For 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.
**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.

### 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.

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Dalip Singh Saund of California, the first Indian American in Congress, elected in 1956

U.S. President Dwight D. Eisenhower and Secretary of State John Foster Dulles (from left) greet South Vietnamese President Ngo Dinh Diem at Washington National Airport on May 8, 1957.
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.

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

1790 First recorded Indian immigrant in U.S.

1820 First recorded Chinese immigrant in U.S.

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

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

1854 California Supreme Court rules that Chinese cannot testify against whites

1858 California bars Chinese immigrants

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

1869 First Transcontinental Railroad

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

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

1878 California Circuit Court rules that “Mongolians” are not eligible for naturalization

1879 California’s Second Constitution prohibits the employment of Chinese

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

1885 First recorded Korean immigrants

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

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

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

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

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

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

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

1924 Immigration Act of 1924 effectively prohibits immigration of all Asians

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

1943 Congress repeals Chinese Exclusion Act and grants naturalization rights

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

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

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

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

1959 Hiram Fong of Hawaii becomes first Chinese American in Senate

Wong Kim Ark, who went all the way to the Supreme Court to fight a challenge to his citizenship

Wing Ong, the first Asian American elected to state office

Anti-Chinese political cartoon published in 1878 in retaliation against Chinese presence in California
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 S. 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


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), Sen. Tammy Duckworth (D-Ill.) and Sen. Kamala Harris (D)

2018  Sen. Tammy Duckworth (D-Ill.) becomes the first sitting senator to give birth while in office
### POPULATION

#### U.S. Population

<table>
<thead>
<tr>
<th>Year</th>
<th>Population</th>
<th>Percentage of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>16.6 million</td>
<td>5.2%</td>
</tr>
<tr>
<td>2060*</td>
<td>36.7 million</td>
<td>9.1%</td>
</tr>
</tbody>
</table>

#### Largest Ethnic Populations

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Population</th>
<th>Percentage of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chinese</td>
<td>3.9 million</td>
<td>1.2%</td>
</tr>
<tr>
<td>Asian Indian</td>
<td>3.4 million</td>
<td>1.0%</td>
</tr>
<tr>
<td>Filipino</td>
<td>2.7 million</td>
<td>0.9%</td>
</tr>
<tr>
<td>Vietnamese</td>
<td>1.7 million</td>
<td>0.5%</td>
</tr>
<tr>
<td>Korean</td>
<td>1.5 million</td>
<td>0.5%</td>
</tr>
<tr>
<td>Japanese</td>
<td>781,977</td>
<td>0.2%</td>
</tr>
<tr>
<td>Other Asian</td>
<td>2.4 million</td>
<td>0.8%</td>
</tr>
</tbody>
</table>

*Projected

### EDUCATION

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Asian/Pacific Islander</th>
<th>Black</th>
<th>White</th>
<th>Latino</th>
<th>American Indian/Alaska Native</th>
<th>Total Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>96.6%</td>
<td>96.3%</td>
<td>93.4%</td>
<td>95.2%</td>
<td>84.5%</td>
<td>91.7%</td>
</tr>
<tr>
<td>2016</td>
<td>96.8%</td>
<td>97.1%</td>
<td>93.1%</td>
<td>95.6%</td>
<td>84.6%</td>
<td>91.7%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Asian/Pacific Islander</th>
<th>Black</th>
<th>White</th>
<th>Latino</th>
<th>American Indian/Alaska Native</th>
<th>Total Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>20.1%</td>
<td>23.3%</td>
<td>65.6%</td>
<td>34.3%</td>
<td>42.9%</td>
<td>36.1%</td>
</tr>
<tr>
<td>2016</td>
<td>20.3%</td>
<td>23.3%</td>
<td>63.2%</td>
<td>32.7%</td>
<td>42.9%</td>
<td>36.1%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Asian/Pacific Islander</th>
<th>Black</th>
<th>White</th>
<th>Latino</th>
<th>American Indian/Alaska Native</th>
<th>Total Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>3.2%</td>
<td>1.5%</td>
<td>5.5%</td>
<td>9.5%</td>
<td>10.2%</td>
<td>10.5%</td>
</tr>
<tr>
<td>2016</td>
<td>3.2%</td>
<td>1.5%</td>
<td>6.4%</td>
<td>8.4%</td>
<td>10.2%</td>
<td>10.5%</td>
</tr>
</tbody>
</table>
FINANCES

Median Household Income (2016)

<table>
<thead>
<tr>
<th>Race</th>
<th>Median Household Income (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>$89,720</td>
</tr>
<tr>
<td>Black</td>
<td>$38,595</td>
</tr>
<tr>
<td>White</td>
<td>$39,719</td>
</tr>
<tr>
<td>Asian/Indian/Alaska Native</td>
<td>$46,882</td>
</tr>
<tr>
<td>White</td>
<td>$63,385</td>
</tr>
<tr>
<td>Black</td>
<td>$57,667</td>
</tr>
</tbody>
</table>

Asian American Buying Power (2015): $825 billion

How much is that worth?

According to Nielsen (No. 32 on the DiversityInc 2017 Top 50):

“Put another way, Asian-American buying power is larger than the economies of all but 17 countries worldwide, and slightly larger than the gross domestic product (GDP) of Turkey, according to the Selig Center for Economic Growth, The Multicultural Economy 2015.”

Where do they outspend the general population?

Some areas include:

- fresh seafood
- fresh vegetables and fruits
- frozen and refrigerated juices
- fresh baked goods
- baby needs
- take-out/dining out
- computer/electronic products

EMPLOYMENT

Participation Rate

<table>
<thead>
<tr>
<th>Race</th>
<th>Participation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>63.2%</td>
</tr>
<tr>
<td>White</td>
<td>62.9%</td>
</tr>
<tr>
<td>Black</td>
<td>61.6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>65.8%</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>61.1%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>68.7%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>65.7%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>62.8%</strong></td>
</tr>
</tbody>
</table>

Asian Executives/Senior Level Officials & Managers

Private Industry: 5%

DiversityInc Top 10 (Top two levels of management): 7.9%

Asian First/Mid-Level Officials & Managers

Private Industry: 6.61%

DiversityInc Top 10 (Total management): 14.8%
1. **“You speak English well. Where did you learn it?”**
Often, parents who are immigrants do not teach their children their native tongue in order to ensure their children assimilate into American culture. And even if English is their second language, it is inappropriate to ask.

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.

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.

This should, however, go both ways. The person conducting the review should try to be more present and engaging in the conversation.

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 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. As a result, there is an unconscious bias that prevents Asians from being considered for more senior-level positions.

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 implying that an Asian is an outsider, repeating the question is even more offensive. “How often do you go home?” also should be avoided.

6 “Your people are so exotic-looking.”
This may very well be intended as a compliment. However, it draws attention to the fact that this person somehow looks “different” from the majority of other people in the office. A good rule of thumb to follow not just for Asian coworkers but in any professional situation: leave physical appearance out of the conversation.

7 “What kind of Asian are you? It’s hard for me to tell because you all look alike.”
This connects to the “Where are you from” question in making that person feel like even more of an outsider — and the second part makes it that much more offensive. Avoid this question entirely.

More Things NOT to Say:
• “You don’t look very Asian.”
• “You all look alike.”
• “Are you a bad driver?”
• “You don’t act like any Asians I know.”
• “Why do you only hang out with Asians?”
• “What’s your real name?”