields” of the Khmer Rouge

A brutal four-year regime

## Khmer Rouge

Seized control of Cambodia  
1975-1979, abolishing religion,  
schools and currency

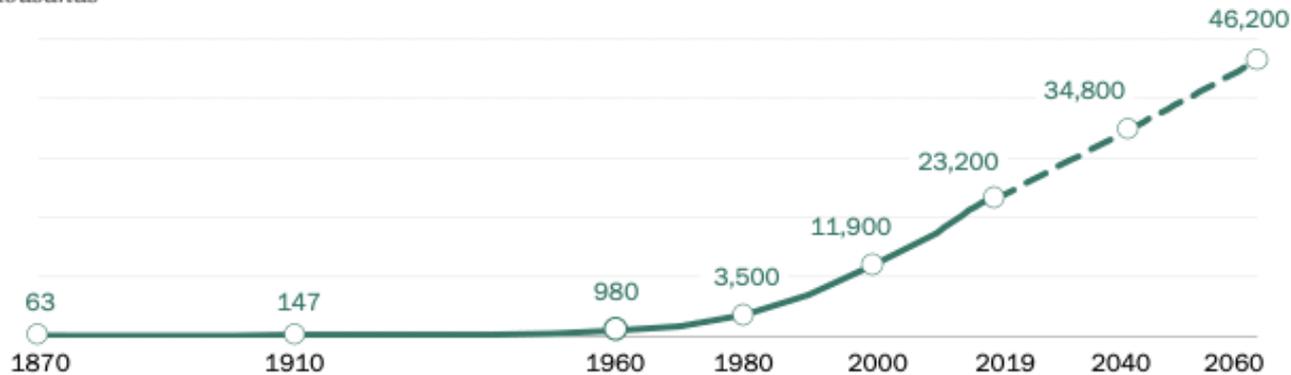
■ “Killing field” execution ground	<b>380</b>
● KR prisons	<b>189</b>



# The Growing Asian-American Population

**Asian population in U.S. nearly doubled between 2000 and 2019 and is projected to surpass 46 million by 2060**

*In thousands*



Note: In 2000 and later, Asians include the mixed-race and mixed-group populations, regardless of Hispanic origin. Prior to 2000, decennial census forms only allowed one race category to be selected. Asians include Pacific Islanders in 1980 and earlier years. Population figures for 1870-1980 are rounded to the nearest 1,000, and for 2000-2016, they are rounded to the nearest 100,000.

Source: U.S. Census Bureau 2017 population projections for 2020-2060. For 2011-2019, American Community Survey 1-year estimates (via Census Bureau data). For 2000 and 2010, population estimates from Census Bureau, "The Asian Population: 2010" Census Brief, Table 6. For 1990, U.S. Census Bureau, "Asian Population: 2000" Census Brief, Table 2. For 1980 and earlier years, Campbell Gibson and Kay Jung, "Historical Census Statistics on Population Totals by Race, 1790 to 1990, and by Hispanic Origin, 1970 to 1990, for the United States, Regions, Divisions and States." U.S. Census Bureau.

PEW RESEARCH CENTER

**Around 6 of 10 Asian Americans (57%), including 71% of Asian American adults, were born in another country.**

*By comparison, 14% of all Americans – and 17% of adults – were born elsewhere.*

# Anti-Asian Hate Crimes on the Rise Worldwide

abc NEWS CORONAVIRUS GOVERNMENT RESPONSE

## FBI warns of potential surge in hate crimes against Asian Americans amid coronavirus

NBC New York

NYC Man Arrested on Hate Crimes Charges for Menacing Asian Woman: NYPD

ABC Chicago

Chicago violent crimes against Asian American on the rise, police say

NBC Bay Area

Police Arrest Man Accused of Threatening to Kill Asian Americans in San Francisco

NBC News

Seattle woman charged with hate crime, accused of threatening Vietnamese American neighbor

Global News

43% of Asians in B.C. experienced racism in the last year, 87% say it's getting worse: Poll

Statistics presented to the Vancouver Police Board in January showed anti-Asian hate crimes were up 717 per cent in the city in 2020.

## Hate crime against Londoners of an East Asian appearance almost doubles

Incidents of hate crime against Londoners of an East Asian appearance almost doubled during a four-month period over the summer, new figures show.

ABC

## More than eight in 10 Asian Australians report discrimination during coronavirus pandemic

A survey has shown 84.5 per cent of Asian Australians have faced ... reported an increase in abuse and racist attacks because the coronavirus was first ... design and enforce anti-discrimination laws," Professor Biddle said.

# Center for the Study of Hate & Extremism

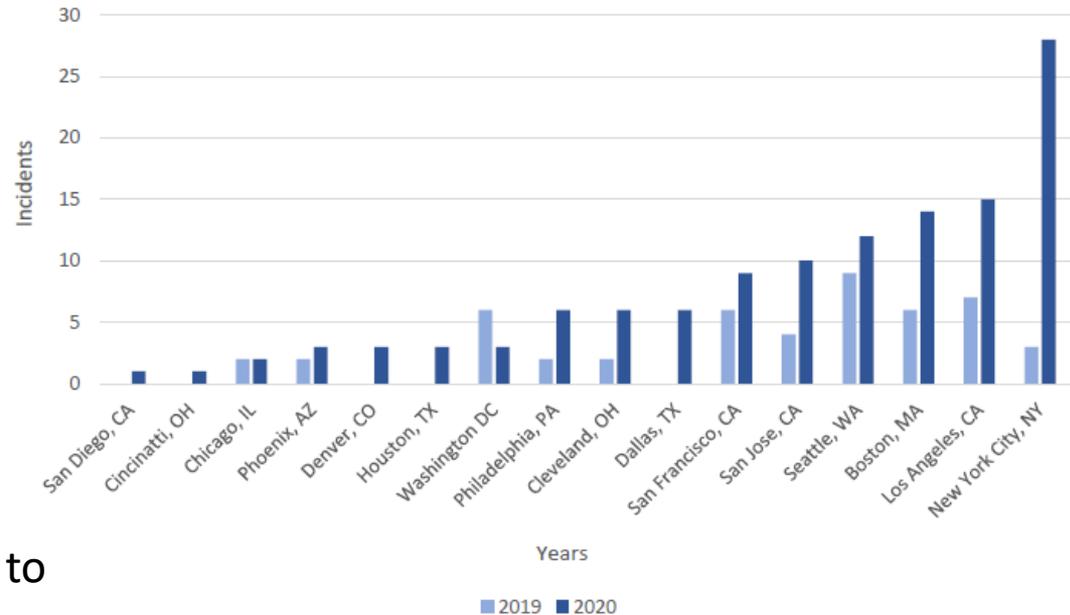


Center for the  
Study of Hate  
& Extremism  
CSUSB

Police department statistics across major U.S. cities indicate a **149%** surge in anti-Asian hate crimes in 2020, **while overall hate crimes fell by 7%.**

The report is limited to crimes reported to local police departments.

Anti-Asian Hate Crime Incidents Reported to Police in Select US Cities 2019-2020



**“Hate incidents,” defined by the Department of Justice as acts of prejudice that aren't crimes, are also on the rise.**

# Stop AAPI Hate



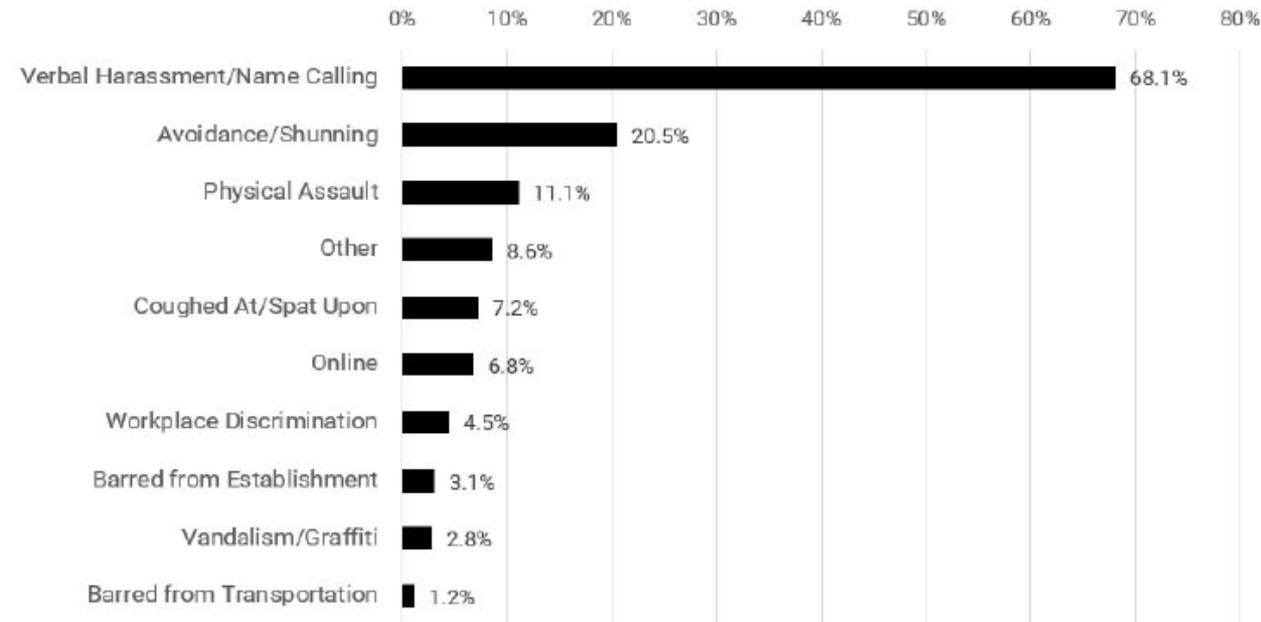
## STOP AAPI HATE NATIONAL REPORT

3/19/20 – 2/28/21

Russell Jeung Ph.D., Aggie Yellow Horse, Ph.D., Tara Popovic, and Richard Lim

This report covers the 3,795 incidents received by the Stop AAPI Hate reporting center from March 19, 2020 to February 28, 2021. The number of hate incidents reported to our center represent only a fraction of the number of hate incidents that actually occur, but it does show how vulnerable Asian Americans are to discrimination, and the types of discrimination they face.<sup>1</sup>

Types of Discrimination  
N= 3,795



*The center says that the number of hate incidents reported represent **only a fraction of the number of hate incidents that actually occur.***

# Atlanta Spa Shootings – March 16<sup>th</sup>

BBC BBC

Atlanta shootings: Asian women among eight killed at three spas



Suncha Kim



Xiaojie Tan



Hyun Jung (Kim) Grant



Yong Ae Yue



Soon Chung Park



Daoyou Feng

# Confronting Racism

## Atlanta Spa Shootings, Recent Attacks Show Generational Split Among Asian Americans On Confronting Racism

ASSOCIATED PRESS • MAY 2, 2021



**“Asian immigrants face the added burden of the “model minority” stereotype that portrays them as industrious, law-abiding and uncomplaining, and ascribes their achievements to those traits, historians and advocates say.”**

# Model Minority Myth

The Model Minority stereotype is the cultural expectation placed on Asian Americans as a group that each individual will be:

- smart (i.e., naturally good at math, science and technology),
- wealthy,
- hard-working, self-reliant, living the “American dream,”
- docile and submissive, obedient and uncomplaining and/or
- spiritually enlightened and **never in need of assistance.**

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The “forever foreigner” stereotype presents Asian Americans as foreign with allegiance to their ancestral countries. Rather than being seen as citizens born and raised in the United States, or having generations of family in the United States, they are perceived as unable to assimilate.

Together, the “model minority” and the “forever foreigner” concepts perpetually categorizes Asian Americans as outsiders, **disregarded in the U.S. racial discussion, and less than fully human.**

# “Death by a Thousand Cuts”

Microaggressions are the **everyday** slights, insults, putdowns, invalidations and offensive behaviors that people of marginalized groups experience in daily interactions with **generally well-intentioned** people who may be unaware of their impact.

*Microaggressions are cumulative and any one offense or put-down may represent the straw that breaks the camel's back.*

## Themes

## Microaggression

## Message

*Alien in own land*

When Asian Americans and Latino Americans are assumed to be foreign-born

“Where are you from?”  
“Where were you born?”  
“You speak good English.”  
A person asking an Asian American to teach them words in their native language.

You are not an American  
You are a foreigner

## Themes

## Microaggression

## Message

### *Alien in own land*

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### *Color Blindness*

Statements that indicate that a person does not want to acknowledge race

“When I look at you, I don’t see color.”  
“American is a melting pot.”  
“There is only one race, the human race.”

Denying a person of color’s racial / ethnic experiences.  
Assimilate / acculturate to the dominant culture.  
Denying the individual as a racial / cultural being.

Themes	Microaggression	Message
<p><i>Alien in own land</i></p> <p>When Asian Americans and Latino Americans are assumed to be foreign-born</p>	<p>“Where are you from?”  “Where were you born?”  “You speak good English.”</p> <p>A person asking an Asian American to teach them words in their native language.</p>	<p>You are not an American  You are a foreigner</p>
<p><i>Color Blindness</i></p> <p>Statements that indicate that a person does not want to acknowledge race</p>	<p>“When I look at you, I don’t see color.”  “American is a melting pot.”  “There is only one race, the human race.”</p>	<p>Denying a person of color’s racial / ethnic experiences.  Assimilate / acculturate to the dominant culture.  Denying the individual as a racial / cultural being.</p>
<p><i>Denial of Individual Racism</i></p> <p>A statement made when a person denies their racial biases</p>	<p>“I’m not a racist. I have several Asian friends.”  “As a woman, I know what you go through as a racial minority.”</p>	<p>I am immune to races because I have friends of color.  Your racial oppression is no different than my gender oppression. I can’t be a racist. I’m like you.</p>

# “Intent does not supersede impact”

“Because microaggressions often occur outside the level of conscious awareness well-intentioned individuals can engage in these biased acts without guilt or knowledge of their discriminatory actions.”

“Research continues to show that racism and discrimination contribute to poor health among minorities and people of color, resulting in increased rates of depression, prolonged stress and trauma, anxiety, even heart disease and type 2 diabetes.”

# How to Respond to Microaggressions

- Be clear
- No shame, no blame
- How do you feel?
- Listen
- Accept

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- Be clear
  - No shame, no blame
  - How do you feel?
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  - Accept
- 
- Listen
  - Acknowledge
  - Apologize
  - Let it go

# Microaggression Themes

Theme	Microaggression	Message
<i>Alien in own land</i> When Asian Americans and Latino Americans are assumed to be foreign-born	"Where are you from?" "Where were you born?" "You speak good English." A person asking an Asian American to teach them words in their native language.	You are not American You are a foreigner
<i>Description of Intelligence</i> Assigning intelligence to a person of color on the basis of their race.	"You are a credit to your race." "You are so articulate." Asking an Asian person to help with a Math or Science problem.	People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in Math / Sciences.
<i>Color Blindness</i> Statements that indicate that a White person does not want to acknowledge race	"When I look at you, I don't see color." "America is a melting pot." "There is only one race, the human race."	Denying a person of color's racial / ethnic experiences. Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.
<i>Criminality – assumption of criminal status</i> A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.	A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes. A store owner following a customer of color around the store. A White person waits to ride the next elevator when a person of color is on it.	You are a criminal. You are going to steal / You are poor / You do not belong / You are dangerous.
<i>Denial of individual racism</i> A statement made when Whites deny their racial biases	"I'm not a racist. I have several Black friends." "As a woman, I know what you go through as a racial minority."	I am immune to races because I have friends of color. Your racial oppression is no different than my gender oppression. I can't be a racist. I'm like you.
<i>Myth of meritocracy</i> Statements which assert that race does not play a role in life successes	"I believe the most qualified person should get the job." "Everyone can succeed in this society, if they work hard enough."	People of color are given extra unfair benefits because of their race. People of color are lazy and / or incompetent and need to work harder.
<i>Pathologizing cultural values / communication styles</i> The notion that the values and communication styles of the dominant / White culture are ideal	Asking a Black person: "Why do you have to be so loud / animated? Just calm down." To an Asian or Latino person: Why are you so quiet? We want to know what you think. Be more verbal." Speak up more." Dismissing an individual who brings up race / culture in work / school setting.	Assimilate to dominant culture. Leave your cultural baggage outside.

Theme	Microaggression	Message
<i>Second-class citizen</i> Occurs when a White person is given preferential treatment as a consumer over a person of color	Person of color mistaken for a service worker Having a taxi cab pass a person of color and pick up a White passenger Being ignored at a store counter as attention is given to the White customer behind you "You people ..."	People of color are servants to Whites. They couldn't possibly occupy high-status positions. You are likely to cause trouble and / or travel to a dangerous neighborhood. Whites are more valued customers than people of color You don't belong. You are a lesser being.
<i>Environmental microaggressions</i> Macro-level microaggressions, which are more apparent on systemic and environmental levels	A college or university with buildings that are all names after White heterosexual upper class males Television shows and movies that feature predominantly White people, without representation of people of color Overcrowding of public schools in communities of color Overabundance of liquor stores in communities of color	You don't belong / You won't succeed here. There is only so far you can go. You are an outsider / You don't exist. People of color don't / shouldn't value education. People of color are deviant.
<i>How to offend without really trying</i>	"Indian giver." "That's so gay." "She welshed on the bet." "I jewed him down." "That's so White of you." "You people ..." "We got gypped." Imitating accents or dialects Others?	

## Examples of Microaggressions – Themes and Messages:

<https://sph.umn.edu/site/docs/hewg/microaggressions.pdf>

# Resources for AAPI, Allies, and Organizations

For AAPI / Minorities: When and How to Respond to Microaggressions:

<https://hbr.org/2020/07/when-and-how-to-respond-to-microaggressions>

For Allies – Five Simple Actions to Create a More Inclusive Workplace and be a Better Ally

<https://betterallies.medium.com/dont-dismiss-racism-against-aapi-employees-and-other-actions-for-allies-e41331926752>

For Companies / Allies – How to Be an Ally in Times of Xenophobia:

<https://lifelabslearning.com/lab/ally/>



**THANK YOU**