



# EMBRACE: MAY FACILITATOR GUIDE

## DESCRIPTION

Welcome! For the month of May, we celebrate Asian American and Pacific Islander (AAPI) heritage month. Celebrated in the month of May, we recognize the contributions and influence of Asian Americans and Pacific Islander Americans to the history, culture, and achievements of the United States. AAPI Heritage Month celebrates the unique journey of all AAPI immigrants and citizens in the United States and their unique life experiences, traditions and cultures. As an organization, our goal is to highlight and celebrate diverse cultures, identities, and lived experiences. We want to learn to be better allies, as well as begin to have meaningful and impactful conversations surrounding diversity, equity, inclusion, and belonging. The purpose of the EMBRACE program is to facilitate dialogue and opportunities for learning. We will continue to answer why this is important for AEPH sisters to discuss race, identity, and implicit and explicit bias.

Throughout each facilitator guide, you will find guided conversations and links to other resources you may use with members. This programming is meant to be open to all members of Alpha Epsilon Phi. These resources will allow your chapter to have open and honest conversations, while continuing to build upon the trust shared between you. We encourage you to share these resources with the entire chapter so that others may also participate, if interested. The purpose of the activities included in our monthly programming are to reinforce the information covered while engaging in an activity that allows for open communication, reinforcement of the educational materials, and an opportunity to work with your sisters.

You do not need to complete the entire facilitator guide. Please use this as a resource as you identify what conversations, topics and activities are valuable and will be engaging for your chapter. This facilitator guide can be done in full, it can be broken up over the month, or you can use portions of the guide to host mini sessions prior to, or following, a chapter meeting. Make these resources work for your chapter.

This programming can be modified for virtual or in person programming, depending on the needs of your campus. Please partner with your programming specialist if you need help identifying ways to move these conversations online.

If you have any questions or concerns, please reach out to your programming specialist. They will be able to provide additional assistance and answer your questions.

We encourage you to engage with one another in honest dialogue, enriching your sisterhood, while continually exemplifying the high ideals and moral character that makes you uniquely members of Alpha Epsilon Phi.

## LEARNING OBJECTIVES

Participants will...

- Have an understanding of Asian American and Pacific Islander Heritage Month.
- Acknowledge the importance, relevance, and origins of Asian American and Pacific Islander Heritage Month.
- Have an understanding of how Asian American and Pacific Islander Heritage Month allows us to honor the contributions and sacrifices of Asian Americans and Pacific Islanders who have helped shape our nation.
- Have an understanding of xenophobia.

## RESOURCES

- **Land Acknowledgement**
  - [A Guide To Indigenous Land Acknowledgement](#)
- **Asian American and Pacific Islander Heritage Month: Introduction**
  - [Asian American and Pacific Islander Heritage Month](#)
  - [Asian Pacific American Heritage Month](#)
- **How violence against Asian Americans has continued to grow**
  - [‘The fear is very real’: how Asian Americans are fighting rising hate crime](#)
  - [How violence against Asian Americans has grown and how to stop it, according to activists](#)
  - [The Coronavirus Surfaces Fear, Stereotypes and Scapegoating](#)
- **“Other”: A brief history of American xenophobia**
  - [“Other”: A brief history of American xenophobia](#)
  - [Supplementary Timeline of American xenophobia](#)
- **Xenophobia and Anti-Asian Racism Discussion**
  - [Anti-Asian racism hate crime statistics for 2021-2022](#)
  - [The long history of Anti-Asian hate in America explained](#)
  - [FACT SHEET: President Biden Announces Additional Actions to Respond to Anti-Asian Violence, Xenophobia and Bias](#)
  - [Stop AAPI Hate](#) - national report
- **Ted Talks**
  - [TEDxBoise: I am not your Asian Stereotype](#)
  - [TEDxKids@ElCajon: Asian Stereotypes - Rethinking Perceptions](#)
  - [TEDxUTAustin: Not Your Model Minority](#)
  - [TEDxJHU: Redefining Asian American Narratives Through Storytelling](#)
- **Chapter Activities**
  - [Celebrating Asian American Pacific Islander Month](#)
  - [Asian Americans Talk About Racism, and We Listen](#), Still Processing Podcast
  - [Screams and Silence](#), Code Switch Podcast
  - [10 Great Books to Read for AAPI Heritage Month](#)
  - [Washington State University: Celebrating AAPI Heritage Month Together](#)
  - [Rhode Island College: AAPI Heritage Month - May 2022](#)
  - [Indiana University Bloomington: 2022 Asian American & Pacific Islander Heritage Month](#)
  - [Watch Celebrating Asian American Pacific Islander Heritage Month](#)
  - [5 Ways to Honor AAPI Heritage Month 2022](#)
  - [Asian Art Museum Virtual Tour](#)
  - [National Museum of American History - We are American and We Stand Together: Asian American Resilience & Belonging](#)
  - [Virus Has Not Nationality: Corona Virus and Infection Racism](#)
  - [President’s Proclamation on Asian American Heritage Month](#)

## ADDITIONAL RESOURCES

- [Self Evident: Asian Americans Stories](#)
- [#AsianAmCovidStories](#)
- [President Biden, AAPI legislators commemorate 1-year anniversary of deadly Atlanta spa shooting](#)
- [Addressing Hate Crimes Against Asian Americans and Pacific Islanders](#)
- [Understanding Asian American and Pacific Islander Heritage Month](#)
- [The Story behind Asian Pacific American Heritage, and why it’s celebrated in May](#)
- [Asian American, Natic Haswaaian, and Pacific Islander Heritage Month](#)
- [What AAPI Means, and Why AAPIHM Falls in May](#)
- [ADL: Asian American Pacific Islander Heritage Month Resources](#)
- [Jews Must Ensure That Asian Americans Are Heard. We Know The Frustration Of RIsing Anxieties Falling On Deaf Ears](#)

## PREPARATION

- Schedule a time to hold May programming.
- Read through the facilitator guide in advance.
- Select one of the TED Talks provided in the facilitator guide and create questions to facilitate conversation and dialogue following viewing the TED Talk you chose.
- Distribute the Vox Article: [The long history of anti-Asian hate in America explained](#), and the White House Memorandum [Condemning and Combating Racism, Xenophobia and Intolerance against Asian Americans and Pacific Islanders in the United States](#) to be read prior to the meeting
- Review Chapter Activities: Select a few to do with the chapter.
- Send an agenda to the members prior to the program letting them know what you are going to cover.
- Share the additional resources provided in this guide with chapter members to continue their learning outside of EMBRACE.

## FACILITATORS

- Any of the following officers/chairs can facilitate this programming:
  - VP-Programming
  - DEI Chair
  - Jewish Heritage Chair
  - Additional officers or chapter members – provide opportunities to keep members engaged

## HOW TO USE THIS FACILITATOR GUIDE

- Text formatted in standard font is identified as a “talking point” and is intended to be read aloud by the facilitator.
- Text formatted in *italics* is intended as a note for the facilitator; italicized text is not meant to be read aloud.
- Text formatted in **bold** denotes a series of questions to engage participants in a dialogue.

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### FACILITATOR TALKING POINTS

- *The purpose of this section is to give you reminders to make your EMBRACE meetings cohesive and to ensure that members are connecting with one another. Some members may be further along in their understanding of Diversity, Equity, Inclusion and Belonging work; others may not be as comfortable to share. Remind everyone that this is a safe space and encourage everyone to participate openly and honestly. Below are some questions to ask.*
- Welcome everyone!
- Check in on how each member is doing – this programming is designed to provide a safe space for discussion.
- Encourage members to continue DEI&B conversations outside of structured EMBRACE programming.
- *Make sure to leave time at the end of the meeting to allow for members to ask any questions.*

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## LAND ACKNOWLEDGEMENT

### FACILITATOR TALKING POINTS

- *Before you begin your session, review the land acknowledgement statement your chapter created. If you need additional tips for creating an indigenous land acknowledgement statement you can review those [here](#).*
  - In November 2021, we created a land acknowledgment statement, before each EMBRACE session we will read it to acknowledge the land we have the privilege to live, study, and meet on today.
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## ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH: INTRODUCTION

### FACILITATOR TALKING POINTS

- Asian American and Pacific Islander Heritage Month (AAPI Heritage Month) is an annual celebration that recognizes the historical and cultural contributions of individuals and groups of Asian American and Pacific Islander descent to the United States.
- **Who knows which cultures the AAPI umbrella term includes?**
  - *Allow chapter members to respond.*
- The AAPI umbrella term includes cultures from the entire Asian continent including East, Southeast and South Asia - and the Pacific Islands of Melanesia, Micronesia and Polynesia. As of 2019, there were roughly 22.9 million people of Asian or Pacific Islander descent in the United States.
- **Who can explain why we celebrate Asian American and Pacific Islander Heritage Month?**
  - *Allow chapter members to respond. There is no one "right" answer.*
- Asian American and Pacific Islander Heritage Month is a celebration of Asians and Pacific Islanders in the United States. Asian American and Pacific Islander is a rather broad term used to encompass all of the Asian continent and the Pacific islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island).
- AAPI people have a long history in the United States having contributed to many facets of American culture and society, including science and medicine, literature and art, sports and recreation, government and politics, and activism and law.
- Most recently we have seen AAPI people, stories, and traditions become more visible.
- **What are some ways you have seen the AAPI community recognized and celebrated recently?**
  - *Allow chapter members to respond. Look for answers like: Kamala Harris becoming the first Asian American Vice President of the United States, South Korean director Bong Joon Ho's "Parasite" winning the Academy Award for best picture in 2019, the release of Shang-Chi and the Legend of the Ten Rings in 2021, debuting Marvel's first Asian superhero.*
- **Why did Asian American and Pacific Islander Heritage Month begin?**
  - *Allow chapter members to respond.*
- AAPI Heritage Month originated in Congress in 1978. In 1977, Rep. Frank Horton of New York introduced House Joint Resolution 540 to proclaim the first ten days in May as Pacific/Asian American Heritage Week. Hawaii Senator Daniel Inouye introduced a similar joint resolution the same year, however these resolutions did not pass. It was not until May 1979 when Jimmy Carter signed it into public law that the first 10 days of May would be known as Asian/Pacific American Heritage Week.
- From 1980 - 1990, the celebration was observed for a week and in 1990, Congress expanded the observance from a week to a month and was known as Asian/Pacific American Heritage Month until it was renamed in 2009 to AAPI Heritage Month.

	<ul style="list-style-type: none"> <li>● <b>Does anyone know why the month of May is significant for the date of AAPI Heritage Month?</b> <ul style="list-style-type: none"> <li>○ <i>Allow chapter members to respond.</i></li> </ul> </li> <li>● May was chosen for AAPI Heritage Month because it commemorates the immigration of the first Japanese people to the United States on May 7, 1843. It also recognizes Golden Spike Day, May 10th, 1869, which marked the completion of the transcontinental railroad that was built with significant contributions from Chinese workers.</li> </ul>
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## HOW VIOLENCE AGAINST ASIAN AMERICANS CONTINUES TO GROW

<p><b>FACILITATOR TALKING POINTS</b></p>	<ul style="list-style-type: none"> <li>● Since their immigration to the United States, Asians have been met with xenophobia, racism, bias and violence.</li> <li>● Chinese workers were abused, robbed and murdered in San Francisco in the 1850s. In 1854, the California Court ruled in <i>People v. Hall</i> that people of Asian descent could not testify against a white person in court, meaning that white people could avoid punishment for anti-Asian crimes.</li> <li>● During World War II, from 1942 - 1945, people of Japanese descent were incarcerated in internment camps across the nation.</li> <li>● In 1982, Chinese American Vincent Chin was murdered by two white men in Detroit because they believed Asians were taking auto industry jobs from whites.</li> <li>● In March 2021, a man shot and murdered six women of Asian descent at three spas in the Atlanta area.</li> <li>● <b>Have you witnessed any racist and xenophobic rhetoric since the Covid-19 pandemic?</b> <ul style="list-style-type: none"> <li>○ <i>Allow for chapter members to respond. Ask them to share when and what happened if they are comfortable.</i></li> </ul> </li> <li>● This rhetoric has led to AAPI people of all ages and cultures to be verbally and physically harassed and murdered in cities across the United States.</li> <li>● In March 2020, the FBI issued a report predicting a surge in hate crimes against Asian Americans, due to the Covid-19 pandemic, which originated in an Asian country.</li> <li>● Incendiary and racist language used by politicians and repeated across social media and the geopolitical tensions with China has only added</li> </ul>
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more fuel to the fire.

- A year after the shootings in Atlanta, many additional attacks on Asian Americans have continued across the country.
  - American history is covered with anti-Asian exclusion, discrimination and prejudice, particularly, when economic times are tough or during other times of great unrest.
  - Scapegoating that has taken place in the wake of Covid-19 is not new. Scapegoating is the blaming of an individual or group for something based on that person or group's identity when the person or group is not responsible. Bias, prejudicial thinking and discriminatory acts lead to scapegoating.
  - The fear of the pandemic has led to misinformation, conspiracy theories and scapegoating, especially on social media and the internet.
  - Throughout history, we find examples of marginalized groups being scapegoated, quickly becoming targets of xenophobia.
  - But something is different now. More people recognize the problem. Compared to the 1982 murder of Vincent Chin, a Chinese American man who was beaten to death by two white auto-workers who took him for Japanese and blamed Japan for the car industry's struggles (and were merely fined \$3,000 each for the killing), today Asian Americans, the fastest-growing racial or ethnic group in the US, are finally in a position to do more..
  - Social movements such as Black Lives Matter, have contributed to greater understanding about racism and bias, and through federal level, community advocates and other leaders have been organizing, debating, and building support, aimed at combating the ongoing epidemic of anti-Asian hate.
  - Hate crimes have been the focus of a lot of public discussion, advocacy and research. However, when we only focus on hate crimes, we miss the bigger story of racism.
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## **“OTHER”: A BREIF HISTORY OF AMERICAN XENOPHOBIA**



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**FACILITATOR  
TALKING POINTS**

- *Screen Share the [TedEd talk](#), make sure to have your volume on.*
  - We are going to watch a TedEd talk, “Other”: A brief history of American xenophobia. The United States often touts itself as a “nation of immigrants,” but this obscures the real story: Our country was built by enslaved Africans and exploited immigrants on stolen indigenous land, which has left deep scars that we have yet to heal. This TedEd talk explores how these dark truths of American history are interconnected, and how we can work together to confront the past and build a more just and equitable future.
  - Following this short video we are going to discuss America’s history of xenophobia, specifically focusing on anti-Asian history within the United States.
  
  - **What does xenophobia mean?**
    - *Allow for members to share what they think this means.*
    - *Fear of strangers, from the Greek word for “foreigners.”*
  - **How familiar were you with the Chinese Exclusion Act of 1882?**
    - *Allow for members to share their thoughts.*
    - *This was the first federal law that singled out an immigrant group for exclusion based on race.*
    - *This act placed a 10-year moratorium on all Chinese migration.*
  - **When was the first time you remember seeing some form of xenophobia?**
    - *There is no right answer here. Allow for members to share their experiences. Mention Islamophobia following 9/11.*
  - *The United States has a long history of xenophobia, following September 11th, we experienced an increase in Islamophobia. During World War II, following the attacks on Pearl Harbor, there was an increase in anti-Asian racism, resulting in the Japanese internment camps for Japanese Americans.*
  - *Share the [Xenophobia Supplementary Timeline](#) with the chapter, discuss a broad overview of the history of American xenophobia and racism from 1492 - 2017.*
  - **How do you think xenophobia and racism are related?**
    - *Allow for members to share their thoughts.*
  - **Have you ever felt discrimination for your race or ethnicity?**
    - *Allow for members to share their thoughts.*
    - *For those who are white, or white passing, and for many Jewish Americans, we do not know what it feels like to be discriminated against due to our race or physical appearance.*
  - **How many of you learned about the Japanese internment camps in primary school (middle school/high school)?**
    - *Allow members to share their experiences.*
    - *Executive Order 9066 was signed on February 19, 1942 by President Franklin Delano Roosevelt, to incarcerate people under suspicion as enemies.*
    - *This order also affected German and Italian Americans on the East Coast, however the vast majority of those incarcerated in 1942 were of Japanese descent, especially in California.*
  - *Many of them were naturalized citizens, second and third generation Americans.*
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- The prevailing narrative in the United States is that Asian Americans are the model minority.
  - This concept was developed during and after World War II, that Asian Americans are the ideal immigrants of color to the United States due to their economic success.
  - However, in the United States, Asian Americans have long been considered a threat to a nation that promoted a whites-only immigration policy. They were called a “yellow peril”: unclean and unfit for citizenship in America.
  - As you saw in the timeline of xenophobia in the United States, from the Chinese Exclusion Act, to the Executive Order 9066 which resulted in the internment camps, incarcerating people under suspicion as enemies, to the everyday racism which has increased since the outbreak of Covid-19.
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## XENOPHOBIA AND ANTI-ASIAN RACISM: DISCUSSION

### FACILITATOR TALKING POINTS

- Since the coronavirus pandemic, violent attacks and harassment toward Asian Americans have spiked.
- According to Stop AAPI Hate, an organization that has been tracking these reports, over 10,905 incidents have been reported between March 19, 2020 to December 31, 2021. 4,632 occurred in 2020 (42.5%) and 6,273 occurred in 2021 (57.5%). The number of hate incidents reported is only a fraction of the number of hate incidents that actually occur.
- These incidents include everything from getting shunned at work to physical assaults, to the shooting and deaths of 8 people in Atlanta, 6 of the women were of Asian descent.
- According to Stop AAPI Hate, verbal harassment (63%) continues to make up the biggest share of total incidents reported. Physical assault (16.2%) is the second largest category of total report incidences followed closely by deliberate avoidance of AAPIs (16.1%).
- These hate crimes have been fueled by racist rhetoric.
- Of these crimes, almost half (48.7%) have taken place in public spaces, public streets, public transit, and public parks, with the majority of hate incidents reported by women (61.8%).
- The current xenophobia is built on deeply rooted racism toward Asian Americans.
- As we discussed earlier, racism toward Asian Americans goes back a long time.
- **What are some things that stood out to you when you were reading the [Vox](#) article?**
  - *Allow for members to share their thoughts.*
- **What are some things you didn't know?**
- **How can we work together to combat anti-Asian racism and xenophobia?**
- **Why is it important for us to discuss this?**
- Although racism toward Asian Americans has persisted for generations, it is rarely explicitly confronted or talked about. "Asian discrimination tends to be overlooked and widely tolerated, even among educated classes," University of Pennsylvania English professor Josephin Park stated.
- Hate crimes against Asian Americans in 16 cities rose by 150 percent in 2020.
- **What do you think is behind the rise in anti-Asian attacks?**
- **What do you think our past tells us about the fight to be seen and to feel safe?**
- **What did you take away from [President Joe Biden's statements](#)?**
- **What are some ways we can build awareness?**
- **What ways can we combat racism and xenophobia?**

## TEDTALKS

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## FACILITATOR TALKING POINTS

- *Below are insightful talks that offer fresh, thoughtful perspectives on the Asian and Pacific Islander experience. To further your education we encourage you to select one of the many TEDTalks that are available that address various topics about AAPI Heritage Month. Below are a few to consider watching as a chapter.*
  - [TEDxBoise: I am not your Asian Stereotype](#)
  - [TEDxKids@ElCajon: Asian Stereotypes - Rethinking Perceptions](#)
  - [TEDxUTAustin: Not Your Model Minority](#)
  - [TEDxJHU: Redefining Asian American Narratives Through Storytelling](#)
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## CONCLUSION

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### FACILITATOR TALKING POINTS

- Supporting the AAPI community should go beyond liking an Instagram infographic during May. There are many actionable ways to give back and stand in solidarity.
  - **What are some ways we can as a chapter participate in more actionable ways to give back and stand in solidarity?**
    - *Allow chapter members to respond. Write responses on flipchart paper or on a Google document to reflect on later.*
    - *Some example could be: signing up for a bystander course, advocating for AAPI rights on a local level, intentionally seek out AAPI made media (new television show, books by AAPI authors, share resources on social media, support local businesses owned by AAPI persons, know how to report a hate crime, listen to our friends and neighbors)*
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## CHAPTER ACTIVITIES

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**FACILITATOR  
TALKING POINTS**

- *Take a look at what your university is doing to celebrate Asian American Pacific Islander Heritage Month. Encourage your members to attend one of the programs specific to your university. Below are some activities that universities are doing that are open to the public or to find ideas to host on your campus.*
    - [Washington State University: Celebrating AAPI Heritage Month Together](#)
    - [Rhode Island College: AAPI Heritage Month - May 2022](#)
    - [Indiana University Bloomington: 2022 Asian American & Pacific Islander Heritage Month](#)
  
  - *Utilizing the activities lists below - choose a few different activities to do as a chapter. You can break the chapter into smaller groups or do the activities as a whole. These activities are intended to give you some ideas to help the chapter celebrate and appreciate AAPI Heritage Month.*
    - [Watch Celebrating Asian American Pacific Islander Heritage Month](#)
    - Listen to [Asian Americans Talk About Racism, and We Listen](#), Still Processing Podcast
    - Listen to [Screams and Silence](#), Code Switch Podcast
    - Choose a [book from this list](#) for a chapter book club
    - [5 Ways to Honor AAPI Heritage Month 2022](#)
    - [Asian Art Museum Virtual Tour](#)
    - Watch the [National Museum of American History - We are American and We Stand Together: Asian American Resilience & Belonging](#) and discuss afterwards
    - [Virus Has Not Nationality: Corona Virus and Infection Racism](#)
  
  - Read the [President's Proclamation](#) on Asian American and Pacific Islander Heritage Month to the chapter.
-