

# Anti-Asian bias: A toolkit

The @Work Toolkit is a collection of additional resources and tips that might be useful when discussing the topic with your team.

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## Definitions

**Model minority myth:** The model minority stereotype relies on assumptions that Asians are smart (good at math, science and technology; wealthy; hard-working, self-reliant and living the “American dream”; docile and submissive, obedient and uncomplaining and/or spiritually enlightened and never in need of assistance. While these assumptions may seem like positive attributes, they reinforce stereotypes of Asian Americans and undermine the varying experiences of Asians Americans in this country, including those who face poverty, discrimination and labor issues.

**Scapegoating:** Scapegoating refers to the practice of singling out people or a group unfairly and assigning blame for one group's misfortunes or circumstances. During the pandemic, use of the terms "Chinese virus" and "kung flu virus" were instances of scapegoating.

Scapegoating of immigrant groups, in particular, is often prevalent in times of crisis. Some examples of scapegoating of Japanese Americans following Pearl Harbor which resulted in their internment, and the blaming of Haitian refugees and Africans during the 1980s AIDS epidemic and undocumented immigrants in times of economic hardship.

(Sources: The University of Austin-Texas Counseling and Mental Health Center [website](#); [NPR](#))

## **Did You Know**

6,603 incidents of anti-Asian racism and violence were reported from March 19, 2020, to March 31, 2021, according to Stop AAPI Hate, a partnership of the Asian Pacific Planning and Policy Council, Chinese for Affirmative Action, and the Asian American Studies Department of San Francisco State University.

## **How to talk about anti-Asian bias**

Relationships are key. Building strong relationships is at the core of any successful learning. When discussing these questions as a team, ensure comfortable and welcoming spaces. Arrange furniture and chairs so that participants will face each other. Maximize facetime. If employees don't have a preexisting relationship, make sure that there are name tags available or protocols for learning names. While having some whole group discussion is effective, cultivate peer interactions, too. Give time for people to share their ideas in small groups and pairs.