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

Cambodia

Killed up to two million people from starvation, overwork, torture and execution

Source: ECCC/Documentation Centre of Cambodia
Asian population in U.S. nearly doubled between 2000 and 2019 and is projected to surpass 46 million by 2060

By comparison, 14% of all Americans – and 17% of adults – were born elsewhere.
Anti-Asian Hate Crimes on the Rise Worldwide

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.
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.

“Hate incidents," defined by the Department of Justice as acts of prejudice that aren't crimes, are also on the rise.
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 16th

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
“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.”
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.
<table>
<thead>
<tr>
<th>Themes</th>
<th>Microaggression</th>
<th>Message</th>
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</table>
| Alien in own land             | “Where are you from?”
|                               | “Where were you born?”
<p>|                               | “You speak good English.”                                                     | You are not an American                      |
| When Asian Americans and     | A person asking an Asian American to teach them words in their native language.| You are a foreigner                           |
| Latino Americans are          |                                                                               |                                              |
| assumed to be foreign-born    |                                                                               |                                              |</p>
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<p>| Color Blindness               | “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.                 |</p>
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<td>is only one race, the human race.”</td>
<td>acculturate to the dominant culture. Denying the individual as a racial</td>
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<td>Denial of Individual Racism</td>
<td>“I’m not a racist. I have several Asian friends.” “As a woman, I know what</td>
<td>cultural being.</td>
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<tr>
<td>A statement made when a</td>
<td>you go through as a racial minority.”</td>
<td></td>
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<tr>
<td>person denies their racial</td>
<td></td>
<td></td>
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<tr>
<td>biases</td>
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You can use this table to understand the different themes of microaggressions and the messages they convey. Each theme is paired with specific examples of microaggressions and their corresponding messages.
“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
How to Respond to Microaggressions

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

• Listen
• Acknowledge
• Apologize
• Let it go
### Microaggression Themes

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<td>When Asian Americans and Latino Americans are assumed to be foreign-born</td>
<td>You are not American</td>
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<td>Ascription of Intelligence</td>
<td>Assigning intelligence to a person of color on the basis of their race.</td>
<td>People of color are generally not as intelligent as Whites.</td>
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<td>Color Blindness</td>
<td>Statements that indicate that a White person does not want to acknowledge race</td>
<td>Denying a person of color's racial / ethnic experience.</td>
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<td>Criminality – assumption of criminal status</td>
<td>A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.</td>
<td>You are a criminal. You are going to steal. You do not belong.</td>
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<td>Denial of individual racism</td>
<td>A statement made when Whites deny their racial biases</td>
<td>I am immune to races because I have friends of color.</td>
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<td>Myth of meritocracy</td>
<td>Statements which assert that race does not play a role in life successes</td>
<td>People of color are given extra unfair benefits because of their race.</td>
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<td>Pathologizing cultural values / communication styles</td>
<td>The notion that the values and communication styles of the dominant / White culture are ideal</td>
<td>Asking a Black person: “Why do you have to be so loud / animated? Just calm down.”</td>
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### Examples of Microaggressions – Themes and Messages:

https://sph.umn.edu/site/docs/hewg/microaggressions.pdf
Resources for AAPI, Allies, and Organizations

For AAPI / Minorites: 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/