



## Asian American and Pacific Islander Heritage Month

*For All Employees*

**F**or May, which is Asian American and Pacific Islander Heritage Month, we are giving you a valuable tool to share with all your employees as you continue their education in cultural competence. We are supplying a Timeline of legislation, which highlights events impacting Asian Americans and their achievements in the United States; Facts & Figures, which demonstrate Asian American advancement (and opportunities) in education and business; and our cultural-competence series “Things NOT to Say” focusing on Asian Americans. This information should be distributed to your entire workforce and also should be used by your Asian employee resource group both internally and externally as a year-round educational tool.

## 1 TIMELINE

We recommend you start your employees' cultural-competence lesson on Asian Americans by using this Timeline, which documents discrimination and oppression of different Asian groups in the United States as well as achievements. It's important to note how recently Asians have been treated inequitably and how issues such as the Japanese internment camps are taught in schools today.

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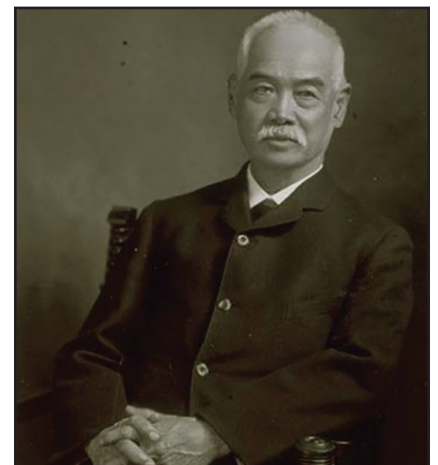
#### Discussion Questions for Employees

» **What similarities historically are there among different Asian groups immigrating to the United States? What differences?**

Ask the employees why they think there have been so many issues limiting immigration of Asians and/or limiting their rights once in this country. How do those historic examples of discrimination carry over into the workplace?

» **Why are “firsts” important to note? What other barrier breakers have you witnessed in your lifetime?**

This is a personal discussion designed to help the employees note other barrier breakers historically. This discussion can be further explored after the Facts & Figures section below is discussed.



## 2 FACTS & FIGURES

After discussion of the Timeline, the next step is to review available data and understand areas in which Asians have made significant progress in the United States but major opportunities remain.

The data we have chosen to present here represents information of relevance to corporate America, such as education (available labor pool) and progress in gaining executive and management positions. Where applicable, national data are compared against DiversityInc Top 50 data, to show what progress the leading D&I companies are making.

### Discussion Questions for Employees

#### » **Who do you see as the leading Asian role models in your company?**

Have a higher-level discussion on what it takes to become a senior executive at your company, the role of employee resource groups and mentoring in supporting this, and what employees see as valuable ways to increase the pipeline.

#### » **Do Asians — men and women — have different employee and management styles than those of other racial/ethnic groups?**

Use this teachable moment to honestly discuss different styles, including confrontation/criticism, self-promotion/branding, and decision-making.



### 3 THINGS NOT TO SAY TO ASIAN AMERICANS

Our popular “Things NOT to Say” series includes interviews with Asian American leaders about offensive phrases they’ve heard in the workplace and how best to respond to them to further cultural-competence education.

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#### Discussion Questions for Employees

» **What other phrases have you heard addressed to Asians and others from underrepresented groups?**

Discuss how these phrases and stereotypes impact office morale and productivity.

» **What role do you think the company should play when offensive comments occur?**

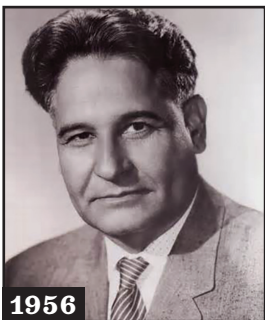
Have the employees talk about under what circumstances they would report offensive comments and what they believe the company should do.

» **After today’s lesson, what would you do if you overheard a colleague make one of these comments?**

Continue the discussion with each employee having a plan of action on how to address offensive language.



# Timeline



- 1763** First recorded settlement of Asians in the United States: Filipinos in Louisiana

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- 1790** First recorded Indian immigrant in U.S.

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- 1820** First recorded Chinese immigrant in U.S.

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- 1847** Yung Wing becomes first Chinese to graduate from U.S. college (Yale)

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- 1848** California Gold Rush leads to first large-scale Chinese immigration

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- 1854** California Supreme Court rules that Chinese cannot testify against whites

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- 1858** California bars Chinese immigrants

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- 1865** Central Pacific Railroad Company hires first of 12,000 Chinese workers

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- 1869** First Transcontinental Railroad

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- 1869** First Japanese settlers arrive on the U.S. mainland, in California

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- 1870** Naturalization Act of 1870 restricts naturalized citizenship to whites and Blacks

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- 1878** California Circuit Court rules that "Mongolians" are not eligible for naturalization

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- 1879** California's Second Constitution prohibits the employment of Chinese

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- 1882** Chinese Exclusion Act suspends immigration of Chinese laborers for 10 years

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- 1885** First recorded Korean immigrants

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- 1886** In *Yick Wo v. Hopkins*, Supreme Court rules that law with unequal impact on different groups is discriminatory

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- 1898** U.S. assumes control of the Philippines and Hawaii after winning Spanish-American War

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- 1898** In *United States v. Wong Kim Ark*, Supreme Court upholds 14th Amendment, that all people born in U.S. are citizens

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- 1906** San Francisco Board of Education segregates Chinese, Japanese and Korean schoolchildren

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- 1907** Executive Order 589 prevents Japanese and Koreans from entering U.S. mainland

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- 1922** In *Takao Ozawa v. United States*, Supreme Court rules that Japanese cannot be naturalized

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- 1923** In *United States v. Bhagat Singh Thind*, Supreme Court rules that Asian Indians cannot be naturalized

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- 1924** Immigration Act of 1924 effectively prohibits immigration of all Asians

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- 1942** Executive Order 9066 results in 120,000 Japanese Americans being sent to internment camps

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- 1943** Congress repeals Chinese Exclusion Act and grants naturalization rights

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- 1946** Luce-Celler Act permits Filipinos and Indians to immigrate and grants them naturalization rights

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- 1946** Wing Ong is first Asian American elected to state office (Arizona)

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- 1949** U.S. grants 5,000 educated Chinese refugee status after Communist takeover of China

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- 1956** Dalip Singh Saund of California becomes first Indian American in Congress

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- 1959** Hiram Fong of Hawaii becomes first Chinese American in Senate

## Timeline continued

**1959** Daniel K. Inouye of Hawaii becomes first Japanese American in Congress

**1964** Patsy Takemoto Mink of Hawaii becomes first nonwhite woman in Congress

**1965** Immigration and Nationality Act of 1965 eliminates national-origins quota system

**1975** Vietnam War ends, leading to large migration of Southeast Asians

**1979** First Asian/Pacific American Heritage Week is celebrated

**1985** Ellison Onizuka becomes first Asian American astronaut in space

**1986** Gerald Tsai of American Can becomes first Asian American CEO of a Fortune 500 company

**1988** Civil Liberties Act of 1988 pays surviving Japanese American internees \$20,000 each

**1989** Amerasian Homecoming Act allows children born to Vietnamese mothers and U.S. servicemen to immigrate

**1992** Jay Kim of California becomes first Korean American in Congress

**1997** Gary Locke of Washington becomes first Asian American governor of mainland state

**1999** Andrea Jung of Avon becomes first nonwhite woman CEO of a Fortune 500 company

**2000** Secretary of Commerce Norman Mineta becomes first Asian American Cabinet member

**2001** Secretary of Labor Elaine Chao becomes first woman Asian American Cabinet member

**2001** Dr. Wen Ho Lee, a U.S. citizen, is charged with spying for China; a federal judge later apologizes to Lee for being “led astray” by the Department of Justice

**2007** Bobby Jindal of Louisiana becomes first Indian American governor

**2009** President Barack Obama appoints three Asian Americans to Cabinet

**2010** Apolo Anton Ohno becomes most decorated American Winter Olympian, with eight medals

**2010** Nikki Haley of South Carolina becomes first woman Indian American governor

**2013** Kevin Tsujihara of Warner Bros. becomes first nonwhite CEO of a major Hollywood studio

**2014** First Asian American U.S. Marine Officer, Maj. Kurt Chew-Een Lee, dies at the age of 88.

**2015** House of Representatives unanimously passes legislation to remove all references to “Orientals” in federal law and replace the term with “Asian American Pacific Islanders”

**2016** California Attorney General Kamala Harris (D) is elected to be the first Indian American to serve in the Senate

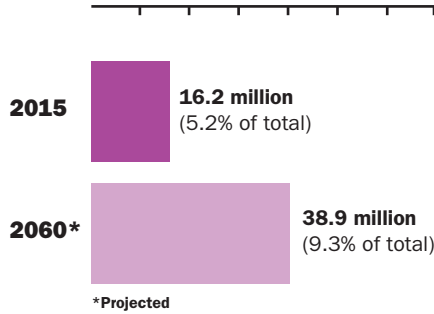
**2017** For the first time, three Asian American women sit on the Senate: Sen. Mazie Hirono (D-Hawaii), Rep. Tammy Duckworth (D-Ill.) and California Attorney General Kamala Harris (D)



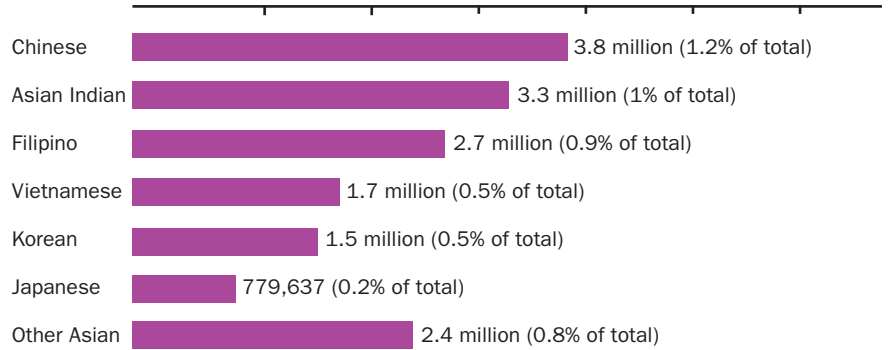
# Facts & Figures

## POPULATION

### U.S. Population

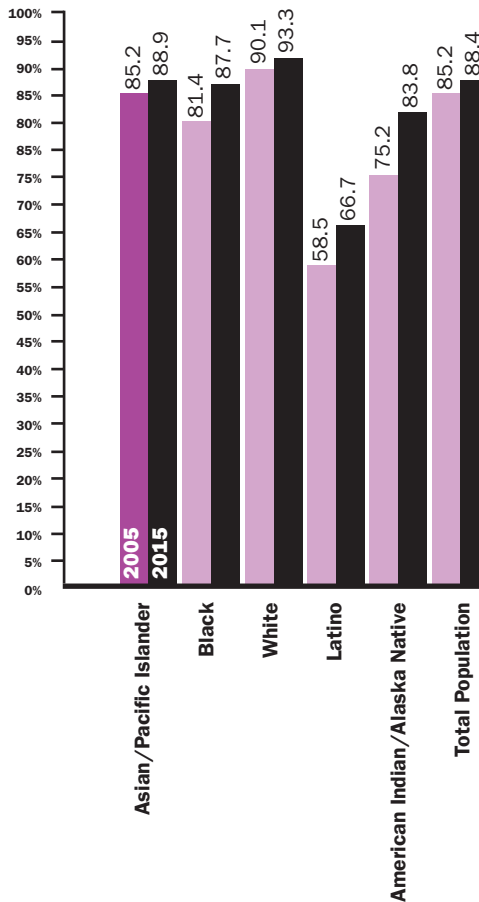


### Largest Ethnic Populations

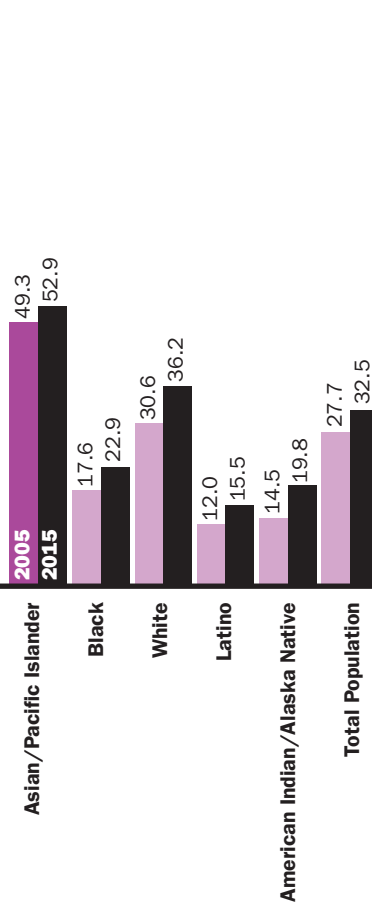


## EDUCATION

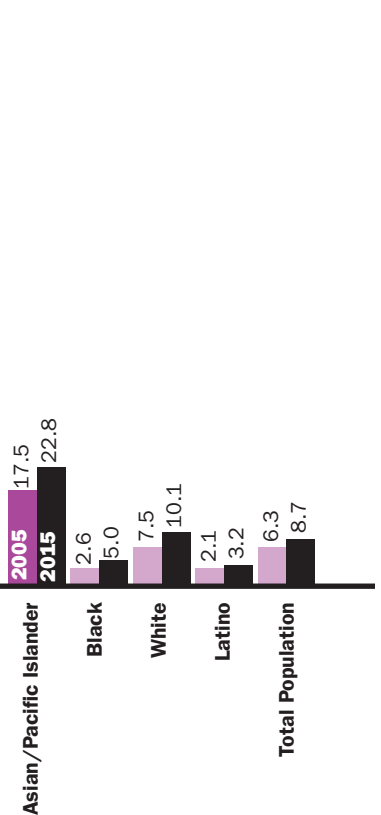
### Percentage of Population Age 25 and Over Who Completed At Least High School



### Percentage of Population Age 25 and Over With At Least a Bachelor's Degree

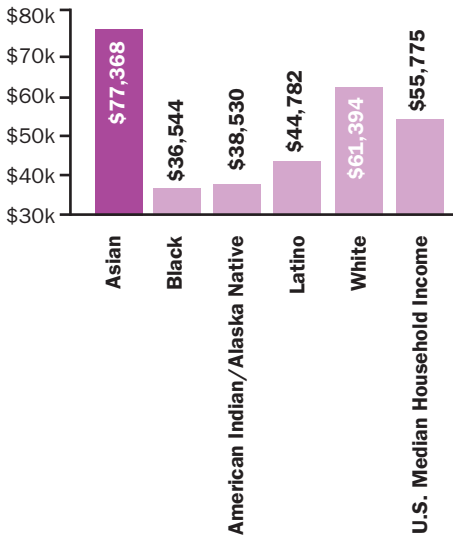


### Percentage of Population Age 25 to 29 With At Least a Master's Degree

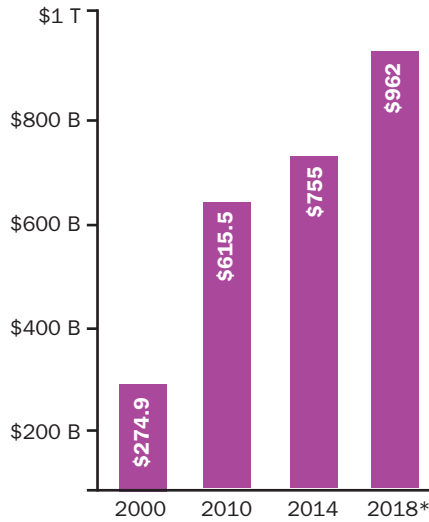


FINANCES

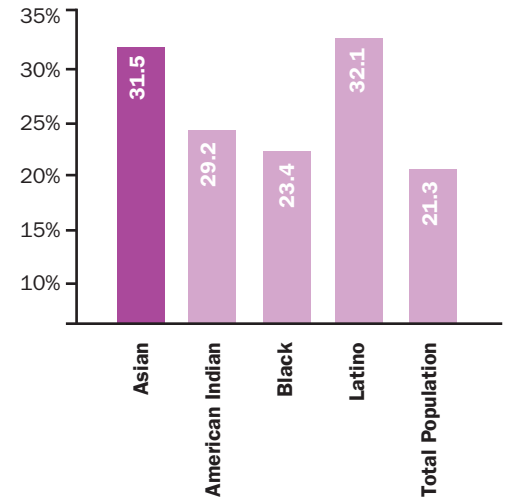
Median Household Income (2015)



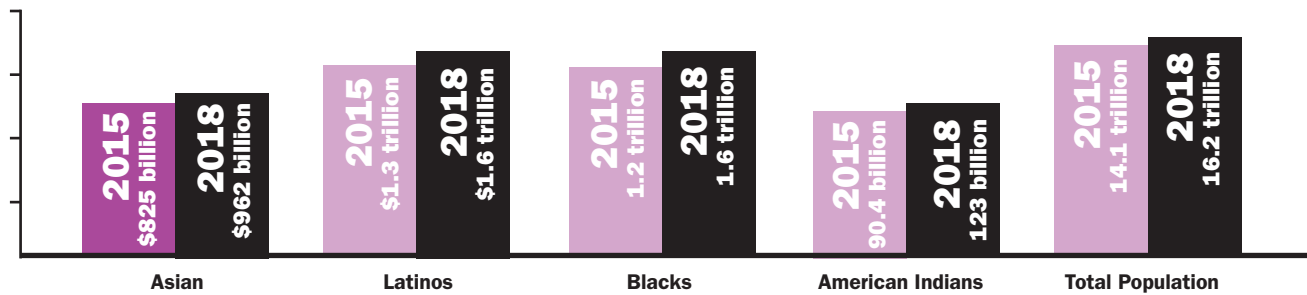
Asian Buying Power



Percent Projected Change in Buying Power (2014-2019)

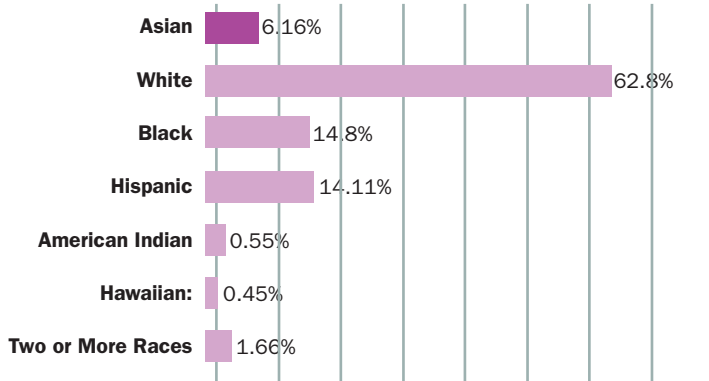


Buying Power

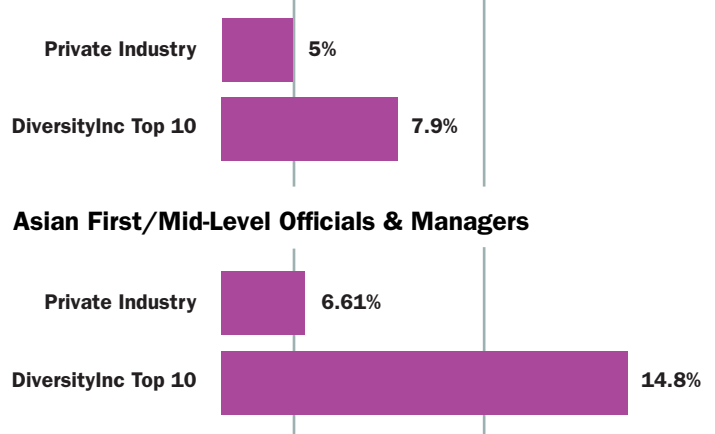


EMPLOYMENT

Participation Rate



Asian Executives/Senior Level Officials & Managers



SOURCES: U.S. CENSUS, EEOC, NATIONAL CENTER FOR EDUCATION STATISTICS.





## Things NOT to Say to Asian Americans

### 1 “You speak English well. Where did you learn it?”

“I should [speak English well] because I was born here and it’s my first language,” says Jennifer “Jae” Pi’ilani Requiró, a Filipino American and national manager of diversity and inclusion for Toyota Financial Services.

Often, as in Requiró’s case, parents who are immigrants do not teach their children their native tongue in order to ensure their children assimilate into American culture. Requiró’s parents did not teach her Tagalog, the Philippines’ native language. “I’m Filipino American, of course I speak English,” says Requiró.

### 2 “You need to improve your communication skills.”

“Just because a person has an accent

— and possible appearance — that’s different than the mainstream” people assume they can’t communicate, explains Dr. Rohini Anand, senior vice president and global chief diversity officer of Sodexo. But this is not in fact the case.

Linda Akutagawa, a Japanese American and CEO and president of Leadership Education for Asian Pacifics (LEAP), noted that with globalization, there are increasing numbers of professionals who speak English with accents. And this can become an issue during performance reviews. However, many times, Asian employees are simply told they need to improve their communication skills but are not given any elaboration on what that means.

“No one wants to come straight out and address the accent,” Akutagawa

says. “It’s a two-way street: The manager has to think about what they’re doing to listen fully and be present in conversations.”

### 3 “You’re not Asian, you’re from India.”

“Asian American” is a general term for Asians and Pacific Islanders (AAPI) living in the United States. The U.S. Census Bureau defines Asian as “a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.”

Native Hawaiian or Other Pacific Islander is defined as “a person having origins in any of the original peoples of



MICHAEL PUCHE/ISTOCK

Hawaii, Guam, Samoa, or other Pacific Islands.”

#### 4 “Asians are good workers but seldom want to become leaders.”

There’s a strong stereotype that while Asians are good individual performers, they are not leadership material, according to Akutagawa. As a result, she says, there is an unconscious bias that prevents Asians from being considered for more senior-level positions.

For example, Requiró recalls an anecdote someone shared with her: “After voicing her opinion in a meeting, my colleague’s male manager said to her, ‘You’re not like my Asian wife. You

speak up.’ It is hard to forget a story like that.”

Anand says the issue lies in a lack of cultural competence. Many Asian Americans with strong non-Western cultural roots might have a more quiet leadership style than what is considered mainstream. The solution? Draw attention to a variety of successful leaders and management styles.

#### 5 “Where are you from?” “No, where are you really from?”

Aside from the fact that the question already implies that an Asian is an outsider, repeating it is even more offensive. Akutagawa says, “I get the

question only every so often, but it’s frequent enough to remind me that stereotypes are there.”

“How often do you go home?” also should be avoided. Requiró says her typical response is: “I am from the Monterey Bay Area. I can drive there in about five hours,” even though she knows this isn’t what the person meant.

#### More Things NOT to Say:

- “You don’t look very Asian.”
- “You all look alike.”
- “Are you a bad driver?”