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

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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.

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.

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 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
Questions? Please contact me at joyce.wongps@utexas.edu or add me on LinkedIn via this QR code.

Literature Cited