

Bridging the research gap of diversity, equity, and inclusion (DEI) initiatives for the Asian community during COVID-19

Introduction

- COVID-19 forces many organizations to examine their **diversity, equity and inclusion (DEI) initiatives**.
- The term “**Chinese virus**” posed detrimental effect on the Asian community.
- There are **limited research data** on the impact.
- Asian is the **fastest growing demographic group** in the Austin Metropolitan area.



The goal of this research is to fill some of the research gaps for DEI initiatives for the Asian community.

Methods



Surveyed **145** and interviewed **16** Asians/Asian Americans in Austin.

Participants were asked

1) Whether they have the following experience during COVID-19



- Micro-inequalities
- Verbal harassment
- Physical assaults

2) Their life experiences in Austin, Texas.

Literature Cited

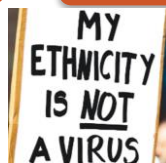
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Results



- A **slight increase in cases** of micro-inequalities, verbal harassment, and physical assault towards Asians in Austin, Texas during COVID-19 compare to pre-COVID.
- The cases in Austin is lower than the national average reported by the Pew Research Center, which 31% of Asians/Asian Americans reported as subject to racial slurs or jokes because of their race.
 - Asians/Asian Americans stayed away from public places in Austin.
 - Austin is **diverse** and has a **well-educated, youthful population** which **values tolerance**.
- The term “**Chinese virus**” has posed a **detrimental impact** on the Asian/Asian American community.
 - There is a statistically significant difference in terms of **having fear that someone might threaten or physically attack them**, especially for **females**.
- The stereotype of Asians/Asian Americans being the “**perpetual foreigners**” and “**model minority**” frustrated some Asians/Asian Americans in Austin.

Conclusion

- More **bystander trainings** should be organized to train the community to **speak up** when others experience racism.
- More resources should be invested in helping Asians/Asian Americans, especially females in **coping with the fear** resulted by “Chinese virus”.
- More research should be done on how COVID-19 has impacted **Asian students**, as there are **reported cases of racial slurs and jokes**.
- It is time for us to reflect on our **implicit biases** for different races.



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Further Information

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