Addressing Racial Microaggressions towards Asians, Asian Americans, and Pacific Islanders in the Library Workplace:
An Interactive Discussion

Raymond Pun and Tarida Anantachai

LibraryLinkNJ
THE NEW JERSEY LIBRARY COOPERATIVE

You can only add 2 things to this plate of simple rice

-Name them

Ice Breaker: Please share in the chat box or with your neighbor.

Community Norms

Everyone is INVITED to speak; feel free to stay on mute and keep your cameras off if you like.
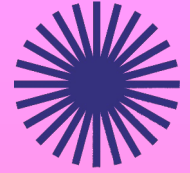
Define challenges and develop solutions together.

Respect each other and our lived experiences.

Create joy
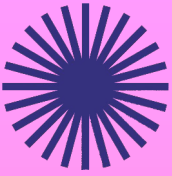Wherever you go!

Outline

1

INTRODUCTION

ABOUT US
WHY THIS TOPIC?

2

AGGRESSIONS &
BIASES IN THE
LIBRARY WORKPLACE

3

RESOURCES & TOOLS
QUESTIONS &
DISCUSSIONS

1. Introduction

Who are we, and why this topic?
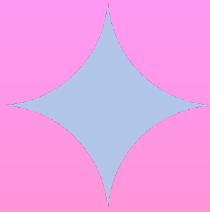
Who We Are

Ray Pun

(he/him)

**Academic and Research Librarian
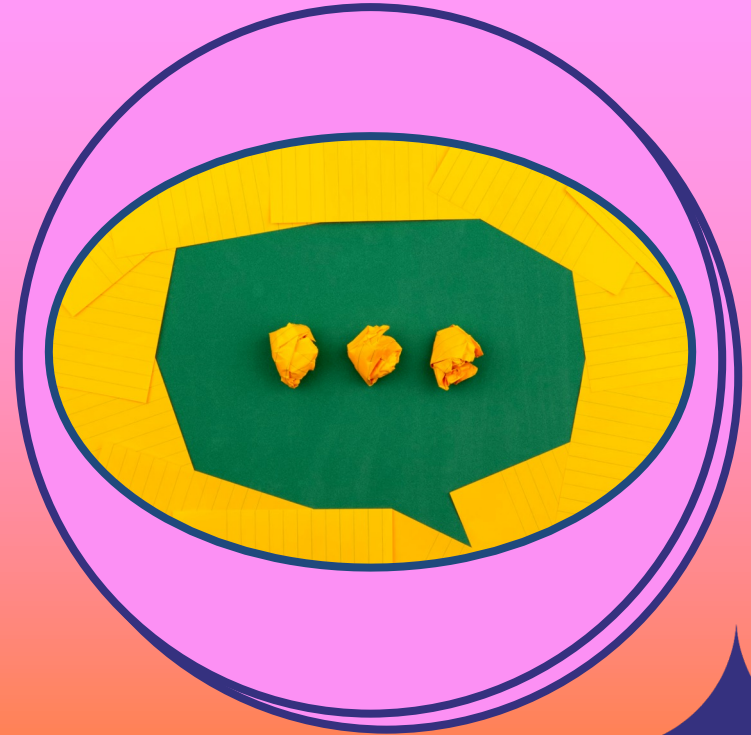Alder Graduate School
of Education (CA)**

Tarida Anantachai

(she/her)

**Director, Inclusion & Talent
Management
NC State University Libraries (NC)**

Now your turn, share in the chat box or turn to the person next to you:
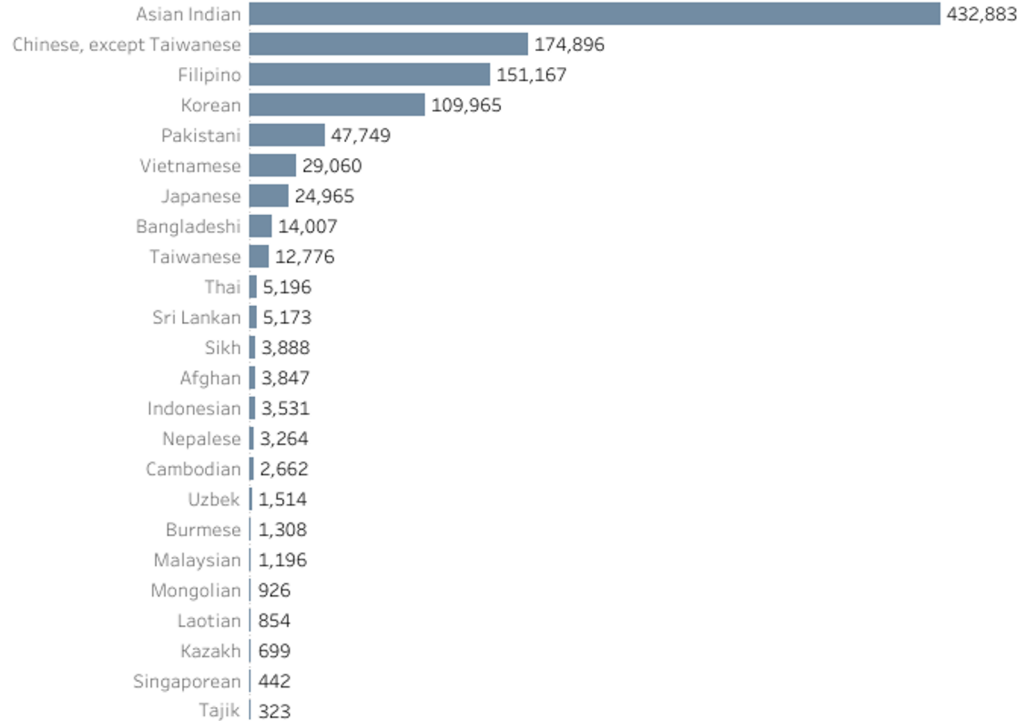
Who are you, and why are you attending this presentation?

AAAPI in New Jersey

Some Background Statistics

Asian Population in NJ

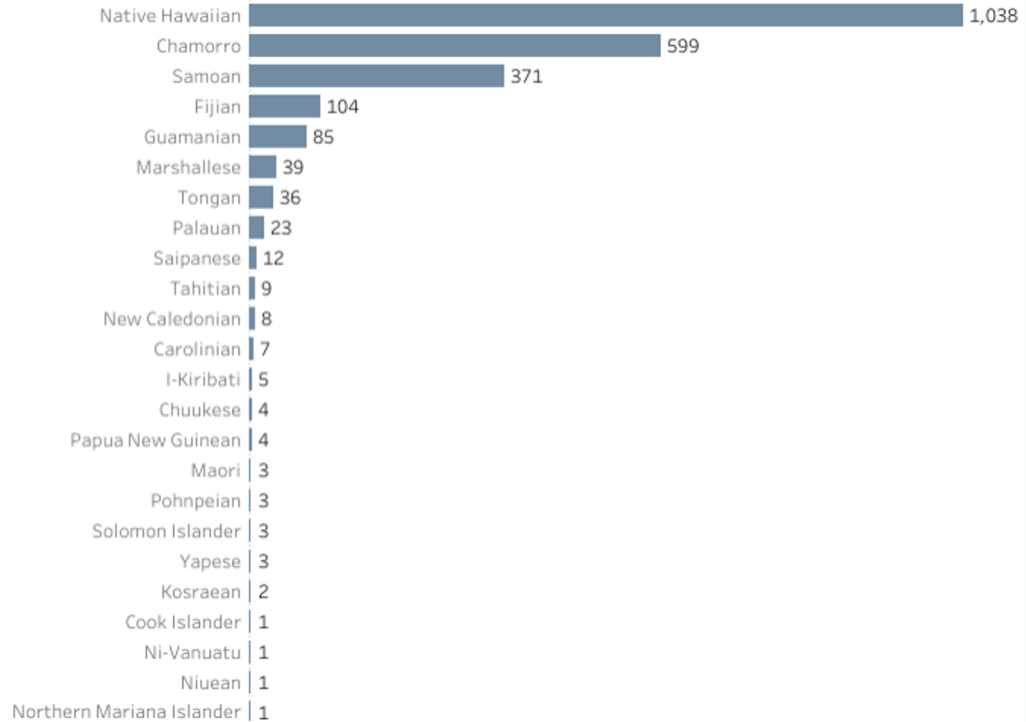Detailed Asian Alone or in Any Combination Groups in New Jersey

Asian Indian	432,883
Chinese, except Taiwanese	174,896
Filipino	151,167
Korean	109,965
Pakistani	47,749
Vietnamese	29,060
Japanese	24,965
Bangladeshi	14,007
Taiwanese	12,776
Thai	5,196
Sri Lankan	5,173
Sikh	3,888
Afghan	3,847
Indonesian	3,531
Nepalese	3,264
Cambodian	2,662
Uzbek	1,514
Burmese	1,308
Malaysian	1,196
Mongolian	926
Laotian	854
Kazakh	699
Singaporean	442
Tajik	323

Native Hawaiian and PI Population in NJ

Detailed Native Hawaiian and Other Pacific Islander Alone Groups in New Jersey

Group	Population
Native Hawaiian	1,038
Chamorro	599
Samoan	371
Fijian	104
Guamanian	85
Marshallese	39
Tongan	36
Palauan	23
Saipanese	12
Tahitian	9
New Caledonian	8
Carolinian	7
I-Kiribati	5
Chuukese	4
Papua New Guinean	4
Maori	3
Pohnpeian	3
Solomon Islander	3
Yapese	3
Kosraean	2
Cook Islander	1
Ni-Vanuatu	1
Niuean	1
Northern Mariana Islander	1

(Source: 2020 U.S. Census)

2. Aggressions and Biases

And how they can show up for AAAPI in the library workplace
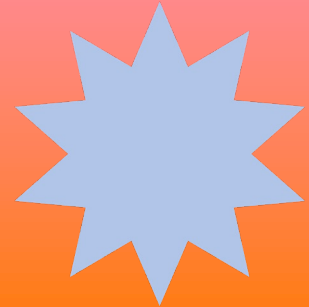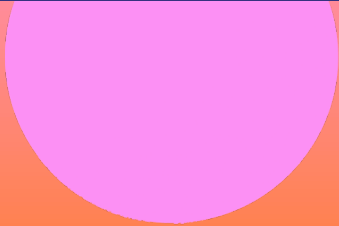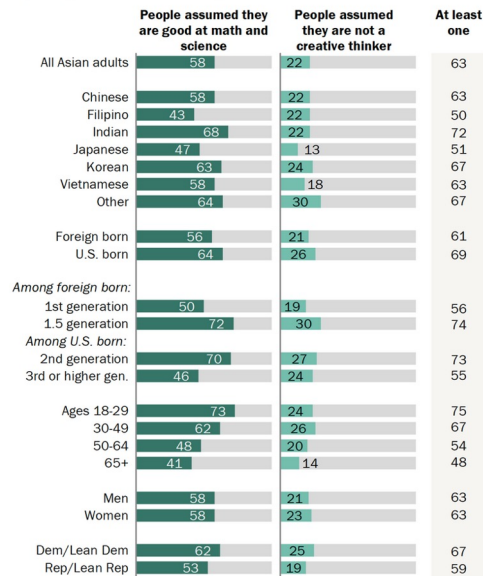
A (Quick) Historical Overview

Origins of AAAPI Aggressions and Biases

Model Minorities & Perpetual Foreigners

Anti-Asian and Pacific Islander Racism:
A Few Historical Examples

1840s
Transcontinental Railroad

1882
Chinese Exclusion Act

1893
Overthrow of the Hawaiian Kingdom

1940s
Japanese American Incarceration

1982
Murder of Vincent Chin

2001
Post 9/11 Violence

2020s: COVID-19

Since 2020, there has been an increasing wave of violence towards AAAPI. Between 2020-2022, 11,400+ hate incidents were reported to Stop AAPI Hate across four broad categories (**Source: Community Reports to Stop AAPI Hate**).

Harassment

Physical Harm

Institutional Discrimination

Property Harm

Violence Towards AAAPI Communities Today and Historically
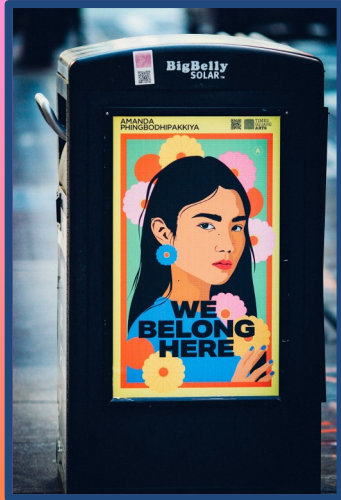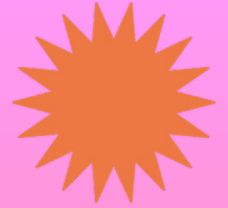
1 in 3 U.S. Asians and Pacific Islanders faced racial abuse this year, says AP-NORC/AAPI Data poll (November 2023, **Source: PBS Newshour**).

Data on Anti-Asian Hate in the U.S.

(Source: **Asian Resource Hub**)
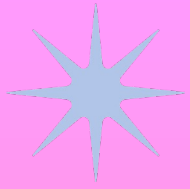
Pulse Check

What questions or comments do you have so far?
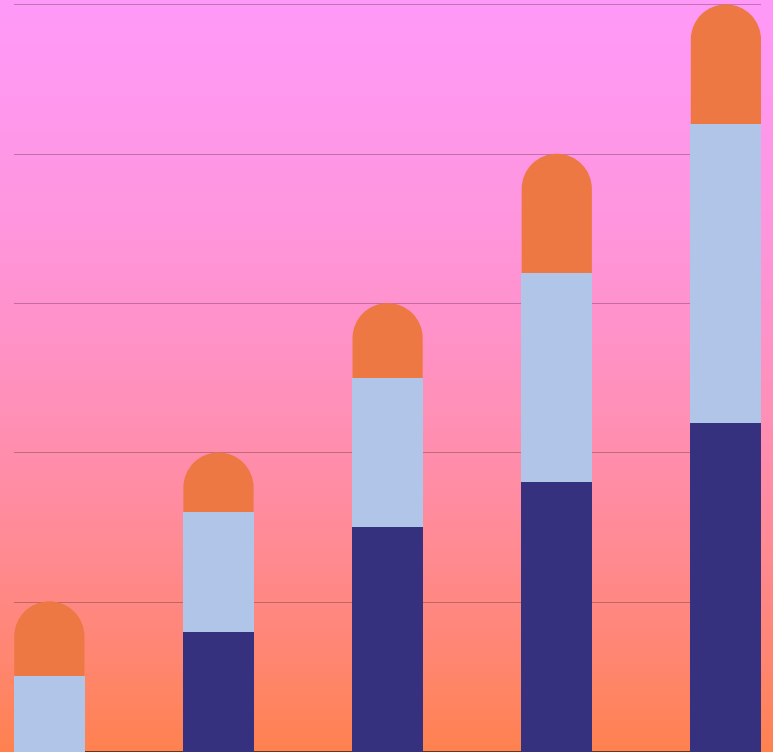
AAAPI & Racial Monolith Myth

What is the racial monolith myth?

AAAPI & Racial Monolith Myth

"Author Zora Neale Hurston's famous quote, 'All my skinfolk ain't kinfolk,' suggests that some people of color may be agents of white supremacy and may actively discriminate against people of their same racial group." (Mujica, 2022, p. 2).

Racial monolithic groups & myths—intentionally or unintentionally grouping people of similar backgrounds and assuming similar behaviors or traits. Treating any marginalized group as a monolith erases the harm that different ethnicities, nationalities, and races, have endured. Each experience is important to understand in order to be better advocates and allies for one another.

Source: Mujica, C. A. (2022). *"All skinfolk Ain't kinfolk": Attributions of race-based discrimination when an ingroup member is the perpetrator* [Doctoral dissertation, University of Arkansas, Fayetteville]. ScholarWorks@UARK. https://scholarworks.uark.edu/etd/4397

The PI in AAAPI

Pacific Islander identity and representation has also been lacking and even erased from broader AAAPI discourse (**Source: Define American**). There have been growing conversations on these distinct identities, histories, and communities, including how they are named.

AAPI

AANHPI

Pasifika

Some Definitions

Microaggressions

Macroaggressions

Biases

Types of Biases

There are many types of biases baked into our systems and interactions.

Race, Ethnicity...

Gender, Age...

Language, Disabilities...

COMMON BIASES DURING INTERVIEWS

HORN
When a candidate possesses a negative attribute and it is overemphasized and transferred to all other aspects of the candidate's background and/or qualifications by the interviewer.

HALO
When a candidate possesses a positive attribute which then becomes dominant and is transferred to all other aspects of the candidate's background and/or qualifications by the interviewer.

GENERALIZATION
When interviewers assume candidates' mannerisms in the interview are part of their everyday behavior. For example, candidates who are nervous in the interview can be generalized as always nervous.

CONTRAST
Occurs when an interviewer compares candidates to each other or all candidates to a single candidate. For example, if one candidate appears to lack strong leadership experience; others may appear to be more qualified than they really are.

STEREOTYPING
When the interviewer assumes a candidate has specific traits because they are a member of a group.

MIRROR
This bias refers to the tendency for the interviewer to select and hire individuals who possess similar attributes/ backgrounds to their own.

NONVERBAL
When an interviewer is influenced by body language. A concerned look on a search committee's face and or an affirmative nod when listening to candidates can send incorrect signals. Likewise a candidate failing to smile or make eye contact, may lead to them being incorrectly judged as disinterested in the role.

RECENCY
Occurs when the interviewer recalls the most recently interviewed candidates more clearly than earlier candidates during the decision-making process.

CULTURAL NOISE
When candidates answer questions based on information they think will get them the job. Basically, if an interviewer stresses teamwork, the candidate might say they like working as part of a team because it is what they think the interviewer wants to hear.

✤ ALDER GRADUATE SCHOOL OF EDUCATION

Share in the chat box or turn to the person next to you:

What are some ways that these AAAPI myths, aggressions, and biases manifest in the library workplace?
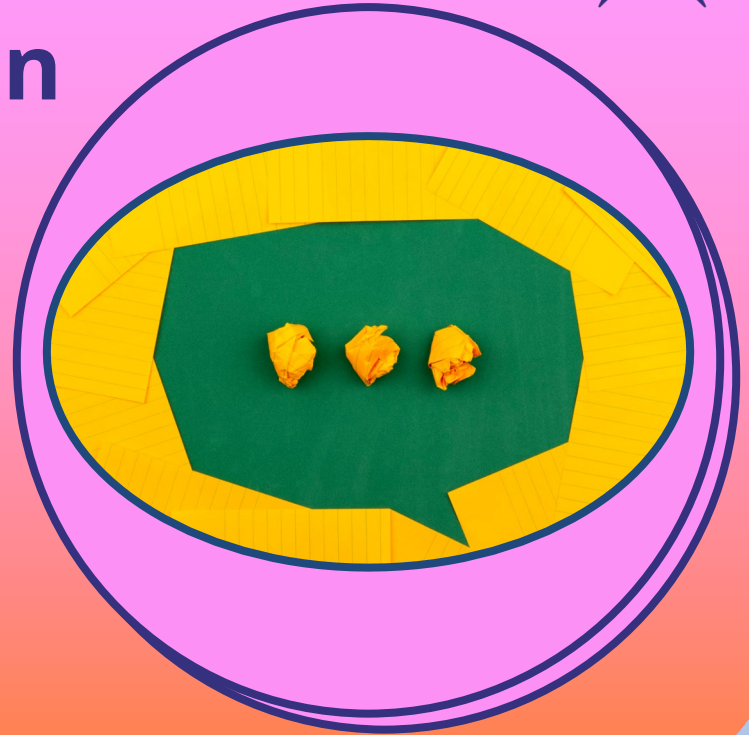
What Happens in the Library Workplace?

"...perceived as **submissive, quiet, sidelined into specialist roles**. Immigrants are perceived as people with **language barriers** or if they have accents, they are perceived as a sign of **lack intelligence**. There are microaggressions where Asian people are often **confused for each other**. It is an isolating experience."

"They are often **tasked to do something 'Asian'** related on behalf of the organization, and feel **invisibilized** by coworkers."

"...there is a perception that **Asians are quiet,** so that 'when you are vocal about your concerns **people wonder why you are loud and complaining**.'"

"...they may **appear young looking**, and as a result, they are **not respected at work** and are **not taken seriously** because 'they believe we are young.'"

Source: Chinese American Librarians Association, & Asian Pacific American Librarians Association. (2022, September 1). Path to leadership: National forum on advancing Asian/Pacific Islander American librarianship - A white paper. https://apialibrarianship.wordpress.com.

"Breaking the Bamboo Ceiling"*
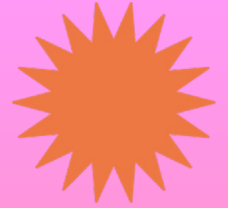
*Coined by Jane Hyun, 2005

Choice's Toward Inclusive Excellence (TIE) "Resources for Shattering the Bamboo Ceiling: Fall 2022 Edition" **https://www.choice360.org/tie-post/resources-for-shattering-the-bamboo-ceiling-fall-2022-edition**

Discussion Questions

Addressing Microaggressions
What are some ways that you have responded when experiencing or witnessing microaggressions in the library workplace? (i.e., individual measures)

Addressing Macroaggressions
What are some ways that our libraries could address macroaggressions in the library workplace?
(i.e., organizational/system measures)

3. Resources & Tools

Wrap-up, questions, & discussion
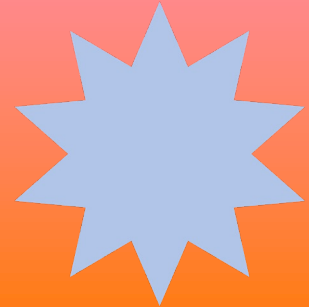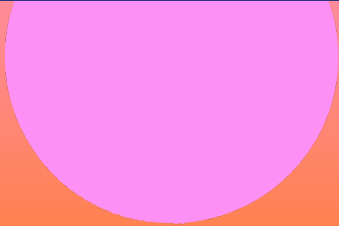
Call to Action

We are all not the same, but must recognize collective action; there is strength in numbers.

Some Additional Resources

Anti-Asian Violence Resources: https://anti-asianviolenceresources.carrd.co

Asian Americans Advancing Justice: https://www.advancingjustice-aajc.org (and their new resource: Asian Resource Hub: https://asianresourcehub.org)

Asian Health Coalition Mental Health Resource Guides: https://www.asianhealth.org/mental-health-resource-guides

Asian Mental Health Collective: https://www.asianmhc.org

Asians for Mental Health Directory: https://asiansformentalhealth.com

National Asian American Pacific Islander Mental Health Association Resources: https://www.naapimha.org/resources/resource-database

The Pacific Islander Initiative (PII): https://www.smchealth.org/pacific-islander-initiative

Right to Be: Bystander Intervention to Stop Anti-Asian/American and Xenophobic Harassment: https://righttobe.org/trainings/bystander-intervention-to-stop-anti-asian-american-and-xenophobic-harassment

Stop Asian Hate: https://stopaapihate.org
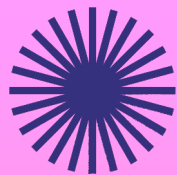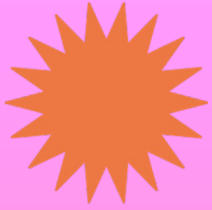
Thank You!

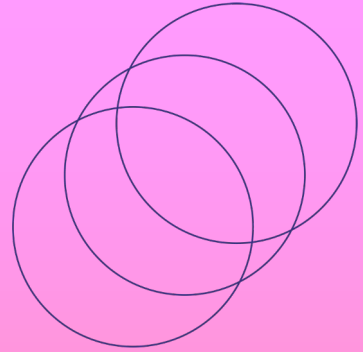Ray Pun
(he/him)

Academic and Research Librarian
Alder Graduate School
of Education (CA)

Tarida Anantachai
(she/her)

Director, Inclusion & Talent
Management
NC State University Libraries (NC)

Slide Deck: http://tinyurl.com/LibraryLinkAAPI2024
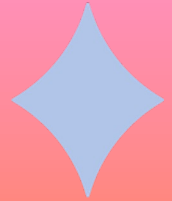
LibraryLinkNJ
THE NEW JERSEY LIBRARY COOPERATIVE

Slides Carnival

This presentation template is free for everyone to use thanks to the following:

SlidesCarnival for the presentation template
Pexels and Unsplash for the photos

Happy designing!