Welcome. W. P. Andrew Lee, M.D., Executive Vice President for Academic Affairs, Provost, and Dean

Introduction. Helen Yin, Ph.D., Associate Dean, Office of Women’s Career, Professor Physiology

Psychological Impact of Racial Violence: Perspective from an Asian-American Psychologist. Adriana Miu, Ph.D., Assistant Professor, Psychiatry

Panel Discussion

Evaluation & Feedback
DEFINITIONS OF ASIANS/ASIAN-AMERICANS

• Asian Americans encompass 5.4-6.5% of US populations in 2018
  ▪ Those from the Asian continent. However, contemporary definition does include those from west Asia
  ▪ There are more than 2 dozen national origin groups with very different migration histories, languages, religions, and socioeconomic statuses (highly educated vs. poor working class)
  ▪ There is fragmentation of Asian American community by class, ethnicity, and origins
  ▪ Conflating them to a single group does not recognize the diversity of this group

• US Federal Census Definition of Asian-Americans
  ▪ East Asians: Chinese Americans, Japanese, Koreans
  ▪ Filipino Americans
  ▪ South Asians: Indians, Pakistanis. Bangladeshis
  ▪ Southeast Asians: Vietnamese, Cambodians, Burmese
  ▪ Pacific Islanders

• NIH Definition of Race/Ethnicity
  ▪ Caucasian/Europeans: majority
  ▪ Asians: not considered as underrepresented minorities
  ▪ Underrepresented racial minorities: African Americans, Latinx, Native Americans, Alaskan Natives, Pacific Islanders (Hawaiians, Samoans)
  ▪ Disadvantaged backgrounds/disabilities
DEMOGRAPHICS OF ASIAN AMERICANS/ASIANS AT UTSW

- **Total # at UTSW**: n = 17,843
  - Staff: 20% (5.6% US, 7.3% DFW)
  - Faculty: 31% (21%)
  - Housestaff: 29% (20%)
  - Postdocs: 62%
  - Graduate Students: 33% (11%)
  - Medical Students: 41% (22%)
  - Health Professions Students: 12%
SCAPEGOATING ASIANS/ASIAN AMERICANS DURING THE COVID-19 PANDEMIC

• There has been a history of eruption of xenophobia during pandemics (bubonic plague 1900, SARS outbreak, 2003).
  - “Sickness cultivates fear, which in turns cultivate bias.” Harper, Iowa State 2020
  - Asians are stigmatized and blamed for the COVID-19 pandemic.
    “Chinese virus or KungFlu”

• During the COVID-19 pandemic
  - All Asians have reported racist incidents
  - Overall, three out of ten Asian Americans reported that they have been subjected to racist slurs or jokes
  - 70% of those who reported are women

• The assaults have escalated into violence against east and SE Asians in the recent months
  - The massacre in Atlanta, in which 8 were gunned down. Six were Korean-American women

![Chart showing the percentage of Asian Americans reported racist incidents]

Source: Asian American Voter Survey 2020
HAS UTSW BEEN AFFECTED BY ANTI-ASIAN RACISM?

• UTSW has a large number of Asian Americans
  ▪ Most are from privileged groups
  ▪ The “Model Minority” (1987)
    ○ The tale of rags to riches diminishes the deep history of Asian Americans and their diversity
    ○ It pits Asian Americans against other minorities

• There are almost no official report of anti-Asian American discrimination at UTSW, and no increase during the COVID-10 pandemic (Travis Gill, Inst. Diversity & Opportunity)

• The Neuro Diversity and Equity group 2020 summer survey found in general UTSW Asian American scientists feel supported (panelist: Ryan Hibbs, PhD)

• Nationally, there are personal accounts of racist remarks about Asian-American physicians. “Your Model Minority is Speaking Now, America Needs to Listen.” Leo Wang, MD, PhD, U. Penn. NEXTSHARK, 2021

• This has taken its toll
  ▪ There is anger, grief, sadness and an undercurrent of fear (Adriana Miu, PhD, Presentation)
Violence and bigotry against Asian Americans have finally received national attention.

Increased Asian activism. Young Asians Americans are standing up to protect their parents and elders.

Increased understanding of the harms of the model minority stereotype

- Not all are doctors and lawyers; many are working class at the bottom rung of our society. “This pandemic has affected the most vulnerable of the vulnerable.” --Vivian Shaw, PhD, College Fellow in Sociology, Harvard

Increased dialog

- “Combating anti-Asian Sentiment- a Practical Guide for Clinicians” Lee, NEJM 2021. “Physicians should act to address anti-Asian sentiment by tailoring their practice, both inside and outside patient rooms to make Asian-American patients and colleagues feel safe.”
- “Reckoning with Asian America” Lee & Huang, Science 2021. “We must make Asian Americans central to the country’s discussions of race and reckon with the history of Asia America.”

Increased recognition of the intersectionality of race, gender and class

Increased allyship

- “Asian and Black Americans Experience Racism Differently. But We Need to Unite Against Hate.” Banks, LA Times

It is a critical moment for Americans to learn about the history of anti-Asian violence and realize how it is connected to the mistreatment of other ethnic minorities. “The violence is not only impacting the Asian American community, but also Blacks, Latinx and other vulnerable populations. Asian and Black Americans must unite against hate — along with everyone else.” LA Times editorial
Brief History, with Particular Emphasis on American Chinese

1849-1890 Gold Rush, CA
1865-1860: Transcontinental railroad,

**IMMIGRATION TIMELINE**

China to the United States

**1849**
The California Gold Rush draws Chinese immigrants

**1870s**
Economic competition fosters racial suspicion

**1882**
The Chinese Exclusion Act limits Chinese immigration

**1891**
Congress repeals the Chinese Exclusion Act

**1943**
More immigrants are allowed into the United States

**1849**
World War II ends

**1949**
5,000 Chinese immigrants (scientists, engineers, medical professionals) enters the US with the establishment of the Chinese Communist rule.

**1950-1970**
US involvement in the Korean War and Vietnam War

**1962**
Emergency Immigration Act admitting Chinese during the Great Leap Forward movement

**1965**
New Immigration & Nationality law removes racial bias from our immigration policy

**1972**
President Nixon/Kissinger opened relation of US with China

**1973**
Vietnam War ends. Emigration of Vietnamese refugees.

**2018-present**
Worsening relation between the US and People’s Republic of China

NIH raises concerns about foreign influence in Biomedical Research

Blocking Chinese graduate students and researchers’ visas

**2020-2021**
SUPPORT OUR UTSW ASIAN COMMUNITY IN RESPONSE TO INCREASING ANTI-ASIAN RACISM

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- Evaluation & Feedback
SUPPORT OUR UTSW ASIAN COMMUNITY IN RESPONSE TO INCREASING ANTI-ASIAN RACISM - PANEL DISCUSSION

Moderator: Helen Yin, PhD, Professor of Physiology, Mechanisms of Disease T32 PI, CTSA KL2 Clinical Research Scholar Co-Director, Associate Dean, Office of Women’s Careers

Panelists:

Melanie Sulistio, M.D.
Associate Professor, Internal Medicine, Associate Dean of Student Affairs

Ralph DeBerardinis, M.D., Ph.D.,
Chief, Pediatric Genetics & Metabolism

Ryan Hibbs, Ph.D.
Associate Professor,
Neuroscience & Biophysics
Neuro Diversity & Equity Group

Thomas Wang, M.D.
Professor & Chair,
Internal Medicine

Nancy Nelson,
UTSW Talent Sourcing Partner, Co-Chair of API BRG Communication Subcommittee
• Anti-Asian discrimination topics raised by Neuro community:

• “Asian” terminology ignores many levels of diversity but remains useful when combatting appearance-based discrimination.

• Stereotypes are emotionally harmful and raise expectations.

• Language and cultural barriers can result in segregation of international trainees; these trainees may benefit from URM-oriented inclusion efforts.

• Fear of visa renewal problems creates a reluctance to voice concerns.

• Survey results from last summer indicated the majority of our Asian scientists felt valued and had not experienced racism. Need to repeat survey.
What is one thing that you commit to do within the next 2 weeks?

- Learn more about Asian American history and racism: 23%
- Outwardly express disapproval of anti-Asian racism: 21%
- Check in on AAPI friend/family/colleague: 24%
- Express solidarity #StopAsianHate or #StopAAPIHate: 11%
- Donate to anti-Asian racism efforts: 6%
- For AAPI: Rest, self-care, compassion: 14%
- Other: 2%

200 out of 410 participants responded to this poll.
SUPPORT OUR UTSW ASIAN COMMUNITY IN RESPONSE TO INCREASING ANTI-ASIAN RACISM

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UTSW RESOURCES

For Mental Health and Counseling Services:

- **Students:** Student Wellness and Counseling Center, call at 214-645-8680
- **Residents and Fellows:** The Resident Wellness and Counseling Center provides mental health and wellness services. Call at 214-648-9969
- **Employees (Faculty and Staff):** Employee Assistance Program (EAP) provides mental health counseling and emotional support to you and another in your household. Call at 214-648-5330 or email at eap@utsouthwestern.edu

For Career, Wellness Advice and Networking

- **Office of Faculty Diversity and Development:** FDD@UTSouthwestern.edu
- **Office of Women’s Careers:** UTSWWomensCareers@UTSouthwestern.edu
- **Office of Faculty Wellness:** FacultyWellness@UTSouthwestern.edu
- **Asian-Pacific Islander Business Resource Group**
  AsianPacificIslanderBRG@utsouthwestern.edu