



***Commonwealth of Virginia***  
*Office of Governor Ralph S. Northam*



## ***2017 – 2018 Annual Report***

**May 2, 2019**

Report prepared by members of the Virginia Asian Advisory Board

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## **LETTER FROM THE 2018 CHAIR**

Dear Governor Northam,

The Asian American and Pacific Islander (AAPI) community in Virginia is a diverse and multifaceted diaspora comprised of people from different countries, speaking different languages, with discrete histories, cultures, and identities that are even further distinguished by generation and socioeconomics. The complex nature of the vast AAPI community inherently presents shared and unique challenges. To identify and explore these challenges, the VAAB organized the Board's first ever summit in 2017. We brought together various experts from state agencies and departments and hundreds of stakeholders. Our learnings from the summit informed our focus areas for 2018 to which this report reflects additional analysis and our key recommendations.

Most importantly, for many years, the Board has recommended to previous Administrations that it create a constituent services and community liaison to the AAPI community. Virginia AAPIs have long needed a dedicated AAPI affairs ally and voice in the Governor's office that serves as an advocate and bridges the community to the Governor's office and the many resources available through the state's various departments and agencies. This role is more critical than ever as our community and others experience increased racism and discrimination in today's charged political climate.

We commend you for creating the role of Director of Asian American and Pacific Islander Outreach and by doing so, acknowledging the contributions and needs of the fast-growing AAPI community in Virginia. The Board sees the creation of this position as a significant investment in our community, and we look forward to working together with the appointee, and helping him develop relationships with leaders of various ethnic enclaves.

Finally, this Board has chosen to move forward with supporting your focus on racial equity, which is the cornerstone of all of the work that this Board undertakes and the issues that are brought to this Board from the public. So many of the AAPI community's values and needs intersect with those of other minority groups. We share the needs for increased access to quality public K-12 and higher education, greater civic engagement, immigration and justice system reform, and the need to be accurately counted in the upcoming Census. We plan to evolve our focus areas of Business & Trade, Education, and Civic Engagement through a sharpened lens of racial equity and work with other advisory boards on common goals that support your priorities.

Thank you for the opportunity to share our recommendations with you and we look forward to continuing our service to the Office of the Governor, the Commonwealth and the AAPI community.

Sincerely,

*Julia K. Chun*

2018 Chair

## **VIRGINIA ASIAN ADVISORY BOARD**

Established by statute in 2001 as a governmental entity of the Commonwealth of Virginia, the Virginia Asian Advisory Board (“VAAB” or “Board”) serves as a formal liaison between the Administration and the diverse and rapidly growing AAPI communities in the Commonwealth.

Pursuant to Section 2.2-2450 of the Code of Virginia, the VAAB is pleased to submit to the Honorable Ralph S. Northam this Annual Report as a summary of its activities, findings and recommendations through December 2018. The current board comprises leaders in the AAPI community across Virginia. The members are respected in their relative fields of expertise and commitment to their community.

### **EXECUTIVE COMMITTEE**

<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>J.R. Smith, Chair</b>	<b>Julia K. Chun, Chair</b>	<b>May Nivar, Chair</b>
<b>Eric Lin, Vice Chair</b>	<b>May Nivar, Vice Chair</b>	<b>Osman Parvaiz, Vice Chair</b>
<b>Julia K. Chun</b>	<b>Mona H. Siddiqui, Secretary</b>	<b>Komal Mohindra, Secretary</b>
<b>Vicki Mirandah</b>	<b>Osman Parvaiz, Interim Treasurer</b>	<b>J.R. Smith, Treasurer</b>

### **CURRENT MEMBERS**

1. **Hassan M. Ahmad** of Sterling, Immigration Attorney and Founder, The HMA Law Firm
2. **Julia K. Chun** of McLean, Chief of Staff, Office of Senator Barbara A. Favola
3. **Atiqua Hashem** of Glen Allen, General Counsel, ChildFund International, USA
4. **Razi Hashmi** of Fairfax, U.S. Department of State
5. **Eric Lin** of Chesterfield, Principal at the VIE Group
6. **Vicki Mirandah** of Henrico, Chief of Staff, Corporate Audit Services, Capital One
7. **Komal Mohindra** of Falls Church, Senior Private Sector Development Specialist, World Bank Group
8. **Rumy J. Mohta** of Midlothian, CEO, Atlas Branding & Communications
9. **Patrick A. Mulloy** of Alexandria, Washington-based Trade Counsel and Consultant
10. **May Nivar** of Midlothian, Sr. Manager, Regulatory Affairs, Altria Client Services
11. **Osman Parvaiz** of Glen Allen, Vice President, Capital One
12. **Sunny Shah** of Roanoke, Hotel Owner
13. **Mona H. Siddiqui** of Midlothian, Assistant Attorney General, Office of the Attorney General
14. **J.R. Smith** of Glen Allen, Partner at Hunton Andrews Kurth LLP
15. **Karla J. Soloria** of Norfolk, Assistant City Attorney, City of Norfolk
16. **Leonard C. Tengco** of Vienna, Litigation Attorney, Pesner Kawamoto, PLC
17. **Hyun Lee** of Centreville, Vice President, Korean American Society of Virginia
18. **Bao “Bobby” Ly** of Fairfax, President, Vietnamese American Community of the MD, VA, and DC Area

**FORMER MEMBERS** (served part of 2017- 2019)

- **James Heo** of Arlington
- **Anthony T. Gitalado** of Suffolk
- **Alice L. Tong** of Alexandria
- **Shaheen E. Lakhan** of Roanoke

**ADMINISTRATION**

<b>Ex Officio Members</b>	<b>Governor's Office Liaisons</b>
<b>Brian Ball</b> , Secretary of Commerce and Trade	<b>Saman Aghaebrahim</b> , Special Assistant and Director of Asian American and Pacific Islander Outreach
<b>Atif Qarni</b> , Secretary of Education	<b>Meryem Karad</b> , Confidential Assistant to the Secretary of Natural Resources

**COMMITTEES**

<b>Business and Trade</b>	<b>Civic Engagement</b>	<b>Education</b>
<b>Komal Mohindra</b> , Chair	<b>Eric Lin</b> , Chair	<b>Mona H. Siddiqui</b> , Chair
Hassan M. Ahmad	Razi Hashmi	Atiqua Hashem
Rumy J. Mohta	Osman Parvaiz	Vicki Mirandah
Patrick A. Mulloy	J.R. Smith	Leonard C. Tengco
Ssunny Shah	Daniel A. Ghaffarian, Volunteer	Alexander Cena, Volunteer
Karla J. Soloria		

## AAPI DEMOGRAPHICS

### AAPI Population Growth in Virginia 2005-2017

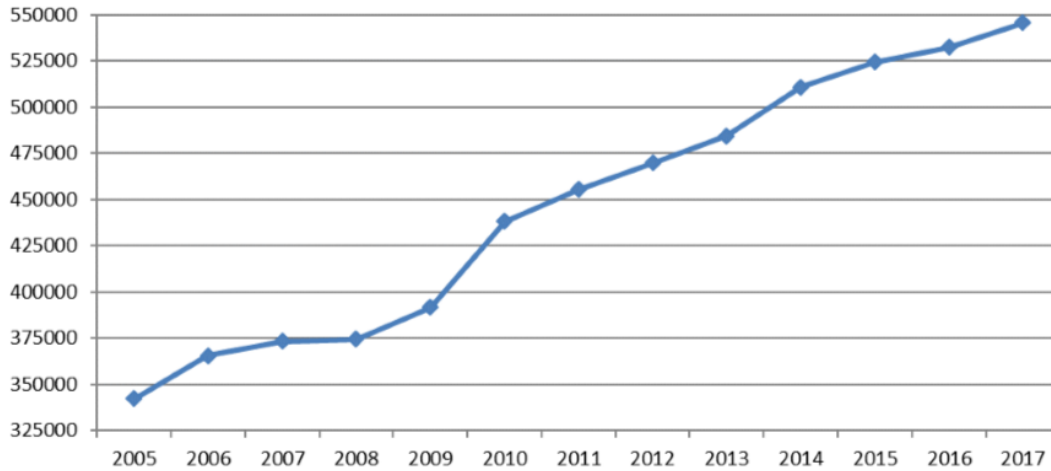


Figure 1. AAPI population has grown by over 200,000 from 2005 to 2017. This is a growth rate of approximately 60% during this period which places the AAPI community among the fastest growing racial communities in the Commonwealth. <sup>1</sup>

### Virginia AAPI Demographic by Gender in 2017

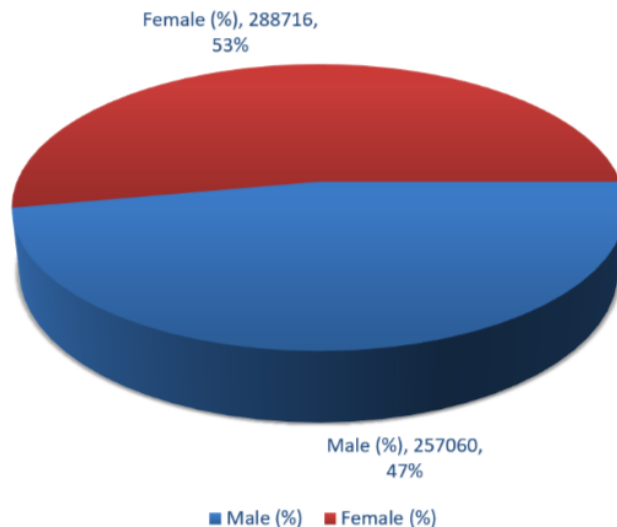


Figure 2. The gender ratio in the AAPI population remains consistent throughout the last decade with the female and male populations at 53% and 47% respectively. <sup>2</sup>

### Virginia AAPI Demographic by Age 2017 (%)

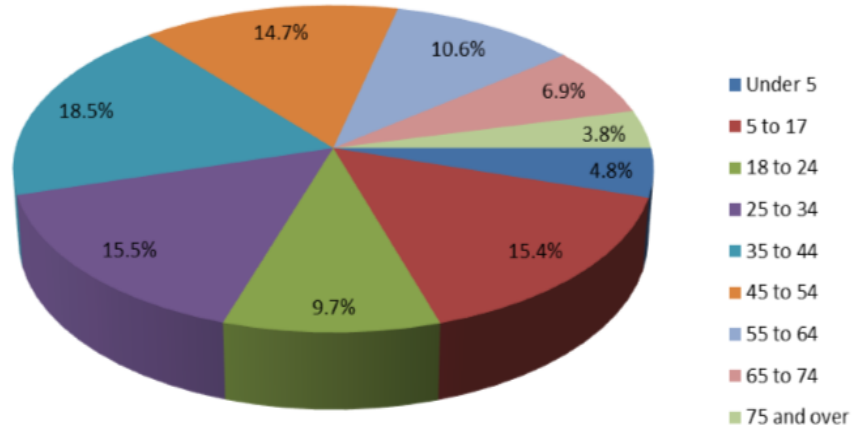


Figure 3. Based on the AAPI Population Age Demographic Breakdown in the year 2017, almost 49% of AAPI population within the Commonwealth is between the ages of 25-54 years old.<sup>3</sup>

### Virginia AAPI Population Median Age

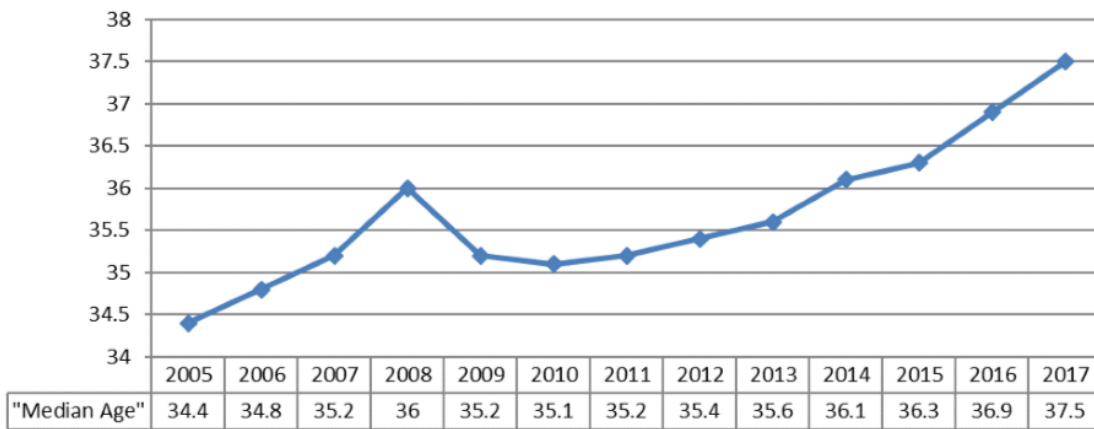


Figure 4. The median age of AAPI population within the Commonwealth has increased from 34.4 in 2005 to 37.5 in 2017.<sup>4</sup>

## Virginia AAPI Educational Attainment 2017

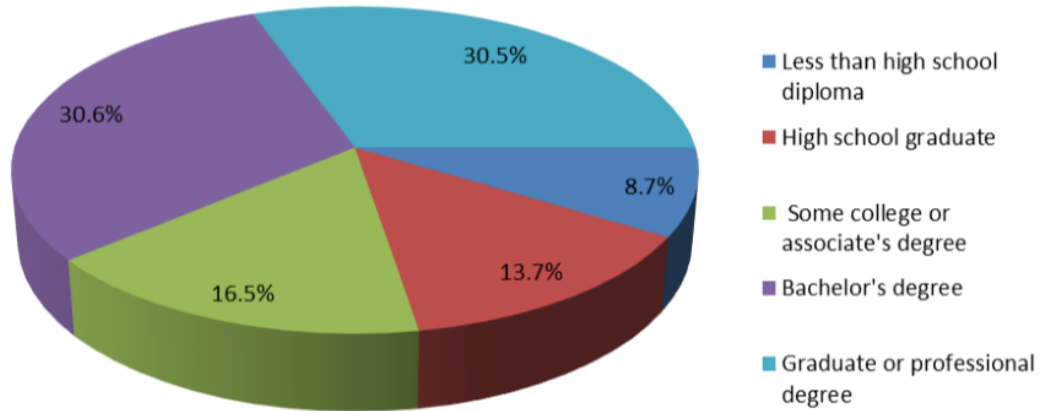


Figure 5. Based on the AAPI Educational Attainment data in the year 2017, over 91% of the AAPI population within the Commonwealth has graduated from high school, and 61% of the population has a Bachelor's degree or higher.<sup>5</sup>

## AAPI Language Spoken at Home 2017 (%)

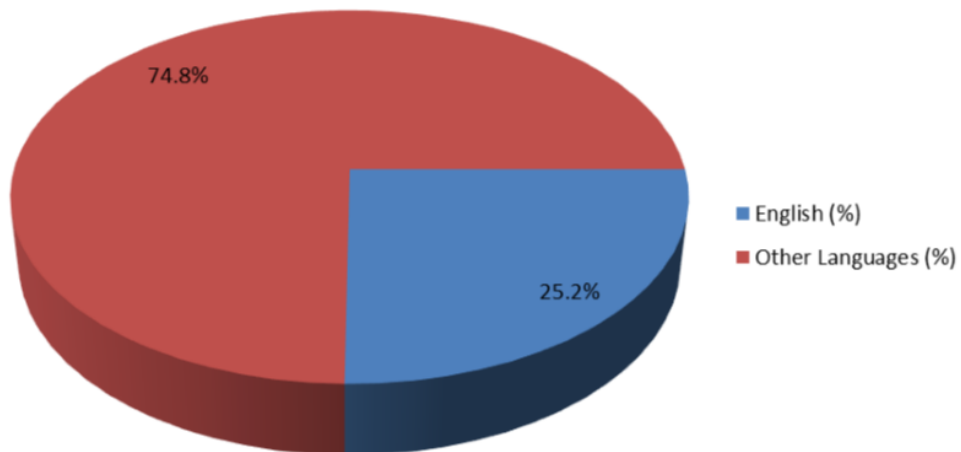


Figure 6. Almost 75% of AAPI population within the Commonwealth of Virginia over the age of 5 speaks a language other than English at home.<sup>6</sup>



## Percent English Spoken Less than Very Well 2017

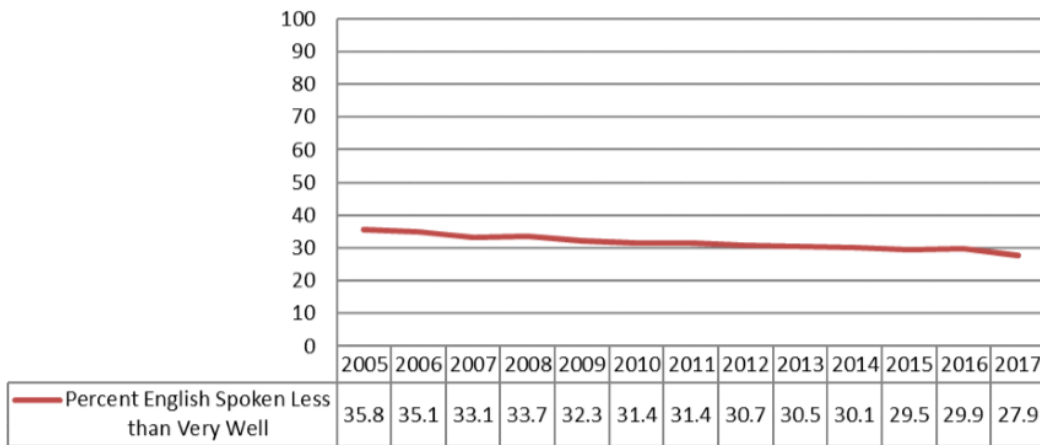


Figure 7. The language proficiency of the AAPI population within the Commonwealth has improved from 2005 to 2017. The percentage of AAPI population speaking English less than very well has gone down from 35.8% in 2005 to 27.9% in 2017.<sup>7</sup>

## AAPI Regional Population Distribution in Virginia 2015

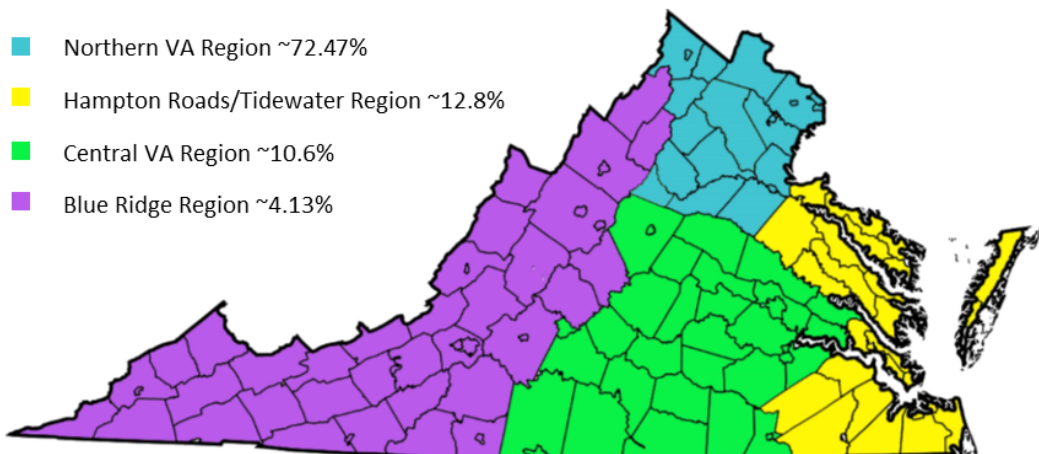


Figure 8. The Northern Virginia Region has the largest concentration of AAPI's (~72%), followed by the Hampton Roads/Tidewater Region (~14%), Central Virginia Region (~11%) and the Blue Ridge Region (~4%).<sup>8</sup>

<sup>1</sup> US Census Bureau- American Fact Finder- S0201 Selected Population Profile in the United States ACS 1-Year Estimates 2005-2017

<sup>2</sup> Ibid

<sup>3</sup> Ibid

<sup>4</sup> Ibid

<sup>5</sup> Ibid

<sup>6</sup> Ibid

<sup>7</sup> Ibid

<sup>8</sup> US Census Bureau- American Fact Finder- B01001 Sex by Age Universe: Total Population ACS Selected Population 2006-2010 and 2011-2015

## **EXECUTIVE SUMMARY**

The Virginia Asian Advisory Board (“VAAB”) submits this executive summary of its annual report to the Honorable Ralph S. Northam for review and action.

Since its last report, submitted February 20, 2017, the VAAB experienced a significant number of new appointments and, in an effort to identify and research the opportunities and critical needs of the Asian American & Pacific Islander (AAPI) communities, engaged in numerous fact finding and community events, including planning and executing its first AAPI Summit. Our efforts identified three key topics critical to AAPI communities and recommend specific action items for the Administration – business and trade, civic engagement, and education.

### **AAPI SUMMIT**

We learned that state resources are not being fully utilized by some of our community's most vulnerable, such as aging Virginians who need government services the most, or members of the small business and entrepreneurial community who could greatly benefit from effective engagement with the Virginia Department of Small Business and Supplier Diversity and other agencies and boards that offer help with marketing, doing business with the Commonwealth, and gaining access to capital.

We also learned from many attendees that a combination of language limitations and technology barriers made finding, understanding, and using state resources a seemingly daunting task. Moreover, there were often gaps in resource awareness that rounded out the top reasons for underutilization.

Another important takeaway that was reinforced by the experts at the Summit was the need to disaggregate data on the macro-AAPI community to ensure that we truly understand micro-community-specific needs. Specified data is necessary in order to ensure that such challenges are being met efficiently with community-appropriate outreach and targeted resources.

### **BUSINESS AND TRADE**

The VAAB focused on understanding key issues of importance to the AAPI community in Virginia and providing recommendations that could enhance opportunities for Virginia business owners, particularly those in the AAPI community, and increase the benefits to Virginia from enhanced trade with Asian countries. The VAAB recommends the Governor and his staff:

- Improve and prepare the skilled workforce in the Commonwealth, including for small and medium sized businesses
- Use Hampton’s deep-water port and Virginia’s established logistics industry to enhance trade with Asia
- Position Virginia as a tourism destination for Asia’s growing tourist class
- Navigate Virginia’s economic ties with Asia amidst US-China trade issues
- Connect Increase the dialogue and partnership with the AAPI small business community

## **CIVIC ENGAGEMENT**

The VAAB in particular, utilizes U.S. Census Bureau Data in a variety of ways to address the issues, needs and opportunities within the Commonwealth. This is particularly important as the common misconception of the AAPI community is that we are homogenous. That is not the case. Instead, there are more than 50 distinct racial groups within the AAPI community that differ significantly across important social and economic indicators. Furthermore, the 2020 Census is faced with several challenges – a new digital format, lack of resources, and the proposed inclusion of the citizenship question. It is critical to AAPIs that a complete count is undertaken to provide detailed snapshots of our changing communities. The VAAB recommends the Governor and his staff:

- Ensure the newly appointed Complete Count Commission is well funded to achieve as complete count as possible
- Work with technology partners to provide resources to address the technological aspect of the 2020 Census
- Connect with local governments to encourage partnerships with the Census Bureau
- Engage the VAAB and the Virginia Latino Advisory Board (VLAB) to fully leverage their community resources
- Designating April 1, 2020 as “Virginia Census Day”

## **EDUCATION**

The topic of public education is a highly regarded value in the AAPI community. While Asians appear well represented in certain career fields, encouraging career opportunities in the field of education and liberal arts is an opportunity for Asian students and young professional to diversify. Creating opportunities for Asians to pursue these fields where they are underrepresented will not only benefit the Commonwealth’s need for diverse educators, but allow Asian students to engage with educators who share their unique life experiences. This would be a significant achievement given the increasing concern in the rise of discrimination and marginalization experienced by Asian students in the K-12 and higher education setting, particularly among religious minorities and recent immigrants with limited English proficiency. There is a correlation between this concern and an increase in mental health issues among Asian students, particularly in suicide rate. The VAAB recommends the Governor and his staff:

- Require teacher licensure to enhance cultural competence
- Follow recommendations from the AAPI Bullying Prevention Task Force
- Enhance English proficiency
- Support aspiring career professionals
- Expand career scopes and definitions of success in our communities

## **ASIAN AMERICAN & PACIFIC ISLANDER SUMMIT**

VAAB was proud to host the first ever Governor's Asian American & Pacific Islander Summit on September 29, 2017 at George Mason University in Arlington, VA. The theme for the Summit was "***Advocating for the Interests of Asians Across the Commonwealth.***" A reception the evening before kicked off the event, with the next day's agenda featuring keynotes, plenary and breakout sessions on a broad range of topics.

A breakfast and networking session started the day, giving participants a chance to connect with each other. Del. Mark Keam (35th District) provided the opening keynote and was followed by two plenary sessions. The first was titled, "***Getting to Know Your Commonwealth's Resources.***" Panelists comprised of Robert Brink - Senior Policy Advisor, Office of the Governor, B. Hayes Framme - Deputy Secretary of Commerce and Trade, Lt. Col Tracy Rusillo - Deputy Superintendent, Virginia State Police. The second plenary session was "***Data Disaggregation***" featuring Aneesh Chopra - Co-Founder, Hunch Analytics and Shekar Narasimhan - Managing Partner, Beekman Advisors.

Next, participants had a choice of attending two breakout sessions - "***Keeping Asian American & Pacific Islander Communities Safe in VA***" and "***Representation in Virginia Education.***" Panelists in the first session were Hon. Brian J. Moran - Secretary of Public Safety and Homeland Security and Paul Tiao - Partner, Hunton & Williams. The second breakout session panelists were Dr. Cynthia Cave - Assistant Superintendent for Policy and Communications, VA Dept of Education and Suhail Farooqui - CEO of K12 Insight.

The Honorable Mark R. Warner graced the event as our keynote speaker during lunch.

The afternoon session was kicked off with a lively discussion titled, "***Celebrating our AAPI Story.***" Brad Jenkins - Managing Director/Executive Producer, Funny or Die, Bel Leong-Hong - President & CEO, Knowledge Advantage LLC, Chris Lu - Former US Deputy Secretary of Labor provided a spirited discussion, moderated by John Yang - Correspondent for PBS News Hour.

Two additional breakout sessions followed next - "***AAPIs Doing Business in VA***" and "***Healthy Living in VA.***" Paul Grossman - Vice President of International Trade, Virginia Economic Development Partnership and Tracey Wiley - Director, Department of Small Business and Supplier Diversity shared their perspectives on the first session. Justin Crow - Acting Director, Office of Health Equity, Dr. Heisung Lee - Director, Central Senior Center and Kathy Miller - Director, VA Department of Aging and Rehabilitation Services made up the panelists in the second break out session.

The day concluded with the Honorable Terence R. McAuliffe, Governor of VA, presenting the inaugural AAPI Community Leader of the Year award to Atif Qarni, followed by closing remarks.

The event raised awareness of the impact of the AAPI community in the Commonwealth of Virginia. Over 250 people attended the event which fostered inclusiveness and empowered the AAPI population to connect and discuss their communities, businesses and government. The Summit was honored to have several elected officials, community leaders and the Hon. Governor Terence McAuliffe and Senator Mark Warner in attendance.

**AAPI Summit Planning Committee**

Vicki Mirandah, Planning Exec Committee Chair	James Heo - Committee Member
Julia Chun, Planning Exec Committee Member	Meryem Karad - Committee Member
Eric Lin, Planning Exec Committee Member	Christine Ley - Committee Member
May Nivar, Planning Exec Committee Member	Rumy Mohta - Committee Member
J.R. Smith, Planning Exec Committee Member	Pat Mulloy - Committee Member
Hassan Ahmad - Committee Member	Komal Mohindra - Committee Member
Atiqua Hashem - Committee Member	Osman Parvaiz - Committee Member
Anthony Gitalado - Committee Member	Mona Siddiqui - Committee Member
Razi Hashmi - Committee Member	Leonard Tengco - Committee Member

## **GENERAL BOARD MEETINGS**

During the course of the year, guest speakers attended several meetings and members of the VAAB engaged with state officials/staff as well as community organizations in a variety of ways. Presenters who attended the VAAB meetings included:

### 2017

- Terry McAuliffe, Governor of Virginia
- Dorthy McAuliffe, First Lady of the Commonwealth
- Mark Warner, U.S. Senator, Virginia
- Kelly Thomasson, Secretary of the Commonwealth
- Todd Haymore, Secretary of Commerce and Trade
- Brian Moran, Secretary of Public Safety and Homeland Security
- Nancy Rodrigues, Secretary of Administration
- Dr. Will Hazel, Secretary of Health and Human Resources
- Stephen Moret, CEO, Virginia Department of Economic Development
- Paul Grossman, Vice President of International Trade, Virginia Department of Economic Development
- Tracey Wiley, Director of the Department of Small Business and Supplier Diversity
- Hayes Framme, Deputy Secretary of Commerce and Trade
- Joseph Flores, Deputy Secretary of Health and Human Resources
- Victoria Cochran, Deputy Secretary of Public Safety and Homeland Security
- Nathalie Molliet-Ribet, Deputy Secretary of Education
- Tony Fung, Deputy Secretary of Technology
- Holy Coy, Deputy Secretary of Education
- Dr. Cynthia Cave, Asst. Superintendent for Policy and Communications, VA Department of Education
- Peter Blake, Director, State Council of Higher Education for Virginia
- Kathy Miller, Director Department of Rehabilitative Services, Virginia Division of Aging
- Jo Ann Burkholder, Director of Student Services, Secretary of Education
- Justin Crow, Acting Director, Virginia Department of Health
- Robert Brink, Senior Policy Advisor, Office of the Governor
- Lieutenant Colonel Tracy Russillo, Deputy Superintendent, Virginia State Police
- Mark Keam, Virginia House of Delegate (35th District)
- Sam Rasoul, Virginia House of Delegate (11th District)
- Dr. Heisung Lee, Director, Centreville Senior Center
- Chris Lu, Former Deputy Secretary of Labor (Obama)
- Brad Jenkins, Funny Or Die Executive Producer and Former Associate Director of the U.S. Office of Public Engagement (Obama)
- Bel Leong-Hong, Chair of the DNC AAPI Caucus
- John Yang, PBS NewsHour Correspondent

- Aneesh Chopra, Former U.S. Chief Technology Officer (Obama)
- Shekar Narasimhan, Former White House Initiative on AAPI member (Obama)
- Suhail Farooqui, K12 Insight CEO
- Paul Tiao, Partner, Hunton & Williams; former Senior Counselor for Cybersecurity and Technology to the Director of the FBI (Mueller)
- Ted Gong and Ting-Yi Oei, The 1882 Foundation
- Eric Salcedo, APIA Vote
- Atiqua Hashem, General Counsel, Child Fund International
- Dr. Ann Vanichkachorn, Director of Health Services, St. Christopher's School
- Shawn Moore, Director of Community and Inclusion, St. Christopher's School

## 2018

- Ralph S. Northam, Governor of Virginia
- Brian Ball, Secretary of Commerce and Trade, Commonwealth of Virginia
- Atif Qarni, Secretary of Education, Commonwealth of Virginia
- Sam Rasoul, Delegate 11th District, Virginia House of Delegates
- Kathy Tran, Delegate 42nd District, Virginia House of Delegates
- Dr. Jennifer Lee, Director, Virginia Department of Medical Services (DMAS)
- Ronald Brown, Partnership Specialist, Philadelphia Region, U.S. Census Bureau
- Huong Nguyen, Civic Engagement Coordinator, National Korean American Service & Education Consortium
- John C. Yang, President and Executive Director, Asian Americans Advancing Justice
- Megan Healy, Chief Workforce Development Advisor, Commonwealth of Virginia
- Paul Grossman, Vice-President, International Trade, Virginia Economic Development Partnership
- Laura Smith, Manager, Economic Development, Virginia Port Authority
- Pete Stamps & Shane Cudill, Division of Purchases & Supply, Department of General Services, Commonwealth of Virginia
- Kathryn Dolan, Director of Business Development & Outreach Services, Virginia Department of Small Business and Supplier Diversity
- Mary Jo Sisson-Vaughan, Regional Lending Manager, Virginia Small Business Financing Authority
- Ali Faruk, Senior Policy Analyst, Virginia Department of Medical Services
- Justin Bell, Assistant Attorney General, Counsel for Virginia Asian Advisory Board, Office of the Attorney General, Commonwealth of Virginia
- Jae K. Davenport, Deputy Secretary of Public Safety, Commonwealth of Virginia
- Rachel Coates, Program Director, Agency on Aging, Arlington Aging and Disability Services
- Leah Dozier Walker, Director of the Office of Equity and Community Engagement, Virginia Department of Education
- Shekar Narasimhan, Managing Partner, Beekman Advisors
- Joseph Flores, Former Deputy Secretary of Health & Human Resources, Commonwealth of Virginia



## **OUTREACH AND FACT FINDING ACTIVITIES**

VAAB members met with the following organizations and their representatives in the furtherance of the VAAB mission and creation of this report.

- Jennifer J. Kim, Assistant Division Chief, Decennial Census Management Division, U.S. Census Bureau
- Philip M. Lutz, Deputy Regional Director, U.S. Census Bureau
- Paul Reyes, Assistant Regional Manager, U.S. Census Bureau
- Cheryl V. Chambers, Manager National Partnerships Program, U.S. Census Bureau
- Claire Ross, National Partnership Specialist, U.S. Census Bureau
- Ron Brown, Virginia Partnership Specialist (Philadelphia Region), U.S. Census Bureau
- Corrine Yu, Managing Policy Director, The Leadership Conference on Civil and Human Rights
- John C. Yang, President and Executive Director, Asian Americans Advancing Justice
- Tiffany Chang Lawson, Executive Director, Governor Tom Wolfe’s Advisory Commission on Asian Pacific American Affairs
- Brad Baldia, Commissioner, Governor Tom Wolfe’s Advisory Commission on Asian Pacific American Affairs
- Rob Buscher, Commissioner, Governor Tom Wolfe’s Advisory Commission on Asian Pacific American Affairs
- Christina Poy, Administrative Director, Governor Larry Hogan’s Commission on Asian Pacific American Affairs & Governor Larry Hogan’s Commission on South Asian American Affairs
- Tram Nguyen, Executive Director and Co-Founder, New Virginia Majority
- Julie Emery, Executive Director, Virginia Civic Engagement Table
- Alexandria Bratton, Census Table, Virginia Civic Engagement Table
- Monica Sarmiento, Executive Director, Virginia Coalition for Immigrant Rights
- Keely Monroe, Democracy Program Manager, Funders Committee for Civic Participation
- Kendall Kosai, Deputy Director, OCA Asian Pacific American Advocates
- Stephanie Wong, Membership and Chapter Development Manager, OCA Asian Pacific American Advocates
- Suja Amir, Commissioner, Virginia Complete Count Commission
- Hyun Lee, Commissioner, Virginia Complete Count Commission
- Sreedhar Nagireddi, Commissioner, Virginia Complete Count Commission
- Genie Nguyen, Commissioner, Virginia Complete Count Commission
- Nony Abrejano, Commissioner, Virginia Complete Count Commission

## **COMMUNITY EVENTS**

VAAB members attended or participated in events to engage with the community and generate awareness of the VAAB's purpose.

- January 2017: 68<sup>th</sup> India Republic Day, India Association of Virginia (IAVA)
- January 2017: 68<sup>th</sup> India Republic Day, Cultural Center of India, Virginia (CCIVA)
- February 2017: 13<sup>th</sup> Annual APA Resource Forum, Asian American Society of Central Virginia & Coalition of Asian American Association of Virginia (CAPAVA)
- May 2017: Mother's Day Spring Picnic, India Association of Virginia (IAVA)
- May 2017: Asian American Celebration, Asian American Society of Central Virginia
- June 2017: Taste of India with Cultural Center of India, Virginia (CCIVA)
- June/July 2017: Philippine Independence Day with Filipino American Association of Central Virginia (FAACV)
- December 2017: Asian Awards Gala with Virginia Asian Chamber of Commerce (VACC)
- January 2018: 69<sup>th</sup> India Republic Day, India Association of Virginia (IAVA)
- January 2018: 69<sup>th</sup> India Republic Day, Cultural Center of India, Virginia (CCIVA)
- February 2018: Chinese New Year Celebration, Organization of Chinese Americans, Central Virginia (OCA-CVC)
- February 2018: 14<sup>th</sup> Annual APA Resource Forum, Asian American Society of Central Virginia (AASoCV) & Coalition of Asian American Associations of Virginia (CAPAVA)
- May 2018: Mother's Day Spring Picnic, India Association of Virginia (IAVA)
- May 2018: Asian American Celebration, Asian American Society of Central Virginia (AASoCV)
- May 2018: Spring Luncheon, Leadership Metro Richmond (LMR)
- May 2018: ProcureCon '18: The 14th Annual Industry Day, Virginia Asian Chamber of Commerce (VACC)
- June 2018: Taste of India with Cultural Center of India, Virginia (CCIVA)
- June 2018: Philippine Independence Day with Filipino American Association of Central Virginia (FAACV)
- August 2018: Festival of India, India Heritage Society Roanoke
- September 2018: United Punjabi Mela of Virginia
- October 2018: Screening of "An American Experience: the Chinese Exclusion Act," WCVE
- December 2018: Altria Law & Regulatory Affairs Diversity & Inclusion Symposium
- December 2018: Asian Awards Gala, Virginia Asian Chamber of Commerce (VACC)

## **BUSINESS AND TRADE COMMITTEE REPORT**

The Commonwealth has a strong focus on supporting citizens with business and trade issues, with initiatives like those championed by the Virginia Economic Development Partnership, skills and jobs support like that offered under [elevate.org](http://elevate.org) and [yesvirginia.org](http://yesvirginia.org) and procurement opportunities for small, women and minority owned businesses (SWaM).

The VAAB focused on understanding key business and trade issues of importance to the AAPI community in Virginia and providing recommendations that could enhance opportunities for Virginia business owners, particularly those in the AAPI community, and increase the benefits to Virginia from enhanced trade with Asian countries. There is an alignment between issues of importance to the AAPI business community and issues that are explicit priorities for the Commonwealth, such as support with developing a skilled workforce and enhancing trade opportunities.

### **RECOMMENDATIONS**

#### ***Improve and Prepare a Skilled Workforce***

As a result of Virginia's low unemployment rate, there is a shortage of a skilled workforce in the labor market. This can sometimes act as a constraint in attracting new corporations and manufacturing firms to the Commonwealth.

There have been good faith attempts to coordinate with large firms like Lockheed Martin, Rolls Royce, and others, to educate and train a new generation workforce that can adapt to the job requirements. VAAB recommends that the Commonwealth makes an equal effort to coordinate with medium and smaller tech businesses that also require skilled workforce, of which a high proportion are AAPI-owned businesses.

- Tap into the multiple military bases in the Commonwealth for skilled labor. Department of Veterans Services can help potential retirees convert their MOS (Military Occupational Speciality) into skills that translate to civilian resumes and match with potential employers. For example, veterans with requisite medic field experience could be facilitated to convert this into EMS (Emergency Medical Services) and other medical certifications, veterans with logistic field experience could be facilitated to receive civilian CDLs (Commercial Driver's License) relevant to employment in Virginia's shipping and logistics companies.
- Coordinate with technology and manufacturing firms to provide certification courses

#### ***Use Hampton Roads' Deep-water Port to Enhance Trade with Asia***

Hampton Roads has one of the largest deep-water ports on the Eastern seaboard. This allows the newest Panamax container, bulk and auto carriers to come from Asia, through the Panama Canal and offload in Hampton Roads. Additionally, this year the state budget allocated \$350 million to widening and deepening the Norfolk Harbor channel to 55 feet. The logistics coverage in the Commonwealth is of high quality, with Chesterfield County ranked #1 in the nation for logistics-related businesses. Combining and marketing the two services together will help increase trade flow through the Commonwealth.

- In partnership with the VAAB, market Virginia's port and logistics offerings in Asian countries, specifically in the 10 ASEAN member countries: Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, Vietnam.
- Host a business symposium in Hampton inviting the Port Authority and trade and economics officials from Asian countries. The event can also be used to connect Virginia businesses with the economic ministries from Asia.

### ***Position Virginia as a Tourism Destination for Asia's Growing Tourist Class***

Travel and tourism have increased over the years and is predicted to continue to climb. Over the next decade, a forecasted 1.5 million international visits will occur – an 18% increase from 2017. Similar to the rest of the U.S., tourism is a key force behind Virginia's economy. The tourism industry is the fifth largest private employer in Virginia, supporting 229,000 jobs and more than \$5.6 billion in payroll.

In 2017, Virginia's international visits grew by 2.7%, surpassing the national growth of 1.3%. This travel helped our state's economy. Travelers spent over \$24 billion in the state last year, alone. The Commonwealth should continue to seek emerging international regions to market Virginia's tourism, including through tourism offices in the Asia Pacific region. In 2017, Virginia attracted 1,060,000 total international visitors; fifteen percent of those visitors traveled from Asia Pacific countries, including China, India, Japan, and South Korea. It is projected that travelers from the Asia Pacific region will make up 18% of total international visits by 2027, compared to 15% in 2017. Asian markets are projected to drive travel demand due to growth of their middle classes. China and India will be among the top countries in middle-class consumption, representing a quarter of global middle-class consumption.

Virginia is a desirable and easily marketable travel destination with a lot to offer: Virginia Beach, Colonial Williamsburg, Blue Ridge Mountains, and the historic sites in northern Virginia where 70% of travelers to Washington DC stay. Within each Asia Pacific country, the Commonwealth could target their busiest industries, including film. By 2020, China's film industry is expected to surpass North America's to take the title of the world's largest market in box office revenue. The Bollywood film industry in India far surpasses that of North America, China, and Japan in number of films produced. Like Hollywood, movies from these countries are produced and filmed all over the world. By targeting this industry, we have the opportunity to open Virginia to the eyes of international film fans, and thus, increase tourism interest in Virginia.

- Market Virginia as a tourism destination in Asian countries to benefit from increased global travel by the growing middle classes in these countries
- Consider increasing direct flights from Asia to Dulles Airport
- Consider using partnerships with the Asian film industries to expose foreign audiences to Virginia and increase tourism to the Commonwealth

### ***Navigate Virginia's Economic Ties with Asia amidst US-China Trade Issues***

The VAAB is charged to report to the Governor on, among other things, links between the Commonwealth and Asian nations with a focus on the areas and issues of commerce and trade. In the past year, there have been a number of matters taken at the federal government level that impact commerce and trade; see informational brief at Appendix B.

It will be most important for Administration officials dealing with trade and investment matters to be abreast of the measures being taken by the Trump Administration and Congress that could impact those of the Northam Administration. It appears that more and more U.S. companies are choosing to invest in other Asian countries, such as Vietnam, Thailand, Malaysia, and Indonesia and reduce investments in China. These countries should be growing markets for exports by Virginia companies and the Commonwealth export promotion efforts should focus on these countries.

It is also clear that there is increasing concern about Chinese investment coming into the Commonwealth and even students from China studying high-tech subjects at our universities. The Virginia authorities that are seeking to attract foreign investment should be aware of these growing concerns at the federal level. It appears that the U.S. may adopt a strategy of decoupling our economy from its large unbalanced relationship with the mercantilist economy of China. If so, we expect there will be an increasing opportunity for trade and investment with the other Asian countries listed above, the European Union (EU), and the United Kingdom after it completes its exit from the EU. Our Commonwealth's efforts on export promotion and to attract foreign investment should take account of these new trends.

### ***Connect with the AAPI Small Business Community***

Business and economic issues are significant for the AAPI community. For instance, post-election polling data after the November 2017 gubernatorial election collected by the AAPI Victory Fund (commissioned by AAPI Progressive Action, National Education Association Advocacy Fund and the National Public Education Action Fund) found that the AAPI electorate's composition and enthusiasm broke in the Democrats' favor, and that the key issue for the AAPI community was the economy (38%) as compared with healthcare, which ranked highest for African Americans; and immigration, which ranked highest for Hispanic voters. AAPIs are employing Virginians - on average eight Virginia employees, which is important given 47% of Virginians are employed by small businesses (Small Business Administration, Office of Advocacy, 2018).

There are a number of support programs and opportunities available for businesses operating in the Commonwealth, but there is often a gap in the flow of information between the AAPI community and program providers. There are opportunities to use community organizations as conduits for disseminating information about Commonwealth programs, and for hearing feedback from the AAPI business community. This feedback can also be critical to the success of Asian trade missions from the Commonwealth.

- Conduct town halls focused on 2-way communication with the AAPI business community, garnering feedback and disseminating information about Commonwealth programs

- Systematically deepen partnerships with a range of AAPI business groups, such as the Virginia Asian Chamber of Commerce
- Increase AAPI small business participation in trade missions, perhaps through a scale up of the funds already available under the federally supported State Trade and Export Promotion Program (STEP). STEP is a pilot initiative to help small businesses increase exports. The program makes matching awards to states to assist small businesses enter and succeed in the international marketplace. STEP support is provided to eligible small business concerns (“STEP Clients”) located in states, territories, and the District of Columbia. Currently, Virginia only has \$479K allocated for this.

## **CIVIC ENGAGEMENT COMMITTEE REPORT**

### ***“Counting All Virginians”***

#### **Census Overview**

As required by the United States Constitution, the U.S. Census has been conducted every 10 years since 1790, and participation in the U.S. Census is required by law in Title 13 of the United States Code. The decennial census, and the data collected therein, is the basis for per capita federal funding, representational apportionment, and private sector business spending. As such, it is critical that everyone is counted, only once, and in the right place.

#### **Impact to Virginia**

An accurate count is critical to Virginia. The federal government distributes over \$675 billion in federal funds to states and localities based on U.S. Census Bureau data. For each individual uncounted, it equates to a loss of roughly \$2,000 per year, or roughly \$20,000 in funds over the 10-year period, dedicated to a variety of residential needs such as roads, schools and emergency services. If federal funds allocated to Virginia are insufficient due to an undercount, then the state will fund this shortfall to ensure continuation of critical services to Virginia residents. It is also important to determine how many U.S. Representatives will represent the state in Congress. Each member of Congress represents roughly 700,000 residents. If population trends continue through the end of the decade, states such as Texas, Colorado, Florida, and North Carolina will gain congressional representation, while the states of New York, Pennsylvania, West Virginia, Illinois, Michigan, and Minnesota are expected to lose seats.<sup>1</sup> While Virginia is not expected to lose any seats, assuming an accurate census count, the census data will affect the determination of its congressional districts.

Census data is also used by private ventures or other non-governmental entities to identify market conditions that will help determine the locations of new brick and mortar stores, areas where new services are needed or populations that have specific needs or issues.

#### **The Asian Community & Data Disaggregation**

The VAAB, in particular, utilizes U.S. Census Bureau Data in a variety of ways to address the issues, needs and opportunities in and around the Asian community within the Commonwealth. This is particularly important as the common misconception of Asians is that we are homogenous. That is not the case. Instead, there are more than 50 distinct racial groups within the Asian community that differ significantly across important social and economic indicators. This “*Model Minority Myth*” that all Asians are affluent and well-educated is perpetuated by aggregated data. Disaggregated data from our disparate communities paint a much more complex, and sometimes, disconcerting picture. For example, while our communities have some of the highest educational achievement with more than 61% of our communities with bachelor’s degrees or higher, the Cambodian (71%), Laotian (75%) and Vietnamese Americans (77%) are the least

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<sup>1</sup> Election Data Services “2017 Reapportionment Analysis” 12-20-2017.

likely to have a high school diploma.<sup>2</sup> For example, while only 3 in 50 Filipino Americans nationwide live below the poverty line, approximately 1 in 4 of Hmong Americans are poor. Similarly, about 1 in 2 of Marshallese live below the poverty line, while only 1 in 20 Fijians are poor<sup>3</sup>. Pay equity is another example of where disaggregating data is critical to understand the needs and concerns of specific subgroups. While AAPI women are paid an average of 86 cents for every dollar a Caucasian male is paid, disaggregated data demonstrates that Native Hawaiian women are paid only 66 cents for every dollar a white male is paid. Additionally, in contrast to what a Caucasian male is paid, Vietnamese, Laotian, and Samoan American women earn 61 cents<sup>4</sup>.

The importance of studying this group is further highlighted by the fact that Asian Americans and Pacific Islanders (AAPIs) are the fastest growing racial group in the United States. The Asian population is projected to more than double, from 15.9 million in 2012 to 34.4 million in 2060, with its share of nation's total population climbing from 5.1 percent to 8.2 percent in the same period<sup>5</sup>. This is a growing demographic in Virginia as well, and one that is playing an increasingly significant role in the electoral process. From 2000 to 2010, the number of eligible AAPI voters (citizen voting age population, or CVAP) in Virginia grew by 57%. This AAPI growth rate compares to 13% for the statewide eligible voting population between 2000 to 2010. From 2008 to 2012, the number of eligible AAPI voters in Virginia grew 23%. This compares to a 5.4% growth rate for the statewide eligible voting population between 2008 to 2012<sup>6</sup>.

With growing numbers in the Commonwealth comes the need to better understand and address the unique issues facing this diverse community. It is therefore critical to AAPIs that a complete count is undertaken to provide detailed snapshots of our growing, changing and disparate communities.

### 2020 Census

The 2020 Census will be the first census to allow responses online, by phone, or by mail. The implementation of new digital technologies is in an effort to mitigate challenges from the more cumbersome process with mail-in responses. It will, however, still encounter significant challenges.

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<sup>2</sup> Asian Americans Advancing Justice, "A Community of Contrasts, Asian Americans, Native Hawaiians and Pacific Islanders in the South", 2014.

<sup>3</sup> A Community of Contrasts: Asian Americans in the United States: 2011, Asian Pacific American Legal Center & Asian American Justice Center 36 (2011)

<sup>4</sup> 2016 Asian American Native Hawaiian and Pacific Islander Policy Platform, National Council of Asian Pacific Americans (NCAPA), 2016

<sup>5</sup> U.S. Census Bureau, "U.S. Census Bureau Projections Show a Slower Growing, Older, More Diverse Nation a Half Century from Now", Dec 12, 2012

<sup>6</sup> Asian & Pacific Islander American Vote, "Virginia's AAPI Electorate in Virginia 2016"



The Census has unveiled a variety of new technologies as part of the 2020 Census. In addition to the new online system that will host the Census, tools such as BARCA, (Block Assessment Research and Classification Application), ROAM (Response Outreach Area Mapper), ECaSE (Enterprise Censuses and Surveys Enabling) and other new technologies are designed to make the Census more efficient before and during the Census. However, without adequate testing, new technology rollouts inherently present challenges. The new system was originally planned to undergo more rigorous testing with three end-to-end tests. Budget constraints and other issues have resulted in only one end-to-end test undertaken in Providence County, Rhode Island. When the system goes live in Mid-March of 2020, it could encounter technical difficulties such as connectivity, data collection, reconciliation or security issues. The last time the federal government attempted to roll out a large scale technology platform was in 2013, when Healthcare.gov crashed after a few thousand individuals attempted to register. Additionally, there will be vulnerabilities that fall outside of the Census purview, but will exist because of the digital nature of the survey. These include concerns about hacking, phishing or outright fraud. This is such a concern that a group of cybersecurity experts sent a letter, in July of 2018 to Secretary of Commerce Wilbur Ross and Dr. Ron Jarmin, Acting Director of the Census Bureau expressing their concerns<sup>7</sup>.

Additionally, the potential of inadequate funding will further compromise the execution of the 2020 Census. The 2020 Census is expected to cost roughly \$15.6 billion. This is in excess of the \$12.3 billion spent on the 2010 Census, which until now was the most expensive census in U.S. history. It should be noted that more than 70% of the expected census spending occurs in the last two years of a census cycle. Although Congress had increased the budget allocation for Fiscal Year 2018, census advocates are concerned that budgets for Fiscal Years 2019 and 2020 will be compromised or overspending will hinder a complete count.

The proposed inclusion of the citizenship question, as requested by the U.S. Department of Justice with the approval of Secretary of Commerce Wilbur Ross, will be another significant barrier to achieving a complete count. Even the proposed inclusion of this question will have a chilling effect and will further depress response rates. In an internal report released in early 2019, it is noted that 45% of the Asian respondents do not intend to respond to the Census. Of the respondents 41% have concerns about the confidentiality of the answers and fear repercussions from the government, while some believe that the Census will be used to locate undocumented persons in the country (19%)<sup>8</sup>. This is of particular concern to the VAAB and the Asian communities in the Commonwealth as any undercount of the Asian community in 2020 will not be corrected until 2030. Asian communities and other immigrant communities are already concerned about how information collected will be used. The addition of this sensitive question has been very alarming to our communities.

<sup>7</sup> Institute for Constitutional Advocacy and Protection Georgetown University Law Center letter to The Honorable Wilbur Ross, Secretary, Department of Commerce & Dr. Ron S. Jarmin, Acting Director, U.S. Census Bureau, July 16, 2018 TS

<sup>8</sup> U.S. Census Bureau, "Census Barriers and Motivations Survey", 2019

## **RECOMMENDATIONS**

### ***Ensure Continuing Support the Virginia Complete Count Commission***

Complete Count Commissions are the best method of connecting to resources that engage the communities, and hopefully, the hard-to-count populations directly. In 2009, then Governor Tim Kaine appointed a Complete Count Commission for the 2010 Census that had limited effectiveness. This was due to its late formation and a lack of concrete deliverables and resources. As a result, the 2010 Virginia Complete Count Commission was unfunded and had very little impact. This was partially mitigated by the U.S. Census' robust funding and stable leadership. Many states have realized the importance of a complete count and have devoted funds and resources to maximize their count and associated benefits. For example, California has budgeted \$90 million<sup>9</sup> to aggressively fund its 2020 Census initiatives.

Part of the Virginia Complete Count Commission's mandate should include the coordination of the work of the local complete count committees and, if possible, provide grants to those local complete count committees or grass roots organizations working to achieve a complete count. The VAAB welcomes and applauds Governor Northam's signing of Executive Order 27 establishing the Virginia Complete Count Commission and the announcement of \$1.5 million to fund the Commission. However the actions of the General Assembly to strip the funding from the budget leaves the VAAB concerned about the effectiveness of the Commission. Continuing support of this newly appointed Complete Count Commission by ensuring it is well-funded is critical to achieving a complete count.

### ***Work with Technology Partners to Address Gaps***

As this census is the first one to fully leverage new technologies to achieve a complete count, there is the inevitable gap in access due to poor connectivity, lack of technological equipment, and users unfamiliar or untrained on the technology. The Administration's securing of technology equipment and engaging with service providers to provide access for the purposes of bridging technology education gaps would greatly mitigate these barriers. It is noted that the Administration has announced the commitment of an additional \$50 million in funding to the Virginia Telecommunications Initiative (VATI) to enhance Universal Broadband Access. Perhaps the Administration can leverage the relationships within VATI to address access gaps for the 2020 Census. Another possibility would be for internet service or technology providers to provide mobile hotspot or travelling Census stations to locales or populations with limited broadband access.

### ***Encourage Local Governments to Partner with the Census Bureau***

To achieve a more complete count, the Census Bureau has engaged with localities for technical support. Localities can provide updated geographic information systems (GIS) and address files, census tracts and block groups, and can respond to the annual Boundary and Annexation Surveys. Other types of support would include operational, promotional, and data user support.

<sup>9</sup> U.S. News & World Report, "2020 Census: Congressional Seats, Federal Funds at Risk", Aug 28, 2018

### ***Engage the Virginia Asian and Latino Advisory Boards***

As a result of the national immigration debate, significant portions of the immigrant communities in the Commonwealth are fearful and concerned about sharing their personal information with the federal government. This coupled with a lack of understanding about the purpose of the census and its critical benefits make these communities extremely hard and reluctant to be counted. Furthermore, roughly a third of the Asian community is limited English proficient (LEP); making the messaging and trusted messengers even more important.

In recent years, nonpartisan “Get Out the Vote” organizations, particularly those focused on the Asian and Latino communities, made great strides with in-language community outreach. The VAAB will look to leverage these resources; however the Administration should look for ways to tap the expertise, best practices, and communities of the Complete Count Commission and other community advisory bodies to ensure each Virginian’s participation in the 2020 Census.

### ***Proclaim April 1, 2020 as “Virginia Census Day”***

On the day of the rollout of the 2020 Census, the Administration should issue a proclamation that emphasizes the importance of the census and where the residents of the Commonwealth can find support in responding to the census survey. The Administration, and its local partners, could also host kick-off events throughout the Commonwealth to raise more awareness about the 2020 Census.

## **EDUCATION COMMITTEE REPORT**

Sociological research and national survey reports find that AAPI students encounter experiences of discrimination on the basis of national origin, race, color, and religion in the school setting, by their peers and by adults in positions of authority. Virginia is no exception. It is critical for educators and administrative leaders to be aware, mindful, and attentive to AAPI students' experiences and take affirmative steps to prevent and deter the potential for discrimination. The fact remains that all humans have implicit bias.

As a result, recent studies and national surveys show that AAPI students are at a higher risk to experience mental health issues compared to other racial groups. Three-quarters of AAPI students reported in a national survey that they experienced bullying, harassment, and unfair treatment from their peers with a majority of those surveyed attributing their race as the primary cause. Other factors such as generational conflict, cultural stigmatization, a lack of awareness of mental health resources, among other factors contribute to AAPIs having a higher rate of depression and suicide compared to other racial groups.

One of the other factors is language proficiency. According to U.S. Census data, the Asian population in Virginia has been growing steadily from 2.5 % of the population in 1990 to 5.5% of the population in 2010, and currently make up 6.9% of the population. While the English proficiency rate among Asian children is 86.6%, 27% of Asians do not speak English well or not at all. While the Asian population appears to be a highly educated demographic, the growing population of the Asian community makes the problem of LEP, particularly in the older, adult immigrant Asian population. Limited proficiency in English hinders their ability to effectively navigate basic and important services such as medical, health, human and social services programs. Asian students tend to have a much lower case of LEP. Regardless, we need to ensure these groups, however small, are not marginalized, overlooked, or ignored within the education system.

We also cannot overlook the role a teacher plays. Elementary and secondary school teachers are among the early influencers in shaping leadership mindset and cultivating leadership skills in students. Having access to role models that reflect diversity in positions of leadership and authority is one factor that can encourage early AAPI student participation in student leadership roles.

Several factors likely contribute to the low representation of AAPIs choosing elementary and secondary school teaching as a profession. These may include:

- Cultural perceptions (e.g., prestige)
- Language barriers
- Cost of entry (e.g., debt burden)

Growth in the AAPI population is not reflected in the makeup of teachers in Virginia public schools. Available statistics suggest that in 2011-12 the percent of teachers who identified as "Asian, non-Hispanic" totaled 1.5% of public school teacher population in Virginia. Some counties such as Fairfax are taking steps to push for diversity of teachers to reflect the makeup of the students in the classroom.

Lack of AAPI representation goes beyond the teaching profession. In 2016, AAPIs made up 6% of the U.S. workforce. There are stereotypes that perpetuate the idea that AAPIs mainly thrive in industries such as health care, law, finance, and technology. These stereotypes play into the “model minority” myth and is further reinforced by the limited representation of AAPIs in fields related to politics, education, social services, and in performing/visual arts. Of those who attained higher education degrees, there is an overrepresentation of AAPIs in STEM fields. While AAPIs make up 13% of the STEM industry, they make around 3% in the police force, around 2% of educators, and less than 1% of leading actors in Hollywood.

## **RECOMMENDATIONS**

Provide Virginia public educators and leaders the resources needed to address unique cultural experiences of Virginia AAPI students, including in the area of English language proficiency and mental health needs; and create incentives that cultivate and support Virginia AAPI students and aspiring career professionals to seek diverse career opportunities in leadership, particularly in the field of education.

### ***Require Teacher Licensure to Enhance Cultural Competence***

The Virginia Department of Education (VDOE), many local educational agencies (LEAs), and private organizations offer educators continuing education opportunities in cultural competency. Educators may opt to take advantage of these opportunities, but are not required to do so. Often, those who don't take advantage of these opportunities likely will benefit from it the most!

- Require comprehensive cultural competency training as a component of the Commonwealth's teacher licensure process.
- Create a task force comprised of like-minded state public education leaders and private organizations that specialize in diversity and inclusion training to develop this comprehensive cultural competency training; particularly one that addresses the unique experiences of discrimination encountered by AAPI students.

### ***Follow Recommendations from the AAPI Bullying Prevention Task Force***

To reduce bullying and harassment, Virginia should follow the recommendations set forth by the AAPI Bullying Prevention Task Force in 2016:

- Establish a welcoming school climate that values cultural and linguistic diversity
- Establish comprehensive schoolwide programs to address bullying prevention, diversity, and cultural awareness training in collaboration with local AAPI community-based organizations and other relevant agencies
- Offer cultural and language support in schools for parents, guardians, and families
- Increase the number of AAPI mental health professionals through targeted recruitment
- Increase awareness of mental health resources among students with high-density AAPI populations

### ***Enhance English Proficiency***

- Ensure that LEP students have unfettered access to the Virginia Alternative Assessment (VAAP) Program. Engage the public, such as the corporate community, to play a greater role and be part of the solution.
- Pilot a volunteer English Language Learners (ELL) class for adults and children with a focus on language and cultural competence. Engage local Asian employee and business resource groups within various companies or non-profit organizations to develop this pilot program. Obtain Secretary of Education's endorsement and support of the pilot program.

### ***Support Aspiring Career Professionals***

- Support and build on pilot efforts to recruit teachers from diverse backgrounds, including AAPI.
- Partner with the VAAB to convene focus groups or forums for AAPI community engagement to uncover barriers to AAPI candidate entry at the elementary and secondary school teaching level.

### ***Expand Career Scopes and Definitions of Success in Our Communities***

To dispel stereotypes and develop a more civically engaged AAPI community, we should consider creating opportunities to expand the career scopes and definitions of success in our communities.

- Connect leadership pipelines for AAPIs in secondary school to help generate more interest in a wider range of careers and industries.
- Identify and develop resources that will expose AAPI families to opportunities and information related to a wider range of careers.

## **APPENDIX**

### **Business and Trade: Informational Brief on US-China Trade Relations**

#### 1. Section 201 of U.S. Trade Law

On January 22, 2018 USTR Robert Lighthizer announced that President Trump had approved recommendations to impose safeguard tariffs on imported large residential washing machines and imported solar cells and modules. The USTR made the recommendations to the President based on consultation with the interagency Trade Policy Committee (TPC) in response to findings by the independent, bipartisan International Trade Commission (ITC) that found increased foreign imports of washers and solar cells and modules are a substantial cause of serious injury to domestic manufacturers of such items.

These tariffs came as a result of section 201 safeguard cases filed by American businesses with the International Trade Commission. The ITC found that imports of large residential washers increased steadily from 2012 to 2016, and that the finances of domestic producers declined rapidly. The President's decision granted them tariff relief of 20% for the first year which will decline to 16% by year 3.

For imports of solar cells and modules, the President approved applying safeguard tariffs for four years which start at 30% and decline to 15% by year 4. These tariffs will have a particular impact on imports from China. The USTR announcement stated U.S. companies had won unfair trade cases against Chinese solar imports which the Chinese evaded by moving production elsewhere. Our unfair trade laws are used by U.S. producers to counter injuries they sustain through the entry of dumped or subsidized goods into our market.

Safeguard tariffs are permitted under the WTO's Agreement on Safeguards but whether such tariffs are legal under that agreement could be determined by litigation in the WTO.

#### 2. Section 232 of U.S. Trade Law

Section 232 of U.S. Trade Law, which is entitled "Safeguarding National Security," permits the President to restrict the importation of products by either tariffs or quotas if such imports threaten the survival of industries in the United States deemed important to our national security. The President would make such a decision based on reports done by the Secretary of Commerce after public hearings and consultations with the Secretary of Defense.

On March 18, 2018 President Trump, after hearings, consultations and on a recommendation from his Commerce Secretary, exercised his authority under Section 232 and imposed a 25% tariff on steel imports and a 10% on aluminum imports, with certain countries exempted but not Japan, China, Canada or Mexico. On May 23, 2018 the U.S. Secretary of Commerce Wilbur Ross stated that after a conversation with President Trump, he was starting a new investigation under Section 232 on auto imports. The investigation,

whose results have not yet been announced, will determine whether imports of automobiles, including SUV's, vans, light trucks, and automotive parts into the U.S. threaten to impair the national security as defined in Section 232. In his announcement the Secretary of Commerce noted that during the past 20 years imports of passenger vehicles have grown from 32% of cars sold in the U.S. to 48%, and that this was having a deleterious impact on the U.S. industrial and technological base. Whether action will be taken to limit auto imports will be taken under section 232 is not yet known. If action is taken it could impact trade with a number of European and Asian nations that make autos or auto parts. This could lead them to increase tariffs on some items exported by companies or producers in Virginia.

### 3. Section 301 of U.S. Trade Law

Section 301 of U.S. Trade Law charges the USTR to take actions against unfair trade practices of foreign nations impacting the U.S. as directed by the President. Any action taken by the USTR "shall be devised so has to offset goods or services of the foreign country in an amount that is equivalent in value to the burden or restriction being imposed by that country on United States commerce."

On August 18, 2017 the USTR initiated an investigation, under Section 301 of the Trade Act of 1974, into the Government of China's acts, policies and practices related to technology transfer, intellectual property theft, and innovation. The announcement came shortly after the U.S. filed a request for consultation in the WTO to discuss such practices with China.

On March 23, 2018 the President directed the USTR to take all appropriate action against China's unfair trade and investment practices. USTR determined the following Chinese actions are unreasonable or discriminatory and burden or restrict U.S. commerce in the following ways:

- a. China uses foreign ownership restrictions, such as joint venture (JV) requirements and foreign equity limitations, and various administrative review and licensing processes, to require or pressure technology transfer from U.S. companies.
- b. China's regime of technology regulations forces U.S. companies seeking to license technologies to Chinese entities to do so on non-market based terms that favor Chinese recipients.
- c. China directs and unfairly facilitates the systematic investment in, and acquisition of U.S. companies and assets by Chinese companies to obtain cutting-edge technologies and intellectual property and generate the transfer of technology to Chinese companies.
- d. China conducts and supports unauthorized intrusions into, and theft from, the computer networks of U.S. companies to access their sensitive commercial information and trade secrets.

The United States is working closely with the European Union (EU) and Japan, who share many of the concerns expressed by the United States regarding China's acts, policies, and practices related to technology transfer, intellectual property, and innovation.

As a result of China's failure to respond constructively to U.S. concerns, USTR imposed tariffs on July 6, 2018 on some Chinese imports as part of the U.S. response to China's unfair trade practices related to the forced transfer of American technology and intellectual property. These included a 25% tariff on \$50



billion worth of Chinese imports. A further tariff of 10% was imposed on an additional \$200 billion dollars of Chinese imports on September 2018. That latter tariff was to increase by 25% on January 1, 2019. These new tariffs target high tech Chinese exports to counter China's 2025 program to become world leaders in ten high tech industries. The 2025 program is China's ten-year plan for targeting ten strategic advanced technology manufacturing industries for promotion and development: (1) advanced information technology; (2) robotics and automated machine tools; (3) aircraft and aircraft components; (4) maritime vessels and marine engineering equipment; (5) advanced rail equipment; (6) new energy vehicles; (7) electrical generation and transmission equipment; (8) agricultural machinery and equipment; (9) new materials; and (10) pharmaceuticals and advanced medical devices.

The Made in China 2025 Notice expressly calls for China to achieve 40% "self-sufficiency" by 2020, and 70% "self-sufficiency" by 2025 in core components and critical materials in a wide range of industries, including aerospace equipment and telecommunications equipment. The Made in China 2025 Key Area Technology Roadmap sets explicit market share targets that are to be filled by Chinese producers both domestically and globally in dozens of high-tech industries.

At a Senate Finance Committee hearing in March 2018 at which the USTR Robert Lighthizer testified, Senator Mark Warner, the ranking Democrat on the Senate Intelligence Committee, talked to Mr. Lighthizer about the incredible growing threat to our country from China's 2025 Plan. He said China wants to leapfrog ahead of our technologies and bypass our leading companies. China uses illicit means such as IPR theft and forced technology transfers to help achieve their objectives. Warner urged the Administration to adopt a "whole of government policy" to meet the Chinese challenge.

Since the publication of USTR's Section 301 Report, the Department of Justice (DOJ) has indicted a dozen individuals and corporate entities directed by the Chinese government to obtain commercial secrets from 15 companies, predominately in aerospace and high -technology sectors. The facts alleged in these indictments reflect China's ongoing determination to obtain trade secrets and other valuable commercial information in support of China's industrial policy. In its 13th Five-Year Plan which covers the years 2016-2020, China prioritized the development of integrated circuit devices, including dynamic random-access memory (DRAM). DRAM is used in leading-edge computing, consumer, networking, automotive, industrial, embedded, and mobile productions. China is seeking to create its own DRAM production capability, which would lessen its dependence on manufacturers in the United States. China's top government body, the State Council, views the building of DRAM industry as a "national economic priority."

Governor Northam recently announced a valuable new investment in Virginia of the Boise-based Micron Technology, Inc. which is the only United States-based company that manufactures DRAM's. It is a leader in the semiconductor industry, and provides approximately 20-25% of the world supply of DRAM's. A recent Justice Department indictment alleges that the Chinese illegally obtained Micron's trade secrets, which included detailed confidential information used to design and construct efficient manufacturing processes for advanced DRAM technology. According to the indictment, the stolen trade secrets are valued at up to \$8.75 billion. The USTR also threatened an additional tariff on \$267 billion worth of Chinese imports if China retaliated by putting new tariffs on U.S. exports into China.

On December 2, 2018, after a meeting between President Trump and Xi, the two countries agreed to a small truce in their escalating trade war. President Trump agreed that he will leave the tariffs on \$200 billion worth of Chinese products at the 10% rate, and not raise it to 25% for now, as he had threatened to do come January 1, according to a White House statement. China also agreed to start purchasing agricultural products from our farmers immediately. The two presidents agreed to immediately begin negotiations on structural changes with respect to forced technology transfer, intellectual property protection, non-tariff barriers, cyber intrusions and cyber theft, services and agriculture, according to the White House statement. Both parties agree that they will endeavor to have this transition completed within the next 90 days. If at the end of this period of time, the parties are unable to reach an agreement, the 10% tariffs would be raised to 25%. At this time it is unclear how the China trade problem will be resolved. In 2017 the U.S. had a \$375 billion trade deficit with China and since China's entry into the WTO in 2001, a cumulative deficit of over \$4 trillion.

#### 4. The Foreign Investment Risk Review Modernization Act

The U.S. government maintains that the Chinese government continues to direct and/or unfairly facilitate the systematic investment in, and/or acquisition of U.S. companies and assets by Chinese companies to obtain cutting-edge technologies and intellectual property and generate large-scale technology transfer in industries deemed important by Chinese government industrial plans. At the March 2018 hearing with USTR Robert Lighthizer, Senator Mark Warner said he was very concerned about this matter, and was supporting new legislation to strengthen our ability to counter the Chinese investment strategy. The new Foreign Investment Risk Review Modernization Act (FIRRMA), which Senators Warner and Kaine both supported, was signed into law on August 13, 2018 after being passed overwhelmingly by both Houses of Congress.

As noted above, since China joined the WTO in 2001 the United States has run over \$4 trillion worth of trade deficits with China. Last year the total was \$375 billion and this year is it likely to exceed that amount. These trade deficits have given China an enormous amount of money, some of which it is using to make investments in the United States by state-owned or controlled corporations which as noted raise concerns here. The new FIRRMA law is a direct response to that concern.

In 1988 the Congress gave the President the authority to block acquisitions of U.S. companies if any such acquisition would threaten U.S. national security interests. The President charged the Committee on Foreign Investment in the United States (CFIUS) to conduct the investigations that would assist him in making such determinations. In around 2006 that law was strengthened and added the intelligence agencies to the CFIUS.

The new law passed in August is intended to strike a balance between giving CFIUS the ability to address modern national security issues without chilling investments in the U.S. economy. It gives the CFIUS the authority to review:

- a. Real estate acquisitions in sensitive areas;

- b. Minority investments (particularly through private equity-type structures) that might not be controlling but that nonetheless provide access to sensitive information or technology of the targeted U.S. business;
- c. The increasing use of Chinese joint ventures into which U.S. origin technology is transferred, and;
- d. Chinese investment deals that are being structured to circumvent CFIUS.

A key impetus for FIRRMA was to enable the CFIUS to review additional types of investment from China. These include critical infrastructure, critical technology, and the transfer of technology to China by U.S. companies.

In addition to the above four measures that will restrict investment and imports with some Asian nations, the current Administration has also announced that it will begin negotiating trade agreements with Japan and the European Union. It also acted to improve our free trade agreement with South Korea.