



MONTGOMERY COUNTY

ANTI-HATE TASK FORCE

Asian-American, Native Hawaiian, Pacific Islander (AANHPI) Cohort

November 9, 2023

OVERVIEW

01. AAPI Cohort

02. Background

03. Recommendations

1. Address bias among **youth and in the school community**
2. Launch a **public relations** campaign
3. Apply **racial equity lens** to county decision making involving AANHPIs
4. **Expand the capacity** of AANHPI community-serving organizations
5. Promote **cross-community solidarity**

04. Acknowledgements

References

Resources



AAPI COHORT



ARYANI ONG
CHAIR

Founder, Montgomery County Progressive Asian American Network (MoCoPAAN)



HOAN DANG
VICE CHAIR, AANHPI COMMUNITY RELATIONS

Treasurer, Maryland Vietnamese Mutual Association (MVMA)



JEFF LE
VICE CHAIR, GOVERNMENT RELATIONS

Director of Global Government Affairs, Conduent, Inc.



MEI POWERS
SECRETARY

Chief Development & Communications Officer, Martha's Table



NAZNIN SAIFI
VICE CHAIR, COALITION PARTNERS

Executive Director, Asian Pacific American Legal Resource Center (APALRC)

AANHPI Community Anti-Hate Needs Assessment Survey

ABOUT THIS SURVEY: The Montgomery County Council has formed an Anti-Hate Task Force comprised of cohorts including an Asian American/Pacific Islander (AAPI) Cohort to provide policy recommendations for addressing the recent rises in hate crimes & hate incidents in Montgomery County.

This is a survey intended for feedback from a sample of AAPI community nonprofit executive directors, board members, staff and/or key volunteers.

SURVEY PARTICIPATION: Please complete this survey by **Thursday, October 5 @ 9pm EDT** by providing as much helpful detail as possible to help us better understand the issues facing your community organizations. This survey should take approximately 15 minutes to complete and is best viewed on a desktop/laptop computer. For any **questions regarding the survey**, please email hoan.hoandang@gmail.com with SUBJECT: "AAPI ANTI-HATE SURVEY QUESTION".

LEARN MORE: For more information about this survey study please contact AAPI Cohort Chair, **Ms. Aryani Ong**, at aong@sixhuesblog.com, or for more information about the Montgomery County Anti-Hate Task Force, please visit: <https://www.montgomerycountymd.gov/COUNCIL/resources/antihatetaskforce/index.html>.

mocopaan@gmail.com [Switch account](#)

* Indicates required question

Email *



WHO INFORMED OUR WORK

- ▶ **1:1 MEETINGS**
14 county leaders + stakeholders
- ▶ **SURVEY FEEDBACK**
14 feedback group members
- ▶ **COMMUNITY SURVEY**
21 organizations
- ▶ **GUEST SPEAKERS**
4 students, county, and community leaders



ASIAN AMERICAN NATIVE HAWAIIAN & PACIFIC ISLANDER (AANHPI)

A POLITICAL CONSTRUCT



THE TERM

“Asian American Native Hawaiian and Pacific Islander” (AANHPI) is a political construct to bring diverse groups together. The unity enables the community to be heard by decision makers.



BUT ETHNIC GROUPS DIFFER

They have specific challenges, e.g. high poverty rates or below average attainment of high school graduation and needs, e.g. language assistance.



USING DISAGGREGATED DATA

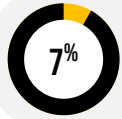
Enables decision makers to apply equity and inclusion, and avoid the trap of the model minority myth - the false perception that all AANHPIs share the same characteristic, such as a high income or education level

Post-Atlanta shooting rally (2020),
Silver Spring Civic Center



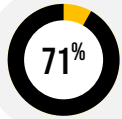
AANHPIs IN THE U.S.

LARGELY IMMIGRANT



FASTEST GROWING RACIAL OR ETHNIC GROUP

20.6 million, or 7% of the U.S. population.



LARGELY IMMIGRANT

71% adults are foreign born

Reasons for immigration to US:

- Response to major events: **Gold Rush**; displacement following American **imperialism** (i.e. Hawaii, Philippines); **conflict**, (e.g. Tiananmen Square); **war**, (e.g. Vietnam war); **natural disaster, famine, poverty**.
- Sought the American dream, arriving through **study and work visas, family reunification, adoption**.
- Some were **trafficked**.



Source: HuffPost

U.S. IMMIGRATION LAWS

DISCRIMINATED AGAINST ASIANS THROUGH 1965

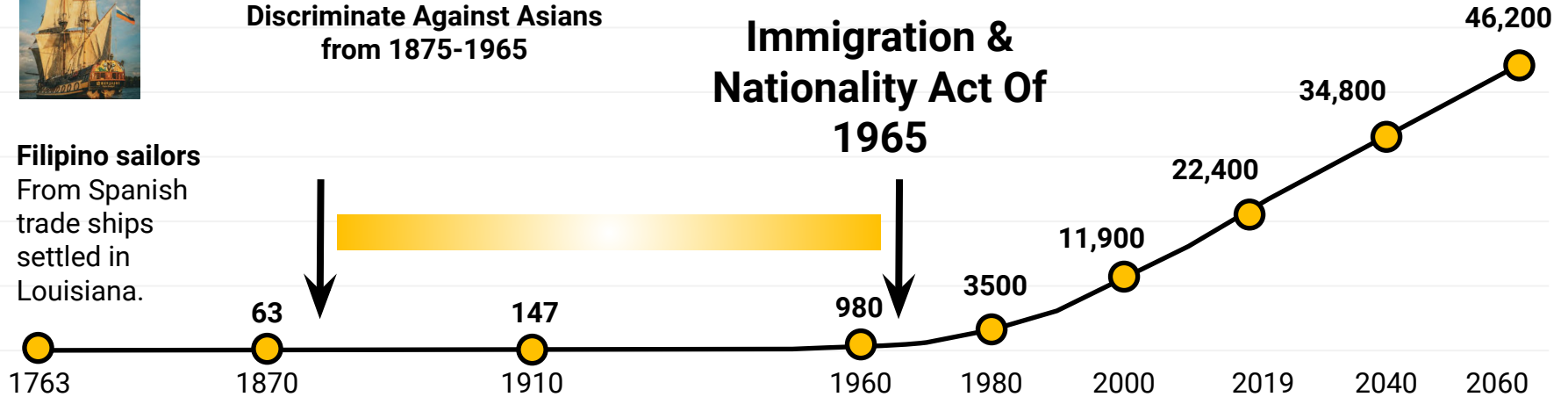
Asian population in U.S. nearly doubled between 2000 & 2019 & is projected to surpass 46 million by 2060



Filipino sailors
From Spanish
trade ships
settled in
Louisiana.

**Immigration Laws
Discriminate Against Asians
from 1875-1965**

**Immigration &
Nationality Act Of
1965**



AANHPIs ARE DIVERSE

NOT A MONOLITH

ORIGINS:

20 countries of origin, 45 ethnic groups, 100 languages & dialects

RELIGION:

34% Christian, 32% unaffiliated, 10% Buddhist, 10% Hindu, 6% Muslim, 4% Daoists, Jains, Jews, Sikhs and others

NATIONALLY:

POLITICAL PARTY:

60% AANHPIs registered voters; 62% identify as Democrats or lean to the Democratic Party; and 34% are Republicans or GOP leaners

SOCIOECONOMIC:

Highest income inequality gap here
AANHPIs in the top 10% of the income distribution earn **10.7x more** than AANHPIs in the bottom 10%.

AANHPIs IN MONTGOMERY COUNTY

PERCENTAGE OF AANHPI IN MOCO - 2.5X PERCENTAGE OF AANHPI IN U.S



POPULATION:

185,254 (17.5% of county pop). 2.5x nat'l avg. Grew 23% between 2010 to 2020



IMMIGRANT:

117,305 or 63.3% foreign born. Similar to national figures.



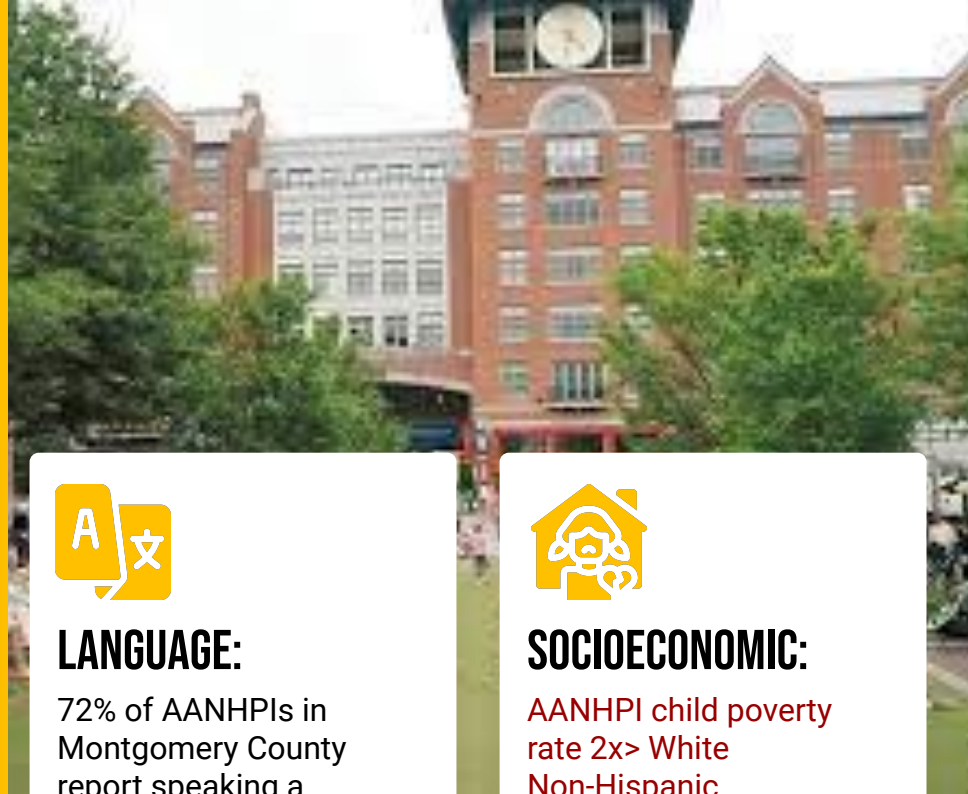
LANGUAGE:

72% of AANHPIs in Montgomery County report speaking a language other than English at home, and 28% reported speaking English less than "very well"



SOCIOECONOMIC:

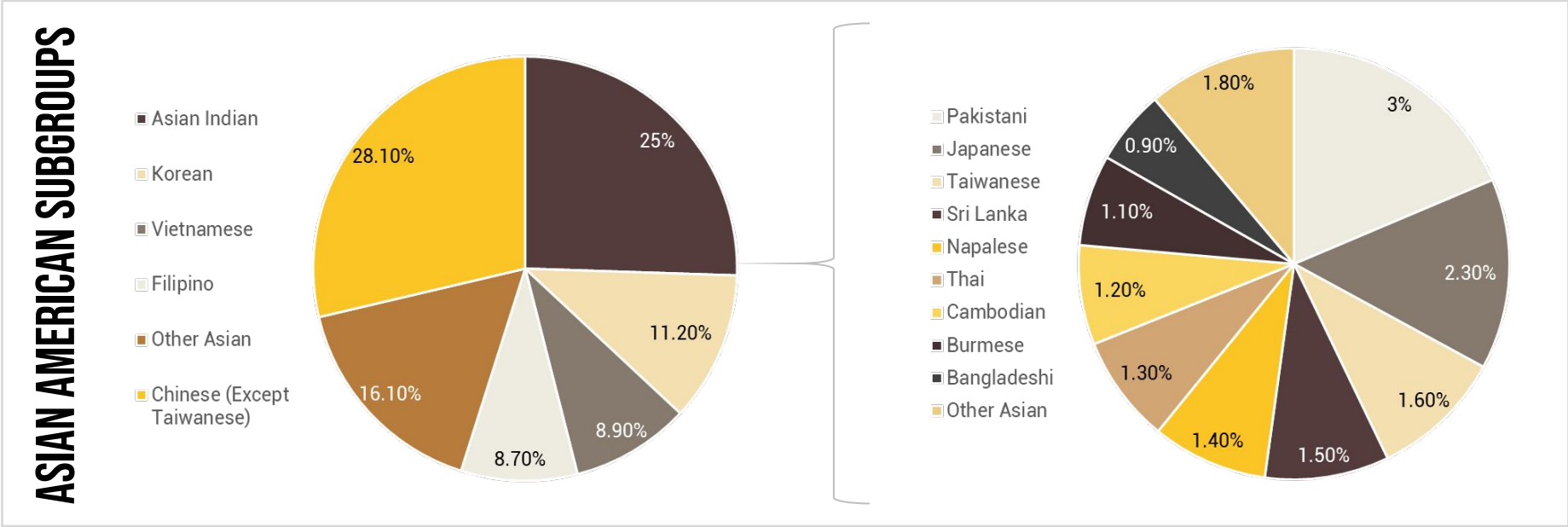
AANHPI child poverty rate 2x> White Non-Hispanic



AANHPIs IN MONTGOMERY COUNTY

SIMILAR LARGEST ETHNIC GROUPS NATIONALLY

Chinese, Asian Indian, Korean, Vietnamese, Filipino





DID YOU KNOW?

1 in 10 Chinese laborers filed a lawsuit to protest the Chinese Exclusion Act?

ANTI-ASIAN HATE/ DISCRIMINATION IS LONGSTANDING

SELECTIVELY EXCLUDED FROM ENTRY UNTIL 1965

IMMIGRATION

- Shortly after arrivals of Chinese immigrants, the U.S. enacted 6 laws to restrict Asians from different countries from immigrating to the U.S.
- U.S. singled out Chinese in the **Chinese Exclusion Act (1882)**, which stayed in force for 60 years until the U.S. needed China as an ally for WWII.



ANTI-ASIAN HATE/ DISCRIMINATION IS LONGSTANDING

BARRED FROM U.S. CITIZENSHIP UNTIL 1952

CITIZENSHIP

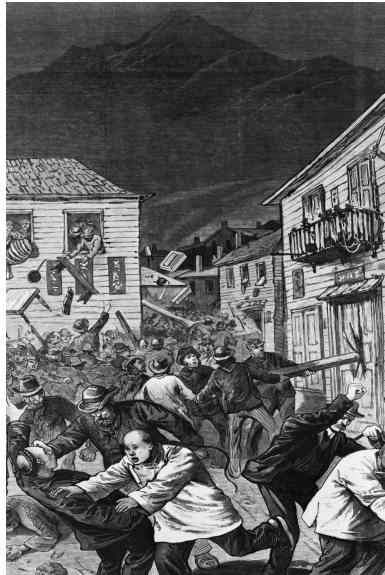
- Japanese and South Asian plaintiffs (**Takao Ozawa v. U.S. (1922)**; (**U.S. v Bhagat Thind (1923)**)) sue the U.S. to challenge race eligibility for citizenship to be white.
- Chinese able to naturalize via **Magnuson Act (1943)**, Filipinos via **Luce-Celler Act (1946)**, Japanese and Korean via **McCarran-Walter Act (1952)**. Most **AANHPI** able to be citizens only 71 years ago.

DID YOU KNOW?

An Asian brought the landmark case in the Supreme Court that established birthright citizenship (*U.S. v. Wong Kim Ark, 1898*)?

ANTI-ASIAN HATE/DISCRIMINATION IS LONGSTANDING

FACED SYSTEMIC RACISM



November 20, 1880, issue of Frank Leslie's Illustrated Newspaper depicts an anti-Chinese riot in Denver, Colorado.

1913-1956:

14 states had Alien Land Laws that barred land ownership.

Restrictions on commercial + professional licenses and purchase of real estate.

2023:

34 states bar Chinese citizens, businesses and government entities.

One-room schoolhouse, Jim Crow era, South. Source: Stan Lou



Asians were plaintiffs in two landmark cases (***Tape v. Hurley (1885)*** and ***Lum v. Rice (1927)***) that challenged segregated schools.

Women lost their U.S. citizenship if they married Asian men - **Cable Act (1922)**.

Asians could not enter into interracial marriages where states had miscegenation laws until ***Loving v. Virginia (1967)***.

RACIAL VIOLENCE

PROPERTY BANS

SEGREGATION

MARRIAGE BANS

ANTI-ASIAN HATE/DISCRIMINATION IS LONGSTANDING

DENIED EQUAL PROTECTION

CIVIL RIGHTS AND CIVIL LIBERTIES

- Japanese American Incarceration (1942-1945)
- Profiling
 - McCarthy-era: SF Chinatown files, scientists program
 - Post 9/11: Arab Middle East Muslims South Asians in transportation
 - 1999-2000: Dr. Wen Ho Lee Case (“Nuclear Secrets”)
 - 2002-2011: Nat’l Sec’y Entry-Exit Registration System (NSEERS)
 - 2017-2018: Muslim Travel Bans (3)
 - 2018-2022: China Initiative (DOJ and “Spies”)
 - 2000s: Federal employee sec’y clearance restrictions
- Warrantless surveillance
- Lack of language access
- Voting rights suppression

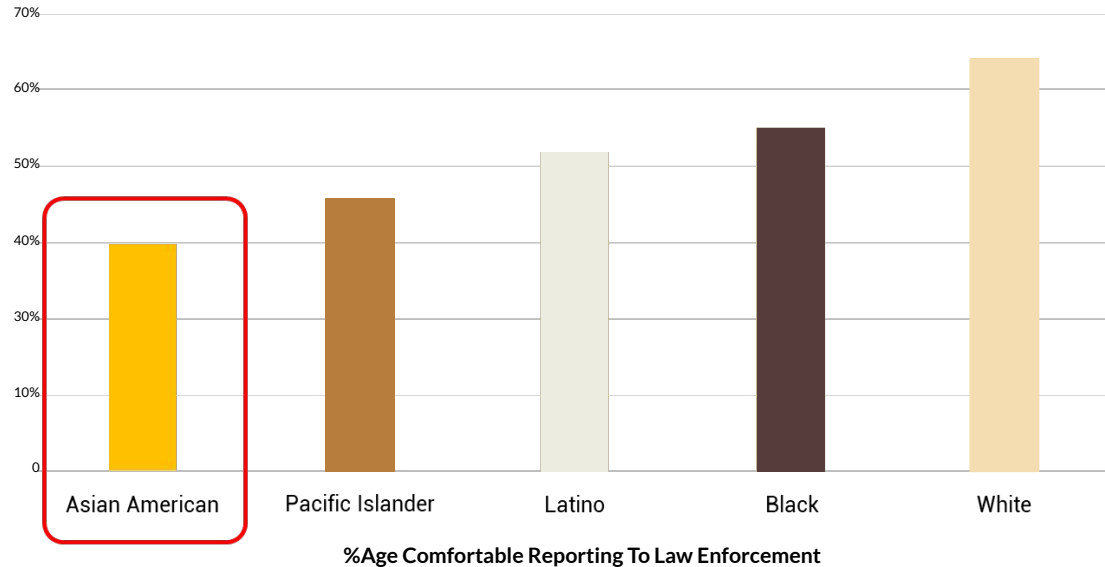


Incarcerated Japanese Americans at Heart Mountain, WY. Credit: Oreg. Hist. Soc. Research Lib.

HATE CRIMES

AANHPIs LEAST LIKELY TO REPORT

%Age Comfortable Reporting To Law Enforcement



Factors for underreporting:

- Unfamiliarity with hate incidents/crimes, reporting process, places/reasons to report
- Cumbersome reporting process
- Language barriers
- Mistrust of law enforcement

HATE CRIMES

LOWEST REPORTING

👉 National data

- 339% increase (U.S.) (2019-2020)
- 2 in 5 Asian Americans Experience hate
- 11,400+ hate incidents (U.S.) (2020-2021)

👉 STATE OF MARYLAND 2022 HATE BIAS REPORT

All Groups - Hate Incidents	Anti-Asian Totals (71):	Anti-Asian Verified (9):
382 (2020)	17 (2020)	3 (2020)
388 (2021)	33 (2021)	4 (2021)
465 (2022)	21 (2022)	2 (2022)

👉 MoCo Annual Report on Bias Incidents

- Anti-Asian: 21 (July 2022-September 2023)

“I felt very violated”

Customer attacked in hate crime at McDonald’s at Rockville Pike, 2022



Reporter interviews belligerent offender Source: ABC7

“ What are you supposed to do when someone starts spitting at you with these racial taunts? [The offender] even said he was going to come to my house and rape my wife and kids. I wasn't too worried though because I'm not married and I don't have any kids.

WHAT IS UNIQUE ABOUT ANTI-ASIAN HATE?

OFTEN TIED TO FOREIGN EVENTS



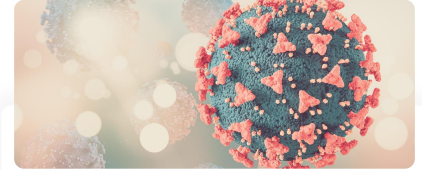
FOREIGN EVENTS



ECONOMIC COMPETITION



NO UNIVERSAL ANTI-ASIAN HATE SYMBOL



INVISIBLE UNTIL COVID

- Black/white paradigm
- AANHPIs **invisible** to public
- Low reporting rates
 - **Immigrant** victims
 - **Cultural** barriers
 - Police **mistrust**
 - Nonprofit **capacity**

Youth summit, Human Rights
commission, Rockville

BIAS AMONG YOUTH AND SCHOOL COMMUNITY

Recommendation:

Monitor, Advise, and Fund MCPS To Fully Implement and Strengthen the Anti-Racism Action Plan

WHAT WE LEARNED

MCPS STUDENT BODY IS DIVERSE

NO SINGLE RACIAL OR ETHNIC GROUP REPRESENTS THE MAJORITY OF STUDENTS

CLUSTERING OF GROUPS MEANS EXPERIENCES OF ISOLATION



14%
Asian

21%
Black

33%
Hispanic

5%
Other

27%
White

“NO OFFENSE, BUT ALL OF CHINA SHOULD BE GASSED.”

Elementary school-aged swimmer to middle school-aged swimmers - including many AANHPIs - in locker room. Youth swim league, off-school property, Montgomery County, 2020

CLASSMATES CALLED A CHINESE AMERICAN STUDENT “CORONA.”

“PEOPLE KEEP CALLING MY [FILIPINO] FOOD SMELLY AND DISGUSTING.”

WHAT WE LEARNED

YOUTH SPEAKING OUT

Families and students report that **race-based bullying and discrimination** is prevalent throughout MCPS.

- ▶ “Race- and ethnicity-based bullying, harassment, and microaggressions were discussed in 29 out of 36 focus groups and interviews. All student focus groups raised these issues” (MCPS Antiracist System Audit)
- ▶ On average 1 hateful incident per day (Washington Post, 4/8/23)

WHAT WE LEARNED

MENTAL HEALTH EFFECTS OF HATE

Suicide was the leading cause of death among Asian Americans and Pacific Islanders ages 10 to 19 and the second leading cause of death among those ages 20-34 (SAMHSA).



Student winning art, Asian Pacific American Student Achievement Action Group (APASAAG)-MCPS poster competition (2021), APIA Heritage Month

ASIAN AMERICANS AND ASIAN IMMIGRANTS ARE 2X AS LIKELY AS WHITE NON-HISPANICS TO REPORT HAVING ENCOUNTERED INSTANCES OF COVID-19-RELATED ACUTE DISCRIMINATION, ACCORDING TO A 2020 SURVEY OF 7,778 RESPONDENTS.

MCPS
student

"I just ended up not leaving the house for three months," said student alarmed by hate crime reports.



MCPS
Antiracist System
Audit

Education
Equity
Excellence

WHAT WE LEARNED

FRAGMENTED, INCONSISTENT

- Many stakeholders perceived that the current approach to developing system-wide capacity is **fragmented** and **inconsistent**
- Results from Equity Audit Tool show that the application of the student code of conduct and **implementation of disciplinary practices vary from school to school**



WHAT WE LEARNED

FRAGMENTED, INCONSISTENT

- Underreporting/inconsistent reporting of hate bias incidents and hate crimes due to:
 - Preference to make it a teachable moment instead of reporting
 - Lack of differentiation between bullying and hate bias
 - Lack of awareness of how to recognize AANHPI hate bias and report incidents
 - Reporting services not well known or not accessible to youth

Find Stronger Student app at <https://rb.gy/gndkv>

RECOMMENDATION #1

MONITOR, ADVISE, AND FUND MCPS TO FULLY IMPLEMENT AND STRENGTHEN THE ANTI-RACISM ACTION PLAN

Implementation actions

- 1 Collect and analyze disaggregated data by **ethnicity**
- 2 Improve its **understanding and cultural competency** on the needs of AANHPI community and incorporate into all MCPS functions
- 3 Provide **training for staff, parents, and students** and broader community to identify, respond to and prevent bias incidents and crimes against AANHPI and other communities;
 - **Mandatory annual anti-bias training** (skills-based, accessible)
 - Promote **bystander trainings**

RECOMMENDATION #1

MONITOR, ADVISE, AND FUND MCPS TO FULLY IMPLEMENT AND STRENGTHEN THE ANTI-RACISM ACTION PLAN

Implementation actions

4 Provide culturally proficient and linguistically accessible services, in particular mental health services, for AANHPIs who encounter bullying, harassment, discrimination and bias

- Hire **AANHPI counselors**
- Compile a list of **culturally competent and bilingual therapists and resources** available in Asian languages.



RECOMMENDATION #1

MONITOR, ADVISE, AND FUND MCPS TO FULLY IMPLEMENT AND STRENGTHEN THE ANTI-RACISM ACTION PLAN

Implementation actions

5

Foster an inclusive school climate for AANHPI students and employees

- Make **AANHPI studies** available in all schools; support **AANHPI student clubs**
- **Celebrate diversity** without othering underrepresented groups
- Promote student-led school wide **anti-bias and DEI programs** and outreach efforts
- **Recruit/hire** AANHPIs to MCPS

RECOMMENDATION #1

MONITOR, ADVISE, AND FUND MCPS TO FULLY IMPLEMENT AND STRENGTHEN THE ANTI-RACISM ACTION PLAN

Implementation actions

6. **Oversee implementation of the Anti-Racist Audit and Action Plan so that responses to hate incidents and crimes is fair, consistent and equitable across all MCPS schools, employees, students and parents.**

- Evaluate **community awareness** of trainings and resources
- Host **annual public meeting** on the progress of Anti-Racist Audit and Action Plans across the school district
- Review reported incidents so that the response is conducted in a **consistent, fair and equitable** manner **across schools**



A woman wearing a patterned headscarf and glasses is seated at a table, looking down at a stack of papers. She is in a room with large windows in the background. The windows show an outdoor scene with trees and a building. The text on the window is mirrored and reads "Sikh Spiritual Center" and "Gurbachan Singh Foundation".

AANHPI

COMMUNITY

Recommendations:

1. Carry out public relations campaigns
2. Apply racial equity lens to county decision making involving AANHPIs
3. Expand capacity building of AANHPI community-serving organizations



RECOMMENDATION #2

CARRY OUT PUBLIC RELATIONS CAMPAIGNS

Factors

- **Diversity:** 14+ ethnic groups
- Reliance on **ethnic news sources** and **ethnic social media platforms**
- **Needs:** 1) give **hate crimes 101** 2) direct where to **report and seek help** 3) promote strong sense of **community and pride**
- **City models:** Los Angeles and New York multi-lingual anti-hate campaigns
- **Benefits:** 1) improved resident **awareness of hate crimes** and resources 2) increased **contacts with county government and nonprofits** 3) motivation to **strengthen community**



RECOMMENDATION #2

CARRY OUT PUBLIC RELATIONS CAMPAIGNS

Implementation actions

- 1 Post **public service announcements**
- 2 Work in **partnership with the private sector**
- 3 **Translate** messages
- 4 Provide a **reporting hotline** that is staffed with multilingual staff trained to provide culturally proficient services
- 5 Use **ethnic media** (print, TV, radio) and **ethnic social media platforms**
- 6 **Poll resident understanding** of choices that they have if they encounter bias



Taiwanese
Japanese



South Asian
Indonesians
Hong Kong



Korean



Chinese



Vietnamese



Vietnamese

RECOMMENDATION #3

APPLY RACIAL EQUITY LENS TO COUNTY DECISION MAKING INVOLVING AANHPIs

Factors

- **Broad AANHPI perspectives** often appear to be **missing** in dialogues and decision-making
- **AANHPI community needs** are not fully understood or met
- **Few AANHPI employees** who are knowledgeable of or connected to the AANHPI community **lead in high-level positions across the county government**





RECOMMENDATION #3

APPLY RACIAL EQUITY LENS TO COUNTY DECISION MAKING INVOLVING AANHPIs

Implementation actions

- 1 Collect and report **disaggregated data** on AANHPI
- 2 Ensure representation of **ethnic groups** at the table
- 3 **Apply racial equity lens** to evaluate access and use by AANHPI of county programs and services
- 4 **Collect narratives** on the different ways that AANHPI targets experience bias.
- 5 **Hold trainings on AANHPIs** for county officials and staff across the government
- 6 **Benchmark progress** in recruitment, mentorship, employee affinity groups and leadership opportunities for AANHPI employees
- 7 Convene a **State of AANHPIs Summit** in in Montgomery County



RECOMMENDATION #4

EXPAND CAPACITY BUILDING OF AANHPI COMMUNITY-SERVING ORGANIZATIONS

Factors

- Few AANHPI organizations focus on **civic activities**
- Other cities have more established AANHPI organizations which **represent community voices** before county leaders, **engage in advocacy** and work in a **pan-AANHPI community coalition**.
- To grow such capacity, AANHPI organizations would **require funding to hire paid staff and grow into sustainable organizations**. In the long run, like other nonprofits, strong AANHPI organizations are reliable partners to the county government.
- At the same time, AANHPI organizations face **historically low funding** nationally. For 20 years, and even until recently, studies have reported that they received equal to **20 cents for every \$100 dollars** of foundation funding and **\$1 for every \$100 dollars** of corporate giving.



RECOMMENDATION #4

EXPAND CAPACITY BUILDING OF AANHPI COMMUNITY-BASED ORGANIZATIONS

Implementation actions

- 1 **Stand up** AANHPI civic and advocacy organizations to represent community interests before county leaders and to **partner on anti-hate efforts**
- 2 **Leverage** AANHPI organizations and their connections to ethnic groups
- 3 **Fund volunteer "navigators"** to assist survivors of hate with different roles: navigating social, health, financial and legal services systems and serving as a support companion, translator and spokesperson; and, to provide **training** for those navigators
- 4 Foster the **growth of AANHPI organizations** that represent underrepresented ethnic groups, support **pan-AANHPI coalition building** and fund **solidarity work** with other groups.



CROSS COMMUNITY SOLIDARITY

Recommendation:

Invest in Cross-Community Solidarity to:

1. Continue the Anti-Hate Task Force
2. Increase County Staff and Resources to Support the Recommendations Made By the Anti-Hate Task Force
3. Fund Community Organizations to Promote Solidarity Among Communities Experiencing Hate

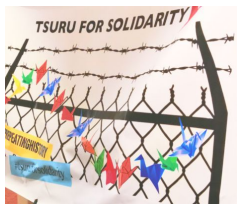
RECOMMENDATION #5

INVEST IN CROSS COMMUNITY SOLIDARITY

Factors



Source: Pacific Standard



Source: Pacific Citizen



Womens March, DC



Holocaust Remembrance

- ▶ AANHPIs have been involved in anti-discrimination efforts since the late 1880's, and through the 1960's Civil Rights Movement through the present.
- ▶ The impact of the AANHPI community was not always “seen” due to their small numbers
- ▶ In Montgomery County, according to recent Census data, the AANHPI population grew from 14.23% in 2010 to 16.11% in 2020.
- ▶ The increase in the AANHPI population means that a greater percentage of this community are “seen” and a larger number are active in community organizations.
- ▶ Due to the heightened threats to their communities due to the rise in anti-Asian rhetoric and the threats to other communities, the AANHPI community wants to serve as allies in multi-racial and multi-faith coalitions.

RECOMMENDATION #5

INVEST IN CROSS COMMUNITY SOLIDARITY

Implementation actions



Cross-cultural Solidarity from 1960s - Asian Americans in the Civil Rights Movement: Yuri Kochiyama

- 1 Sponsor activities that deepen understanding among and between different communities.
- 2 Work to disabuse stereotypes, myths and dis/misinformation about the AANHPI community.
- 3 Promote intra-AANHPI community education on solidarity efforts
- 4 Encourage anti-hate/bias work by AANHPIs that is integrated with the community at large
- 5 Conduct simulations of hate/bias crime scenarios for each cohort community, both individually and collectively, to identify gaps in knowledge, practice and resources.

RECOMMENDATION #5

INVEST IN CROSS COMMUNITY SOLIDARITY

Implementation actions



60th Anniversary March on Washington

- 6 Create a crisis response plan to address hate/bias crimes for the purpose of de-escalating tensions and conflicts that may arise.
- 7 Tailor resources to all community groups that are accessible in a central online space.
- 8 Establish an alert system for community leaders, officials and staff to notify them when a hate/bias incident occurs against a county resident and/or community group.
- 9 Coordinate cultural proficiency training regarding the diverse communities within Montgomery County for county, business and community leaders.
- 10 Provide funding for bystander intervention training to equip communities with the tools needed to intervene in hate/bias incidents.

THANK YOU!

➤ Montgomery County Council President Evan Glass

➤ Montgomery County Council Members

➤ Montgomery County Council Staff

- Selena Mendy Singleton
- Bertha Lidia Cerzosimo
- Essie McGuire

➤ Fellow Cohorts of the Anti-Hate Task Force

➤ White House Initiative on Asian Americans, Native Hawaiians, & Pacific Islanders (WHIAANHPI) Executive Director Krystal Ka'ai

➤ Offices of Sens. Ben Cardin and Chris Van Hollen, and Rep. Jamie Raskin

➤ Lanlan Xu, Howard County Asian American Pacific Islander Commissioner Chair and Maryland Attorney General's Hate Crimes Task Force Member

➤ ADL Regional Director Meredith Wiesel

➤ Human Rights Office Director James Stowe

➤ Racial Equity and Social Justice Director Tiffany Ward

➤ Yi Shen, Office of Community Partnerships

➤ Asian American Progressive Student Union

- Tanika Choudhry, President
- Oorja Munot, Vice President

➤ Karen T. Lin, MoCoPAAN

➤ Montgomery County Public Schools (MCPS), Montgomery County Police Department, Montgomery County State Attorney's Office

THANK YOU TO SURVEY PARTICIPANTS!

- ▶ Act To Change
- ▶ Anti-Hate Task Force
- ▶ Asian American Progressive Student Union
- ▶ Asian Pacific American Legal Resource Center
- ▶ Asian/Pacific Islander Domestic Violence Resource Project
- ▶ Cambodian Buddhist Society Cultural Committee
- ▶ Cambodian Community Day Inc.
- ▶ Cherry Blossom Giving Circle
- ▶ Chinese Culture and Community Service Center
- ▶ Ewha Washington DC Chapter
- ▶ Guru Gobind Singh Foundation
- ▶ Heritage Series LLC
- ▶ JAACL DC Chapter
- ▶ Jain Society of Metropolitan Washington
- ▶ Kaur Foundation
- ▶ Korean American Education Foundation
- ▶ Maryland Vietnamese Mutual Association
- ▶ Montgomery County Progressive Asian American Network
- ▶ OCA-DC
- ▶ U.S. Zen Institute, Inc.
- ▶ Vietnamese Literary and Artistic Club



REFERENCES

Full policy recommendations
by AAPI Cohort
TBD

Community survey form
<https://rb.gy/yz55l>



RESOURCES

FIND CULTURALLY PROFICIENT THERAPIST

National Asian American Pacific Islander Mental Health Association
<https://www.naapimha.org/aanhpi-service-providers>

REPORT HATE INCIDENTS/CRIMES IN COMMUNITY

Text "MDStopHate" to 898-211
211 Maryland <https://211md.org/stophate/>

GET LEGAL ADVICE

Asian Pacific American Legal Resource Center <https://www.apalrc.org/>

APPLY FOR COMPENSATION

Montgomery County Office of Human Rights <https://www.montgomerycountymd.gov/humanrights>

GET COMMUNITY SUPPORT

- Montgomery County Progressive Asian Pacific American Network (MoCoPAAN)
www.mocopaan.org
- Communities United Against Hate www.cuahmd.org

