

Meeting of The President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders

SUBCOMMITTEE RECOMMENDATIONS



February 27, 2024





Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination

Co-Chairs: Luisa Blue and Dr. Kamal Kalsi

Members: Teresita Batayola, Emily Chen, Daniel Dae Kim, Grace Huang, Victoria Huynh, and Smita Shah

and **Non-Commission Member:** Madihha Ahussain

DFO: Judith Teruya

Priority Issue Areas

- Supporting leadership opportunities for AA and NHPI individuals in government, business, non-profit, and media



- Education about AA and NHPI communities
- Address educational equity and access to opportunity
- Standardizing hate crimes and hate incident definitions
- Addressing the needs of AA and NHPI communities in the aftermath of the Lahaina tragedy

- Increasing federal transparency on data regarding domestic terrorism and white supremacist organizations
- Alternative means of reporting hate crimes or hate incidents
- Improving federal data collection of hate crimes and hate incidents
- Prevention of anti-Asian hate in all spheres of life, including media, business, education, government and online forums
- Increasing resources for victims
- Preventing gun violence targeting AA and NHPI communities.



Presenters

- **Sheila Foran, Special Legal Counsel, Civil Rights Division, U.S. Department of Justice and Robby Monteleone, Attorney Advisor, Executive Office of United States Attorneys:** Presented on the Department of Justice's United Against Hate program.
- **Dr. Sarah DeGue, Senior Health Scientist, Center for Disease Control's Injury Center, Division of Violence Prevention:** Presented on current research and programs for preventing community violence.



Problem Statement #1:

Youth bullying victimization and perpetration is connected to increased risks for negative mental health outcomes and anti-social behaviors, including substance abuse, interpersonal violence and criminal activity. The 2021 Asian American Bullying Survey indicated that 80% of the Asian American respondents reported that they have experienced bullying, in person, and online. The same report indicated that approximately one-third of adults failed to take action after learning someone was being bullied. A 2019 survey of over 800 California Asian American and Pacific Islander youth reported that 1/2 of them had experienced bullying in school.



Recommendation #1:

The Administration should reinvigorate the Federal Partners in Bullying interagency taskforce to strengthen coordination federal agency responses and prioritize the federal infrastructure for anti-bullying activities, including in AA and NHPI communities. The White House should reconvene its anti-bullying summits, and include WHIAANHPI, federal agencies, social media platforms, community organizations, and educators to share strategies, highlight model and promising practices and policies to address bullying, and to address corporate accountability.

The Department of Justice (DOJ), Department of Education (ED), and Department of Health and Human Services (HHS) should increase prioritization of funding and resources in their grants to support anti-bullying programming, prevention, and intervention, and research efforts, especially to support local communities of practice for educators and community members to address bullying against AA and NHPI young people. In addition, as part of their anti-bullying efforts, HHS and DOJ should collaborate to develop a guide for navigating Federal mental health and education resources for AA and NHPI students.



Recommendation #1: Cont.

The federal website StopBullying.gov should be updated to be more accessible to AA and NHPI communities by providing information and resources in, at a minimum, the top 5 most frequently used AA and NHPI languages and **include** more content and resources about preventing and addressing cyberbullying and internet safety as well as information about the impacts of bullying in AA and NHPI communities.

ED, HHS, and DOJ should improve disaggregated data collection about bullying of AA and NHPI youth, and DOE should strengthen mechanisms for students and their families to report their experiences of bullying and responses to bullying.





Discussion



Data Disaggregation and Education

Co-Chairs: Dr. Raynald Samoa and Dr. Robert Underwood

Members: Emily Chen and KaYing Yang

Non-Commission Members: Dr. Joseph Keawe Kaholokula and
Dr. Ninez Ponce

DFO: Erika Ninoyu

Priority Issue Areas

- Ensure equitable data inclusion through data collection, analyzing and reporting, especially for marginalized AA and NHPI populations, consistent with how AA and NHPI communities define themselves
- Facilitate improved access for community advocates to use federal agency data to more effectively inform policy changes
- Foster impactful three-way dialogue between communities, academic researchers, and federal agencies for more consistent reporting
- Provide greater understanding of disproportionalities in education for AA and NHPI students in k-12 and higher education
- Ensure attention and equitable treatment for AANAPISI-eligible institutions and ANNHSIs



Presenters:

- **Mike Hoa Nguyen, Assistant Professor of Education and Principal Investigator of The Minority-Serving Institutions Data Project, New York University:** Presented on higher education issues for AANAPISIs and MSIs.
- **Robert Teranishi, Professor of Social Science and Comparative Education, Morgan and Helen Chu Endowed Chair in Asian American Studies, University of California, Los Angeles:** Presented on data disaggregation issues for AA and NHPI students.



Problem Statement #1:

There is a disparity in the level of funding for higher education opportunities and college completion programmatic efforts through Minority Serving Institutions (MSI) designations. There are many reasons for this disparity related to historical factors and enrollment patterns, but the assistance given to AANAPISIs is inadequate. While many federal agencies provide additional access to resources and services through MSI initiatives and efforts, many AANAPISIs are not considered or consulted on a regular basis regarding these programs due to beliefs such as model minority myths, erroneously aggregated data, and lack of coordinated effort. Additionally, there is a need for data disaggregation to explain the totality and diversity of the Asian American, Native Hawaiian, and Pacific Islander (AA and NHPI) community in education.



Recommendation #1:

1. U.S. Department of Education (ED) should develop a specific outreach effort and increase financial resources for AANAPISI program support. This should include technical assistance workshops for AANAPISI principal investigators, advocacy with other federal agencies and additional personnel resources for AANAPISI efforts within the ED.
2. AANAPISI institutions must be specifically included in MSI programs in all federal agencies. There are MSI programs in the National Science Foundation (NSF), U.S. Department of Agriculture (USDA), U.S. Department of Defense (DOD), U.S. Department of Interior (DOI), National Endowment of the Humanities (NEH), U.S. Department of Commerce (DOC), the U.S. Department of Transportation (DOT), and the U.S. Department of Health and Human Services (HHS), which typically accept programs targeted for Native American, Hispanic, and African American communities. The Executive Branch must ensure that all such programs include AANAPISI-eligible institutions by advocating for a more-inclusive definition of MSIs.

(cont.)



Recommendation #1: Cont.

3. The Executive Branch should jointly coordinate and collaborate with all White House Initiatives targeting minoritized communities to develop an action plan to remove dual and multiple designation barriers to accessing funding.

4. ED should sponsor another iCount Summit and related research activities in order to fully understand the disproportionate impact of federal data systems and practices on the ability to track educational experiences and outcomes for different ethnic groups within the AA and NHPI community. This should include an examination of the Integrated Postsecondary Education Data System (IPEDS) process and how the “two race” designation is used in counting students and how it is more likely to suppress the representation of particular groups, such as NHPI students.





Discussion



Health Equity

Co-Chairs: Teresita Batayola, Kerry Doi, and Mia Ives-Ruble

Members: Dr. Kimberly Chang, Dr. Kamal Kalsi, and Dr. Raynald Samoa

Non-Commission Member: Dr. Quyen Ngo-Metzger

DFO: Erika Ninoyu

Priority Issue Areas

- Healthcare workforce
- Environmental justice
- Combating domestic, intimate, physical and/or sexual violence
- Impacts of artificial intelligence on AA and NHPI populations
- Human trafficking
- Aging within AA and NHPI populations
- Culturally and linguistically appropriate health outreach and education
- AA and NHPI anti-bullying resources



Presenters

- **John Balbus, Director, HHS Office of Climate Change and Health Equity (OCCHE)** : Presented on OCCHE's efforts to address the intersectionality between health equity and climate change and its impacts on the AA and NHPI communities.
- **Ana Mascarenas, Senior Advisor for Environmental Justice and Climate Change, HHS Office of Environmental Justice:** Presented on approaches to the intersection of climate change and environmental justice and OEJ's work.



Problem Statement #1:

Asian Americans, Native Hawaiians, and Pacific Islanders (AA and NHPI) are much more likely to suffer significant negative impacts due to climate change. From land and water contamination to climate disasters, AA and NHPI have dealt with disastrous events that have forced them from their homes and communities. The federal government must improve targeting of resources to AA and NHPI communities to address climate change, particularly in the Pacific region.



Recommendation #1:

1. The U.S. Environmental Protection Agency (EPA) should establish an interagency taskforce to include organizations like EPA, Federal Emergency Management Agency, National Park Service, U.S. Department of Health and Human Services, U.S. Department of Energy, etc., to address environmental climate change concerns for Hawaii and other Pacific Islands.
2. The EPA should establish a regional research center in Hawaii to include a water testing laboratory that can deliver reliable test results to Hawaii and other Pacific Islands in a timely manner.



Recommendation #1: Cont.

3. The EPA should establish an additional Environmental Justice Thriving Communities Technical Assistance Center or satellite site (EJTCTAC) in Hawaii to cover Hawaii and US territories. This will allow Hawaii and the US territories access to technical assistance in obtaining federal grant funding.
4. The EPA should provide more transparency to the public on the environmental impacts of the fuel leakage from the Red Hill Underground Fuel Storage Facility. The water and environmental impact studies must be made widely available, and communities should be updated on air, water, and soil quality.





Discussion

Problem Statement #2:

The workforce shortage problem has been urgent for a long time. Continued provider losses are happening with burnout, worker pay and conditions, and retirements. Populations in need of culturally and linguistically appropriate care face barriers to accessing healthcare and may delay or stop people from seeking care. Resolving the workforce shortage problem and ensuring culturally and linguistically appropriate care will take determination, creativity, the elimination of systemic deterrents, and long-term investments for many years to come.



Recommendation #2:

The Commission recommends:

- 1) HHS convene, in collaboration with DOL and ED by June 2024, to do the following:
 - a) Assign a workgroup to disaggregate and report healthcare workforce shortage data on AA and NHPI populations across the 3 executive departments.
 - b) Form a task force to identify needed policies, funding, and programs to address healthcare workforce shortages, with an emphasis on AA and NHPI needs, through a range of training levels, including on-the-job, high school, apprenticeships, vocational school, community college, university, and post-employment opportunities.
 - c) Align workforce development systems, guidance, outreach, and implementation efforts.

- 2) HHS increase support for community health centers and health center look-alike (LAL) organizations, through the Health Resources and Services Administration (HRSA) Bureau of Health Workforce and the Health Center Program to:



Recommendation #2: Cont.

- a) Implement policies incentivizing more AA and NHPI healthcare professionals to join health centers, including broadening the pipeline for current and future workers to ensure medically underserved populations across the country have access to care. Develop and implement programs targeting underserved populations, particularly those with language and culture competencies, to become part of the healthcare workforce with “earn while you learn” training and apprenticeship programs, signing bonuses, and other supports such as childcare, transportation, uniforms, etc.
- b) Identify existing funds to create an emphasis on attracting, developing, hiring, and retaining workforce from underserved communities at all levels, from caregivers to support workers performing front and back clinical functions to the professional levels. Continue to uplift the impact of critical healthcare workforce programs, including, the National Health Service Corps, which provides scholarships and loan repayment programs to providers; the Teaching Health Center Graduate Program (THCGME), which supports primary care medical and dental residency programs; the Nurse Corps Scholarship Program, which supports educational cost in exchange for a commitment to serve healthcare shortage areas;



Recommendation #2: Cont.

...Title VII Health Professions and Title VIII Nursing Workforce Development Programs, which provide education, professional development and financial aid to train the next generation of health professions in primary care; and the Community Health Worker Training Program, which works to increase the number of community health workers.

- c) Continue to increase efforts to address healthcare shortages beyond providers and nurses.
- d) Increase culturally and linguistically competent and appropriate workers who can communicate effectively with AA and NHPI patients, clients, and communities through job-based training opportunities.



Recommendation #2: Cont.

3) HRSA Bureau of Health Workforce to work with DOL and ED to increase direct engagement with AA and NHPI communities and providers who serve AA and NHPI communities as it implements its workforce initiatives to share best practices such as:

- a) Methods to decrease the impact of social determinants on the potential pipeline of health workers (e.g., access to affordable training, childcare, transportation, and technology).
- b) State workforce expansion efforts such as apprenticeship programs and medical and dental assistant apprenticeship programs.
- c) Efforts to establish and crosswalk competency trainings (i.e., skills, knowledge, aptitude) and career ladder programs that build from entry-level to advanced-level competencies to address clinical, technical, behavioral, cultural, and language gaps.
- d) Efforts to address the healthcare worker burnout and mental health crisis.





Discussion



Economic Equity

Co-Chairs: Ajay Bhutoria, Simon Pang, and Smita Shah

Members: Luisa Blue, Kerry Doi, and Kevin Kim

DFO: Judith Teruya

Priority Issue Areas

Opportunities for Small Businesses

- Increasing opportunities for small business, including exports
- Opportunities for small and community banks to participate in federal programs
- Access and awareness around grants, contracts, and loans

Access to Job Training and Workforce Development

- Worker access to childcare, paid leave, and long-term care across all industries
- Living wages, access to benefits, and training opportunities
- Jobs of the future and workforce development

Opportunities for AA and NHPI Workers

- Addressing income inequality and wage gap for AA and NHPI women
- Ensure the rights of workers are respected and right to organize

Compliance & Regulations

- Review compliance and regulations related to workforce development and apprenticeship programs
- Regulations regarding small businesses, job opportunities, and workforce development, should be inclusive of AA and NHPI issues



Presenters

- **Hayden Kepley, Deputy Director, National Center for Health Workforce Analysis, and Elizabeth Kittrie, Senior Advisor, Office of the Associate Administrator, Bureau of Health Workforce (BHW), U.S. Department of Health and Human Services:** Presented on Nursing Workforce Shortages and Bureau of Health Workforce efforts to overcome shortages.
- **Dr. Ryan Howe, Director of Hospital and Ambulatory Policy Group and Gift Tee, Director of the Division of Practitioner Services, Centers for Medicare and Medicaid, U.S. Department of Health and Human Services:** Presented on the reimbursement process for home health caregivers.





Discussion



Immigration and Citizenship Status

Co-Chairs: Grace Huang and KaYing Yang

Members: Ajay Bhutoria and Dr. Robert Underwood

Ex-Officio Member: Carol Wu

DFO: Judith Teruya

Priority Issue Areas

- Universal legal representation for individuals facing removal
- Improving language access for individuals at risk of, or facing immigration proceedings, including detained individuals
- Reducing immigration-based visa backlogs
- Employment authorization for individuals in long visa backlogs
- Community-based alternatives to immigration detention
- Reducing the immigration court backlog
- Strengthening asylum processes
- Protection for undocumented API individuals
- Examining the impact of Controlled Application Review and Resolution Program (CARRP) on Immigration Status
- Securing access to benefits and resources



Presenters

- **Elizabeth Mura, Senior Advisor, United States Citizenship and Immigration Services (USCIS), Department of Homeland Security:** Presented on the affirmative asylum process and challenges exacerbating backlogs in processing affirmative asylum applications.



Problem Statement #1:

United States Citizenship and Immigration Services (USCIS), under the Department of Homeland Security (DHS), continues to subject individuals from primarily Arab, Middle Eastern, Muslim, and South Asian communities to increased national security vetting under the Controlled Application Review and Resolution Program (CARRP). Without providing these individuals with due process, including proper notification and an opportunity to respond, certain cases have been kept in limbo for years or denied without a meaningful process to appeal in the name of national security.



Recommendation #1:

DHS should end the use of CARRP and other USCIS security vetting programs targeting individuals based upon their ethnicity, nationality, or religion. USCIS should also provide a meaningful redress mechanism for those whose cases have been pending for extended periods with USCIS due to these vetting programs.





Discussion

Problem Statement #2:

Deferred Action for Childhood Arrivals (DACA) provides temporary immigration relief for certain individuals who came to the United States as children and who do not, otherwise, have immigration status. Since attempts to phase out the program in 2017, DACA has been subject to ongoing litigation which threatens the safety and stability of DACA recipients and DACA eligible individuals.



Recommendation #2:

If DACA is terminated, the Department of Homeland Security (DHS) and the Administration should adopt solutions to ensure that DACA recipients and other undocumented API individuals who have resided in the United States since they were children are not under threat of removal from the United States and **can** continue to work lawfully. Such solutions could include, but are not limited to, Temporary Protected Status (TPS), Deferred Enforced Departure (DED), and other parole processes that would ensure the continued safety and stability of DACA recipients and DACA eligible individuals until a more permanent, legislative solution is approved.





Discussion



Language Access

Co-Chairs: Dr. Kimberly Chang and Victoria Huynh

Members: Simon Pang

Ex-Officio Member: Laureen Laglagaron

DFO: Erika Ninoyu

Priority Issue Areas

- Increase outreach and engagement with communities with LEP populations
- Improve language access funding for health care to serve LEP families
- Prioritize and expand federal funding for AA and NHPI language access, including translated communications
- Address the needs of lesser diffusion language groups in the U.S.
- Support federal agency efforts to update and strengthen language access implementation; and strengthen training and accountability for federal grantees



Presenters

- **Glenn D. Magpantay, Commissioner, U.S. Commission on Civil Rights and Stephanie Wong, Special Assistant, U.S. Commission on Civil Rights:** Presented on the 2023 Statutory Enforcement Report on "The Federal Response to Anti-Asian Racism in the U.S."



Problem Statement #1:

Limited English proficient AA and NHPI communities that the President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders (PACAANHPI) serves are unable to access the materials, engage in Commission meetings and participate in discussions and summits.



Recommendation #1:

The Commission recommends:

- The final 2024 Commission meeting be presented and accessible through simultaneous oral interpretation and recordings, and written translations of meeting materials including, but not limited to, the top three AA and NHPI languages, **as well as** in ‘Ōlelo Hawai‘i, to promote language preservation efforts. WHIAANHPI explores public-private partnerships to fund this activity **and work with community-based organizations for interpretation, translation, and dissemination.**
- The final Commission report be available in at least the top three AA and NHPI languages, **as well as** in ‘Ōlelo Hawai‘i, so that AA and NHPI communities and respective ethnic media and community-based organization partners can access the findings and report out to various populations. WHIAANHPI explores public-private partnerships to fund this activity **and work with community-based organizations for interpretation, translation, and dissemination.**



Recommendation #1: Cont.

- Future President's Advisory Commissions on AA and NHPIs should include planning, budgeting, and public-private funding **and partnerships with community-based organizations** to ensure that the public Commission meetings are accessible through simultaneous oral interpretation and recordings, and written translations in at least the top 10 AA and NHPI languages (for both interpretation of oral meetings and presentations and translation of written materials), **as well as** in 'Ōlelo Hawai'i.





Discussion