

Virginia Asian Advisory Board Meeting Thursday, June 3, 2021 1:00 p.m. – 5:00 p.m.

Video Conference Information:

Meeting link: https://covaconf.webex.com/covaconf/j.php?MTID=m5c1d39ebb280c7a49f3ae706b50cda4c Meeting number: 161 243 0917 Password: Northam21

In Attendance:

Virginia Asian Advisory Board Members: Dr. Melody Agbisit (Secretary), Ms. Suja Amir (Vice Chair); Ms. Laura Beldin; Ms. Julia Chun; Dr. Nina Ha; Mr. Razi Hashmi; Ms. Hyun Lee; Mr. Justin Lo; Mr. Bao "Bobby" Ly; Mr. Praveendharan Meyyan; Mr. Patrick Mulloy; Ms. May Nivar (Chair); Ms. Carla Okouchi; Dr. Marie Sankaran Raval; Ms. Da Lin Sheth; Mr. Jewan Tiwari

Governor's Office Staff: Ms. Suzanne Holland (Special Assistant for Advisory Board Administration); Mr. Shawn Soares (Director of AAPI Outreach); Ms. Traci DeShazor (Deputy Secretary of the Commonwealth)

Legal Council: Mr. Justin Bell (Assistant Attorney General, Office of the Attorney General, Commonwealth of VA)

Guests: Ms. Kelly Thomasson (Secretary of the Commonwealth); Ms. Maribel Castañeda (Director, Appointments); Dr. Janice Underwood (Chief Diversity, Equity, and Inclusion Officer), Ms. Mona Siddiqui (Deputy Chief Diversity, Equity, and Inclusion Officer); Ms. Salinna Lor (Constituent Services and Community Engagement); Ms. Angela Chiang; Aryiani Ong; Da'quan Saunders-McNear (Governor's Fellow); Dymon Bailey, Eric Lin, Ghazala Hashmi (Senator), Ja-Neese Jefferson (Governor's Fellow)

1:00 p.m. Welcome and Call to Order, May Nivar, Chair, Virginia Asian Advisory Board Chair

 Recognized that although we highlight Pride Month and Immigrant Heritage Month this month of June and finished celebrating AAPI Heritage month in May, we need to celebrate and recognize the unique and valuable contributions of all people everyday.

1:05 p.m. March Meeting Minutes and June Agenda Approval, Melody Agbisit

Approval of March Minutes:

- Meeting minutes reflected corrections and amendments made prior to meeting. May, Justing, Da Lin concerning clarification, context, and consistency.
- Pat Malloy added on Page 6 of the minutes: Trade tensions with China will increase and we have to make sure that it doesn't harm and Asian Americans.
- Moved to approve: Justin Lo; Second: Bobby Ly
- Voted in affirmation: Dr. Melody Agbisit (Secretary), Ms. Suja Amir (Vice Chair); Ms. Laura Beldin; Ms. Julia Chun; Ms. Hyun Lee; Mr. Justin Lo; Mr. Bao "Bobby" Ly; Mr. Praveendharan Meyyan; Ms. May Nivar (Chair); Ms. Carla Okouchi; Dr. Marie Sankaran Raval; Ms. Da Lin Sheth; Mr. Jewan Tiwari
- Voting in negative: none
- Voting to abstain: none
- No vote: Dr. Nina Ha; Mr. Razi Hashmi; Mr. Patrick Mulloy

June Meeting Agenda Adoption Secretary, Virginia Asian Advisory Board

- Moved to approve: Ms. Carla Okouchi; Second: Ms. Carla Okouchi
- Voted in affirmation: Dr. Melody Agbisit (Secretary), Ms. Suja Amir (Vice Chair); Ms. Laura Beldin; Ms. Julia Chun; Dr. Nina Ha; Ms. Hyun Lee; Mr. Justin Lo; Mr. Bao "Bobby" Ly; Mr. Patrick Mulloy; Mr. Praveendharan Meyyan; Ms. May Nivar (Chair); Ms. Carla Okouchi; Dr. Marie Sankaran Raval; Ms. Da Lin Sheth; Mr. Jewan Tiwari
- Voting in negative: none
- Voting to abstain: none
- No vote: Mr. Razi Hashmi

1:10 p.m. Public Comment Melody Agbisit Secretary, Virginia Asian Advisory Board

- Ja-Neese Jefferson- Shared that she is present and happy to offer her support.
- Angela Chiang- Shared that she serves on several organizations and served 18 years on the VAAB. She said she is here to learn what is going on.
- May Nivar- Thanked Angela for offering her support the Business and Trade Committee

1:20 p.m. Chair's Report May Nivar Chair, Virginia Asian Advisory Board

- May shared that she wanted to highlight all the hard work that we are doing on behalf of the VAAB and how how using our voices and platforms are important to advocate for our community and all communities against injustice and discrimination. It is important to stand in solidarity.
- Slide show- Please see attachment. Some of the events board members participated and represented VAAB include but aren't limited to: May spoke at the Stop the Hate Rally, Stop Asian Hate with the Asian Alliance, the first VA AAPI Legislative Caucus Listening Session; May, Suja, Jyun, Carla, Melody helped to organize Governor's Round Table Conversation; Stop Asian hate with Asian alliance, AAPI legislative caucus, Justin spoke at the Governor's Bill Signing of the new LGBTQ+ Advisory Board, Carla and Nina spoke at the State Council for Higher Education, May served on a panel of VPM Breaking the Cycle of Hate; Carla moderated the first Real Talk Conversation on Education, Mental Health, and Workforce Advocacy; Praveen moderated and Bobby served as a panelist for a Lunch and Learn Panel for Guiding Businesses through Covid-19 and Beyond; Melody served on a panel for Mental Health in AAPI Communities; Bobby organized a Stop AAPI Hate Rally, Razi is a co-founder of a Muslim federal emplyee network.
- Razi- Shared that he co-founded Mosaic, The Muslim Federal Employee Association which a group dedicated to empowering Muslims in a federal space through professional development and mentorship.
- Website: mosaicfeds.org. Contact: contact@mosaicfeds.org
- May shared key dates- board meetings, Heritage month contest deadlines, draft time like

1:38 p.m. Board Administration Update Suzanne Holland, Special Assistant for Advisory Board Administration

- Reminded to use VAAB Board email account
- Next meeting September 30
- Committee meetings- mid june
- Shout out- Linda-great outreach and data committee in civic engagement
 Justin- shout out to interviews
- Share what you do with the board to be promoted and gain visibility, weight, and presence
- State received 4.3 billion- broadband, rebuild va, modernize VEC and 62.7 billion for education
- Health equity in action dashboard shows where the funding is going and data summary

• Reminder, this is the last year of administration- outreach, board initiative,

Comments

- May- Asked: What will be the format, moving forward, with the meetings? Need to be flexible in light of the current situation and people from all over the state.
- Suzanne- We will be in person, but needs quorum in person. They are looking at hybrid options.
- Justin Bell- Atty general office is working on a guide for moving forward. They will share it when it is approved.
- Paul shared that he took the first steps to get his business SWAM registered

1:58 p.m. AAPIs: Collateral Damage in the U.S.-China Conflict Presentation. Eric Lin, Vice President, Finance, OCA Asian Pacific American Advocates National; Ariyani Ong, Co-Founder, Asian American Federal Employees for Non-Discrimination

Ariyani- Civil rights attorney activist; works on hate crimes and diversity and equity. Started work in 2000worked on a taskforce on profiling, 2015 safeguard. This is an all volunteer organization- raises voice of those impacted- promotes equitable and inclusive treatment. Focus on domestic issues and Americans.

- Who is impacted- Chinese Americans, the public, the pandemic is being politicized, AAPI is caught in collateral damage. Federal workers (employees, contractors, fund recipients, armed services personnel)- impacted by surveillance, denied security clearances, denied posts or national security, errors in file, denial rate increased while others declined. Funding NIH used to be encouraged to do projects with other countries, NIH changed forms and rules which they denied (can deny PI for life). Of 2000 FBI investigations, 44/2000 were charged with espionage, and denied graduation and her rank because of a spy accusation.
- Commerce Department security unit evolved into counterintelligence-like operation, Washington Post examination found.
- https://www.washingtonpost.com/investigations/2021/05/24/commerce-department-monitoring-itm s/
- Asian American diplomats say discrimination holds them back as US competes with China
- https://www.cnn.com/2021/05/07/politics/state-diversity-aapi-china/index.html
- Travellers to china- professors, researchers, family members- too frequent trave deemed a national security risk
- Scientists, engineers, technology professors have been fired from their jobs
- AAPI generally- influence peddling by PRC (4% of espionage activity in US)- when it is parroting PRC, Taiwan, downplaying human rights- guilty by association- implicates freedom of speech
- China's Influence & American Interests: Promoting Constructive Vigilance
- https://www.hoover.org/research/chinas-influence-american-interests-promoting-constructive-vigil ance
- Why does it matter to AAPI? This is another notch in the historical cycle- AAPI suffers limited rights (e.g. Post 9/11, Muslim bans, US-China Stategic competition, Chinese exclusion law, Japanese internment camps, Vincent Chinn)
- Where can Virginian make a difference on a natural level? Call your US senators, Mark Warner and Tim Kaine- takee the balancing of risk approach instead of rooting out the threat approach. Factors to think about- does this bill really address the problem or is it public signaling? Are they creating risks for AAPI?
- US foreign policy and AAPI Americans are a false equivalence. American public doesn't recognize the difference between Asian American and American foreigners. It's up to us to be ambassadors.

- Scientist and researchers accused to be spies due to failure to report collaboration with Chinese universities has muted AAPI voices
- AAPI in the Fed government are assets to the US but treated as liabilities and risks. AAPI is getting weeded out because of qualifications.
- The U.S. China Initiative: From Review to Reformulation
- https://www.thechinastory.org/the-u-s-china-initiative-from-review-to-reformulation/
- Opportunity for our government- hiring, promotion, and retention of AAPI; inclusion- how are they implementing these policies; bring in community leaders as advisory councils.
- aong@aafen.org
- Aafen.org

Eric Lin

- In 2019- cited as an emerging issue. Focus areas- monitoring reports, congressional meetings and media reports, commonwealth's ability to address concerns and crisis as they occur, impacts businesses, schools
- VA is 3rd largest AAPI civil employee workforce, 8th AAPI in country, higher education
- Case studies- Yiheng Zhang VA, Haizhou Hu UVA- charged but charges were dropped or lessened
- Higher Ed- Causes fear (no fly list, labeled as disloyal, retroactively punished with new rules)
- Impact on student population- international students brought \$45 billion to the US economy in 2018. They are important for technology and advancement
- Workforce development- talent acquisition, federal employees, pipeline to international student
- Business and technology- less entrepreneurs opening businesses, AAPI SWAM procurement have ties to China might disqualify them.

Comment (2:44)

- Pat- Shared that the VAAB spotted this 2 years ago and put it in the VAAB report. Mentioned that it is important to bring in people like Ms. Ong, but also FBI, Warner, and USDR. VAAB should look at China Taiwan US relations in a balanced way, what the issues are and why they are issues. China politically is different than they were 5 years ago.
- Eric Lin- Shared that they spoke to FBI, NIH. There are certain people in the federal government that will create policies that will affect impacted communities. VAAB's purpose is to be mindful of the impacts of AAPI, security and export. We are saying yes you have to protect our nation but not under the pretense of AAPI, racial profiling is distroying the lives of citizens.
- Ariyani- Agreed with Pat, but they are only looking at the impact, small slice, sliver, on how it impacts AAPI in US.

1:50 p.m. Administration Update: Kelly Thomasson, Commonwealth Secretary of the Commonwealth

- Shared that she is happy about all the events that have been happening and loved seeing the community coming together to gather and support the AAPI community and the dedication and work we are doing.
- Updates:
 - Immigrant heritage month- June- Look out for proclamation, press release and video, and events They want to highlight immigrant stories.
 - New Boards: LGBTQ+ Board and two Cannabis Boards
- Governor's executive clemency orders- They've been working hard to get through the backlog of those requesting clemency

• Traci's vaccination outreach did great work and they are seeing vaccination numbers go up.

2:58 p.m. Break (15 minutes)

3:15 p.m. AAPI Outreach Update, Shawn Soares, Director of AAPI Outreach; Salinna Lor, Special Assistant for Constituent Services

- On May 28- lifted mask mandate and people at events limit
- 67.3% of all adults have at least one vaccine
- Governor Northam made press release to stand in solidarity with AAPI
- Made official proclamation of Immigrant Heritage Month. Panel is underway with the Office of New Americans
- Governor Northam held 6 events in three weeks around the commonwealth to talk about AAPI issues. Met directly with community advocates and how we can best tackle the rise in hate crimes.
- The office of DEI is conducting a audit of language accessibility and will release findings on Nov 21 and will give recommendations
- Secretary of Education- They are recognizing AAPI in VA. They put out the first ever Historical Marker Contest and 5-10 winning submissions will be installed. Also working on a culturally relevant advisory committee to ensure AAPI history is represented in all standards.
- Held Three events for AAPI: Guiding businesses through the covid 19 pandemic and beyond; Mental health in AAPI communities: Overcoming the stigma; Virtual Event Celebrating AAPI heritage Month
- Represent Gov Northam at DC's National Day of Solidarity against AAPI Hate event. Bobby Ly helped to coordinate the event.
- There are over 300 board and commissions. They received 42 applications from AAPI. Need 700 appointments this year. Applications are on a rolling basis.
- Commended everyone on the great work the Board is doing.

May- Shared that Carla and Hyun serve on the Culturally Relevant and Inclusive Education Practices Advisory Committee

https://www.virginiaisforlearners.virginia.gov/culturally-relevant-and-inclusive-education-practices-advisor y-committee/

3:30 p.m. Administration Update: Diversity, Equity, and Inclusion. Dr. Janice Underwood, Chief Diversity, Equity, and Inclusion Officer; Deputy Chief Mona Siddiqui

- Dr. Underwood- Created drafted of policy guidelines for the strategic plan and the Office of New Americans
- Deputy Mona- Strategic plan lays out foundational work from the government perspective and the community perspective. One area they identified is language access. They are looking at how they will implement a statewide policy for language access and will seek information and barriers from stakeholders first hand. Welcome VAAB to participate in an informal workgroup.
- Contact: mona.siddiqui@governor.virginia.gov
- https://budget.lis.virginia.gov/amendment/2021/2/hb1800/introduced/fa/52/2h/
- Dr. Underwood- They were able to address barriers of FEMA funeral assistance program such as language access and accessibility.
- The Office of New Americans consulted with OEDI on forming and the integration of the One Virginia Plan and the development of the equity dashboard.
- The Dashboards were created by the Health Equity Task Force as the House Resolution 537

which declared Racism is a public health crisis resolution. They collaborated with over 20 agencies to come up with an Equity in Action Dashboard (e.g. swam business support, unemployment benefits, ppe partnerships, food distributions, medicaid expansion) and Equity at a Glance Dashboard (social determinants of health). These metrics have never been this transparents and accessible in one location and looks at social determinants to health to uncover the inequity. Other things to explore- food access, high school, unemployment who is expiring unemployment, broadband access, housing inequality, criminal justice, public safety, hate crimes.

- <u>https://www.governor.virginia.gov/diversity/equity-dashboards/overview/</u>
- https://www.vdh.virginia.gov/equity-at-a-glance/
- Dashboard 2.0 will be more improved. They want to include- workforce diversity as classified and appointed workforce to make inequities visible.

Comments-

- May- Commented on the great progress the office is making. Asked: What is the frequency of "updating regularly"?
- Dr. Underwood- The source directs the updates, for example high school graduation is updated yearly. Depends on the timeliness of the agency to update their data.
- May- Asked: How can we better help people understand the data in that groups can be overrepresented but underserved?
- Dr. Underwood- We need to continuously improve upon the data and keep the data available. The dashboards aren't creating data, they are pulling data and putting it in one location. We can't report on data not collected. Current data collection is flawed.
- Melody- Asked, "Can you require collecting data points?"
- Dr. Underwood- What they tried to embed in the One Virginia Plan, they are trying to embed those practices in data and assessment for State Agencies. They are also trying to embed language accessibility.
- Suja- Asked, "Will you also be looking at how the state agencies are reflecting diversity, how will that be done?"
- Dr. Underwood- This will be done in two ways. One is through DHRA- make workforce diversity visible in the Dashboard 2.0 version. In One VA DEI Plan, one dimension is access and success-recruiting and retaining a diverse workforce. Measuring and documenting diversity is the first goal and if there is a problem, they need to put it in their budget to address the problem.

3:30 p.m. Committee Reports

3:30 p.m. Business & Trade

- Praveen- Met with Angela Chaing and had an informative discussion on how they can implement the recommendation. Connected with Kathrine Doyle to discuss listening tours. Kathrine connected the committee with over 800 SWAM certified AAPI businesses. And presented the committee with how to get SWAM certified. Certification opens opportunities to connect with government contracts. Will also have access to the AVA system to connect with other SWAM certified businesses.
- Had discussion with Deputy Witmer on licensing and translation issues. Working on targeting
 recommendations, but will start small with two languages. Maybe offices can adopt the practice of
 contracting translation of over 200 languages. May also use community ambassadors to
 disseminate information.
- Laura- SBSD has capability to help small business owners to find funding.
- Suzanne- SBSD has webinars to teach about how to get SWAM certified and registered in different languages.

4:15 p.m. Civic Engagement

- Justin- Had a follow up meeting with Samantha Buckley- Department of Elections. Discussed work being done on the bill that requires the translation of voting materials. Bill will take effect by September this year. Discussed that the Bill doesn't seem to affect what is already required by federal law. Assuming the census data doesn't change much, the only jurisdiction that has to do language translation is Fairfax County for Vietnamese, but they also volunteer to do Korean. Something they are considering is whether this Bill needs to be expanded more than the Federal thresholds. Delegate Tran suggested to wait until Census data before making legislative changes.
- Discussed Citizens Portal (VERIS) which was a recommendation from last year. They were allocated \$17 million to replace the system, and then they can build the expanded language access in the new system. They are still working on replacing VERIS but do not know the timeline. They haven't decided what languages will be offered or how they will translate the information. Committee needs to follow up to see progress of that initiative.
- Met with Shawn Soares to discuss outreach projects- API Stakeholding List and the Community Events Calendar. Pient created a form for the stakeholder directory and a timeline for the project.
- Committee is looking to do a survey of API engagement and representation at state government. Da Lin gathered information on AAPI from the state government and found no AAPI judges in higher courts. There are only 5 AAPI out of 797 total judiciary 4 AAPI judges out of 454 judges. They want to know how we can expand AAPI in judiciary levels.

Comments:

- May: Asked, what are the barriers?
- Da Lin- Shared that the process for judges is a nomination process by general assembly (API representation is low 1 senator and 4 delegates). The question is, how do we get more attorneys into the nomination pool.
- Justin- If the VA Asian Bar Association is the only pipeline where AAPI are getting nominated, the group is not consistent.
- Suja- This seems similar to the health committee- there are a lot of AAPI practitioners but not a lot in administration. How does the positioning affect further down?
- Justin- Maybe AAPI are not picking career paths or maybe historically they weren't available.
- Da Lin- One issue may be that mentorship plays a huge role. AAPI shared that being a judge wasn't something they thought about. Mentorship and community support can help you navigate the process.
- Julia- Asian Bar Associate does actively submit recommendations and they follow up. They seem active. One issue is that there are sometimes only one seat open. Another issue is that there are best practices that may be helpful that AAPI may not be privy to. The process is hard.

4:43 p.m. Education Committee:

- Carla- Debriefed about the first real talk and are appreciative of the participants and panelists. They got positive feedback and are exploring ideas for future discussions. Wants to set up sessions throughout the year with all of the VAAB Committees. One idea is how we can help adoptive families navigate racist comments or violence that their children/family are experiencing.
- Had a speaker from VDH- Dr. Lori Perlano- speak about lifting of mask mandates and 5 days of school. There are many concerns about going back to school and they asked for more information about surveillance testing such as businesses requiring COVID tests. Some questions they had are: What is the cost of weekly testing; what are the barriers from the pilot schools; when will children get access to vaccines? School systems are counting on vaccines and family members doing their part, but people are still hesitant about getting vaccinated. They are still

working on recommendations to retain educators (salaries), diversity in community schools, mental health and wellness, language access issues.

• Carla participated in an AAPI educators and scholars meeting. Spoke about AAPI issues and what direction they need to go. Also excited about the historical marker contest and we need to encourage students to participate. Thankful for Secretary Quarni for uplifting the community.

Health Committee:

- Melody- We had three quest speakers to address the vast scope of our committee. The three speakers were Dr. Shein Moideen on the Psychiatry Society of VA; Dr. David Haung with the CDC; Dr. Loan Chin of FDA. Common barriers are language access issues which have implications to access to healthcare, vaccines, and how to take medication.
- Concerning mental health: There is a lack of diversity in AAPI in research and best practices. There is also a lack of providers, understanding, and participation of mental health care for the AAPI community. There is still a stigma against mental health, lack of mental health literacy, and lack of AAPI data in general.
- Speakers suggested leveraging resources that are already out there. Increasing awareness of what the needs are (mental health, language access issues, healthcare worker needs, etc.).
- Discussed Health Committee Cross board meetings. Some things to consider and explore further are environmental determinants to health, access to food, food desserts, maternal health, and AAPI in rural areas.

General Comments:

• Suja- Reminded us to look at recommendations from last year; look to see if there needs to be a phase two of prior recommendations; what are new recommendations.

5:02 p.m. Closing Remarks and Announcements and Adjournment, May Nivar Chair, Virginia Asian Advisory Board

- Motion to adjourn: Suja
- Second: Melody

Additional Announcements & Notes:

- Next Board Meeting: September 30, 2021
- Next Committee Meetings: TBD
- Annual Report Timeline: End of June Draft Report ready, July-August board reviews and finalizes Report, August – submit Report to Board Liaison
- Board Website: VAAB.Virginia.Gov
- Board Email: VAAB@Governor.Virginia.Gov

Please see attached slideshow.







































Upcoming Dates

✔ May 26 – Committee Meeting: Education

- ✔ May 27 Committee Meeting: Health
- ✔ May 27 Committee Meeting: Civic Engagement
- ✔ June 2 Committee Meeting: Business & Trade
- June 3 Annual Report Recommendations Working Session
- June 15 AAPI Heritage Month Historical Marker Contest Deadline
- June 30 Review first draft
- June/July Committee meetings
- July 31 Review final draft
- Mid-August Submit report
- Early September Meet and present to the Governor
 September 30 Board Meeting

VIRGINIA ASIAN ADVISORY BOARD