



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

October 25, 2023
Meeting Minutes

Action Items

Commissioners voted to approve to rename the Data Disaggregation subcommittee to “Data Disaggregation and Education subcommittee” and keep the structure of other subcommittees as-is.

- *Five commissioners were not present during the recommendation vote on Day Two: Emily Chen, Mia Ives-Ruble, Naheed Qureshi, Grace Huang and Smita Shah.*

Commissioners voted and approved to hold three full Commission meetings in 2024.

The Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee presented the following recommendation which the Commissioners present unanimously approved in a final vote:

- The Commission recommends that WHIAANHPI and collaborating agencies, such as the Department of Justice’s Civil Rights Division and Community Relations Service, schedule in-person listening sessions **with local law enforcement** on a “third pathway to reporting hate crimes” in order to provide more opportunities for advocates of AA and NHPI communities, including organizations that are currently working with victims of AA and NHPI hate crimes and incidents, to talk about current challenges, voice potential solutions and share their relevant experiences with regard to this issue. These listening sessions should be held in targeted cities, areas (urban and rural), or regions where the data collected by the FBI, state and local government entities, and community organizations have shown that AA and NHPI hate crimes and incidents have been on the rise.

These listening sessions can also provide opportunities for local, state, and federal agencies to share information with the community on how to file hate crime/incident complaints and that the agencies exist to help the public. After an in-person listening session is completed, a written report will be published and made publicly available.

The Economic Equity Subcommittee presented the following recommendations, which the Commissioners present unanimously approved in a final vote.

Recommendation One:

- We recommend that the Small Business Administration (SBA) take the initiative to centralize information on loans, grants, and resources available across different federal agencies and publish it on the SBA website. This centralized hub will serve as a one-stop-shop for AA and NHPI small business owners seeking financial support. The following steps outline our recommendation:
 - *I) Centralized Information Hub:* SBA should create a dedicated section on its website that compiles comprehensive information on small business loans, grants, and resources offered by various federal agencies. This hub should include detailed descriptions, eligibility criteria, application processes, and contact information for each program.
 - *II) Regular Updates:* Ensure that the information on the centralized hub is regularly updated to reflect any changes in program offerings, application deadlines, or eligibility requirements. Timely updates are essential to maintaining the hub's usefulness.
 - *III) Community Outreach:* Collaborate with AA and NHPI community organizations and chambers of commerce to promote the centralized information hub among AA and NHPI small businesses, including a launch event. Work together to ensure that AA and NHPI entrepreneurs are aware of this resource and understand how to leverage it for their benefit.
 - *IV) User-Friendly Interface:* Design the centralized hub with a user-friendly interface that allows small business owners to easily search for and access relevant programs. Provide clear navigation and search functions to make the process seamless. **Provide a mechanism to allow users to set up email alerts based on search parameters for loans and grants.**
 - *V) Multilingual Support:* Recognize the linguistic diversity within the AA and NHPI community and provide information in multiple languages to ensure accessibility and inclusivity.

Recommendation Two:

- The Commission urges federal agencies to address the escalating wildfire crisis across the country, including safeguarding AA and NHPI communities and all citizens. To combat this pressing issue effectively, the Commission recommends the following comprehensive actions:
 - **1. Modernize Fire Systems and Technology:**
 - a. Collaborate with FEMA, Small Business Administration Office of Disaster resiliency and recovery (ODR&R) to secure funding and resources for the development and deployment of advanced fire response systems and technology. This includes the utilization of satellite systems for real-time fire monitoring, early detection of dry land conditions, and temperature rises.

- b. Invest in research and implementation of sensors and rescue planning technology to improve emergency response and preparedness during wildfires
- **2. Fire Safety Education:**
 - a. **Small Business Administration Office of Disaster Resiliency and Recovery (ODR&R) and other agencies to collaborate closely.** Develop and implement a nationwide fire safety education campaign, with a specific focus on small businesses and homeowners in collaboration with SBA. This campaign should disseminate crucial information about proper fire safety practices, emphasize the importance of smoke alarms, and provide guidance on the correct usage of fire extinguishers.
 - b. Small Business Administration Office of Disaster Resiliency and Recovery (ODR&R) and other agencies to collaborate closely with local authorities, **local fire departments**, and community organizations to conduct workshops, training sessions, and outreach programs, ensuring that small businesses and homeowners are well-prepared to respond effectively to fire emergencies.
- **Enhance Fire Safety Measures:**
 - a. Work in close partnership with the U.S. Fire Administration to conduct a comprehensive assessment of current fire safety measures. This assessment should identify shortcomings and areas in need of improvement in the realms of fire prevention, detection, evacuation, and response.
 - b. Engage with relevant federal agencies and stakeholders to elevate fire warning standards and protocols. This effort should involve the development of more accurate, timely, and accessible fire warnings and improvements in public communication during fire emergencies including sirens, and voice systems.
 - c. Launch public awareness campaigns to educate residents on the various evacuation methods and technologies available, ensuring they understand the significance of each system and how to respond appropriately.
- **4. Support for Small Businesses: Preparedness, Prevention, Recovery and Resiliency:**
 - a. Forge partnerships with the Small Business Administration Office of Disaster resiliency and recovery (ODR&R) to provide essential financial assistance and resources to small businesses. This support should facilitate the acquisition of fire prevention tools, protective equipment, and comprehensive fire safety training for their employees.
 - b. Explore innovative strategies to aid small businesses in enhancing their fire safety measures, encompassing grant opportunities, low-interest loans, and subsidies to encourage the adoption of fire safety equipment and practices.
- **5. Clearing Flammable Brush and Grass:**
 - a. **Forge partnerships with the Small Business Administration Office of Disaster resiliency and recovery (ODR&R) to** work in collaboration with state and local governments to establish and enforce mandatory rules

- requiring Business owners and homeowners in high-risk areas to clear flammable bush and vegetation around their properties regularly.
- b. Provide financial assistance to homeowners who may require support to comply with mandatory clearance regulations, exploring options such as subsidizing the cost of clearance or offering low-interest loans for eligible residents.
- **6. Building Codes to Resist Wildfire Embers:**
 - a. **Forge partnerships with the Small Business Administration Office of Disaster Resiliency and Recovery (ODR&R)** to advocate for and support the implementation of mandatory wildfire-resistant building codes for new construction in high-risk areas, covering roofing, siding, windows, ventilation, and attic vents.
 - b. Develop programs that provide recommendations and incentives for homeowners of existing structures to retrofit their homes to meet wildfire-resistant standards, offering financial support to assist homeowners in making necessary improvements.
 - c. Launch public awareness campaigns to inform homeowners about the benefits of wildfire-resistant building practices and the potential cost savings associated with them, encouraging communities to collectively embrace these changes.
 - **7. Current Case Study: Design, Develop, and Publicize Plans:**
 - a. Sustain financial support for community-led responses that are ongoing and long-term, focused on stabilization and recovery to Lahaina, Maui Business owners and homeowners.
 - b. FEMA and ODR&R to ensure there is a process for defining response and recovery milestones and publishing a timeline.

The Immigration and Citizenship Status Subcommittee presented the following recommendation, which the Commissioners present unanimously approved in a final vote:

- The Commission recommends that the Department of Homeland Security's U.S. Citizenship and Immigration Services (DHS USCIS) grant employment authorization documents (EADs) and travel documents to individuals who have approved I-140 employment-based visa petitions in the EB-1, EB-2, EB-3 categories, who have been waiting in the visa backlog for five or more years, regardless of whether they have filed applications for adjustment of status.

Chief Commissioner Sonal Shah presented a directive to the Commission, emphasizing the need to focus on underserved communities. She urged every subcommittee to include external engagement on its agenda and advocated for the integration of education issues into the broader scope of the Commission's work. Further, she urged the Commission to work closely with the Designated Federal Officers to set up future meetings.

Meeting Convened at 9:00 AM EST

Viviane Chao, Advisor, White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI) and Lead Designated Federal Officer, President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders.

Ms. Chao opened the meeting by welcoming everyone to the seventh annual public meeting of the Commission. She thanked the Commissioners for their work since the last meeting in Hawai'i in July 2023, including speaking with subject matter experts, deliberating, and preparing recommendations to be shared with the full Commission and the public. Ms. Chao shared a brief explanation of the Commission's commitments pursuant to the Federal Advisory Committee Act (FACA) and invited the public to submit written comments to aanhpicommission@hhs.gov, which will be shared with the Commission for their consideration. She shared information about the Commission, including its charter, Commission bios, and meeting materials, is available at www.hhs.gov/about/whiaanhpi. She introduced Krystal Ka'ai, WHIAANHPI Executive Director.

Welcome Remarks

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

Ms. Ka'ai recognized Commission leadership and co-chairs, Health and Human Services Secretary Xavier Becerra and United States Trade Representative, Ambassador Katherine Tai. She wished everyone a Happy Filipino American History Month.

Ms. Ka'ai acknowledged the Commission's work since July 2023 meeting and notes the Commission was reauthorized for an additional two years via Executive Order 14109. Ms. Ka'ai recognized the three Commissioners leaving the Commission which are: Dr. Amy Agbayani, Michelle Ka'uhane, and Ai-jen Poo who are departing the Commission.

Described Commission's priorities and progress since being sworn in. In less than two years, the Commission has:

- Conducted seven (7) public meetings.
- Produced sixty-six (66) approved recommendations.
- Launched five (5) regional economic summits across the country this year.
- Hosted a Mental Health Summit in July at the U.S. Department of Health and Human Services, in partnership with the Substance Abuse and Mental Health Services Administration (SAMHSA).
- Emphasized the commission's recommendation to hire permanent staff to support the commission.

Ms. Ka'ai recognized new permanent staff, Ms. Judith Teruya and Ms. Erika Ninoy and then introduced the Commission Co-Chair, Ambassador Katherine Tai.

Opening Remarks from Commission Co-Chair

Ambassador Katherine Tai, United States Trade Representative, Office of the United States Trade Representative.

Ambassador Tai welcomed everyone to the USTR office as the Commission's first public meeting hosted at USTR. She acknowledged the dynamic meeting and listening session in Hawaii.

Ambassador Tai described the challenge of the last few years and the need for coalescing together. She highlighted the Biden-Harris Administration decision to extend the deadline for federal support in response to the Maui wildfire. Committed to being with the residents of Hawaii as long as it takes.

Ambassador Tai shared a story from Metro Atlanta, reflecting on the challenges faced due to limited English proficiency among employees, leading to a low response rate in a company-wide survey. To address this, they hired a third-party to translate the survey into multiple languages, significantly increasing participation. This story underscored the importance of language access in serving communities and the commission's work.

Ambassador Tai highlighted the critical need for data disaggregation and language access in effectively carrying out responsibilities and serving communities. Praised the Commissioners for their work and thanks the three Commissioners departing from their positions on the Commission. Ambassador Tai introduced Ms. Erika Moritsugu.

Remarks from Erika Moritsugu on the White House Approach to Advancing Equity, Justice, and Opportunity for AA and NHPIs.

Erika Moritsugu, Deputy Assistant to the President and Senior Liaison to the Asian American, Native Hawaiian, and Pacific Islander Communities.

Ms. Moritsugu thanked Ambassador Tai, the President's Commission, and wishes all a Happy Filipino American History Month. Thanked outgoing Commissioners for their work.

Ms. Moritsugu shared the historic significance of the first-ever presidential Proclamation celebrating Asian American, Native American, and Pacific Islander Serving Institutions (AANAPISIs). She emphasized the importance of minority-serving institutions as pathways to higher education and security for underserved and underrepresented community members.

Ms. Moritsugu described the all-of-government effort to respond to on-going Maui recovery efforts.

Ms. Moritsugu addressed recent events in the Middle East and President Biden's strong denouncement of Islamophobia, anti-Muslim, anti-Arab, anti-Palestinian hatred, and anti-Semitism. She shared President Biden and his Cabinet are prioritizing the prevention and

disruption of emerging threats that could harm Jewish, Muslim, and Arab Americans or any other communities during this time.

Commissioner Charge's and Goals for the Meeting

Sarah Min, Deputy Chief Commissioner, President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders.

Deputy Chief Commissioner Min outlined the commission's role in making recommendations to the President to advance equity, justice and opportunity for AA and NHPI communities. She highlighted recent developments, including the signing of Executive Order 14109, extending the commission's term for two more years through September 2025.

Deputy Chief Commissioner Min emphasized the importance of abiding by the Executive Orders governing the commission, focusing on conducting research, crafting, and approving recommendations submitted to the President. She describes the process involves consulting experts from government, academia, think tanks and non-profit leaders, ensuring thorough data verification to address concerns and create recommendations to advise the President.

Deputy Chief Commissioner Min underscored the Commission's status as an independent federal committee and reiterates that the Commissioners are not employed by the Federal Government and do not make policy decisions. She clarified that when recommendations are held or tabled at the full commission meeting, it is because there is additional information or input needed before the recommendation can be submitted to the President.

Deputy Chief Commissioner Min previewed the structure that will be used for the Commission meeting. Each subcommittee has 20 minutes to present recommendations or the work they have undertaken to prepare recommendations for the President. She concluded and turned the mic to Executive Director Krystal Ka'ai to introduce the first speakers.

White House Initiative Panel Discussion

Malcolm Kenyatta, Chair, of the President's Advisory Commission on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans.

Chair Kenyatta shared that the first committee meeting for the White House Initiative on Black Americans is convening for the first time the following day. The Chair applauds the effort to build coalitions and work in solidarity.

Previews the discussion of the PowerUp series that kicked off in Atlanta, Georgia. Bringing together educators, students, and parents to discuss the efforts to uplift educational opportunities.

The Chair thanked the Commissioners and expressed hope for future partnerships to unfold.

Panel Discussions with Executive Directors of the Sisters White House Initiatives

Alexis Holmes, Executive Director, White House Initiative on Advancing Educational Equity, Excellence, and Opportunity for Black Americans, Melody Gonzales, Executive Director, White House Initiatives on Advancing Educational Equity, Excellence, and Opportunity for Hispanic Americans, and Dr. Dietra Trent, Executive Director on Historically Black Colleges and Universities.

Ms. Holmes introduced herself and updates on the Initiative and discusses PowerUp series launched in Georgia. She also previewed the Commission will hold its first public meeting on October 26-27, 2023.

Ms. Gonzales introduced herself and described the five focal areas the Initiative on Hispanic Americans is prioritizing, and the 12 cradle-to-career policy goals aimed at advancing collaboration with the White House, Department of Education, and other federal agencies.

Dr. Trent introduced herself and explained the history of Historically Black Colleges and Universities (HBCUs), the Initiative's goal, and the structure of the Commission. The Commission has our subcommittees focused on HBCU infrastructure needs, research and contracting opportunities, career pathways and financial support for students, and preservation and growth of HBCUs.

Ms. Ka'ai acknowledged Ms. Naomi Miguel, not present, but who is the Executive Director for the White House Initiative for Native Americans and Tribal Colleges and Universities, a sister White House Initiative.

Commissioner Kevin Kim inquired about collaborating across Commissions to make a collective recommendation to the President. Dr. Trent answered the teacher shortage is one of the nation's biggest risks and emphasized the importance of focusing on the education pipeline and addressing the shortage and pay scale of teachers. Ms. Gonzales answered the importance of teacher diversity and inclusion in education. Ms. Holmes answered with the importance of investing in the classroom and suggested focusing on identifying best practices across institutions.

Commissioner Kerry Doi asked about the \$46B Research and Development (R&D) and asked if there's an opportunity for collective prioritization. Dr. Trent clarified that the \$46B represents competitive opportunities for HBCUs and higher education to conduct government research. Mentioned IWG collaborations in various sectors such as chips and science through the Broadband Equity Access and Deployment (BEADS) Program and working with the new agency, ARPA-H, and infrastructure groups.

Commissioner Ai-jen Poo highlighted the need to invest in hardest-to-reach working class communities. Ms. Gonzales responded highlighting the opportunity for innovative approaches to empower direct service work. She also emphasized the collective need for creative solutions and the importance of empowering local organizations to reach the hardest-to-reach individuals with the necessary resources.

Commissioner Ajay Bhutoria highlighted the WHIAANHPI commission's recommendations and AANHPI inclusion in the federal workforce. Inquired about advancing education equity and excellence. Ms. Gonzales noted it was necessary to leverage and build capacity for organizations and leaders most in touch with communities on the ground.

Commissioner Robert Underwood suggested considering an education subcommittee within WHIAANHPI, highlighting declining university and college enrollments, disproportionate minority serving institution (MSI) funding within the AANHPI community, and the need for more equitable distribution of funds.

Commissioner Mia Ives-Ruble suggested reviewing WHIAANHPI commission recommendations for potential collaboration opportunities. Ms. Gonzales mentioned the Hispanic Commissioners have used the Commission's recommendation and meeting materials to inform their work.

Action Items: Ms. Ka'ai suggested hosting a dialogue for future meetings between the WHIAANHPI commission and other Initiative teams.

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

- **Co-Chair:** Luisa Blue, Dr. Kamal Kalsi
- **Members:** Emily Chen, Grace Huang, Daniel Dae Kim, Naheed Qureshi, Smita Shah
- **Non-Commission Member:** Madihha Ahussain
- **DFO:** Linda Cheng

Commissioner Luisa Blue introduced the subcommittee and its priorities areas including supporting leadership opportunities, education initiatives, addressing hate crimes, and increasing data transparency in various sectors affecting AA and NHPI communities.

She highlighted subject matter expert presentations received from Colonel Dale Marlowe- Executive Director, Armed Forces Chaplains Board (AFCB), Office of the Deputy Assistant Secretary of Defense who presented on the Department of Defense's current policies on religious accommodations.

She also described the presentation from John Yang- President and Executive Director, Asian Americans Advancing Justice-Asian American Justice Center (AAAJ-AAJC) who discussed affirmative action post the Supreme Court decision in Students for Fair Admissions, Inc. v President and Fellows of Harvard College.

Commissioner Dr. Kamal Kalsi presented the subcommittee's first and only recommendation, explaining there is a problem of the Federal Bureau of Investigation's (FBI) data collection of hate crimes through its Uniform Crime Reporting (UCR) program. This program relies on reporting by local law enforcement agencies. There are significant gaps in federal data on hate crimes that are particularly relevant to AA and NHPI communities, and there is a growing need

for a third pathway for reporting hate crimes to the FBI's database that does not require reporting to a law enforcement agency.

Commissioner Dr. Kamal Kalsi presented the recommendation that WHIAANPI and collaborating agencies, such as the Department of Justice's Civil Rights Division and Community Relations Service, schedule in-person listening sessions on a "third pathway to reporting hate crimes" in cities where AA and NHPI hate crimes and incidents have been on the rise. At the end of each session, they publish a publicly available, written report on recommendations to improve the reporting process at the conclusion of these sessions.

Discussion Highlights

Commissioner Ajay Bhutoria supported the recommendation, highlighting the prison pipeline and the need for detailed data on Native Hawaiians and Pacific Islanders. Noting challenges in data disaggregation, emphasized the importance of language data collection to navigate logistical issues. Stressed the significance of education for political engagement, citing enrollment data disparities among AA and NHPI subgroups.

Commissioner Luisa addressed inefficient data on the prison pipeline and emphasized efforts by local groups within the Bay area of California who are focused on similar issues. Commissioner Victoria Huynh emphasized meeting communities where they are, advocating for language access, and ensuring communities can express their concerns in their respective languages. She highlighted the importance of timing these sessions and focusing on educating youth about hate crimes and bullying.

Commissioner Smita Shah emphasized the necessity to respect and understand the diversity within AA and NHPI communities. She highlighted the non-linear nature of solutions, requiring thought, cultural understanding, and respect due to underreported hate crimes and experiences. Commissioner Dr. Kimberly Chang commended the recommendation, focusing on the trauma-informed and survivor-centered approach, acknowledging the pain experienced by AA and NHPI communities.

Commissioner Teresita Batayola highlighted the lack of law enforcement response in the Seattle area to hate crimes incidents, urging more responsive police action.

Commissioner Dr. Kamal Kalsi committed to following up on last year's recommendation for a third pathway and mentioned intentions to gather community support to host listening sessions. He committed to Commissioner Teresita to provide an update on the progress made.

Commissioner Luisa Blue echoed the last year's recommendation report, focused on organizing listening sessions to engage law enforcement in relevant areas. She also pointed out that many agencies receive federal funding for hate crimes training, but report hate crimes inadequately. Suggested the subcommittee to review the progress of the previous recommendation.

Commissioner Teresita Batayola suggested immediate law enforcement action upon receiving hate crimes reports to prevent further harm.

Commissioner Michelle Ka’uhane underlined implicit hate against Pacific Islanders and migrants, recommending a focus on their specific circumstances during listening sessions. Commissioner Simon Pang proposed regular reminders from top-level authorities (The President, Administrators and Governors) to address hate crimes effectively.

Proposed Changes

Commissioner Kevin Kim proposed language modification in the recommendation to explicitly involve city and state law enforcement in listening sessions: “The Commission recommends that WHIAANHPI and collaborating agencies such as the Department of Justice’s Civil Rights Division and Community Relations Service, schedule in-person listening sessions *with city and state law enforcement* on a “third pathway to reporting hate crimes”

Remarks from Acting Secretary of Labor

Julie Su, Acting Secretary, United States Department of Labor

Acting Secretary Su emphasized the Biden-Harris administration’s commitment to lead a pro-worker and pro-union government. The Department of Labor (DOL) is dedicated to fulfilling this commitment. She outlined three significant areas within the Department of Labor:

1) Creating Good Jobs:

- DOL’s focus on workforce training to connect individuals with job opportunities arising from the \$2 trillion investments on the nation’s infrastructure, clean energy, and manufacturing.
- Securing funds tied to job quality, ensuring care infrastructure development, and emphasizing good job standards in the care sector.

2) Enforcing Labor Laws:

- Addressing exploitation, wage theft, health, and safety violations in workplaces.
- Cite a successful case where the DOL collected over \$500,000 in back wages and damages for workers at Utah’s largest Asian grocery store.
- DOL collaborating with AA and NHPI businesses to ensure understanding of their obligations. Occupation Safety and Health Administration (OSHA) conducted over 100 outreach events, reaching 26,000 individuals, while the Wage and Hour Division has worked closely with AA and NHPI community-based organizations, including where human trafficking occurs.

3) Empowering Workers:

- Ensuring workers have job rights, protection from retaliation, organizing, and union choice.
- Highlighted increase union demands and worker organization.

Acting Secretary Su stressed two additional significant issues:

1) **Data Disaggregation:**

- Importance of leadership in addressing community-specific issues.
- Bureau of Labor Statistics began monthly data disaggregation in September 2022, providing detailed labor force for Asian American subgroups.

2) **Language Access:**

- DOL's emphasis on translating key documents and investing in translating worker.gov into Chinese, Vietnamese, Korean, and Spanish.
- Prioritization of hiring from communities that speak languages relevant to the workers served.

Commissioner Luisa Blue inquired about the prolonged litigation process for unfair labor practices and asked about consequences besides filing an unfair labor practice claim. Acting Secretary Su shared about enforcement by the National Labor Relations Board and DOL protects workers from wage theft and ensures a safe workplace. She emphasized that the DOL has taken a more assertive approach which has been successful in many instances.

Commissioner Dr. Kamal Kalsi inquired about protections for undocumented workers, particularly those identifying as AA and NHPI. Acting Secretary Su responded that DOL enforces labor laws irrespective of immigration status, but clarity is needed for this stance due to conflicting messages in several states targeting immigrants and undocumented workers.

Commissioner Daniel Dae Kim inquired about the timeline of confirmation for Acting Secretary Su's permanent appointment. Acting Secretary Su stated she has been nominated by the President for Labor Secretary and is awaiting Senate confirmation.

Commissioner Grace Huang highlighted specific immigration-related protections for undocumented workers and inquired about progress in awareness amongst communities of these protections. Acting Secretary Su responded by referencing the collaboration between DOL and USCIS for worker complaints, where the DOL certifies worker statements to USCIS, helping to prevent worker deportation. She also noted that there are ongoing outreach efforts and potential for further collaboration with trusted community-based organizations, worker centers, and unions.

Commissioner Mia Ives-Ruble raised concerns about the varied understandings of disability within the AA and NHPI community. She also inquired about DOL's data collection surrounding AA and NHPI people with disabilities and their labor rights. Acting Secretary Su responded by acknowledging this point as a challenge for DOL. She highlighted DOL's engagement with the National Governor's Association to expand efforts for workers with disabilities and mentioned an upcoming Spring 2024 learning collaborative which plans to discuss state practices and equitable opportunities for these workers with disabilities. Acting Secretary Su also mentioned the 14c program for subminimum wages for individuals with disabilities.

Commissioner Dr. Kimberly Chang inquired about the pathways for community members with limited English proficiency entering the healthcare workforce. She emphasized the need for

medical assistants and community health workers proficient in various languages to serve AA and NHPI communities, especially with an aging workforce. She suggested the involvement of the Bureau of Health Workforce and the Bureau of Primary Health Care to offer more information. Acting Secretary Su responded by acknowledging this as an area for sharing additional information and highlighted the DOL's initiative to develop the next generation of the healthcare workforce.

Remarks from Lead/Senior Advisor of FEMA Cultural Protocol Task Force

Summer Sylva, Lead / Senior Advisor, FEMA Cultural Protocol Task Force, Federal Emergency Management Agency, U.S. Department of Homeland Security

Lead/Senior Advisor of FEMA Cultural Protocol Task Force's Summer Sylva provided an overview of the mission and objectives of the task force and shared various initiatives and actions that FEMA is doing to support Maui's disaster recovery efforts:

- **Overview of Mission and Objectives:**
 - Highlighted FEMA's participation in the Maui wildfire disaster-related programs, funding and services, aligned with WHIAANHPI's mission to promote equity and justice for AA and NHPI communities.
 - Described FEMA's Cultural Protocol Task Force's objectives:
 - Strengthening cultural competency among FEMA personnel deployed to the Maui wildfire response.
 - Increasing affected population awareness of FEMA's assistance and processes to bridge trust deficits and encourage community engagement.
 - Integrating cultural protocols into FEMA's service operations and programs.
- **Task Force Structure and Community Integration:**
 - Emphasized the team's evolution to include Maui-based community members guiding FEMA and federal partners' engagement in these areas.
 - Noted the task force's integration into FEMA's recovery and response efforts and its involvement in federal agencies' collaboration for Maui's recovery from wildfires.
 - Recognized Commissioner Michelle Ka'uhane and her associated nonprofits, Hawai'i Community Foundation and Council for Native Hawaiian Advancement, as instrumental in addressing community needs using federal resources and programs.
- **Disaster Assistance Statistics and Services:**
 - Outlined federal funding contributions and assistance totaling nearly \$1B for Maui's disaster recovery, with specific breakdowns of financial aid, housing, and sheltering assistance provided.
 - Discussed language access and communication efforts, providing written materials and spoken language interpreters for various non-English languages,

including Hawaiian, Ilokano, Tagalog, Chuukese, Marshallese, Samoan, Korean, Vietnamese, Pohnpeian, Tongan, Spanish, and Japanese and ASL interpreters for the deaf and hard of hearing communities.

- Highlighted the collaborative efforts with community and statewide partners, including Pacific Gateway Center, to support immigrant resource centers in Maui, Lanai, Kauai, and Oahu and the translation services offered.
- **Services to Pacific Islander Population:**
 - Detailed FEMA's priority support for Pacific Islander citizenship or non-citizenship survivors in need of mass care, crisis counseling, disaster case management, and legal services.
 - Mentioned the collaboration with federal agencies and contracted professionals for debris and hazardous material removal in the burn zone area, ensuring a speedy and culturally sensitive approach.

Commissioner Dr. Robert Underwood raised concerns regarding the eligibility of COFA migrants for FEMA assistance, SBA loans, and cash benefits. He highlighted a previous issue observed during the May typhoon in Guam, where certain benefits were not accessible to these migrants. Commissioner Underwood sought clarification on whether this issue has been addressed in Maui. Ms. Sylva responded by acknowledging the concern and expressing the need to return with information. She emphasized that the programs previously mentioned are accessible resources for the communities in Maui.

Commissioner Michelle Ka'uhane also responded, clarifying that not all COFA migrants qualify for all cash assistance. She noted the pivotal role played by local philanthropy in bridging this gap. She provided an example of the state issuing TANF dollars, offering up to \$26,000 per household as a one-time cash infusion.

Commissioner Dr. Amy Agbayani highlighted FEMA's limitations in providing immediate emergency assistance and the exclusion of COFA migrants from various resources. She discussed ongoing efforts to address these challenges by lobbying the state legislature and governor for state-funded resources. Commissioner Agbayani stressed the importance of language access and the need for more advocacy in ensuring compliance with language action plans. Ms. Sylva responded by reiterating the need for improvement, not only in making resources available but also in ensuring that information about these resources is accessible. She emphasized the priority placed on enhancing language access through onboarding translation services, particularly from local providers with established community relationships.

Commissioner Kerry Doi inquired about additional urgent concerns beyond housing, food, water, and medical support for recovery efforts. Ms. Sylva responded noting the significance of economic opportunities for the affected demographic, especially those employed in the hotel industry. She highlighted the thoughtful and phased approach led by the community and county leadership in the reopening of Maui and West Maui. Furthermore, she stressed the importance of facilitating the return of children to school, providing necessary support through childcare services in collaboration with FEMA, state, local community leaders, and agencies.

Action Items:

- Commissioner Ai-jen Poo and Commissioner Ajay Bhutoria will submit their questions to the DFO and coordinate with Ms. Sylva on responses.
- Ms. Sylva will follow up on specific eligibility and response regarding COFA migrants' access to assistance.

Remarks from Senior Advisor of Office of Public Engagement, The White House

Philip Kim, Senior Advisor, Office of Public Engagement, The White House

Senior Advisor Philip Kim shared his thoughts on the humbling experience to be present and witness eloquent and strong leaders from the AA and NHPI communities. From a middle-class family not involved in politics, Senior Advisor Kim explained his public service began through his community and church.

Senior Advisor Kim shared about collaborations between the Office of Public Engagement and WHIAANHPI and expressed gratitude to the WHIAANHPI staff for all their hard work and highlighted the work WHIAANHPI and the three pillars have done these past couple of months.

Senior Advisor Kim shared about how the two offices have fought against discrimination, organized community events, hosted the first Lunar New Year celebration at the White House, honored the victims of the Monterey Park mass shooting, declared the first national strategy to advance equity for AA and NHPI communities, hosted the White House Initiative Economic Summit in Seattle, Washington, put on the largest gathering of AA and NHPIs for the AA and NHPI Heritage Month May Forum, and saw the White House issue the first ever proclamation for AANAPISI Week.

Senior Advisor Kim stated the Office of Public Engagement opens the door for all communities and mentioned the importance of continuing this work by opening the doors of the White House to more people like his mother and father so that people's voices are amplified and heard.

Economic Equity Subcommittee Presentation

Co-Chair: Ajay Bhutoria, Simon Pang, Smita Shah

Members: Luisa Blue, Dr. Kimberly Chang, Kerry Doi, Michelle Ka'uhane, Kevin Kim, Ai-jen Poo

DFO: Viviane Chao

Commissioner Smita Shah introduced the subcommittee, explaining its primary focus areas: opportunities for small businesses, access to job training and workforce development, opportunities for AA and NHPI workers, and compliance and regulations.

Commissioner Smita Shah then highlighted two expert presentations that the subcommittee had the pleasure of receiving:

- **Mike Zupko, Executive Director, Wildland Fire Leadership Council:** Presented on national cohesive wildland fire management strategy and other strategies for addressing wildfire risk, with focus on education strategies for residents and businesses
- **Jennifer Kim, Associate Administrator, Office of Field Operations; and Geri Aglipay, Regional Administrator, Great Lakes Region, U.S. Small Business Administration:** Presented on small business funding for startups and how those funds are administered, impact on AA and NHPI entrepreneurs and small business community.

Commissioner Ajay Bhutoria presented the subcommittee's **first recommendation**, explaining that small businesses owned by AA and NHPI communities play vital roles in our nation's economy, yet there are large barriers that deter AA and NHPI small business owner from accessing financial assistance.

Therefore, the subcommittee recommended that the Small Business Administration (SBA) take the initiative to centralize information on loans, grants, and resources available across different federal agencies and publish it on the SBA website. This centralized hub will serve as a one-stop-shop for AA and NHPI small business owners seeking financial support.

Questions and Discussions

Commissioner Daniel Dae Kim asked whether multilingual and other barriers to accessing financial need is AA and NHPI specific, or if the barriers are a general problem for the US population. Commissioner Ajay Bhutoria responded that the recommendation would benefit everyone, but as of now, the multilingual accommodations would start with AA and NHPIs.

Commissioner Kevin Kim asked if there is any data suggesting that AA and NHPIs particularly are struggling with accessing governmental financial assistance. Commissioner Ajay Bhutoria responded that there is data available to suggest AA and NHPI communities are not receiving proportionate financial aid in comparison to the rest of the population.

Chief Commissioner Sonal Shah asked why people are not finding these financial resources. She wanted the subcommittee to clarify if the issue presented is a language access problem or something else entirely. Commissioner Bhutoria answered that the problem is multifaceted. The aid is hard to locate because it spreads across various local, state, and federal sites and involves different departments.

Commissioner Smita Shah stated the Small Business Administration only has a tiny subset of businesses that it covers. Under the FDA and the HUD, there are many AA and NHPI businesses that are not covered through SBA alone. She went on to explain that it was hard for the entire subcommittee to find the resources themselves, highlighting the lack of accessibility around the seemingly abundant resources.

Commissioner Victoria Huynh advised the subcommittee to add to Step Five in their recommendation about multilingual training, arguing it is important to guide people through the process after they find the proper resources.

Commissioner Smita Shah thanked Commissioner Victoria Huynh for her input, and she shared next steps on supporting communities moving forward with training. Commissioner Ajay Bhutoria added that training can be a focal point during the next round of recommendations.

Commissioner Kevin Kim stated the Biden Administration launched a pilot program in New York City to aid small businesses in accessing local, state, and federal information. Responding to Commissioner Victoria Huynh's remarks, he shared that this pilot program's website has a one-on-one chat option where people can schedule an appointment and acquire help from locally based financial advisors. This system, he suggested, would be the best framework moving forward, given the SBA probably does not have the bandwidth to handle more. Indeed, every city or state has locally trained financial assistants with whom the Commission can partner.

Commissioner Grace Huang reminded the group that they already have grants. She then suggested for the site to have alerts to notify users when there are grants available that are applicable to them.

Commissioner Raynald Samoa commented on the unequal labor statistics for NHPs. He then pointed out this recommendation mentions nothing about these communities. He stressed the importance of the Commission's work to reflect all AA and NHP communities, so they do not feel forgotten.

Commissioner Kerry Doi reiterated this recommendation is a good place to start, and he expressed the Commission can fine tune the website once it is up.

Commissioner Mia Ives-Rublee believed this recommendation may leave out the most vulnerable populations who just immigrated, including those without access to the Internet and those who are illiterate. She asked the group if there is a way to reach some of these groups.

Commissioner KaYing Yang shared her experience with PPE and loans. During the COVID-19 Pandemic, she witnessed small businesses struggle to secure funding, and although nonprofits played a huge role in bridging this gap, there were not enough resources for nonprofits to carry out this work. She then inquired if the recommendation could ensure nonprofits have a permanent place at the table with government programs. Commissioner Smita Shah supported her insights and shared that the subcommittee plans to pursue this direction.

Commissioner Kevin Kim stated that many federal agencies give blanket money to Community Based Organizations (CBO), failing to specify where that money goes. He argued that CBO workers could help in translation work if governments and agencies funded these efforts.

Commissioner Smita Shah commended Commissioner Kevin Kim's points, and she believed there is a potential for a recommendation from these insights.

Commissioner KaYing Yang asked if there will be another recommendation down the road and inquired as to how the Commission can incorporate CBO relationships.

Commissioner Ajay Bhutoria responded to a point previously brought up by Commissioner Mia Ives-Ruble, saying community organizers would help the most vulnerable populations to complete forms.

Chief Commissioner Shah wanted to note that Commissioner Grace Huang's suggestion to add "affirmative" should be put into the recommendation regarding the interface.

Commissioner Ajay Bhutoria and Michelle Ka'uhane then presented the **subcommittee's second recommendation**, explaining increasing severity of wildfires poses a significant threat to AA and NHPI communities with loss of life, extensive property damage, and economic damage. The recommendation urged federal agencies to address the escalating wildfire crisis across the country and used the wildfire in Maui, Hawaii as a case study.

Questions and Discussion

Commissioner Sarah Min stated that, regarding fire safety, the subcommittee should incorporate the experience of the firefighters and firefighter chiefs who are on the ground.

Commissioner Teresita Batayola brought up a few concerns. She first mentioned that there are a variety of natural disasters the subcommittee has yet to consider, and she went on to express that this recommendation's audience feels too generalized. Instead of treating the AA and NHPI community like a case study, she suggested the Commission address the AA and NHPI population and their needs directly through this recommendation.

Commissioner Michelle Ka'uhane replied to Commissioner Batayola, explaining how they made this recommendation. They used the Lahaina wildfire crisis as a case study to demonstrate how natural disasters can affect AA and NHPI communities.

Commissioner Mia Ives-Ruble asked if the subcommittee has investigated California's fire safety protocols. In addition, she highlighted how small differences can exist between regions and states when considering protocols. Commissioner Ajay Bhutoria agreed that recovery plans must be based on a region's specific and unique needs.

Commissioner Sarah Min commented how items 1,2, and 7 are specific, but the rest of the recommendation is non-specific in who the subcommittee is trying to address. She stated how the Commission should have a direct audience for these recommendations, so they are adopted by other agencies. Commissioner Ajay Bhutoria agreed and said the subcommittee can update those points with more specifics.

Commissioner Smita Shah acknowledged how many of the comments address the balance between specificity and non-specificity within this recommendation. She shared that the subcommittee hoped this recommendation would set up a framework that could be implementable. Lahaina was shown as a case study because it has the most attention, but they understood the needs are subject to change due to context and region. The original intent, thus, was to set up a framework for wildfire protocols where things can be omitted based on relevancy and specified further based on the region. At the end, she expressed her appreciation for the comments regarding climate change.

Chief Commissioner Sonal Shah reemphasized the last comment about to whom the recommendation is directed. In a few of the parts, she advised that Commissioners make clear that this recommendation is directed to FEMA. Finally, she suggested the Commission think about creating frameworks for other disasters too.

Action Items:

Commissioner Sonal Shah suggested a comprehensive approach, indicating that while some recommendations specify a particular entity, others do not. She proposed crafting an overarching statement clarifying that these recommendations are directed towards both the Federal Emergency Management Agency (FEMA) and the Office of Disaster Recovery and Resilience (ODR&R).

Following the discussion about Economic Equity Subcommittee's first recommendation, Commissioner Sonal Shah proposed compiling the suggestions of Commissioners KaYing Yang, Mia Ives-Rublee, Victoria Huynh and Grace Huang. She believed their opinions could serve as future recommendations to be addressed. Commissioner Smita Shah followed and advised that the proposal for community organization support will be considered as a future recommendation. She encouraged agencies with available funds to extend their support to those who receive loans or grants, ensuring continued assistance.

Immigration and Citizenship Subcommittee Presentation

Co-Chairs: Commissioners Grace Huang and KaYing Yang

Members: Commissioners Dr. Amy Agbayani, Ajay Bhutoria, Simon Pang, and Dr. Robert Underwood.

Ex-Officio Member: Carol Wu, Senior Policy Advisor, Immigration Section, Office for Civil Rights and Civil Liberties, U.S. Department of Homeland Security.

DFO: Linda Cheng

Commissioner Simon Pang introduced the subcommittee's co-chairs and shared the subcommittee's prior priority and future priority areas:

- Prior Recommendations
 - 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

- Looking Ahead:
 - Strengthening asylum processes
 - Protection for undocumented API individuals
 - Community-based alternatives to immigration detention
 - Reducing the immigration court backlog
 - Visiting impact of CARRP (Controlled Application Review and Resolution Program) on Immigration Status
 - Securing access to benefits and resources

Commissioner Simon Pang noted that the subcommittee met with multiple presenters on a range of issues, which informed their recommendations:

- **Katharina Obser, Women’s Refugee Commission and Heidi Altman, National Immigrant Justice Center:** Presented on alternatives to immigration detention and overview of asylum process
- **Doug Rand, U.S. Citizenship and Immigration Services (USCIS), U.S. Department of Homeland Security (DHS):** Presented on regulatory changes regarding assessment of “compelling circumstances” for employment authorization to certain nonimmigrants on the pathway to permanent residence.
- **Juliana Macedo do Nascimento, Deputy Director of Federal Advocacy, United We Dream:** Presented on alternatives to DACA
- **Hiroshi Motomura, Professor of Law, Faculty Co-Director, Center for Immigration Law and Policy, University of California Los Angeles (UCLA):** Presented on the legal viability of alternatives to DACA for undocumented API youth
- **Julia Gelatt, Associate Director, U.S. Immigration Policy Program, Migration Policy Institute (MPI):** Presented an overview of temporary protected status (TPS), focusing on barriers that it presents to noncitizens, and ideas for potential, durable solutions for those currently on TPS

Commissioner Ajay Bhutoria then presented the subcommittee’s **first and only recommendation**, explaining that backlogs of employment-based immigration green card visas have significant impacts on the United States and place burdens on immigrants. The subcommittee recommended that the Department of Homeland Security’s U.S. Citizenship and Immigration Services (USCIS) grant employment authorization documents (EADs) and travel documents to individuals who have approved I-140 employment-based visa petitions and have been waiting in the visa backlog for a certain number of years.

Questions and Discussion:

Commissioner Kamal Kalsi inquired about the waiting period of the visa backlog, highlighting that individuals tend to wait up to five years for employment authorization. He questioned Commissioner Ajay Bhutoria as to why the duration of waiting is five years and not, for example, six months. Commissioner Ajay Bhutoria responded that USCIS needs those years to filter out individual cases in certain countries. Commissioner Ajay Bhutoria then invited Commissioner Grace Huang to answer the question as well.

Commissioner Grace Huang shared that USCIS does not want to cover everyone who holds an I-140 because there is a large pool of applicants each year. Some people filter themselves out of the visa process because they become eligible to adjust within five years.

Commissioner Mia Ives-Rublee asked Commissioner Ajay Bhutoria to expand on his explanation of how USCIS believes this process can be streamlined administratively.

Commissioner Ajay Bhutoria restated that this recommendation can be implemented administratively without Congressional approval. However, administrative protocol requires rulemaking to be incorporated when reforming the process.

Commissioner Teresita Batayola expressed her hopes that this recommendation would fill a gap in terms of healthcare workforce shortages. She emphasized the existence of Employment Fourth Preference (E4) workers, who are not considered high-level professionals. Notably, this labor subcategory includes care and support givers. She then said that the pipeline is virtually empty for individuals with culturally and linguistically appropriate skills for AA and NHPI populations. She asked the subcommittee members how they can cover E4 workers as well. Finally, she made an ancillary comment about how American farmers quickly hire laborers to fill gaps in the country.

Commissioner Ajay Bhutoria, in response, referenced Commissioner Smita Shah's healthcare gap recommendation under the Economic Equity Subcommittee. He asserted that there is an opportunity here for collaboration among the Economic Equity; Immigration and Citizenship; and Health Equity Subcommittees.

Commissioner Teresita Batayola followed up and clarified that she wants to hear about caregivers and support workers who do not have the credentials to qualify for Commissioner Smita Shah's proposed recommendation. Commissioner Ajay Bhutoria admitted there needs to be more study and research on E4 laborers and suggested making a future recommendation on non-professional workers.

Commissioner Ai-jen Poo thought it was a good idea to discuss a study on industries where labor shortages are present, specifically low-wage industries that are often not included in conversations. She expressed a desire to talk about the pathways to citizenship and/or the future flow of strategies for E4 workers. Significantly, she pointed out that these matters are legislative in nature—not administrative. She stated there is an opportunity for understanding and research to further address related problems, challenges, and opportunities during the next round of recommendations.

Commissioner Luisa Blue asked if the subcommittee thought about employment in the public sector. There is short staffing, specifically in the skilled workforce, at the state level in certain states. She shared there is a strong demand for overseas workers to fill professional roles, such as accountants.

Commissioner Sonal Shah shared there are two main things to keep in mind from this recommendation discussion: The subcommittee needs to look at unfilled categories that do not involve skilled labor and there needs to be more investigation into where the gaps in employment are. She noted that this topic will involve a lot of legislative efforts and may be difficult to tackle.

Commissioner Grace Huang said this topic is a primary area for collaboration among subcommittees, as it is broad and overarching in content.

Commissioner Ajay Bhutoria reported that the Immigration and Citizenship Subcommittee will continue to engage with USCIS to explore matters of citizenship and visas.

Commissioner Ai-Jen Poo ended the discussion by pointing out that many proposed recommendations overlap in themes, and she advised all the Commissioners think about the structure of the Commission while moving forward.

Remarks from Domestic Policy Council

Amber Green, Special Assistant to the President for Racial and Economic Justice, Domestic Policy Council, the White House, on behalf of Jenny Yang, Deputy Assistant to the President for Racial Justice and Equity.

Ms. Green stated she was grateful to hear from everyone and learn how to better support AA and NHPI communities. She explained she is present with Robbie Ha, her colleague at the Domestic Policy Council, representing Jenny Yang, Deputy Assistant to the President for Racial and Economic Justice, who was running late from another meeting.

She explained that she has cherished her time with the WHIAANHPI team while advancing equity for AA and NHPI populations across the federal government. Her current role at her office is to drive the implementation of the President's executive order on equity, which is a whole-of-government charge to promote fairness and opportunities for individuals that historically have not had access to equal opportunities.

She wanted to first address affirmative action in the country. She shared that the Biden-Harris administration has been unyielding in its commitment to expanding education for all. A few weeks ago, the President made his first ever proclamation recognizing AANAPISI week. AA and NHPI communities encompass more than fifty ethnicities with different cultures, histories, and backgrounds, and many come from lower-income backgrounds and hold immigrant identities. Because of these differences, she argued expansion within educational opportunity is important. Some may attempt to affirmative action as a political wedge to divide AA and NHPI, expanding educational opportunities benefits everyone in the country. Ms. Green noted that on the day of the affirmative action decision, the President announced a series of actions to drive toward greater diversity. For instance, he advised schools to take adversity factors into account. She then noted that adversity components involve student experiences with racial discrimination.

Ms. Green talked about the President's directive to the Department of Justice and the Education Department. The two government bodies issued resources in August on unlawful admission practices that support student diverse student bodies in colleges. She referenced a livestream hosted by Neera Tanden and Education Secretary Mark Miguel Cardona that included education leaders from across the country to discuss strategies for increasing diversity and opportunity in higher education. She provided a synopsis of the report made from the webinar, which

essentially called on states and higher education leaders to prioritize efforts in the areas of outreach, admissions, financial aid, and college completion.

Ms. Green moved on to discuss anti-Asian hate and violence. For the President, combatting anti-Asian hate is a top priority, and in June of 2021, the White House released its first national strategy to countering domestic terrorism, strengthening prevention, and safeguarding privacy, civil rights, and civil liberties. She thanked the Commission for its role in getting the COVID-19 Hate Crimes Act to the President's desk, so he could sign it into law. The Department of Justice has prioritized investigating prosecuting hate crimes, stepped up efforts to improve hate crimes reporting, and increased resources for law enforcement and communities to combat hate crimes. She then shared that the FBI released its annual statistics on hate crimes from 2022, and although the data demonstrated that the overall hate crime numbers remained steady, Asian-American violence fell by 38% following the President's signing of the COVID-19 Hate Crimes Act. Significantly, she noted that more reporting and combatting of Asian hate crimes remain a pressing issue.

She transitioned to talking about her office's efforts regarding data disaggregation. She recognized that adequate data is needed to reflect the population and meet the needs of individuals filing complaints and applying for benefits. Most of her work revolves around understanding who needs to be served in this country, and her office strives to implement programs across agencies, so they can better issue policies and opportunities for the citizenry. She emphasized that communities cannot be supported unless the federal government and the country see them for who they are, and she argued aggregated data for AA and NHPI oftentimes hides the significant disparities among subgroups. Giving an example, she explained that while total liver cancer rates are low among Asian communities, on average, Asian women experience liver cancer at a rate that is nine times higher than their non-Hispanic white female counterparts. Adding on, she emphasized the importance of not only having data informed decisions but also creating community-informed ones, as individuals have a right to advance their own equity.

Last February, the President signed a second executive order that implemented the Equitable Data Working Group, which is co-chaired by the Office of Science and Technology Policy and the Office of Management and Budget. She noted the group's key practice is to make disaggregated data the norm while simultaneously respecting privacy. Under the Office of Management and Budget, SPD 15, its statistical policy directive, sets the federal standards for race and ethnicity data across all federal agencies. However, SPD 15 has not been updated in 25 years. Ms. Green shared that over the coming months, the working group will consider the public comments submitted through the drafting process and will conduct additional research.

Back in 2022, around 90 federal agencies released about 300 strategies and actions for their equity action plans, all of which included new commitments, thinking about systemic barriers, and innovative tactics. Currently, Ms. Green's office is combing through each plan that has been submitted to later share with public.

The third point she wanted to highlight discussed the President's executive order on LGBTQI+ equality that includes new mandates to strengthen the collection of data on sexual orientation and

gender identity, which are known under the title mandate SOGI. Notably, SOGI is the first of its kind to providing federal data and evidence.

Ms. Green wrapped up her remarks by explaining she has had a privileged opportunity to work with the WHIAANHPI team on finding ways to include the AA and NHPI community in efforts related to health information and language access. Regarding language resources, various federal agencies have language access as a part of their 2023 equity action plans. Ms. Green then referenced the Department of Labor's noble efforts in creating a centralized office to tackle language barriers. Globally Harmonized System has also launched a new online complaint portal with prompts that are offered in ten different languages, and the Federal Housing Administration recently published new language resources for Limited-English Proficiency speakers.

She added that her office is working on issues surrounding the idea of belonging and formed the Task Force on New Americans to fully serve all communities.

Questions and Discussion

Commissioner Raynald Samoa, as a part of the Data Disaggregation Subcommittee, shared that the Commission has seen a lot of progress but mentioned how the working group simply acknowledged the importance of engaging the disenfranchised. In fact, there was no budget allocation for these disenfranchised groups. Ms. Green responded by saying her office will investigate that issue.

Commissioner Kamal Kalsi referenced her point about the FBI crimes database. He argued the data in there is not grounded, and it disenfranchises a lot of the AA and NHPI community members, including undocumented individuals. He asked if there are any changes happening on that front. He also highlighted the rise of white supremacy and the lack of tracking for extremist movements in this country. Ms. Green responded and said her office is working with state and local partners to ensure people do not feel targeted. She explained that there is more that needs to be done and commended the Department of Justice for its ongoing work.

Commissioner Kevin Kim expressed a desire to continue a dialogue on belonging and inclusion. Ms. Green agreed and admitted her office does not always publicize their inclusion efforts.

Commissioner Ai-jen Poo praised this Administration for its unprecedented strides toward equity. She then said equity, oftentimes is used in a technical way, ignoring the human application of its meaning. She asked how often the Administration looks at the human story and its impact on human lives. Ms. Green admitted that her office needs to better advertise their narrative because they want individuals to be seen in their work. She asked the Commission to continue to bring AA and NHPI issues forward and engage in cross-cultural efforts.

*Deputy Assistant to the President for Racial and Economic Justice entered and took over the presentation from Amber Greene.

Remarks from Deputy Assistant to the President for Racial and Economic Justice

Jenny Yang, Deputy Assistant to the President for Racial and Economic Justice, Domestic Policy Council, the White House

Deputy Assistant Yang provided a few remarks about the work of the Domestic Policy Council. She recognized the rising concern of diversity, equity, and inclusion, especially within the Small Business Administration and Higher education. She shared that the Administration is working tirelessly on the offensive to limit attacks, and there have been several programs implemented across federal agencies to provide greater access to the public. Her office is looking for more ways to expand access and close wealth gaps.

Deputy Assistant Yang addressed how many small businesses do not want to go into federal contracting or struggle to obtain a contract, and she shared that their interagency work is focuses on those issues. Adding on, she expressed that they want to make sure there is a cross-racial and religious table present to combat white supremacy and attacks on the community. Indeed, solutions need to involve a collaborative effort.

Finally, she shared the White House Initiative on Hate-Motivated Violence is growing in capacity and are trying to find ways to reach out to people in the community, so they know how to get federal support.

Remarks from the Director of the Office on Science and Technology Policy, The White House

Dr. Arati Prabhakar, Director, Office on Science and Technology Policy, The White House

Director Prabhakar highlighted a few relevant developments and ongoing projects within the Biden-Harris Administration. First, the presence of Artificial Intelligence (AI) and its role in policymaking and day-to-day life. President Biden and Vice President Harris have underscored AI as a critical priority and emphasized that decisions made in this domain will significantly shape the future. Notably, an upcoming executive order is set to be published concerning AI.

Director Prabhakar then expressed the insidious risks associated with AI, acknowledging that despite its portrayal as a neutral technology, AI's computational capabilities are trained on past data, leading to the amplification of bias and discrimination within various AI systems. Indeed, this level of bias is deemed intolerable.

Next, Director Prabhakar addressed the U.S. Healthcare System's underperforming outcomes. The President and the First Lady have given priority to The Cancer Moonshot Initiative, which includes ambitious goals aiming to reduce the cancer death rate by 50% in the next 25 years. Another goal of the initiative is to focus on improving the experience of patients, families, and caregivers affected by cancer. Daniel Carnival leads this effort, working on developing new therapies, prevention strategies for smoking, early detection, and enhancing patient navigation services with reimbursement mechanisms.

She ended her remarks by sharing a few additional notes on how there is a focus on climate crisis and infrastructure, national security, and equity and opportunity.

Questions and Discussions

Commissioner Ajay Bhutoria inquired about efforts to increase percentage of STEM graduates and highlighted the stagnation in the number of graduates over time. Director Prabhakar responded by sharing that there are significant investments to address this issue, such as the Bipartisan Infrastructure Law, Chips and Science, and the Inflation Reduction Act. These investments are deliberately focused on workforce development, aiming to create jobs and build capabilities for the future.

Commissioner Kimberly Chang raised questions about the translational work from scientific research to practical applications and practices that move beyond evidence-based methods. Answering her question, Director Prabhakar acknowledged the gap between phenomenal research outcomes and lagging health outcomes in the United States. She emphasized the need to bridge the disconnect by bringing research knowledge into practical applications that benefit all communities, stressing the importance of public input in shaping the research agenda.

Commissioner Kamal Kalsi highlighted the office's forward-facing approach and the neglect of ancient Indian and Chinese medical practices, which often do not receive government support or insurance coverage. Director Prabhakar acknowledged the need to investigate this area further and to seek answers. She highlighted the deliberate efforts of the Science and Technology Policy to incorporate indigenous knowledge into policymaking, particularly in areas such as climate change.

Commissioner Daniel Dae Kim shared feedback from business leaders, suggesting that the government should step back from regulating AI and allow businesses to take the lead. He inquired about the ideal management of AI and the potential dangers posed to AA and NHPI communities. Director Prabhakar recognized the challenges the government faces in regulating social media and ensuring children's safety online. She emphasized the complexity of addressing these issues solely through government intervention and expressed curiosity about the actions taken by business leaders in managing these concerns. She emphasized the significance of human involvement in building and controlling technology, stressing the need for policies directed at the responsible use of AI and data by individuals and corporations. Her office will focus on building a framework to engage numerous communities, urging companies to fulfill their responsibilities by collaborating with Congress and the international community. This initiative encompasses a series of actions undertaken by executive branch agencies. Additionally, it involves the forthcoming executive order to be signed by the President, alongside a directive from the Office of Management and Budget (OMB) that will provide guidance to all government agencies on the appropriate utilization of AI.

Commissioner Ai-jen Poo inquired how to harness the power of technology to improve the user experience in government programs.

Commissioner Mia Ives-Ruble asked about the risk of data corruption.

Commissioner Kevin Kim asked what AI can be used for right now within the federal government.

Remarks on the Implementation of the American Rescue Plan

Gene Sperling, American Rescue Plan Coordinator and Senior Advisor to the President

Senior Advisor Sperling began the discussion with a focus on the importance of the American Rescue Plan and its impact on the economy. Reference was made to the recovery from the recession in 2011, and he highlighted the distinction between economic revival and its effects on all segments of the population. He then mentioned the book, "Economic Dignity," in which the author explains the standard by which economic policies should be evaluated. Economic dignity was defined as the ability to provide for loved ones, participate in life's essential moments, pursue personal potential, receive second or third chances to do so, and work with respect rather than facing domination or humiliation.

Senior Advisor Sperling commended President Obama for steering the economy out of the great recession. However, he acknowledged Congress's focus on financial figures and GDP metrics, rather than the broader concept of economic dignity. As a result, there was significant economic scarring for individuals who suffered from job losses or made significant sacrifices due to economic hardships. In particular, prolonged unemployment led to severe repercussions, such as home loss, strained relationships, and declining health.

Senior Advisor Sperling then recognized President Biden for the vision behind the 2021 American Rescue Plan. The plan's successful execution during the pandemic led to nearly a million additional jobs creations while maintaining a low unemployment rate and low child poverty rate and implementing the anti-eviction plan.

Finally, he addressed the evolution of small business programs, notably the Paycheck Protection Program (PPP), reflecting on previous administration's shortcomings in implementation and equity focus. He raised concerns about the Trump-Pence Administration's approach by emphasizing its rapid fund distribution without specific targeting, which resulted in some businesses obtaining unnecessary funds. This unchecked system caused smaller businesses in need to undergo fund depletion. Under the Biden-Harris Administration, however, a distinct shift occurred in PPP strategy. There was a deliberate effort to prioritize businesses with fewer than 20 employees. This intentional targeting aimed to increase these smaller businesses' access to the PPP, properly addressing the past issue of funds running out before they could benefit.

Commission Discussion and Vote on the Subcommittee's Recommendations

Moderated by Sonal Shah, Chief Commissioner

Postponed to day two of the meeting due to time constraints.

Meeting Adjourned

In Attendance on Day 1:

Amy Agbayani

Teresita Batayola
Ajay Bhutoria
Luisa Blue
Kimberly Chang
Viviane Chao
Emily Chen
Linda Cheng
Kerry Doi
Grace Huang
Victoria Huynh
Krystal Ka'ai
Kamal Kalsi
Michelle Ka'uhane
Daniel Dae Kim
Kevin Kim
Philip Kim
Sarah Min
Erika L. Moritsugu
Erika Ninoyu
Simon Pang
Ai-Jen Poo
Dr. Arati Prabhakar
Mia Ives-Rublee
Raynald Samoa
Sonal Shah
Smita Shah
Gene Sperling
Julie Su
Summer Sylva
Katherine Tai
Judith Teruya
Robert Underwood
KaYing Yang
Jenny Yang

October 26, 2023
Meeting Convened at 9:00am ET

Commission Discussion and Vote on the Subcommittee's Recommendations

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

Proposed Changes to Recommendation One:

- “The Commission recommends that WHIAANHPI and collaborating agencies, such as the Department of Justice’s Civil Rights Division and Community Relations Service, schedule in-person listening sessions **with local law enforcement** on a “third pathway to reporting hate crimes” in order to provide more opportunities for advocates of AA and NHPI communities, including organizations that are currently working with victims of AA and NHPI hate crimes and incidents, to talk about current challenges, voice potential solutions and share their relevant experiences with regard to this issue. These listening sessions should be held in targeted cities, areas (urban and rural), or regions where the data collected by the FBI, state and local government entities, and community organizations have shown that AA and NHPI hate crimes and incidents have been on the rise. These listening sessions can also provide opportunities for **local**, state, and federal agencies to share information with the community on how to file hate crime/incident complaints and that the agencies exist to help the public. After an in-person listening session is completed, a writer report will be published and made publicly available.”

Parties who concurred with recommendation one: Commissioner(s) Dr. Amy Agbayani, Ajay Bhutoria, Luisa Blue, Kimberly Chang, Kerry Doi, Grace Huang, Victoria Huynh, Dr. Kamal Kalsi, Michelle Ka’uhane, Kevin Kim, Sarah Min, Simon Pang, Ai-jen Poo, Dr. Raynald Samoa, Smita Shah, Sonal Shah, Dr. Robert Underwood, KaYing Yang, Teresita Batayola, Daniel Dae Kim

Economic Equity Subcommittee

Proposed Changes to Recommendation One:

- iv) “User-Friendly Interface: Design the centralized hub with a user-friendly interface that allows small business owners to easily search for and access relevant programs. Provide clear navigation and search functions to make the process seamless. **Provide a mechanism to allow users to set up email alerts based on search parameters for loans and grants.**”

Parties who concurred with recommendation one: Commissioner(s) Dr. Amy Agbayani, Ajay Bhutoria, Luisa Blue, Kimberly Chang, Kerry Doi, Grace Huang, Victoria Huynh, Dr. Kamal Kalsi, Michelle Ka’uhane, Kevin Kim, Sarah Min, Simon Pang, Ai-jen Poo, Dr. Raynald Samoa, Smita Shah, Sonal Shah, Dr. Robert Underwood, KaYing Yang, Teresita Batayola, Daniel Dae Kim

Proposed Changes to Recommendation Two:

- 2a. Fire Safety Education: “***Small Business Administration Office of Disaster Resiliency and Recovery (ODR&R) and other agencies to collaborate closely.*** Develop and implement a nationwide fire safety education campaign, with a specific focus on small businesses and homeowners in collaboration with SBA. This campaign should disseminate crucial information about proper fire safety practices, emphasize the importance of smoke alarms, and provide guidance on the correct usage of fire extinguishers.”
- 2b. Fire Safety Education: “Small Business Administration Office of Disaster resiliency and recovery (ODR&R) and other agencies to collaborate closely with local authorities, ***local fire departments***, and community organizations to conduct workshops, training sessions, and outreach programs, ensuring that small businesses and homeowners are well-prepared to respond effectively to fire emergencies.
- 5a. Clearing Flammable Brush and Grass: ***Forge partnerships with the Small Business Administration Office of Disaster resiliency and recovery (ODR&R) to work*** in collaboration with state and local governments to establish and enforce mandatory rules requiring Business owners and homeowners in high-risk areas to clear flammable bush and vegetation around their properties regularly.
- 6a. Building Codes to Resist Wildfire Embers: ***Forge partnerships with the Small Business Administration Office of Disaster Resiliency and Recovery (ODR&R)*** advocate for and support the implementation of mandatory wildfire-resistant building codes for new construction in high-risk areas, covering roofing, siding, windows, ventilation, and attic vents.

Parties who concurred with recommendation #2: Commissioner (s) Dr. Amy Agbayani, Ajay Bhutoria, Luisa Blue, Kimberly Chang, Kerry Doi, Grace Huang, Victoria Huynh, Dr. Kamal Kalsi, Michelle Ka’uhane, Kevin Kim, Sarah Min, Simon Pang, Ai-jen Poo, Dr. Raynald Samoa, Smita Shah, Sonal Shah, Dr. Robert Underwood. KaYing Yang, Teresita Batayola, Daniel Dae Kim

Immigration and Citizenship Status Subcommittee

Proposed Recommendation One:

- The Commission recommends that the Department of Homeland Security’s U.S. Citizenship and Immigration Services (DHS USCIS) should grant employment authorization documents (EADs) and travel documents to individuals who have approved I-140 employment-based visa petitions in the EB-1, EB-2, EB-3 categories, who have been waiting in the visa backlog for five or more years, regardless of whether they have filed applications for adjustments of status. The duration of the EAD and travel documents should last until the application for the green card is finalized.

Parties who concurred with recommendation #1: Commissioner (s) Dr. Amy Agbayani, Ajay Bhutoria, Luisa Blue, Kimberly Chang, Kerry Doi, Grace Huang, Victoria Huynh, Dr. Kamal

Kalsi, Michelle Ka'uhane, Kevin Kim, Sarah Min, Simon Pang, Ai-jen Poo, Dr, Raynald Samoa, Smita Shah, Sonal Shah, Dr. Robert Underwood. KaYing Yang, Teresita Batayola, Daniel Dae Kim

Data Disaggregation Subcommittee Presentation

Co-Chair: Commissioners Sarah Min, Dr. Raynald Samoa, Dr. Robert Underwood

Members: Commissioners Emily Chen, KaYing Yang

Non-Commission Member: Dr. Ninez Ponce, Dr. Joseph Keawe Kaholokula

DFO: Linda Cheng

Commissioner Dr. Robert Underwood introduced the subcommittee, highlighting the subcommittee's focus on ensuring equitable data inclusion, specifically addressing underrepresented AA and NHPI populations. The priorities outlined include facilitating access for community advocates to federal agency data; fostering effective dialogue among communities, academic researchers, and federal agencies; and collaborating with other subcommittees. Additionally, he stressed the need for more accurate strategies to capture ethno-cultural, language, and multi-racial identity characteristics for these communities.

Commissioner Dr. Robert Underwood noted that the subcommittee met an expert presenter:

- **Rebecca Delafield, PhD, MPH, Assistant Professor, University of Hawai'i, John A. Burns School of Medicine, Department of Native Hawaiians Health:** Presented on NHPI infant mortality as well as maternal and perinatal health outcomes.

Commissioner Dr. Raynald Samoa highlighted disparities in infant mortality rates for NH and PI individuals in comparison to other ethnic groups. He explained the causes of infant mortality, emphasizing influences on health outcomes and disparities in education, socio-economic status, healthcare, and environmental factors. There are barriers in obtaining comprehensive data due to small NH and PI population sizes, but there are apparent variations in perinatal outcomes among NH and PI subgroups. Studies indicate varied risk factors across different NH and PI subgroups. In Oregon, they are implementing an innovative approach, mandating native language collection in state programs.

Potential Recommendations:

- A possible recommendation would be to invest in communities to build relationships and capacity, such as the *It Takes a Village* initiative in Utah where they are "Combining Data, Community, and Culture to Address Birth Outcome Disparities in Utah's Native Hawaiian/Pacific Islander Communities".
- Another possible recommendation includes pooling multiple years (e.g., three years' worth of data) to disaggregate NH and PI data from the Agency for Health Research and Quality under the Department of Health and Human Services in their Healthcare Cost and Utilization Project as their national reports do not include disaggregated NH and PI data.

Questions and Discussion

Commissioner Daniel Dae Kim inquired about Oregon's data standardization. Commissioner Raynald Samoa responded that Oregon mandated the collection of language data in application forms for individuals accessing state programs. This method served as an alternative means to gather information on NH and PI communities. The approach was adopted due to challenges faced by departments in compliance with OMB mandates for detailed subgroup data.

Commissioner Luisa Blue inquired if the subcommittee engaged with AAPCHO (Association of Asian Pacific Community Health Organization), which is an API organization of health and clinics. She noted that they also collect data. Commissioner Raynald Samoa replied that they have not engaged with them yet but assured that they have collaborated with various Asian Health Services and other networks that serve the NH and PI communities. However, he also highlighted that all the API Health Services need to be in the discussion to provide context to the data collected.

Commissioner Grace Huang reflected on her work of gender-based violence, domestic and sexual violence. She mentioned how her organization in California conducted in-depth interviews. Notably, she shared that the rates of sexual assault against Japanese Americans are much higher compared to other AA and NHPI communities. She expressed awe for how language intersects with data collection.

Health Equity Subcommittee Presentation

Co-Chair: Teresita Batayola, Kerry Doi, Mia Ives-Ruble

Members: Victoria Huynh, Dr. Kimberly Chang, Michelle Ka'uhane, Dr. Kamal Kalsi, Ajay Bhutoria

Non-Commission Member: Dr. Quyen Ngo-Metzger

DFO: Viviane Chao

Commissioner Kerry Doi introduced the subcommittee's focus on combating domestic, intimate, physical and/or sexual violence, AA and NHPI anti-bullying resources, human trafficking, environmental justice, healthcare workforce, impacts of artificial intelligence on AA and NHPI populations, aging within AA and NHPI populations, and culturally and linguistically appropriate health outreach and education.

Commissioner Kerry Doi noted that the subcommittee met with multiple presenters on a range of issues:

- **Daphne Kwok, Former Chair, President's Advisory Commission on AAPI and Vice President, Diversity, Equity & Inclusion, Asian American & Pacific Islander Audience Strategy, AARP:** Presented on addressing concerns of AA and NHPI seniors.

- **Marti Townsend, Regional Engagement Specialist, Earthjustice:** Presented a perspective on federal government engagement with environmental issues across Hawaii.
- **Erwin Tan, Director, Thought Leadership, Health, AARP:** Presented on Amplify AAPI, and data representation on AA and NHPI in nationwide health and retirement surveys.
- **Wayne Tanaka, Director, Sierra Club Hawaii:** Presented on restorative justice for Native Hawaiians to understand the unique impacts of environmental issues in Hawaii.

Commissioner Teresita Batayola highlighted that these priority areas are targeted for the remaining time that the Commissioners must work with each other. She stated that the first three priorities (combatting domestic, intimate, physical and/or sexual violence, AA and NHPI anti-bullying resources, and human trafficking) overlap each other and have different factors in terms of issues and potential recommendations. Yet, they all will be interconnected, and Commissioner Mia Ives-Ruble offered to take the lead on these three areas.

Commissioner Kimberly Chang recommended that the subcommittee add the infant mortality rate in their priorities issues.

Commissioners Kerry Doi and Teresita Batayola highlighted the Red Hill crisis in Hawai'i and the Commission's role in contributing to the solution. The Commission has hosted education sessions, and Marti Townsend from Earthjustice has committed to return next year due to the many recommendations on the ground that are being implemented. Marti Townsend was willing to give the Commission a status update. Commissioner Teresita Batayola wanted to connect this effort with the presentation from Day-1 around wildfires and suggested that the Commission consider asking what the role of the Commission could be, as it relates to catastrophic events.

Questions and Discussion

Commissioner Dr. Raynald Samoa expressed concerns regarding the alignment of certain priority issues with other subcommittees. He proposed the establishment of a unified environmental disaster plan, which would encompass the Lahaina disaster, Red Hill, and wildfires. He envisioned that each subcommittee would handle a relevant piece. Significantly, there needs to be assessment conducted in California for queer and trans-Pacific islanders, and due to limited resources for data collection, the community is seeking the subcommittee's consideration.

Commissioner Laura Blue recommended inviting Micronesian communities for a listening session to address issues related to environmental disasters impacting their islands. She highlighted the impact of wildfires in California, particularly in nearby cities, affecting Filipino and Hmong farmworkers in the central valley.

Commissioner Kerry Doi raised concerns about the inhabitable state of Kaho‘olawe due to historical bombing practices. He suggested further investigation and crafting recommendations regarding this issue.

Commissioner Dr. Robert Underwood raised the issue of addressing climate change and its disproportionate impact on island communities. Also, he underscored altered disaster trajectories due to climate change. He then pivoted to the reality that there are higher cancer rates among Pacific Islanders because of nuclear testing exposure. For both of these matters, Commissioner Dr. Robert Underwood offered to recommend presenters.

Commissioner Teresita Batayola raised concerns about the non-public nature of presentations to the Commission, and she encouraged this strategic planning discussion to amplify these issues and consider public involvement.

Commissioner Grace Huang suggested inviting working groups from the July Mental Health Summit for a listening session to explore opportunities for support.

Commissioner Michelle Ka‘uhane advocated for moving forward with the recommendations, supporting restorative and environmental justice in light of climate impact. She further emphasized the interdependence of Hawaiian and Pacific Islander health with the health of their land.

Commissioner Kimberly Chang shared the interconnection between environmental justice issues, land impact on community health, and healthcare delivery mechanisms. She recommended collaborating with patient-governed community health centers, such as Walo Health Center. Commissioner Sonal Shah advised the subcommittee(s) to consider inviting organizations or individuals to the commission discussions to shed light on issues that might not be widely known within the AA and NHPI communities. Additionally, she recommended that the subcommittees strategize on preparing these communities for future environmental justice discussions and their implications, given the relevance of these discussions to adapting to an evolving environment.

Language Access Subcommittee Presentation

Co-Chair: Dr. Amy Agbayani, Victoria Huynh, Dr. Kimberly Chang

Members: Kerry Doi, Grace Huang, Ajay Bhutoria, Simon Pang

Ex-Officio Member: Laureen Laglagaron

DFO: Viviane Chao

Dr. Amy Agbayani introduced the priority issues: Improve language access in the justice system; Increase outreach and engagement with communities with Limited English Proficient (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.; Build a pipeline of qualified language translators and interpreters; Develop and invest in rapid-response language access to mitigate impacts on LEP communities during emergencies; Support federal agency efforts to update and strengthen language access implementation and strengthen training

and accountability for federal grantees; Collect and analyze disaggregated information on specific languages within LEP populations; Conduct data collection and research in AA and NHPI languages.

Commissioner Dr. Amy Agbayani highlighted the interconnected nature of the discussed issue areas across different subcommittees and their recommendations.

Commissioner Grace Huang advocated for the inclusion of language access into federal agencies' equity plans and budget considerations, emphasizing the subcommittee's recommendation to leverage national surveys for disaggregating data on languages within LEP populations.

Commissioner Dr. Amy Agbayani noted that the subcommittee met with multiple presenters on a range of issues:

- **Dr. Kyu Rhee, President and CEO of the National Association of Community Health Centers:** Presented on specific trends and impact on cross-cutting issues with healthcare workforce, language access, and health equity for AA and NHPI communities.
- **Naomi Barry-Perez, Director, Civil Rights Center, Department of Labor:** Presented on the Department of Labor's efforts to undertake an inventory of language access for its public-facing programs
- **Lauren Laglagaron, Attorney Advisor, Civil Rights Division, Department of Justice:** Presented on the Department of Justice's review of federal language access plans
- **Janan (Ben) Raju, Director of Program Management, Office of Field Operations, U.S. Small Business Administration:** Presented on the Small Business Administration's engagement with the AA and NHPI communities and the impact of language access materials for people from those communities during the COVID-19 pandemic.

Questions and Discussion

Commissioner Dr. Raynald Samoa suggested the addition of an education subcommittee to further address the infusion of educational issues into language.

Commissioner Dr. Amy Agbayani shared insights about Hawaii's Department of Education's recent policy approval on multilingualism and certification for students proficient in multiple languages. She mentioned the establishment of a new curriculum focused on Filipino history. Commissioner Dr. Kimberly Chang commended Naomi Barry-Perez for the groundbreaking work done by the Civil Rights Center under DOL, highlighting the establishment of a Language Access Coordinator and accountability measures for the AA and NHPI communities at the Department of Labor.

Commissioner KaYing Yang suggested engaging in listening and strategizing sessions with the AA and NHPI communities to identify their needs and issues. She also advised focusing on rural and remote areas where advocacy for AA and NHPI communities is lacking.

Commissioner Teresita Batayola identified challenges in language access, especially in regional and local contexts, and stressed the need to allocate resources at regional and local levels to create a meaningful impact.

Commissioner Victoria noted the upcoming release of federal agency plans and language access plans for review. She expressed interest in creating a language access summit for Commissioners, federal agencies, and community organizations.

Commissioner Dr. Amy Agbayani urged a focus on smaller language groups and less visible communities, citing existing laws such as Civil Rights, Title 6, and Equal Access Law mandate attention from state and federal agencies, irrespective of citizenship requirements. Commissioner Luisa Blue raised concerns about Title 6 law not applying to federal agencies, highlighting potential limitations in addressing language access issues.

Strategic Planning Discussion

Chief Commissioner Sonal Shah started the conversation by highlighting that, as indicated in the new executive order, the Commission has been granted the authority to engage in public/private partnerships and external engagements. She then raised the challenge of effectively communicating the Commission's achievements and connecting with the community in terms of external engagements.

Executive Director Krystal Ka'ai noted the Commission's active role within the community during the Obama administration, serving as spokespeople and liaisons. She also noted the expanded authority under new Executive Order 14031, which extends the Commission's reach and grants Commissioners increased engagement with local stakeholders. She referenced the expansion provisions, specifically Section VIII, which amends Executive Order 14109 to increase avenues that expand national awareness of and share information about efforts to advance equity, justice, and opportunity for AA and NHPI communities.

Commissioner Dr. Kamal Kalsi proposed the establishment of one- or two-hour public listening sessions during Commission meetings and advised the addition of a dashboard to provide metrics on the Commission's accomplishments and recommendation implementation.

Commissioner Ajay Bhutoria inquired about the limitations and parameters around sharing recommendation progress with the public. Chief Commissioner Sonal Shah responded that public inquiries should focus on the Commission's priorities. She suggested a review of recommendations and priority areas to determine more specific areas for engagement with the public and asked for feedback on what would be effective and what would not be effective to share not. She encouraged structuring the public listening sessions effectively and aligning shared information with the White House to ensure consistency throughout the Administration.

Commissioner Dr. Kimberly Chang highlighted the public's limited understanding on how policies directly affect their daily lives, indicating a disconnect between policy changes and individuals' experiences. She emphasized the Commission's role in bridging this gap by translating policies and the Commission's recommendations into practical implementations and vice versa. It is important to develop recommendations based on community feedback and for policies to reflect the community's needs and experiences.

Commissioner Kevin Kim echoed support for a dashboard that provides metrics of the Commission's accomplishments and past recommendations. He suggested engaging with the ethnic media and inviting the AA and NHPI community-based organizations (CBOs) under one meeting to push information out. The subcommittee portfolios should be amplified for public awareness, which gives the public an opportunity to suggest recommendations that align with specific subcommittees.

Executive Director Krystal Ka'ai reminded the Commission that any questions produced by the subcommittee must be published in the Federal Register and advance notice, with a minimum of 30 days, must be given to the public. There is a clearance process for the Commissioners to engage with the media, speak to organizations, and participate in events.

Commissioner Victoria Huynh proposed a training session to educate the Commissioners on effectively engaging with ethnic media. She inquired about the availability of prepared materials that Commissioners can readily provide upon request and asked about establishing partnerships with WHIAANHPI regional networks to increase frequency of listening sessions. She has also explored potential partnerships with interagency working groups and researched ways the Commission can leverage their listening sessions.

Chief Commissioner Sonal Shah asked how Commissioners can actively engage with regional networks and take part in their respective listening sessions.

Executive Director Krystal Ka'ai explained that WHIAANHPI has established regional networks, which conduct their own listening sessions. Advance notification is typically provided to Commissioners in states or cities where WHIAANHPI plans to visit for listening sessions. She noted the varying levels of membership in different regional areas and highlighted the recent executive order mandating federal agencies to appoint representatives in their respective regions for inclusion in the regional network. WHIAANHPI has been informing the Commission on Cabinet and WHIAANHPI travels as available, along with White House principals travel, to ensure seamless communication and eliminate any potential gaps in engagement.

Commissioner Ai-jen Poo commented on the amended executive order, highlighting the bullet point "(viii) ways to expand national awareness of and share information about efforts to advance equity, justice and opportunity for AA and NHPI communities" as amended through Executive Order 14109 and emphasized the significance of these approaches for the Commission's success. She agreed with Chief Commissioner Sonal Shah's feedback on two areas of awareness: the importance of communicating the Commission's actions, recommendations, achievements, and standing, and the significance of disseminating information about the Administration's actions that impact the AA and NHPI communities. She proposed the

need for a comprehensive strategy to successfully execute the Commission's goals and suggested defining a clear theory on achieving the established goals. Recommended a meeting with the White House Press office to provide guidance.

Commissioner Michelle Ka'uhane agreed with Commissioner Poo's suggestion and emphasized the role of the Commission to act as a bridge between the community and the Administration. She highlighted Executive Order 14031, particularly bullet VII, which states that the Commission should facilitate "strategies to increase public-and private-sector collaboration, and community involvement in improving the safety and socioeconomic, health, educational, occupational, and environmental well-being of AA and NHPI communities." She emphasized the relevance of engaging philanthropic entities that are aligned with the Commission's priorities.

Commissioner Luisa Blue recommended compiling a comprehensive roster of the regional network and its members. She noted there was a missed opportunity with the Department of Justice's "United Against Hate" program's listening sessions, which could have significantly benefited the Commission's efforts against anti-Asian hate.

Commissioner Simon Pang proposed consolidating media contacts for direct communication, particularly in areas aligned with the Commissioner's initiatives.

Commissioner KaYing Yang suggested including a third focus area for community involvement, and she agreed with Commissioner Ai-jen Poo's recommendation. She emphasized the importance of grassroots engagement and accessibility, highlighting the importance of disseminating information through community-based organizations and local advocates.

Commissioner Smita Shah supported the idea of engaging ethnic media and recommended connecting with state and local commissioners. Referencing her experience with Chicago's advisory council, she emphasized the importance of sharing recommendations within everyone's community. She emphasized the value of public-private partnerships and engaging with community-based organizations to serve as grassroots advocates on behalf of the Commission.

Commissioner Dr. Kamal Kalsi agreed with the engagement strategy involving ethnic media. He proposed a targeted approach using smaller groups or "strike teams" of Commissioners to interact with local communities which may have a greater chance for improved dialogue. He supported the idea of creating an education subcommittee and integrating data disaggregation into all other subcommittees.

Commissioner Daniel Dae Kim echoed support for the idea of identifying the Commissioners as ambassadors and agreed with the idea of them being accountable to their individual regions. He then stated that it is a loss for the Commission to part ways with Commissioners Amy Agbayani and Michelle Ka'uhane, given their years of commitment and impact on the Hawaiian community. He recommended the Commission be mindful of their role and experience as they pursue replacements for both commissioners. It is important that the Commission can answer to its local communities in areas like grassroots and ethnic media.

Commissioner Dr. Kimberly Chang agreed with Commissioner Michelle Ka‘uhane’s recommendation around philanthropic partnerships. She noted that, while there are few Asian philanthropies, the bulk of the philanthropy dollars are not within these communities, and she posed the question of whether this calls for a recommendation or if WHIAANHPI can host an educational summit on issues related to philanthropy. She envisioned the summit to include political powers, so these individuals could listen and comprehend the value of the information that is being shared. An event like this could provide opportunities to learn from local communities.

Commissioner Kevin Kim mentioned WHIAANHPI’s social media page and suggested introducing the recommendations to ensure that everyone is aligned with getting this information out to the community. He explained the importance of ethnic media and leveraging other channels through social media to increase awareness of the work that they do to uplift these specific communities.

Organizational Structure Discussion

Commissioner Sarah Min opened the discussion, reflecting on the intersecting priority areas, tactics, and topics observed over the last two years. She urged the Commission to assess the current structure and its alignment with these intersections. Using the example of how topics like climate justice and environment intersect with community resilience and emergency response, she prompted the Commission to consider the qualitative narrative of their objective to leverage public-private partnerships.

Commissioner Luisa Blue emphasized the need to avoid replicating the lack of follow-up seen in previous commissions by prioritizing the approximately 70 recommendations. She suggested identifying feasible implementations within a year to avoid overwhelming objectives.

Commissioner Dr. Amy Agbayani proposed the formation of an outreach-focused subcommittee to engage with smaller communities for feedback. Additionally, she advocated for an education committee to augment the commission’s efforts.

Commissioner Ajay Bhutoria voiced support for implementing the recommendations, emphasizing the Commission’s efficacy in getting things done. He favored an education subcommittee, suggesting potential merges with existing subcommittees.

Commissioner Smita Shah proposed a methodology, wherein each subcommittee identifies one or two recommendations and invites input from other subcommittees. She suggested engaging directly with the public to determine their interests rather than solely relying on internal decisions.

Commissioner Dr. Robert Underwood delineated three key functions of the Commission: providing voice, influencing policy, and demonstrating impact. He acknowledged existing dissatisfaction with the giving of voice and confusion regarding policy change. He then emphasized the Commission’s advisory role to the President, urging clarity on defining activities, processes, and organizational methods. He recommended that the subcommittees remain organized around specific issue areas and stressed the critical nature of accommodating

diverse voices in the Commission's decision-making. He also proposed a meeting in Guam and the establishment of an education-focused subcommittee to further address the diverse range of voices represented within the commission.

Commissioner Ai-jen Poo presented a preliminary proposal for the Commission's reorganization. She suggested a shift from organizing around specific issues to structuring the Commission's work based on three core values: Voice, Resilience and Dignity. These values would drive the Commission's objectives, emphasizing community voice and outreach; promoting community response, resilience, and preparedness; and centering on economic and health equity, education, and workforce initiatives. This reorganization would allow recommendations to emerge from the values and relationships with communities, prioritizing outward communication and engagement.

Commissioner KaYing Yang raised concerns regarding elevating community voices without causing conflicts. She emphasized the necessity of a framework that includes the most marginalized communities, and she further advocated for the unique understanding of "voices" in different communities. To ensure traditionally unheard voices are elevated, she stressed the need for increased. Furthermore, she cautioned that a higher number of subcommittees might not guarantee success but would require more staff support.

Commissioner Dr. Raynald Samoa delineated the difference between equality and equity. He emphasized that while equality implies equal resources, equity ensures equal access to these resources. Referencing the representation of NHPI commissioners, he questioned if the current structure equitably represents these communities. He pointed out the need to avoid unintentional marginalization and highlighted the risk that re-structuring and consolidation of subcommittees might diminish the voice of underrepresented communities.

Commissioner Teresita Batayola highlighted the limitation posed by time and staff availability. She suggested a focused listening session on environmental and restorative justice, citing specific instances in Hawaii and other affected communities, such as Louisiana and Washington. She recommended creating an education subcommittee and establishing defined parameters based on various received inquiries. She echoed the critical importance of amplifying community voice, echoing Commissioner Ai-jen Poo's proposed values and suggested implementing an effective website with a dashboard for improved communication and data visualization.

Commissioner Kerry Doi highlighted that while he likes using SMART goals, he would like to know what outcome the Commission is trying to achieve and what is it that the Commission would like to see as a result.

Commissioner Michelle Ka'uhane addressed the need for community preparedness, emphasizing the lack of readiness in many communities concerning the topics discussed within the Commission. She highlighted an administrative push for government agencies to implement diversity, equity, and inclusion. However, she proposed an additional consideration to task these agencies with utilizing existing resources to invest in community resilience. The focus should shift towards proactive measures rather than reactive responses, emphasizing the importance of implementing long-term resilience plans. Drawing from her experience in a community foundation spanning five years, she stressed that a significant portion of the foundation's efforts,

four out of five years, revolved around responding to disasters disproportionately affecting AA and NHPI communities. These disasters ranged from floods to volcanic eruptions, extreme weather conditions like cold spells, and wildfires. She underscored the critical lack of investment in preemptive resilience strategies that could better prepare these communities in such events.

Commissioner Kevin Kim advocated for a pivot towards restructuring the Commission based on core values. He emphasized that the restructure should not impede new recommendations and proposed the establishment of a NHPI subcommittee to elevate the voices of these communities, particularly with the departure of two NHPI-focused Commissioners. He suggested revising the “voice” value to “outreach” and narrowing down to four subcommittees centered around values while addressing the 66 recommendations, with a possible addition of an education subcommittee.

Commissioner Grace Huang expressed concerns about the absence of Commissioner Mia Ives-Ruble during the discussion, as she represents individuals with disabilities. She also emphasized the need for structure that highlights the visibility of women within particular faiths and ensures their representation in the context of “voice”. While supporting the “resilience” value, she raised legal feasibility concerns based on an executive order.

Commissioner Smita Shah highlighted the diverse nature within Asian American communities, stressing the need for a nuanced approach, exemplified by a future education subcommittee. She brought up the issue of defining "underrepresented minorities" and its implications. She emphasized the need for diverse communities to have a voice and the collaborative strength of AA and NHPI communities.

Commissioner Luisa Blue shared the importance of combating anti-Asian hate by addressing systemic racism first, particularly through education initiatives within immigrant AA and NHPI communities. She urged prioritizing anti-Asian hate at the forefront when setting recommendations and priorities.

Commissioner Sonal Shah stressed the importance of timelines and the distinction between federal-level policies and local-level implementation. She emphasized the need for the Commission to engage with agencies, translating recommendations into practical implications for people's lives and connecting with philanthropies and ethnic media for broader outreach.

Commissioner Ai-jen Poo proposed a new set of core values, emphasizing underserved communities, voice and outreach, safety and resilience, and dignity and opportunity. She highlighted the crosscutting nature of recommendations within different priority areas.

Commissioner Dr. Kamal Kalsi acknowledged the value-based approach but raised concerns about feasibility due to limited time. He suggested integrating "courage" into the value system and proposed a revised meeting structure to alleviate support staff pressure (e.g., 3 meetings per year and monthly subcommittee meetings).

Commissioner Teresita Batayola highlighted a limitation regarding subcommittees, noting their inability to interact with each other, resulting in overlapping recommendations. She suggested exploring ways to lift this restriction and proposed that the Chief and Deputy Chief

Commissioner meet with the co-leads to align the existing infrastructure with the Commission’s core values. Additionally, she recommended incorporating education under each subcommittee.

Executive Director Krystal Ka‘ai outlined the constraints imposed by the Federal Advisory Committee Act (FACA), explaining that the charter specifies limitations on the number of Commission members that can convene simultaneously. She suggested that while the subcommittees cannot convene without triggering FACA violations, representatives serving on multiple committees could potentially serve as conduits for information sharing, a proposal previously granted but underutilized.

List of Proposals

1. Restructure the subcommittees into four subcommittees focused on: underserved communities; voice and outreach; safety and resilience; and dignity and opportunity. These subcommittees would be charged with reviewing the recommendations that have already been issued and prioritizing those that the commission want to either keep pushing, elevate or surface new recommendation and put forward new recommendations around these themes.
2. Replace data disaggregation subcommittee with an education subcommittee and keep the structure of 6 subcommittees.
3. Absorb data disaggregation across all the subcommittees and add a new subcommittee focused on education. In addition, establish 3 meetings per year with the commission.
4. Keep the structure as is.
5. The merger of three existing subcommittees—Health, Economic Equity, and Immigration—while integrating education as a theme into the "Belonging, Inclusion, Anti-Asian Hate, and Anti-Discrimination" subcommittee. Eliminate separate subcommittees for data disaggregation and language access, suggesting their incorporation as themes within each subcommittee along with priority area on underserved communities, and proposing the addition of a new subcommittee focused on outreach and external relations.
6. Keep the structure as-is and absorb language and data disaggregation into all of the subcommittees and add an Outreach subcommittee.
7. Absorb data disaggregation and language access across the subcommittees and add education and outreach subcommittees.

The Commission voted and approved to add “Education” to Data Disaggregation, renaming the subcommittee to “Data Disaggregation and Education.”

Closing Remarks and Next Steps

Sonal Shah, Chief Commissioner

Commissioner Sonal Shah commended Commissioners Ai-jen Poo, Amy Agbayani, and Michelle Ka‘uhane for their past work with WHIAANHPI, stressing their presence will be missed.

She ended the meeting with five key takeaways from this two-day event:

1. In the next round of recommendations, the Commission needs to look at underserved communities. The Commissioners’ job is to ensure voices, specifically underrepresented ones, are heard at the federal level.
2. All subcommittees must incorporate external engagement. The role of the Commission is not solely focused on creating recommendations, and connections with community leaders must be created and fostered.
3. There must be a focus on Native Hawaiian and Pacific Islander populations. The Commission is losing significant advocates for these ethnic subgroups, and the rest of the Commission should be more committed to these communities.
4. Commissioners must coordinate their schedules with the DFOs more efficiently, as attendance and participation in events and meetings are vital to the Commission’s work.

Adjournment

Meeting Adjourned

In Attendance:

Amy Agbayani
Teresita Batayola
Ajay Bhutoria
Luisa Blue
Kimberly Chang
Viviane Chao
Emily Chen
Linda Cheng
Kerry Doi
Grace Huang
Victoria Huynh
Krystal Ka‘ai
Kamal Kalsi
Michelle Ka‘uhane
Daniel Dae Kim
Kevin Kim
Sarah Min
Erika Ninoyu

Simon Pang
Ai-jen Poo
Raynald Samoa
Smita Shah
Sonal Shah
Judith Teruya
Robert Underwood
KaYing Yang