



Commonwealth of Virginia
Office of Governor Glenn A. Youngkin



Annual Report 2021-2022

December 9, 2022

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LETTER FROM THE CHAIR



To: Glenn A. Youngkin, Governor
Honorable General Assembly Members

On behalf of the Virginia Asian Advisory Board (VAAB), I'm pleased to present you with this year's report of our recommendations of issues impacting the Asian American and Pacific Islander (AAPI) community so that your Administration can best serve these constituents. We represent one of the fastest growing demographics in the Commonwealth. As you may be aware, the Asian American Pacific Islander is a multi-layered and multi-faceted racial community, representing complex identities marked by differences in ethnic backgrounds, religion, language, immigrant status, and perspectives.

The VAAB strongly supports this Administration's focus on equity as it's the basis of all the work that this Board undertakes. We must, and will, continue to stand in allyship to combat race, religious or other forms of hate and violence in order to advance healing to ensure all communities have opportunities to reach their full potential, safely and without fear.

I would like to thank your administration and staff for diligently working with us as we transitioned to your leadership. Secretary Kay Jones, C.J. Sailor, Harold Pyon, Michael Perez, and Suzanne Holland were instrumental in helping us continue our important work throughout the Commonwealth for our communities. Thanks to each of you for your leadership and support.

I would like to express my deep appreciation to each of our current board members who contributed not only their time, but their expertise throughout the year. Board service is one of the most difficult volunteer roles of public service to fulfill. However, your high level of professionalism, ability to attend meetings, both virtual and in-person, and advocacy on behalf of the AAPI community in the Commonwealth was incredibly notable. You have been judicious stewards of this board and carefully deliberated on matters, while considering current and future impacts and outcomes. Despite the many personal, professional and educational commitments, along with some serious adversities, your continued passion and commitment to the AAPI community of the Commonwealth, was not only inspirational, but embodied excellence. Thank you for all your hard work and for reflecting what Dr. Martin Luther King said, "All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence." It has been an honor serving as your Chair, getting to know you and all you do for the Commonwealth. I look forward to continuing to work with you all on future endeavors.

We look forward to working closely with you, your administration and other advisory boards on common goals that support your priorities. Thank you for the opportunity to continue our service to the Governor's Office, the Commonwealth, and the AAPI community.

A handwritten signature in blue ink, appearing to read "Suja S. Mathew".

From: Suja S. Mathew , Chair
Virginia Asian Advisory Board

2021-2022 VIRGINIA AMERICANS ADVISORY BOARD

EXECUTIVE COMMITTEE

Suja S. Mathew, Chair, Henrico, Henrico, Policy Analyst, Association of American Physicians and Surgeons

Justin Lo, Vice-Chair, Richmond, Senior Counsel, Virginia State Corporation Commission

Nina Ha, PhD, Secretary, Christiansburg, Asian Cultural Engagement Center Director, Virginia Tech

Melody Agbisit, PhD, Treasurer, Norfolk, Counselor, Educator and Social Entrepreneur

CURRENT MEMBERS

- Laura Beldin, Staunton, Senior Vice President and Private Client Advisor, Bank of America Private Bank
- Y. Paul Chhabra, Norfolk, President, Rajput Group of Companies
- Razi Hashmi, Fairfax, Foreign Policy Professional
- Da Lin Sheth, Richmond, Assistant Professor of Law, University of Richmond School of Law
- Bao “Bobby” Ly, Springfield, President, Vietnamese American Community Association of MD, DC, and VA
- Praveendharan Meyyan, Arlington, Senior Economist
- Carla Okouchi, Fairfax, Music Educator and Choral Director
- Marie A. Sankaran Raval, MD, Henrico, Pediatric Anesthesiologist and Assistant Professor of Anesthesiology, Department of Anesthesiology, VCU School of Medicine
- Ssunny Shah, Roanoke, Hotel Owner
- Jewan “Jack” Tiwari, Prince William, President, Nepalese American Forum for Political Empowerment; Realtor; and Small Business Owner, Prime Estates, Inc.; and Arbina LLC
- Pient Y. Tran, Richmond, Vice President, Capital One
- Dr. Lisa Chen, Louisa, Louisa County Public Schools, Director of Middle School Education and Professional and Virtual Learning
- Rowena Finn, Virginia Beach, Artist, Art Instructor, Governor’s School for the Arts.
- Thomas Filtzpatrick, Richmond, President & Chief Executive Officer for Housing Opportunities
- Salinna Lor, Richmond, Communications Manager for the Virginia Hospital & Healthcare Association
- Quan Schneider, Henrico, Senior Marketing Manager, Altria
- Henry Yuan, Fairfax, Senior Associate , The Cohen Group.

AAPI Outreach

Vacant

Governor's Liaison

Michael Perez

Special Assistant for Advisory Board Administration: Gloria Senecal, Suzanne Holland

FORMER MEMBERS

Julia K. Chun, Fairfax, Chief of Staff, Office of Senator Barbara A. Favola

Hyun Lee, Centreville, Vice President, Korean American Society of VA

Patrick A. Mulloy, Alexandria, Washington-based Trade Counsel and Consultant

May Nivar, Midlothian, CEO Action for Racial Equity Fellow, Altria Client Services

Former Ex-Officio Members

Brian Ball, Secretary of Commerce and Trade

Daniel Carey, MD, Secretary of Health and Human Resources

Brian Moran, Secretary of Public Safety and Homeland Security

Atif Qarni, Secretary of Education

Kelly Thomasson, Secretary of the Commonwealth

EX-OFFICIO MEMBERS

John Littel, Secretary of Health and Human Resources

Sheriff Robert "Bob" Mosier, Secretary of Public Safety and Homeland Security

Aimee Rogstad Guidera, Secretary of Education

Kay Cole James, Secretary of the Commonwealth

ADMINISTRATION

Justin Bell, JD, Board Legal Counsel, Assistant Attorney General, Office of the Attorney General

Suzanne Holland, Special Assistant for Advisory Board Administration, Secretary of the Commonwealth

Gloria Senecal, Special Assistant for Advisory Board Administration, Secretary of the Commonwealth

C.J. Sailor, Deputy Secretary of the Commonwealth

Martin Brown, Chief Diversity, Opportunity, and Inclusion Officer

ABOUT THE VIRGINIA ASIAN ADVISORY BOARD

Established by statute in 2001 as a governmental entity of the Commonwealth of Virginia, the purpose of the Virginia Asian Advisory Board (“VAAB” or “Board”) shall be to advise the Governor on ways to improve economic and cultural links between the Commonwealth and Asian nations, with a focus on the areas of commerce and trade, art and education, and general government, and on issues affecting the Asian and Pacific Islander (API) communities in the Commonwealth.

According to the Code, the Virginia Asian Advisory Board has the power and duty to:

- Undertake studies and gather information and data in order to accomplish its purposes as set forth in § 2.2-2448.
- Apply for, accept and expend gifts, grants, or donations from public, quasi-public or private sources, including any matching funds as may be designated in the Appropriation Act, to enable it to better carry out its purposes.
- Report annually its findings and recommendations to the Governor. The board may make interim reports to the Governor, as it deems advisable.
- Account annually on its fiscal activities, including any matching funds received or expended by the Board.

The VAAB focuses its work on four key areas that are important to the API community. Board members serve on committees to help advance these areas.

COMMITTEES

- BUSINESS & TRADE
 - Purpose: Examines the barriers to and opportunities for economic prosperity with respect to API owned or focused businesses in the Commonwealth. Additionally, we explore opportunities to enhance global trade with Asian and Pacific Islander partners and attract foreign investment in the Commonwealth.
 - Members: **Praveendharan Meyyan (Chair)**, Laura Beldin, Y. Paul Chhabra, Bobby Ly, Henry Yuan, Ssunny Shah
- CIVIC ENGAGEMENT:
 - Purpose: Assesses the engagement of the API community within the Commonwealth in the areas of public services and programs, voter engagement, and civic participation. We explore the barriers to awareness and access, and work to improve communication between the Administration, service and program providers, and our disparate communities.
 - Members: **Justin Lo (Chair)**, Razi Hashmi, Da Lin Sheth, Jewan Tiwari, Pient Tran, Thomas Fitzpatrick
- EDUCATION
 - Purpose: Focuses on addressing the barriers to achieving a world-class education for APIs and all Virginians. The Asian and Pacific Islander community places high value on achieving through

educational attainment across the educational spectrum; K-12, post-secondary (two and four-year), graduate and professional, as well as trade and adult studies.

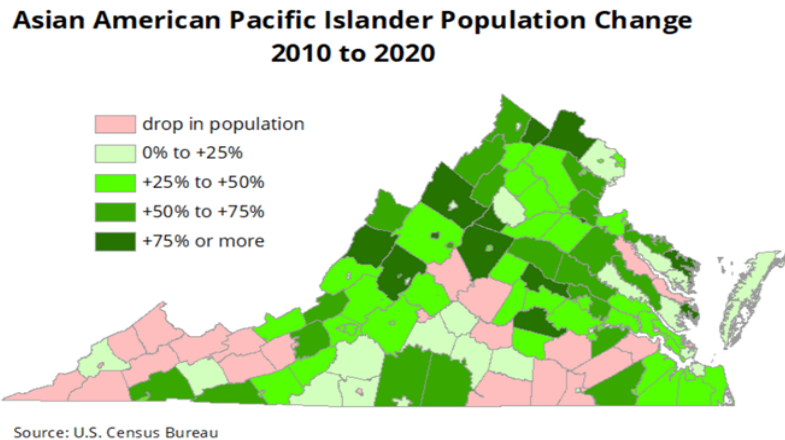
- o Members: **Carla Okouchi (Chair)**, Nina Ha, Rowena Finn, Quan Schneider, Lisa Chen

- HEALTH

- o Purpose: Delves into the varying health disparities that exist between AAPI communities and other communities in the Commonwealth. Additionally, we examine how the varying social determinants of health affect the delivery and providers of health services to our communities.
- o As the racial and ethnic demographics of our Commonwealth continues to shift, there is greater need for pathways and workforce opportunity programming that encourages a more representative at all levels in the healthcare workforce.
- o Members: **Melody Agbisit (Chair)**, Marie Sankaran Raval, Salinna Lor, Suja Mathew

DEMOGRAPHICS

AAPIs are the fastest growing racial and ethnic population in the US. Virginia's API population similarly reflects this growth. Between 2010 and 2020, the API population in Virginia is estimated to have grown by 40%. Pew Research Center notes that the 19 largest Asian origin groups account for 97% of the nation's total AAPI population, with six groups making up 85% of all Asian Americans. Chinese Americans are the largest Asian group in the U.S., making up 23% of the Asian population. The next two largest origin groups are Indian Americans, who account for 20% of the total, followed by Filipinos, who account for 18%.



Foreign-born Virginians in 2019 reported their race as white (37 percent), Asian (35), black (12), or one or more other races (16). Nearly 33 percent of the foreign born reported that they were Hispanic or Latino (VA State Information Data Profile, Migration Policy Institute, 2019 1-year ACS.).

According to APIAVote, the largest Asian American ethnic groups in Virginia include: Asian Indian (165,617), Filipino (112,885), Chinese, except Taiwanese (95,177), Korean (93,825), Vietnamese (71,379) and Pakistani (37,867). Largest NHPI ethnic groups in Virginia include: Native Hawaiian (5,619), Guamanian or Chamorro (4,308) and Samoan (2,645). The top 5 Asian languages spoken in Virginia are Chinese (59,629), Korean (57,693), Vietnamese (48,883), Tagalog (46,627) and Urdu (35,717).

SOCIOECONOMIC CHALLENGES*

- 41,494 Asian Americans in Virginia (7%) lack health insurance
- 40,507 Asian Americans in Virginia (7%) live in poverty
- 11,568 Asian Americans in Virginia (2%) lack broadband access
- 448 Native Hawaiian and Pacific Islanders (NHPIs) in Virginia (8%) lack health insurance
- 556 NHPIs in Virginia (10%) live in poverty
- 335 NHPIs in Virginia (6%) lack broadband access.

HEALTH COMMITTEE REPORT

Numerous studies have shown that diversity and inclusion improves the bottom line for businesses. Additionally, it benefits the health and progress of society as a whole and for each of us as individuals. Our Commonwealth's hospitals and health systems are top performers when it comes to patient safety. But what is measured is what is valued and what is undercounted tends to be counted out.

Hospitals and health systems have struggled with burnout and shortages among their workforces throughout the pandemic in addition to the health discrepancies and mental health issues in the Asian and Pacific Islander (AAPI) community. Therefore, it is critical to start with the accurate collection of data because invisibility is one of the key issues that our community faces. For example, when discussing disparities in workforce and education, AAPIs are not even part of the equation, because there is a myth that our community is small and insignificant.

The lack of AAPI representation in Virginia uncovered discrepancies in the areas of data collection, policy, and practice. Furthermore, the research on AAPI health discrepancies and needs are sparse and many are outdated¹. Even though some improvements have been made in data collection, such as including AAPI in COVID-19 health data, there is still a high need to make AAPI data collection, analysis, and reporting a permanent practice in data disaggregation. Current efforts are not robust enough. Quantitative research will help researchers to visualize trends, but qualitative reports help add a density to the data that is currently missing. Because AAPI is a growing community in Virginia and plays a major role in providing and receiving healthcare services, it is important to take action at the needs of this community.

According to Virginia Healthcare Workforce data, AAPI physicians represent 19% of the approximate 20,000 physicians, 6% of the 112,000 nurses, 5% of the 11,800 nurse practitioners, and 5% of the 4,300 respiratory therapists.² Other frontline and essential workers, who had been called on to meet our basic needs during the lockdown, were disproportionately women, immigrants, Black, and/or Latinx. As the racial and ethnic demographics of our Commonwealth continues to shift, there is greater need for pathways and workforce opportunity programming that encourages a more representative healthcare workforce. Without accurate data, we limit our effectiveness and ability to close the gaps in health disparities or address the needs of our community.

Health disparities in the AAPI community are still largely unknown due to lack of disaggregated data. Because of the many subgroups (e.g. Chinese, Korean, Indian, Vietnamese, Filipino, Iranian, etc.), the needs of each specific group may also not be met. For example, the refugee community in Richmond may have different needs than the Filipino American Community in Hampton Roads³. In April 2021, race/ethnicity data was missing in about 39% of COVID-19 cases and 58% of vaccine recipients in the United States. Furthermore, AAPIs are more likely to be classified as "other" or misclassified because Asian American data frequently includes East Asians or Southeast Asians only. This lack of accurate data affected funding to AAPI communities during the pandemic in that Asian American are not

¹ Ngo-Metzger, Q., Legedza, A.T.R. & Phillips, R.S. (2004). Asian Americans' reports of their health care experiences. *Journal of General Internal Medicine* 19, 111–119. <https://doi.org/10.1111/j.1525-1497.2004.30143.x>

² Healthcare Workforce Data Center. (n.d.). *Healthcare workforce data reports*. <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

³ International Rescue Committee. <https://www.rescue.org/united-states/richmond-va>

notably listed as a vulnerable population and so our needs are easily overlooked.⁴ Of the data we do have, we know that AAPI has been disproportionately affected by the pandemic. The Henry J. Kaiser Family Foundation found that AAPI are 60% more likely to be hospitalized than Whites and 50% more likely to die from COVID-19.

Without individual groups information, the healthcare community stands uncertain in serious knowledge gaps and may risk unintentionally perpetuating harms. The high infection rates of COVID-19 in AAPI can partially be explained by the overrepresentation in frontline and essential worker roles.⁵ Looking at healthcare workers alone, AAPI fatalities were three times higher than White healthcare workers. Filipino nurses account for about 31% of nurse fatalities even though they only represent 4% of total nurses in the US.⁶ In Virginia, according to the VDH, because of missing data and AAPI data not recorded in the beginning of the pandemic, accurate conclusions on health disparities are difficult to make. Since 2020, hospitals, health systems, and other health care providers have served on the front lines of the COVID-19 pandemic. Health care workforce shortages, while existing before the COVID-19 pandemic, became magnified across the country and in the Commonwealth. One way hospitals have tried to address these shortages is through contract labor. In 2020, the average amount hospitals spent on contract labor was \$4.6 million, more than double the average expense of \$2.2 million⁷. AAPIs experience tremendous health disparities among and inequities compared to the non-AAPI or non-Hispanic White population. They are the sole group in which cancer— especially of the stomach and the liver —is still the leading cause of death. They also experience higher rates of diabetes, obesity, and cardiovascular diseases compared to non-Hispanic Whites. Preventive health seeking behaviors and health screenings are lower in the AAPI community compared to non-Hispanic Whites. Health screening (for HIV/AIDS, for example) and preventive health-seeking behaviors are also lower among AAPIs compared to non-Hispanic Whites.⁸

Another major issue that came to light during the pandemic and continues to be an issue was a rise in anti-Asian sentiment. Anti-Asian sentiment had existed in this country since Chinese laborers came to the US in the 1800's. There is a long history of blaming Asians for stealing jobs, causing social disruptions, and spreading plagues. The COVID-19 pandemic was no exception and as a result, Asian Americans have experienced a marked increase in incidences of discrimination and violence. According to Stop AAPI Hate, there have been 6,603 reports of anti-Asian incidents from March 2020 - March 2021.¹⁰ And in the most recent survey, 2022 American Experiences with Discrimination Survey, violence against AAPI has increased to 1 in 6⁹. This number may be grossly underestimated. In Hampton Roads, there have been zero reports of hate crimes against AAPI since 2019 even though stories of incidents of hate crimes against Asian Americans, such as middle aged and elderly women being attacked outside of an Asian grocery store or personal experiences of being verbally harassed or threatened, have been circulating

⁴ Chin, M.K., Doan, L. N., Chong, S. K., Wong, J. A., Kwon, S.C., & Yi, S. S. (May 2021). Asian American Subgroups And The COVID-19 Experience: What We Know And Still Don't Know. Health Affairs Blog. doi: 10.1377/hblog20210519.651079

⁵ Rubin-Miller, L., Alban, C., Artiga, S., & Sullivan, S. (2020). COVID-19 Racial disparities in testing, infection, hospitalization, and death: Analysis of epic patient data.

<https://www.kff.org/report-section/covid-19-racial-disparities-in-testing-infection-hospitalization-and-death-analysis-of-epic-patient-data-summary/>

⁶ Akhtar, A. (2020). Filipinos make up 4% of nurses in the US. but 31.5% of nurse deaths from COVID-19. Business Insider. <https://www.businessinsider.com/filipinos-make-up-disproportionate-covid-19-nurse-deaths-2020-9>

⁷ <https://www.beckershospitalreview.com/finance/the-cost-of-hospital-contract-labor-in-22-numbers.html#:~:text=2.,a%20data%20and%20analytics%20company.>

⁸ Asian Liver Center at Stanford University. 2009. FAQ About Hepatitis B. Available at, <http://liver.stanford.edu/Education/faq.html>.

around the community. This underestimation may be explained by several studies finding that 1 in 5 AAPI have experienced verbal or physical harassment since the beginning of the pandemic.

In addition to physical harm caused by racist attacks, anti-Asian sentiment has also caused an increase in mental health conditions in AAPI. This surge of discrimination has increased anxiety, depression, physical symptoms, and sleep difficulties.⁹ As such, with a 22% rise in Americans seeking mental health services due to the stress of the pandemic, AAPI accounted for 39% of people seeking mental health services during the pandemic.⁹ In a study looking at Asian discrimination of COVID-19 and health outcomes, Lee and Walters (2021) found that 29% experienced discrimination, 53% experienced increased depressive symptoms, 41% reported increased anxiety, 15% reported physical symptoms, and 43% experienced sleep disruptions. These symptoms may outlast the pandemic, especially because these issues weren't addressed in the beginning.⁹ In the past, the federal government had made efforts to curtail racism and discrimination, however, not only did the federal government not address this rise of anti-Asian sentiment, but perpetuated it. It wasn't until a year later during the March 2021 mass shooting in Atlanta, GA killing 8 people, 6 of whom were Asian women, that anti-Asian sentiment and violence was nationally acknowledged and addressed. Since then, both President Biden and former Governor Northam have publicly denounced anti-Asian racism. This is another example of how the needs of the AAPI community have been historically ignored and minimized, and how they are only not beginning to be properly addressed. As mentioned earlier, addressing behavioral and mental health needs, especially in light of the rise in anti-Asian hate, is vital. It's important to provide behavioral and mental health services, especially to AAPI in the health care workforce who are facing both COVID-19 burnout and a rise in stigma. Providing band-aid solutions after deadly acts of violence occurs is not the solution, proactive measures should be in place.

This also highlights another issue of defining and reporting hate crimes. According to a conversation with the FBI and Attorney General Mark Herring, hate crimes are difficult to prove because you have to show motive and intent which is not always evident. Governor Youngkin, in May 2022, strongly condemned the recent acts of vandalism that occurred at a Henrico County mosque. He stated, "We must stand together as a community against any violence, particularly when it is targeted against a house of worship and people of faith."¹⁰

It is recommended that all violent incidents be reported to the local police precincts and if a pattern of violence emerges, hate crimes against AAPI may be taken more seriously. In Virginia, hate crimes reported to the local police are sent to the FBI, so there is no need to report to both the local police and the FBI. However in order for this to happen, we need to educate both the police force and AAPI citizens on what a hate crime is and how to properly report it.

Furthermore, The Commonwealth should take steps to invest in the healthcare workforce. Examples include assisting with student loan repayments, supporting legislation that addresses a cap on primary care reimbursement cuts, supporting legislation that significantly increases the residency slots of primary care medical specialties in the Commonwealth, assist with providing adequate childcare and eldercare, supporting programs that address mental and physical health, and collaborating with local colleges and universities to provide pathways to the workforce..

Even when AAPI do seek medical or mental health services, the following themes emerged:

Language Access and Barriers. AAPI is a diverse group with diverse needs. For example, there are over 10 Asian languages spoken in Virginia and this does not include regional dialects. The Philippines alone has over 100 dialects. As such, there are limited resources to translate those languages. According to the Center of American Progress, AAPI experience the highest language barriers compared to other racial and ethnic groups with Limited English Proficiency (LEP), and more than a third reside in linguistically isolated homes.¹¹ In the past few years, language accessibility has been a prominent issue when dealing with the COVID-19 vaccine. For example, earlier this year VDH used Google Translate to auto-translate information about the vaccine into Spanish. “The vaccine is not required” became “it is not necessary,” further illustrating how misinformation can be detrimental during a public health crisis. Additionally, the VDH failed to include a disclaimer to notify readers that translations were not verified by a human and therefore errors are possible. AAPI Virginians who do not speak English did not have any information translated at the beginning of the vaccine roll out and even though there are now about 100 languages available for vaccine information translation, not all Virginia AAPI languages are represented. Concurrently, the Health Equity Working Group worked to identify and implement translation issues for the COVID-19 vaccine, AAPI Language Translations need to be made available as part of standard protocol.

Lack of awareness and literacy. Another barrier is that health and mental health issues in the AAPI community may be overlooked or minimized. For example, AAPI female you have a high suicide ideation rate but the concern may be minimized due to the model minority myth. APIs may not be aware of what health programs and services are available and general information on health and mental health concerns in the AAPI community. One issue may be lack of funding to disseminate the information or going through ineffective channels such as social media if targeting low income elderly. Furthermore, lack of health literacy concerning health and mental health concerns add to the distrust of utilizing services.

Stigma. In addition to lack of health literacy, there is a cultural stigma against seeking mental health services in the AAPI community. Because poor mental health is associated with shame, many AAPI’s don’t talk about it or seek professional help. Much of the stigma is rooted in a misunderstanding of what mental health is and a tradition of being the model minority. AAPI’s are the least likely racial group to take actions on their mental health and are more likely to reach out to friends and family. However, not all AAPIs have a strong support system and can have difficulty expressing their challenges due to guilt, shame, or even not being able to speak the same language.¹² Although second and third generation Asian Americans are more likely to seek professional help, language barriers and lack of awareness of services play a role in first generation APIs not seeking mental health services. Dr. Jang Cho, MD of Cultivate Psychiatry shared that she volunteered at a free mental health clinic aimed to serve Korean Americans in Northern Virginia. When the program ran out of funding, there was nowhere for the patients to go because at the time, she was the only psychiatry provider who spoke Korean. Cho mentioned that the shared culture, language, and “look” aided first generation AAPI in overcoming the stigma. AAPI’s are less likely than non-Hispanic whites to report a need for mental health services. Those with low English proficiency and foreign-born status are least likely to access them, even after accounting for insurance coverage and severity of need. Notably, proportionate mortality from suicide in Korean American men (5%) is more than double that for non-Hispanic whites (2%); rates of suicide among Koreans are higher than for any other Asian American subgroup.¹³

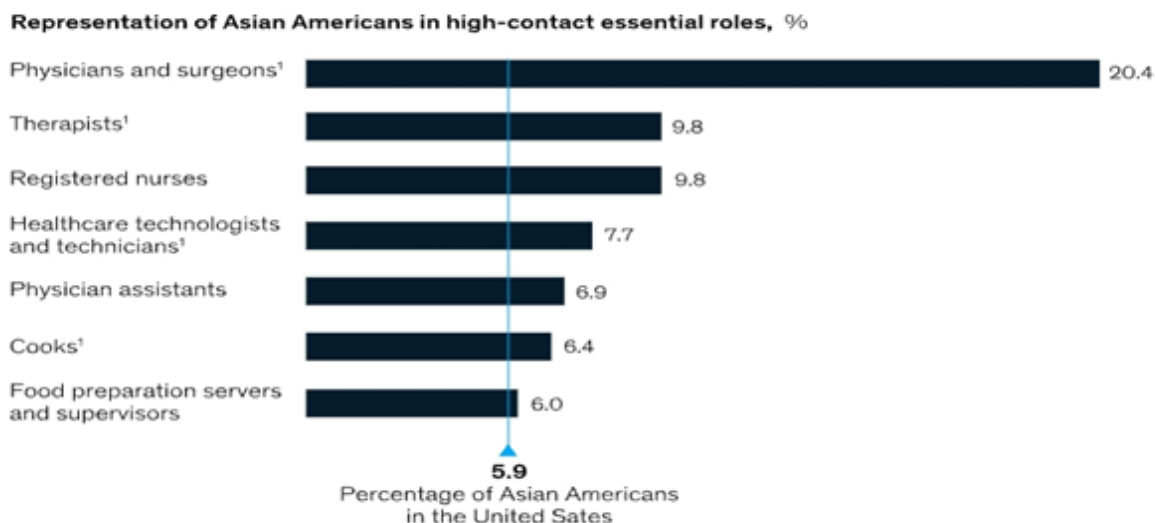
Lack of representation. There is a lack of AAPI representation on most levels and health and mental health professions are no different. A lack of representation results in pervasive barriers and blind spots along the economics pipeline and pathways. There are not enough providers who understand cultural needs; administrators

to implement AAPI cultural competence in policy and practice; and mentors or mentorship programs to build up AAPI representation. This lack of representation manifests in the health disparity gaps. During the COVID-19 pandemic, the AAPI communities were disproportionately affected by the pandemic, but our data in the Commonwealth isn't sufficient to draw the most accurate conclusions since our data was insufficient. Stakeholders in the public, private, and social sectors can help spur their recovery and promote greater equity. The AAPI community exceeds their share of the population in 72 percent of high-contact essential occupations in medical fields.

Lack or limited data collection of the AAPI community in the Commonwealth

Data disaggregation helps provide relevant information of the inequalities that exist across all groups and income levels in order to identify the problems and address the structural barriers that certain AAPI subgroups face. The absence of racially and ethnically disaggregated data reflecting the health of AAPI persons and families underlies the struggles of the physician and healthcare community to fully attend to, and be attuned to, the unique needs of their AAPI patients. Given that federal designations and distinctions yield variances in terms of resource distribution (i.e., public health programs supports, public benefits, etc.), it is imperative, now more than ever, to hasten all efforts that disaggregate Asian American and Pacific Islander health outcomes and overall social needs. Without this data, clinical providers and researchers are at risk of misunderstanding the unique characteristics that impact AAPI health behaviors, beliefs, uses of medical/healthcare spaces, and the components that lead to their distinct health outcomes.

During COVID-19, a high proportion of Asian Americans have been working in high-contact essential roles.



¹ Consists of only high-contact essential roles as defined by McKinsey Global Institute, representing ~50 to 75 percent of total roles within the category.
 Source: US Bureau of Labor Statistics; McKinsey Global Institute LaborCube

Comparison of Virginia Primary Care Workforce: Department of Health Professions

Physicians (2020): AAPI 19%

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Physicians		Physicians Under 40	
	%	#	%	#	%
White	61%	14,577	65%	2,973	61%
Black	19%	1,664	7%	280	6%
Asian	7%	4,163	19%	1,111	23%
Other Race	0%	815	4%	171	4%
Two or more races	3%	419	2%	146	3%
Hispanic	10%	829	4%	199	4%
Total	100%	22,467	100%	4,879	100%

Registered Nurses AAPI (2021): 6%

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RNs		RNs Under 40	
	%	#	%	#	%
White	61%	65,503	76%	24,687	73%
Black	19%	9,968	12%	3,582	11%
Hispanic	10%	2,858	3%	1,652	5%
Asian	7%	5,150	6%	2,377	7%
Two or More Races	3%	1,908	2%	1,026	3%
Other Race	0%	851	1%	322	1%
Total	100%	86,238	100%	33,646	100%

Nurse Practitioners (2021): AAPI 5%

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	61%	7,326	78%	2,592	75%
Black	19%	1,121	12%	424	12%
Asian	7%	432	5%	183	5%
Other Race	0%	103	1%	32	1%
Two or more races	3%	167	2%	94	3%
Hispanic	10%	290	3%	140	4%
Total	100%	9,439	100%	3,465	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.
Source: Va. Healthcare Workforce Data Center

[Pharmacy \(2021\): AAPI 7%](#)

[Licensed Clinical Psychologist \(2022\): AAPI: 7%](#)

[Licensed Clinical Social Worker \(2022\): AAPI 7%](#)

[Licensed Professional Counselor \(2022\): AAPI 7%](#)

Dentistry (2021): AAPI 21%

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	61%	2,787	62%	726	55%
Black	19%	272	6%	66	5%
Asian	7%	971	21%	355	27%
Other Race	0%	169	4%	68	5%
Two or More Races	3%	84	2%	30	2%
Hispanic	10%	246	5%	74	6%
Total	100%	4,529	100%	1,319	100%

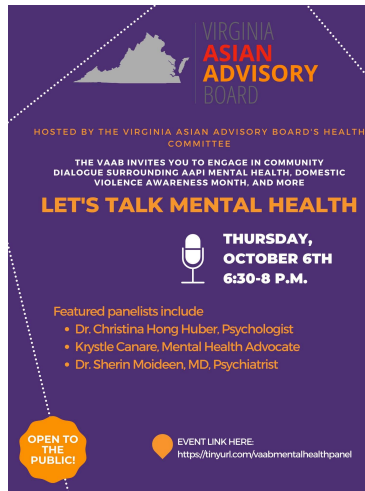
*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.
Source: Va. Healthcare Workforce Data Center

Health Committee Recommendations:

1. **Disaggregate the data:** The Commonwealth has the unique opportunity to lead the country by using evidenced-based investments in improving health equity by disaggregating data through data collection on race and ethnicity to yield accurate health outcomes trends. We recommend adopting evidence-based data standards for the inclusion of race and ethnicity information in electronic health records and standards for electronic data transmission that can reduce duplicative and redundant information. This includes, AAPI in all health data collection, analysis, and reports by requiring health providers to update data collection points. For Virginia to be a leader in health equity and be able to make sound public health policy, we must insist on high quality, accessible, and reliable disaggregated data that reflects Virginia's diverse and growing AAPI demographics. In the past, the CDC and VDH have not been accustomed to collect data for AAPI because of the small population. Understanding the AAPI healthcare needs and engendering trust is central to the strength of public health. Therefore, AAPI needs to be included in data collection, disaggregation, and analysis for all health policy outcomes and practice. Additionally, collecting more specific demographics (e.g. ethnicity, region, occupation) would focus on the needs of specific AAPI sub communities who may be underserved including the AAPI workforce. Other states have legislated such measures, however in order for Virginia to be a leader of data disaggregation best practices and standards, the Commonwealth should appropriate permanent funds towards data disaggregation.
2. Establish permanent funding to provide language access and translation services for all VDH and CDC information in represented languages. We understand that it may be difficult to provide language services to all AAPI languages equitably, 70% of AAPI in Virginia are foreign born and may not be proficient in English. India, Korea, Philippines, Vietnam, China, Pakistan, and Japan represent the top seven countries of origin for AAPI Virginians.
3. Provide regular community outreach in AAPI communities quarterly, to include schools, businesses, places of worship, and community centers. The outreach events could focus on all important health information, programs, and resources including, but not limited to, educating on the basics of mental health issues affecting the AAPI community to decrease the stigma and on hate crimes and how to report them to authorities. Community outreach builds rapport and trust between government officials and the community, provides a space to share and disseminate important health information, and establishes a norm to stay connected.
4. Increase AAPI representation by 5% in government, administrative, and clinical provider levels, especially in leadership and upper management positions. This could be targeting AAPI for government mentorship/leadership programs, creating a campaign encouraging AAPI to seek administrative and provider health and mental health roles, and promoting current AAPI leadership to inspire more AAPI leaders.
5. Mandate permanent telehealth authorization for health and mental health services and ensuring reimbursement to healthcare clinicians for these services, in order to better serve AAPI and other

communities across the Commonwealth.⁸ Additionally, healthcare providers need to be reimbursed adequately for their service and not at a discounted rate.

OUTREACH AND FACT - FINDING ACTIVITIES



- Let's talk Mental Health in AAPI panel discussion, October 2022
- Stakeholder Advisory Council (SAC) - Filipino American Patient-Centered Outcomes Research (FAPCOR) "Nayon" - FILIPINO AMERICAN RESEARCH HUB, July 2022
- Verbal interviews of hospitalists and nephrologists at Sentara Princess Anne Hospital, March 2022
- Personal hospitalizations experience for over 75 days in 3 different Virginia Hospitals: Sentara Princess Anne Hospital (March and November 2022), Sentara Norfolk General Hospital (August, 2022), and Virginia Commonwealth University Medical Center (May 2022)
- PNA VA Exploring Wellness Fair, September 2022
- Catherine Paler, MSN RN PCCN, President of the Philippine Nurses Association of VA
- Jennifer Reyes, RN, Psych Nurse
- Dr. Sherin Moideen, MD, Virginia Psychiatric Society of Virginia
- Dr. Christina Hong Huber, PsyD, BCB, LCP, Compassion Integrative Therapy
- Krystle Canare, National Asian American Pacific Islander Mental Health Association Policy Director
- Brian Andrade
- Delegate Irene Shin
- Kristina L. Vadas, MSW, LCSW, Virginia Department of Criminal Justice Services
- Cross Board Health Committee Meetings
- Personal hospitalization at Chippenham Hospital and Parham Doctors Hospital
- Yetty Shobo, PhD, Virginia Healthcare Workforce Data Center
- Attended the 2022 Virginia Hospital and Healthcare Conference
- Attended VHHA Behavioral Health Webinar Series: Carilion Clinic Comprehensive Psychiatric Emergency Services Program
- Attended VHHA Behavioral Health Webinar Series: Riverside's Comprehensive Behavioral Health Strategy Webinar
- Attended Asian Mental Health Collective virtual events
- Attended Asian Mental Health Project virtual events
- Participated in Health Workforce Roundtable - Virginia Health Workforce Development Authority

⁸ <https://dbhds.virginia.gov/assets/doc/EI/behavioral-health-impacts-of-covid-virginia-forecast.pdf>

BUSINESS AND TRADE COMMITTEE REPORT

To aid in the recovery of business and trade after the COVID-19 pandemic, the Virginia Asian Advisory Board (VAAB) has been working tirelessly to expand upon its recommendations from 2021.

Expectation of the engagement and outreach:

VAAB members on this committee reported that outreach was still lacking into the AAPI community, particularly to well known community organizations and leaders. Many of them reported not knowing programs and resources that were available to them. While progress has been made, more needs to be done to truly disseminate information deeper into the AAPI community. Considering this, the committee is resubmitting a slightly modified recommendation from last year's report on AAPI outreach.

Recommendation #1: VAAB recommends that more effort be put into collecting demographic data at the state level when residents access government services that can accurately capture and disaggregate data to better inform policy, particularly when the policy affects the AAPI community and enabling environment for AAPI businesses.

In 2019, Northern Virginia was home to an estimated 128,000 -owned businesses—42 percent of all establishments—that included approximately 26,000 businesses with paid staff and 102,000 self-employed and family-run businesses. The COVID-19 pandemic has had a complex effect on the state's economy and the well-being of its minority-owned businesses. Overall, businesses saw both lost revenue (as measured by taxable sales) and reduced staff (as measured by workforce size and initial unemployment claims). Particularly, minority-owned businesses have experienced heightened risk associated with COVID-19, in part due to most being small in size, concentrated in higher-risk industries, and struggling with access to capital.

Prior to the deployment of resources and capital to support API community, VAAB encourages the administration and local agencies to continue to monitor the economic recovery and implications to API businesses, and to make regular updates to the Northern Virginia Regional Commission data dashboard.

Recommendation #2: VAAB urges the administration to promote and encourage interagency collaboration to develop strategies and ideas to improve capital access and address hurdles faced by API businesses and educate the API business community about the existing resources, certification programs, and opportunities to do business with the state and local government in the Commonwealth.

VAAB sees the opportunity to get more API businesses get registered as vendor on the purchasing system through the Virginia's eProcurement Marketplace (eVA) and get certified with the Small, Women-owned, and Minority-owned Business (SWaM) business certification program encourages minority and women-owned businesses to participate in state and local government funded projects. Meanwhile, the Secretary of Commerce and Trade, working with the legislative branch, needs to also ensure there are additional funds available to inter-agency and public-private partnerships that drive the inclusion and economic growth of API businesses. As a notable example, the Virginia Small Business Development

Center (SBDC) Network also provides advising, business training and connections to resources for new and existing businesses throughout the Commonwealth. The SBDC is funded in part through a cooperative agreement with the U.S. Small Business Administration, George Mason University, and GO VIRGINIA, a state-funded initiative administered by the Virginia Department of Housing and Community Development (DHCD) that strengthens and diversifies Virginia's economy and fosters the creation of higher wage jobs in strategic industries.

These funding and resource platforms will serve a mechanism to partner with community organizations, such as, Asian Chamber of Commerce, Asian Business Owners Association, Virginia Asian Chamber of Commerce, to provide very small businesses with assistance in navigating available state and federal resources, completing applications, providing necessary reporting, accessing in-language information and instructional material.

Recommendation #3: Chinese be added as the next language for and Licensing Exams

VAAB was disappointed that Virginia slipped to # 3 in the “Best State for Business” by CNBC in 2022.⁹ To help continue to keep Virginia at the top of the rankings for many years to come and to reclaim the #1 spot, we need to ensure that the Commonwealth is a place where people can easily start and maintain a business. APIs have the highest rates of self-employment, many of them owning a small business. One of the barriers for APIs can be language access. The committee recognizes that the administration is working on language access at various departments and agencies.

The committee's recommendation focuses on language access for licensing exams. Virginia's API population is about 6.9%.¹⁰ These five largest API ethnic groups are Indian (23.85%), Filipino (14.98%), Korean (14.89%), Chinese (13.92%), and Vietnamese (12.15%). Indian and Filipino households speak English at higher rates, so language access is more of a concern for Korean, Chinese and Vietnamese households. In Virginia, many of the licensing exams are already offered in Korean and Vietnamese. Several Cosmetology schools in Northern Virginia and Shenandoah Valley mentioned to this committee it will be very helpful to have Asian languages on the licensing exams for cosmetology, especially for immigrants. New York, Massachusetts, Nevada, and Illinois offer Asian languages for the cosmetology and related exams. Maryland allows an interpreter from the approved list to go into the exams.

There are many benefits to ensuring that the exams remain accessible to those for whom English may not be a first language.

1. Virginia retains skillful workers and disincentivizes them from moving to another state to take licensing courses or to work.
2. Virginia's schools that train workers for these professions will thrive from additional students, diversity, and income.
3. Virginia will generate extra income from licensing exam fees and renewal fees.
4. Virginia ensures that its workforce in these professions is well trained and offer safe services.

⁹ America's Top States for Business 2022,

<https://www.cnbc.com/2022/07/13/americas-top-states-for-business-2022-the-full-rankings.html>

¹⁰ Quickfacts Virginia, <https://www.census.gov/quickfacts/VA>

5. Above all, by ensuring language access for the exams, Virginia will continue to be regarded as an inclusive and welcoming place for all.

The committee recommends Chinese as the next language to be added. Chinese speaking Virginians are the second largest API group in the Commonwealth. The committee notes that PSI Exams, who Virginia currently partners with for administering these exams, already offers exams in Chinese in other states.

Recommendation #4: Monitor and engage with major corporations and employers in the state to foster a shared sense of community and enable API community-driven initiatives and activities to embody relationships that values local talents and their experiences to achieve collective success in the workplace, partnership, business, and community rooted in diversity, equity, inclusion, and accessibility.

With the new additions of Amazon and Google in the state, Virginia is the home for major employers and Fortune, Forbes and Inc. ranking companies and they call the state home for their worldwide headquarters or major corporate sites. To build a nurturing environment to attract, retain, and serve dynamic talents and API community in the areas where these corporations are located, VAAB urges the administration and the provide a supportive and respectful workforce of diverse, passionate, talented, and creative thinkers willing to improve impactful experiences in our communities. Each year in the U.S., Asian American and Pacific Islander Heritage Month is observed during the month of May to recognize the many contributions and influence of the AAPI community to the history, culture and achievements of the U.S. The administration and its local authorities could partner and promote the initiatives to celebrate their heritage and invest in their growth. The administration is well positioned to work with these major employers and identify groups who need amplification in the workforce—like AAPIs—and foster long-term inclusion, representation and respect in Virginia.

Recommendation #5: Continue to engage with Asian embassies on trade that could be beneficial to Virginia while utilizing economic drivers such as the Port of Virginia and Virginia Economic Development Partnership to facilitate trade and organize trade missions and exchanges with those nations. This could be perceived as an effective outreach to the Asian American community.

VAAB sees firsthand how access to global markets benefit small businesses in Virginia, including the API community. Virginia is proud to be home to a growing and thriving Asian Diaspora community, and VAAB urges the administration to help strengthen Asian communities in Virginia as part of the effort to enhance the economic relationship with the growing markets in Asian nations with a focus on the areas of commerce and trade. It is notable to note that the Commonwealth is home to more than 115,000 people in the Asian Diaspora community, and VAAB will build on this connection, working with businesses to increase trade and economic engagement with the fast-growing Asian market. The Governor has not yet taken a trip overseas to boost trade, but we hope that he can find the time over the next three years.

In the Commonwealth, the administration shall continue to leverage and enhance the expertise, experience, resources in supporting the trade facilitation with Asia.

The Virginia International Trade Advisory Committee and the Virginia Economic Development Partnership supported the development and expansion of the economy of the Commonwealth of Virginia and handled the recruitment for the trade mission given its mission to “encourage, stimulate.”¹⁰ This will enable a greater spotlight to be shined on the work and investment that diaspora groups bring to the

Commonwealth and the issues they feel are important that would widely impact the API community in Virginia.

The committee continued monitoring trade policy at the federal level to assess if opportunities would present themselves that would benefit Virginia. For instance, programs funded through the International Affairs Budget help American companies identify new overseas markets, attract foreign investment to the Commonwealth, and ultimately help Virginia and the United States stay competitive on a global stage.

Recommendation # 6 Provide assistance to the Hotel and Tourism industry via workforce development or financial incentives

Every industry in the Commonwealth of Virginia is experiencing difficulties finding employees. Many businesses are closing their doors because they are not able to find workers. The hotel and tourism industry, for example, is losing revenues by not having enough staff to sanitize rooms in time for new arrivals, creating shortages in available rooms. According to the Asian American Hotel Owners Association, over 65% of hotels in Virginia and around the country are owned by Asian Americans. VAAB notes that the large number of hotels and restaurants are owned and operated in the Commonwealth of Virginia by members of the Asian American community. We are hopeful that the Administration can work with associated agencies to help invest in workforce development and training programs for the jobs that have vacancies right now. According to VT, visitors are spending over \$69 million on Virginia's economy every day. This can be boosted by making sure our hotel, restaurant and tourism industry has the infrastructure to handle even more guests.

WORKSHOP OUTREACH

Jody Keenan, State Director, Virginia SBDC

Dr. Hope Murphy, the Inclusivity Ambassador, Virginia SBDC

Chris Tran Ley, Virginia Department of Small Business and Supplier Diversity

CIVIC ENGAGEMENT COMMITTEE REPORT

The Civic Engagement Committee focused this year on three dimensions of “civic engagement” – engagement by Virginia’s AAPIs in the electoral process, AAPI community engagement, and AAPI engagement within state government.

For every one of these focus areas, the Committee’s primary goal was to examine what can be done to improve levels of engagement: how can we encourage more participation by APIs in voting and elections? How can we more effectively target and address the needs of our respective communities? How can we increase AAPI representation in higher levels of state government?

While the Committee has only begun to scratch the surface, several answers have already emerged: (1) expand language access for APIs throughout the Commonwealth, (2) understand and appreciate the diversity of Virginia’s AAPI communities, (3) allocate funding and resources for efforts to improve AAPI civic engagement, and (4) commit to empowering AAPI leaders.

Focus Area #1: Voting and Elections

The Committee continues to work with the Virginia Department of Elections (“ELECT”) on expanding language access, which has been identified as a major obstacle to AAPI electoral participation.

On April 1, 2022, the Committee met with State Board of Election member Angela Chiang, who previously served on the VAAB, and ELECT’s External Affairs Manager Andrea Gaines.

During our discussion, Chiang confirmed that currently here in Virginia, only Fairfax County offers translated voting and election materials in Spanish, Vietnamese, and Korean, as required under federal and state election law. Though the State Board of Elections technically has authority to investigate and determine whether translations of those materials into other API languages by other localities may be necessary, it generally reserves such decisions to the localities themselves. Chiang added that, even if the State Board of Elections were to direct localities to do so, the biggest challenge would be a lack of funding to hire certified translators to produce the translations. As far as making ELECT’s Citizen Portal – the online platform through which Virginia residents can “register to vote, update their voter registration, or apply for an absentee ballot”¹¹ – accessible in languages other than English, Gaines reported, as of April 1st, that ELECT has yet to select a vendor to replace the department’s legacy IT system known as VERIS (Virginia Election and Registration Information System). Until VERIS is replaced, it is too early to begin discussing expanded language access functionality on the online Citizen Portal.

Chiang mentioned that, while translated voting and election information in Virginia is limited, there are other resources available to facilitate the electoral participation of non-English speaking API voters. For one, the federal government offers a “National Mail Voter Registration Form” in 21 different languages, including Arabic, Bengali, Chinese, Hindi, Japanese, Khmer, Korean, Tagalog, and Vietnamese.¹² Virginia election officials are required to accept the federal form from any resident of the Commonwealth registering to vote.

¹¹ Virginia Asian Advisory Board, 2020 Annual Report (“2020 Report”), at 25-28, [https://www.vaab.virginia.gov/media/governorvirginiagov/vaab/VAAB-Annual-Report-August-2020-FINAL-\(1\).pdf](https://www.vaab.virginia.gov/media/governorvirginiagov/vaab/VAAB-Annual-Report-August-2020-FINAL-(1).pdf).

¹² See U.S. Election Assistance Commission, National Mail Voter Registration Form, <https://www.eac.gov/voters/national-mail-voter-registration-form>.

Additionally, once registered, non-English speaking API voters are allowed to have someone accompany them as a translator to the polling station. According to Chiang, so long as the individual voter requests it, that individual would be allowed to obtain such assistance from anyone, even a volunteer providing translation services on behalf of voting rights organizations and other grassroots groups.

Gaines acknowledged the value of better educating voters, especially non-English speaking ones, about the availability of these language access resources. It is important, she said, to not just educate voters about the safety and security of elections, but also to give them the knowledge they need to ensure that they have equal opportunities to participate in voting – which goes to the integrity of the electoral process as well. Voter education efforts, however, require funding.

Recommendations

Allocate funding specifically for localities to produce certified translations of voting and election materials into other API languages, as overseen and directed by ELECT

Allocate additional funding for voter education, which should include information about language access resources for non-English speaking API voters

Work on replacing VERIS and expanding language access functionalities on ELECT’s Citizen Portal

Focus Area #2: Community Outreach

Building on last year’s work in thinking about ways to more effectively reach and respond to AAPI communities throughout the Commonwealth, the Committee started, this year, convening public forums. The first two forums focused on (1) public safety issues and (2) issues impacting foreign-born APIs and their children (also known as “new Americans”).

By having informative discussions that target different segments of the AAPI population and different issue areas, the Committee’s main hope is to assist and support the Governor’s Administration in developing a more nuanced view of our communities and in understanding that our communities, while singularly identified as AAPIs, have diverse needs. For some of those communities, the priority may be language access. For others, it may be access to healthcare and social services or even access to business opportunities. The fact is, there is no one-size fit all approach when it comes to Virginia’s AAPI communities.

The Committee plans to hold more public forums in the future, including regional “listening sessions” throughout the Commonwealth that will give the Governor’s Administration an even stronger appreciation of what our communities’ diverse needs are.

Community outreach is an essential tool. It is the way in which the Governor’s Administration connects and communicates with the constituencies it has been elected to serve. It is how the Administration obtains the information needed to better serve its constituencies. And it is the means by which the Governor’s Administration maintains an active and visible presence in the lives of its constituencies.

In order for the VAAB and other advisory boards to assist the Governor’s Administration with outreach in their respective communities, additional support from the Administration is needed. We hope that the Administration will consider earmarking funds for its advisory boards to use for purposes of outreach.

Another way that the Administration can provide support for advisory board-led community outreach is by working to permanently change the virtual meeting provisions. Up until June 30, 2022, the Committee was able to convene virtual meetings for the purpose of “information gathering.”¹³

The “information gathering” exception to the in-person meeting requirement facilitated all of the public forums that the Committee held this year, since (1) our outreach events involved the participation of more than two Committee members and (2) Committee members were otherwise unable to physically assemble in the same location for these events. It is our understanding that the Virginia Freedom of Information Advisory Council has since drafted revised guidelines that would allow any “public body” to convene up to two virtual meetings, provided that “no more than two members of the public body are together in any one remote location.”¹⁴ This, however, is not an adequate substitute for the “information gathering” exception and will not give the Committee the ability to hold virtual public forums, as it has throughout the past year.

Public Safety Forum



On May 6, 2022, the Committee held its first forum on public safety issues impacting Virginia’s API communities. The public safety forum, moderated by Committee member Thomas Okuda Fitzpatrick, involved a discussion and Q&A with three representatives of state and local law enforcement: Keon Turner, manager of the Data Analysis and Reporting Team (DART)¹⁵ for Virginia’s Department of State Police; Officer Phon Hoonsan, AAPI Liaison for the Richmond Police Department; and Officer Joshua Bridges, Intercultural Liaison for the Henrico County Police Department. Also in attendance was Delegate Kathy Tran.

The discussion focused, in large part, on anti-Asian hate crimes and the overall increase in these incidents seen around the country during the recent COVID-19 pandemic. According to Turner’s section of the State Police

¹³ Virginia Asian Advisory Board, 2021 Annual Report (“2021 Report”), at 47, <https://www.vaab.virginia.gov/media/governorvirginiagov/vaab/September-2021-Annual-Report-Final.pdf>.

¹⁴ See Email from Board Administrator Suzanne Holland to Advisory Board Chairs and Vice Chairs, dated Aug. 5, 2022.

¹⁵ The team that Turner manages was previously known as the Uniform Crime Reporting (UCR) Section.

Department, which handles the collection of crime data from state and local police, there were, reported throughout Virginia, 190 hate crimes in 2020 and 123 hate crimes in 2021. 142 of the reported incidents in 2020 (or 75%) were motivated, in whole or in part, by race or ethnicity, while only 6 (or 3%) specifically involved anti-Asian bias. 88 of the reported incidents in 2021 (or 72%) were motivated, in whole or in part, by race or ethnicity, while only 3 (or 2%) specifically involved anti-Asian bias.¹⁶

Turner cautioned, however, that the data collected by her section may undercount the number of anti-Asian hate crimes that have occurred in Virginia. For one, victims of hate crimes are not always reporting them. It is a general fact, said Turner, that crime victims are less willing to report incidents to the police. Self-reporting data, as captured by victimization surveys, often reflect exponentially higher crime numbers than data officially captured by law enforcement.

There may be other factors at play, as well, in the underreporting of anti-Asian hate crimes. Hoonsan observed that, in her experience, major language barriers often prevent AAPIs from coming forward. Culturally speaking, she added, many APIs also seek to avoid conflict and thus, when an incident occurs, tend to just walk away from the situation, instead of calling the police.

In addition to victim underreporting, there is also the problem of underreporting by the police when hate crimes occur. State and local police, generally, log entries of reported crimes into a database known as the National Incident-Based Reporting System (or NIBRS). As part of those entries, in the section known as “Data Element 8A,” officers are specifically given the option of designating the incident a potential hate crime and selecting up to five different bias motivations associated with the incident. At least 35 possible bias motivations, including “anti-Asian,” are listed in the system.¹⁷ If no bias motivation is found, officers can select “None.” If a bias motivation is initially ambiguous, officers can select “Unknown,” which will prompt subsequent investigation by their department.¹⁸

The problem, said Turner, is that, while it is simple enough for them to flag a reported incident as a potential hate crime in the NIBRS system, officers may be unsure of when and how they should be doing so. The resulting uncertainty may lead them to under-designate offenses as potential hate crimes.

If anything, the guidance to Virginia law enforcement on what constitutes a hate crime seems vague and, perhaps unintentionally, reinforces the mistaken notion that the under-designation of potential hate crimes by officers is desirable. Officers are advised that “[b]ecause of the difficulty of ascertaining the offender’s subjective motivation,” they “should report a bias motivation *only if* investigation reveals *sufficient objective facts to lead a reasonable and prudent person to conclude* the offender’s actions were motivated, in whole or in part, by bias against race/ethnicity/ancestry, religion, disability, gender, gender identity, or sexual orientation.”¹⁹

The Federal Bureau of Investigation’s Uniform Crime Reporting manual for hate crimes, a copy of which Turner provided to the Committee, lists the following “objective facts”²⁰ for identifying a bias motivation:

¹⁶ See Department of State Police, DART, Crime in Virginia 2021, at 59 (2022) <https://vsp.virginia.gov/wp-content/uploads/2022/06/CrimeInVirginia2021.pdf>; Department of State Police, DART, Crime in Virginia 2020, at 59 (2021), https://vsp.virginia.gov/wp-content/uploads/2022/02/Crime_In_Virginia_2020.pdf.

¹⁷ A full list of possible bias motivations appears on page 95 of the Virginia State Police’s Incident-Based Reporting User Manual. See Department of State Police, DART, Virginia Incident-Based Reporting User Manual, at 95 (Nov. 2021), <https://vsp.virginia.gov/wp-content/uploads/2022/07/Virginia-IBR-User-Manual-2019.1-NOV-2021.pdf>.

¹⁸ *Id.*

¹⁹ *Id.* (emphasis added).

²⁰ See Federal Bureau of Investigations, Criminal Justice Information Services Division, Uniform Crime Reporting Program, Hate Crime Data Collection Guidelines & Training Manual, at 6-7 (Mar. 1, 2022).

- 1.** The offender and the victim were of a different race, religion, disability, sexual orientation, ethnicity, gender, and/or gender identity. For example, the victim was African American, and the offender was white.
- 2.** Bias-related oral comments, written statements, or gestures were made by the offender indicating their bias. For example, the offender shouted a racial epithet at the victim.
- 3.** Bias-related drawings, markings, symbols, or graffiti were left at the crime scene. For example, a swastika was painted on the door of a synagogue, mosque, or LGBT+ center.
- 4.** Certain objects, items, or things which indicate bias were used. For example, the offenders wore white sheets with hoods covering their faces or a burning cross was left in front of the victim's residence.
- 5.** The victim is a member of a specific group that is overwhelmingly outnumbered by other residents in the neighborhood where the victim lives and the incident took place.
- 6.** The victim was visiting a neighborhood where previous hate crimes had been committed because of race, religion, disability, sexual orientation, ethnicity, gender, or gender identity and where tensions remained high against the victim's group.
- 7.** Several incidents occurred in the same locality, at or about the same time, and the victims were all the same race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.
- 8.** A substantial portion of the community where the crime occurred perceived that the incident was motivated by bias.
- 9.** The victim was engaged in activities related to their race, religion, disability, sexual orientation, ethnicity, gender, or gender identity. For example, the victim was a member of the National Association for the Advancement of Colored People (NAACP) or participated in an LGBT+ pride celebration.
- 10.** The incident coincided with a holiday or a date of significance relating to a particular race, religion, disability, sexual orientation, ethnicity, gender, or gender identity, e.g., Martin Luther King Day, Rosh Hashanah, or the Transgender Day of Remembrance.
- 11.** The offender was previously involved in a similar hate crime or is a hate group member.
- 12.** There were indications a hate group was involved. For example, a hate group claimed responsibility for the crime or was active in the neighborhood.
- 13.** An established animosity existed between the victim's and the offender's groups.
- 14.** The victim, although not a member of the targeted racial, religious, disability, sexual orientation, ethnicity, gender, or gender identity group, was a member of an advocacy group supporting the victim group.

Turner said that, on top of the uncertainty about what constitutes a potential hate crime, officers may also fail to fully appreciate the consequences of not erring on the side of making the simple designation in the NIBRS system. All incidents flagged as potential hate crimes get reviewed by the officers' superiors and audited by Turner's section of the State Police Department. Unless flagged at the outset as a potential hate crime, however, no one but the officers will ever have an opportunity to consider the incident and make a final determination. Turner's section does not audit incidents that have not been flagged as potential hate crimes in the system to see if they should have been flagged. In short, there are levels of review in place to avoid over-designation, but none to correct for under-designation.

Hate crimes-related trainings are provided on the state and local level. According to Turner, the State Police Department only trains supervising officers, rather than the officers responsible for investigating and reporting these incidents in the first instance. The supervising officers are responsible for training their direct reports, but Turner said it is conceivable that certain information is not being properly communicated to on-the-ground officers who need it the most.

Delegate Tran inquired if AAPI community members' perspectives are incorporated, in some way, into the trainings, so as to reflect how bias-motivated incidents are actually perceived by those affected and thus inform officers in their assessment of these incidents. None of the panelists could confirm, though Turner did indicate that the State Police Department training uses "narrative information" from crime reports as examples.

"New Americans" Forum

VIRGINIA
ASIAN
ADVISORY
BOARD

AAPI CIVIC ENGAGEMENT SERIES
HOSTED BY THE VAAB'S CIVIC ENGAGEMENT COMMITTEE TO PROMOTE
CONVERSATION WITH GOVERNMENT REPRESENTATIVES AROUND
ISSUES AND PRIORITIES RELATED TO VIRGINIA'S AAPI COMMUNITIES

"NEW AMERICANS" FORUM

FRIDAY, JUNE 3RD
4-5 PM

Topics:

- Overview of Asian immigrant and refugee communities
- Needs and concerns of Virginia's "new Americans" and challenges in addressing their needs and concerns
- Legal, socioeconomic, and cultural barriers to the integration of "new Americans" in Virginia

Featuring:

Seyoum Berhe - Director of the Office of New Americans
Saltanat Liebert - VCU Professor and co-author of "Integration of Immigrants in Virginia: Challenges & Opportunities"
Mel Borja - Vice Chair of the Office of New Americans Advisory Board
Hassan Ahmad - Member of the Office of New Americans Advisory Board
Sookyung Oh - Director of the Hamkae Center
Justin Lo (Moderator) - VAAB Vice Chair

OPEN TO THE PUBLIC!

VIRTUAL EVENT
Meeting Link: <https://urichmond.zoom.us/j/83300261474>
Dial-in: (301) 715-8592
Meeting ID: 833 0026 1474

On June 3, 2022, the Committee held another forum on the needs and concerns of Virginia's foreign-born APIs and their children. The forum, moderated by VAAB vice chair and Committee chair Justin Lo, involved a discussion and Q&A with several stakeholders: Seyoum Berhe, Director of Virginia's Office of New Americans ("ONA"); Dr. Saltanat Liebert, associate professor at Virginia Commonwealth University and co-author of ONA's preliminary report, *Barriers to Integration of Virginia's Immigrants: Needs Assessment* (November 2021) ("ONA Report"); Mel Borja and Hassan Ahmad, members of the ONA Advisory Board; and Sookyung Oh, director of the Hamkae Center.

Lo began with an overview of the New American population. Foreign-born individuals, most of whom (43%) come from Asian countries, account for 12.7% of Virginia’s overall population and 17% of its workforce.²¹ The highest concentration resides in northern Virginia, followed by central Virginia and the Hampton Roads region.²² Nearly 40% have limited English language proficiency.²³

The panelists agreed that the needs of the New American population vary from person-to-person and depend on various factors – *e.g.*, who the individuals are and when they immigrated here; how long they have been in the country; whether they have existing connections; what education, skills, or competencies they bring with them. One cannot view the population as a monolithic group.

While it is impossible to identify “one greatest need” for all New Americans, Oh said that the two issues that her organization, the Hamkae Center, deals with most often when it comes to foreign-born APIs are: language barriers and access to healthcare. Language barriers, she added, “cut across everything,” impacting the ability of these individuals to secure business loans, enroll in schools, apply for health insurance, obtain social services, and more. According to Oh, APIs are actually the “most linguistically marginalized” group in Virginia. To address this, we need to move “beyond the ‘press 1 for English, press 2 for Spanish’ paradigm” in how things operate.

Liebert said that, in addition to language barriers and access to healthcare, other major issues that continue to affect the integration of the New American population include: circumstances preventing foreign-born individuals from utilizing the education and skills they already have (known as “brain waste”), limited job opportunities, community sentiment (such as the rise in anti-Asian bias), information gaps in accessing social services, and cultural barriers. The fact is, she added, there is “a lack of cohesive integration policy” for addressing such issues.

“The task of economically, socially, and culturally integrating the newcomers into our state is a huge task,” said Berhe, who noted that, while ONA is “well-funded” by the federal government for refugee services, his office is drastically underfunded and understaffed when it comes to supporting immigrants without refugee status.

There are 14 different sections doing work on the refugee side and only 2 individual staffers on the immigrant side. At this point, Berhe’s office can only play a limited information-sharing role; it is not equipped to provide direct services to Virginia’s immigrant population. Berhe said that funding for immigrant services would need to come from state government. While the federal government assumes responsibility for the refugee population, “immigrants in Virginia are Virginians.”

Many panelists commented that the problem is, even though 1 in 8 Virginians are immigrants, our society tends to underestimate and undervalue the significance of the immigrant population, which is why we fail to invest in addressing the needs of that population.

There is “a lack of systemic respect” for New Americans, said Ahmad. “The system itself would rather spend money detaining and deporting people, than [spend] a fraction of that money on empowerment. ... The amount of benefit you can get by investing in our New American communities will pay dividends.”

What we, as a society, overlook are the political and economic strengths of the New American population. Borja said that data shows that second-generation Americans, the children of foreign-born individuals, “are some of the

²¹ See ONA Advisory Board, Annual Report 2020-2021, at 12-21 (Oct. 15, 2021), <https://www.governor.virginia.gov/media/governorvirginiagov/onaab/pdfs/2021-Annual-Report.pdf>.

²² *Id.*

²³ *Id.*

strongest economic and fiscal contributors to the U.S. population.” Given the New American population’s economic potential, “Virginia can’t afford to not invest in the New American population economically.”

It is in “our own interest as Virginians” to invest in the New American population, said Berhe. All of us are “the beneficiaries.” “When we are investing money in immigrants, we are literally building America to a better future.”

Recommendations

Allocate funding specifically earmarked for the VAAB and other advisory boards to conduct community outreach

Work on facilitating advisory board-led community outreach by permanently modifying the meeting requirements to allow any “public body” to convene virtual meetings for the purpose of “information gathering”

Allocate funding for expanded hate crimes training by Virginia’s Department of State Police, and direct the Department to improve the section of its training on NIBRS hate crimes reporting and to incorporate API community members’ perspectives into the training as well

Allocate funding for the Office of New Americans to hire additional staff and to expand its provision of services to Virginia’s immigrant population

Focus Area #3: State Government Representation



**VIRGINIA
ASIAN
ADVISORY
BOARD**

In partnership with the Asian Pacific American Bar Association of Virginia

**ASIAN AMERICAN & PACIFIC ISLANDER
REPRESENTATION IN
VIRGINIA GOVERNMENT**

**FRIDAY, SEPTEMBER 23
12:30 - 5 PM**

**OPEN TO
THE
PUBLIC!**

**JAMES MONROE BUILDING
101 NORTH 14TH STREET
RICHMOND, VA 23219**

AAPIs in the Legislature Panel
with Senator Ghazala Hashmi, Delegate Irene Shin,
Delegate Suhas Subramanyam, Delegate Kathy Tran, and
VAAPIC Executive Director Sarah Ahn

AAPI Executive Appointees Panel
with former AAPI cabinet members and
other gubernatorial appointees

To register or find out more about the conference:
<https://vaabconference2022.eventbrite.com>



**APABA
Virginia**
Asian Pacific American
Bar Association of Virginia

**A DISCUSSION ON AAPI REPRESENTATION
IN VIRGINIA'S JUDICIARY**

**VIRTUAL
EVENT**

**FRIDAY, OCTOBER 14, 2022
12 - 1:30 PM
(VIA ZOOM)**

Judge Maha-Rebekah Ramos Abejuela,
Fairfax County Juvenile &
Domestic Relations District Court

Judge David M. Barredo,
Charlottesville Juvenile &
Domestic Relations District Court

Judge Dipti Pidikiti-Smith,
Fairfax County General District Court

Judge Rupen R. Shah,
Augusta County, Bath County,
Highland County & Buena Vista
General District Court

Judge John M. Tran,
Fairfax Circuit Court



To register or find out more:
<https://www.eventbrite.com/e/aapi-representation-in-virginias-judiciary-registration-417402902317>

*Request for CLE approval is pending.

The Committee, last year, documented the underrepresentation of AAPIs in state government. As of June 2021, AAPIs comprised only 4.2% of salaried executive appointees.²⁴ AAPI legislators represented only 2.5% of the Senate and 4% of the House of Delegates during the 2021 General Assembly Session.²⁵ And as of May 2021, AAPI judges constituted only 0.9% of authorized judgeships.²⁶

The conversations that the Committee had with various stakeholders about the potential reasons for this underrepresentation prompted us to ask: why are these same conversations not occurring more broadly within our communities?

Accordingly, this year, we convened the *Asian American & Pacific Islander Representation in Virginia Government* conference, the VAAB's first major conference in two years. The conference, co-sponsored by the Asian Pacific American Bar Association of Virginia ("APABA-VA"), was held in-person on September 23, 2022 in the James Monroe Building, with a virtual participation option.

During the conference, there were two panel discussions and a reception. The AAPI legislators panel, moderated by Committee member Thomas Okuda Fitzpatrick, involved a discussion with 4 of the 5 members of the recently-formed Virginia Asian American and Pacific Islander Caucus ("VAAPIC") – Senator Ghazala Hashmi, Delegate Irene Shin, Delegate Suhas Subramanyam, and Delegate Kathy Tran – and VAAPIC executive director Sarah Ahn.

²⁴ 2021 Report at 36-37.

²⁵ *Id.*

²⁶ *Id.*

The AAPI executive appointees panel, moderated by Committee member Razi Hashmi, involved a discussion with Jim Cheng, former Secretary of Commerce & Trade; Aneesh Chopra, former Secretary of Technology; Anthony Fung, former Deputy Secretary of Technology; and Mona Siddiqui, former Deputy Chief Diversity Officer.

As a follow-up to the conference, the Committee also organized another panel discussion on AAPI judges. The AAPI judges panel, hosted by APABA-VA, was held virtually on October 14, 2022. The panel, moderated by Committee member Linda Sheth, involved a discussion with 5 of the 6 API judges currently in Virginia: Judge Maha-Rebekah Ramos Abejuela, Fairfax County Juvenile & Domestic Relations District Court; Judge David Barredo, Charlottesville Juvenile & Domestic Relations District Court; Judge Dipti Pidikiti-Smith, Fairfax County General District Court; Judge Rupen Shah, Augusta County, Bath County, Highland County & Buena Vista General District Court; and Judge John Tran, Fairfax Circuit Court.²⁷

On all three panels, the panelists were asked to speak about how they were appointed or elected to state government, what resources and support were available to them, what challenges they faced and continue to face as APIs, and what it means to represent Virginia's API communities.

One of the key themes that arose from these discussions was the need for AAPI organizations to play a stronger, more active role in cultivating and developing new leaders.

As far as AAPI candidates for elected office, Senator Hashmi commented that Richmond, in particular, lacks strong networks, unlike northern Virginia.

Delegate Shin said that, as part of the legislature's "opaque" process for selecting judges, members of the General Assembly "don't hear from APABA-VA as much as we should." Judge Abejuela and Judge Shah both agreed that APABA-VA needs to get more involved in the judicial selection process.

Chopra emphasized that, in terms of executive appointees and other positions in government, our communities need to focus on building a "wider highway." Siddiqui added that there is not enough support for AAPIs in navigating the appointments process.

Recommendations

Appoint more AAPIs within the executive branch as agency heads, cabinet members, deputies, special assistants, college/university presidents, and other salaried, appointed positions.

²⁷ The sixth API judge, Judge Mansi Shah, Richmond General District Court, was originally scheduled to join the panel as well.
2021-2022 Virginia Advisory Board Report – December 2022

EDUCATION COMMITTEE REPORT

Pursuant to Section 2.2-2450 of the Code of Virginia, the Virginia Asian Advisory Board (VAAB) is pleased to submit to the Honorable Glen Youngkin this annual report as a summary of its activities, findings, and recommendations.

Asian American Pacific Islander Curriculum

Representation of all ethnic and cultural groups are important for student identity development.¹ Illinois², New Jersey³, New York⁴, and Connecticut⁵ have all passed legislation to include AAPI Studies into their curriculum. Virginia has the opportunity to lead, encourage, and support this initiative to better educate its student population. We recommend that the Governor support efforts to include AAPI History and Social Studies in the updated Standards of Learning (SOL) currently being reviewed by the Board of Education.

Although VA SB156⁶ failed, we recommend and advocate that the Governor support this initiative in the future. As expressed in previous reports, we continue to encourage the facilitation of English language learning so that students can be better prepared to participate in civic education and engagement.

¹<https://muse.jhu.edu/article/364955/pdf>

²<https://www.ilga.gov/legislation/fulltext.asp?DocName=&SessionId=110&GA=102&DocTypeId=HB&DocNum=0376&GAID=16&LegID=128327&SpecSess=&Session=>

³<https://www.nj.gov/governor/news/news/562022/20220118c.shtml>

⁴<https://www.nysenate.gov/legislation/bills/2021/A7260>

⁵<https://www.cga.ct.gov/searchresults.asp?cx=005177121039084408563%3Ahs1zq3ague8&ie=UTF-8&cof=FORID%3A10&q=asian+american+pacific+islander+studies&submission=%EF%80%82>

⁶ <https://www.billtrack50.com/billdetail/1415011>

Recommendations:

- Inclusion of Asian American and Pacific Islander studies in Public School K-12 and Higher Education curriculum.
- Provide financial resources to assist Asian American Pacific Islander English Language Learners and develop more robust language access.

Asian American Pacific Islander Teacher Recruitment, Retention, and Leadership

Although the number of Asian American Pacific Islander population continues to grow across the Commonwealth there is still little representation reflected in our Educational workforce. In fact, the first ever Asian American Superintendent in the State of Virginia was elected in 2019-2020. For the academic school year 2021-2022, there were zero (0) AAPI Superintendents. According to the Virginia Association of School Superintendents, the breakdown was 101 White superintendents, 33 African American superintendents, 1 Hispanic superintendent, and 0 Asian American superintendents. At the moment, there is no official tracking of this data. In fact, data provided from the Virginia Department of Education⁷ is incomplete. Educators or employees in the Commonwealth are not required to provide race or ethnicity on any employment or personnel documents. Moreover, since outreach to elementary principal and secondary principal organizations is nonexistent, we recommend that moving forward official records of education administrators be gathered.

Bill VA HB979⁸ was passed in April 2022 and it is important to follow up to ensure that Asian American Pacific Islander community members, students, and educators are aware of this provision to encourage more people to enter into the educational workforce.

From our listening sessions, aspiring educators and Asian American Pacific Islander parents shared concerns on the lack of representation in our classrooms, curriculum, and administrators. We recommend partnering with the National Education Association⁹, Asian Pacific Americans in Higher Education¹⁰ leadership programs, professional development, mentorship and pathways into leadership. We recommend providing mentoring support to AAPI students, teachers, and administrators from across the state, using formal and informal approaches.

⁷ https://www.doe.virginia.gov/teaching/workforce_data/index.shtml

⁸ <https://www.billtrack50.com/billdetail/1422399>

⁹ <https://nea-apic.com/2020/08/31/aapi-mentorship-program/>

¹⁰ http://apahenational.org/?page_id=6

Recommendations:

- Develop a tracking and report mechanism to collect accurate data on Asian-American and Pacific Islander who are teachers, building-level administrators, central-office personnel, and superintendents.
- Virginia Institutions of higher education partner with the Virginia Department of Education to promote and attract aspiring Asian American Pacific Islander education majors.
- Professional Development opportunities for Asian American Pacific Islander educators and aspiring educators who seek mentorship and guidance for Leadership Roles in Administration.

Excellence in Education Through Promoting a Healthy Environment

Asian American Pacific Islander communities are among the high risk groups¹¹ most concerned with airborne viruses such as Covid, Monkeypox¹², Polio, and layered mitigation strategies for public health and safety. Improving Public School ventilation¹³ and filtration¹⁴ should be a top priority. School systems such as Abrome¹⁵ were able to close out their third year without a single known case of COVID-19 entering their school facilities. They focused on 1) not bringing COVID into their education community and 2) not spreading COVID if it did enter their school community. They did so by offering remote learning during high COVID community spread. Daily COVID screening before entering the school site for in-person learning. KF94, KN95, N95 masks were mandated while indoors. Students and staff went outside to eat and were required to wear masks outdoors when in close proximity to one another. All rooms were equipped with HEPA air purifiers, Corsi-Rosenthal boxes¹⁷, with CADR of at least 6 ACH per room and 8 ACH in all bathrooms. The use of CO₂¹⁸ monitors¹⁹ collected data to measure ventilation and vacating spaces when readings were above 800. Students were placed into small group cohorts with capacity limits for indoor learning spaces in an effort to limit exposure if someone inadvertently entered and infected a space. Educators and students were required to isolate themselves at home until it was safe for re-entry. Post-isolation educators and students re-entry criteria include:

- At least one day (24 hours) has passed since recovery (resolution of fever without the use of fever-reducing medications)

¹¹ <https://aahiinfo.org/health-disparities/>

¹² https://www.sciencedirect.com/science/article/pii/S0196655316305363?ref=cra_js_challenge&fr=RR-1

¹³ <https://www.ashrae.org/technical-resources/filtration-and-disinfection-faq>

¹⁴ <https://www.whitehouse.gov/briefing-room/statements-releases/2022/03/17/fact-sheet-biden-administration-launches-effort-to-improve-ventilation-and-reduce-the-spread-of-covid-19-in-buildings/>

¹⁵ https://docs.google.com/document/d/1NS_KrkiSYHdW2xdEO7N13mZ0TqG-jqfDBUM3xnYliQA/edit

¹⁶ <https://www.projectn95.org/>

¹⁷ <https://cleanaircrew.org/box-fan-filters/>

¹⁸ <https://schools.forhealth.org/wp-content/uploads/sites/19/2020/08/Harvard-Healthy-Buildings-program-How-to-assess-classroom-ventilation-08-28-2020.pdf>

¹⁹ https://www.co2meter.com/products/aranet4-home-indoor-air-quality-monitor?utm_term=&utm_campaign=Dynamic+Search+Ads+Nov&utm_source=adwords&utm_medium=ppc&hsa_acc=8520334188&hsa_cam=1628971135&hsa_grp=66078659950&hsa_ad=311734572939&hsa_src=g&hsa_tgt=dsa-414865952062&hsa_kw=&hsa_mt=&hsa_net=adwords&hsa_ver=3&gclid=CjwKCAjw0dKXBhBPEiwA2bmObaxWN-R03QD5NBrSQ577_zETc95uXQRUdGwtdRbYW8zxOKqBYo_58xoCkVcQAvD_BwE

- The individual has improvement in symptoms (although the loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation); and
- At least ten full days have passed since the first day of symptoms or a positive viral test (day 0)
- Test negative using a rapid antigen (lateral flow) Covid-19 test

Individuals with symptoms that could be Covid-10 not evaluated by a medical professional who wanted to return before completing the stay at home period, must either:

- Obtain a medical professional's note clearing the individual for return based on an alternative diagnosis; or
- Obtain an acute infection test at an approved testing location that comes back negative for Covid-19

Similarly, Roadstead Montessori High School ²⁰ in Norfolk, Virginia has been recognized for promoting best practices and health and safety protocols. ²¹ By investing in tents, holding classes outdoors as often as possible, promoting small class sizes, and establishing a hybrid model, students benefited from uninterrupted learning. Both educators and families had the flexibility they needed to juggle parents' work schedules, children's educational and social needs, as well as teachers' family and work obligations.

With the next variants of Covid-19 such as BA.4.6 that exhibit an ability to escape immunity along with data showing children are significantly more likely to develop neurological and psychiatric risks ²² including strokes, epilepsy, seizures, encephalitis, and intracranial hemorrhage after Covid-19 medical care for long covid recovery should be universal.

According to the CDC US Map & Case Count, ²³ as of August 18, 2022 there had been 229 confirmed monkeypox/orthopox virus cases. As of December 2, 2022 there have been 558 in Virginia ²⁴. Globally ²⁵ the United States has the highest number 29,671 confirmed Monkeypox cases and 20 deaths. At least 15 children in the Commonwealth tested positive for monkeypox. Education professionals who need to isolate ²⁶ or care for family members for 3 to 4 weeks should be provided with paid leave.

²⁰ <https://roadsteadhighschool.com/about-roadstead-high-school/>

²¹ <https://www.wtkr.com/news/norfolk-private-high-school-sets-up-open-air-classrooms-during-covid-19>

²² [https://www.thelancet.com/journals/lanpsy/article/PIIS2215-0366\(22\)00260-7/fulltext](https://www.thelancet.com/journals/lanpsy/article/PIIS2215-0366(22)00260-7/fulltext)

²³ <https://www.cdc.gov/poxvirus/monkeypox/response/2022/us-map.html>

²⁴ <https://www.vdh.virginia.gov/monkeypox/data-in-virginia/>

²⁵ <https://www.cdc.gov/poxvirus/monkeypox/response/2022/world-map.html>

²⁶ <https://www.cdc.gov/poxvirus/monkeypox/clinicians/isolation-procedures.html>

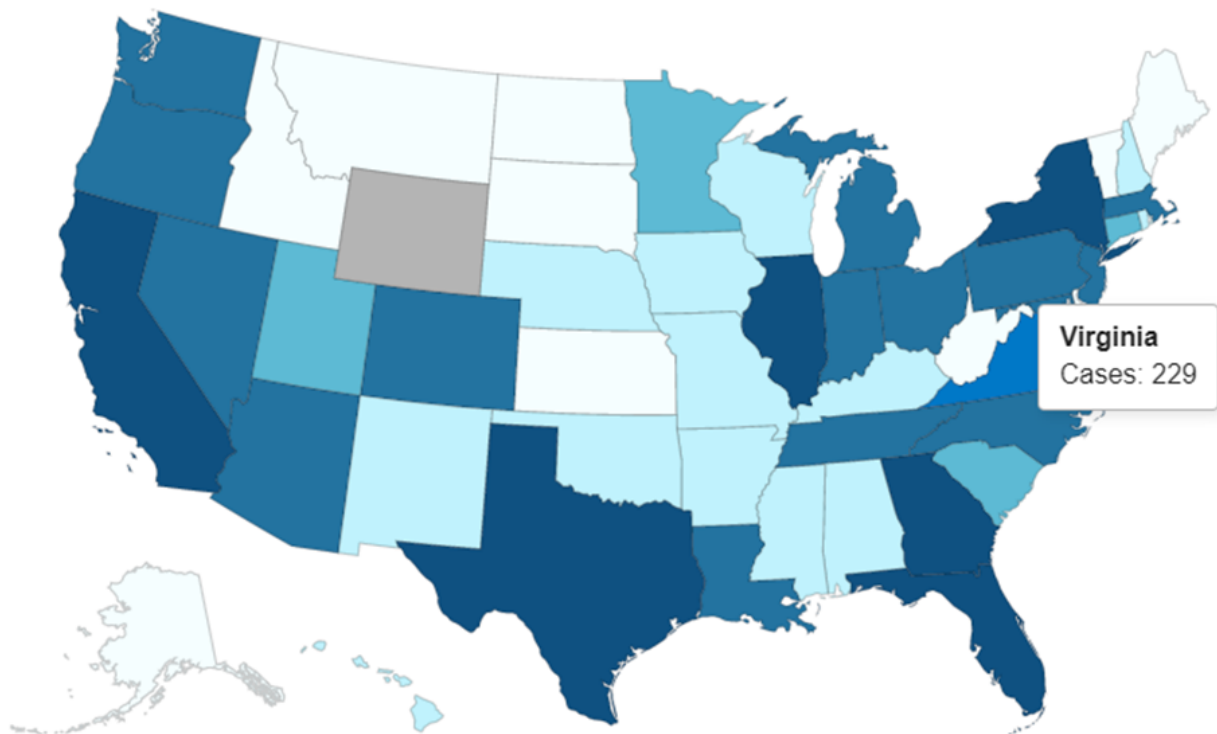
2022 U.S. Map & Case Count

Data as of 18 Aug 2022 2:00 PM EDT

[Print](#)

14,115 Total confirmed monkeypox/orthopoxvirus cases

*One Florida case is listed here but included in the United Kingdom case counts because the individual was tested while in the UK.



Territories PR



2022 U.S. Map & Case Count

Data as of December 02 2022 at 2:00 pm EDT

[Español](#) | [Print](#)

U.S. Cases

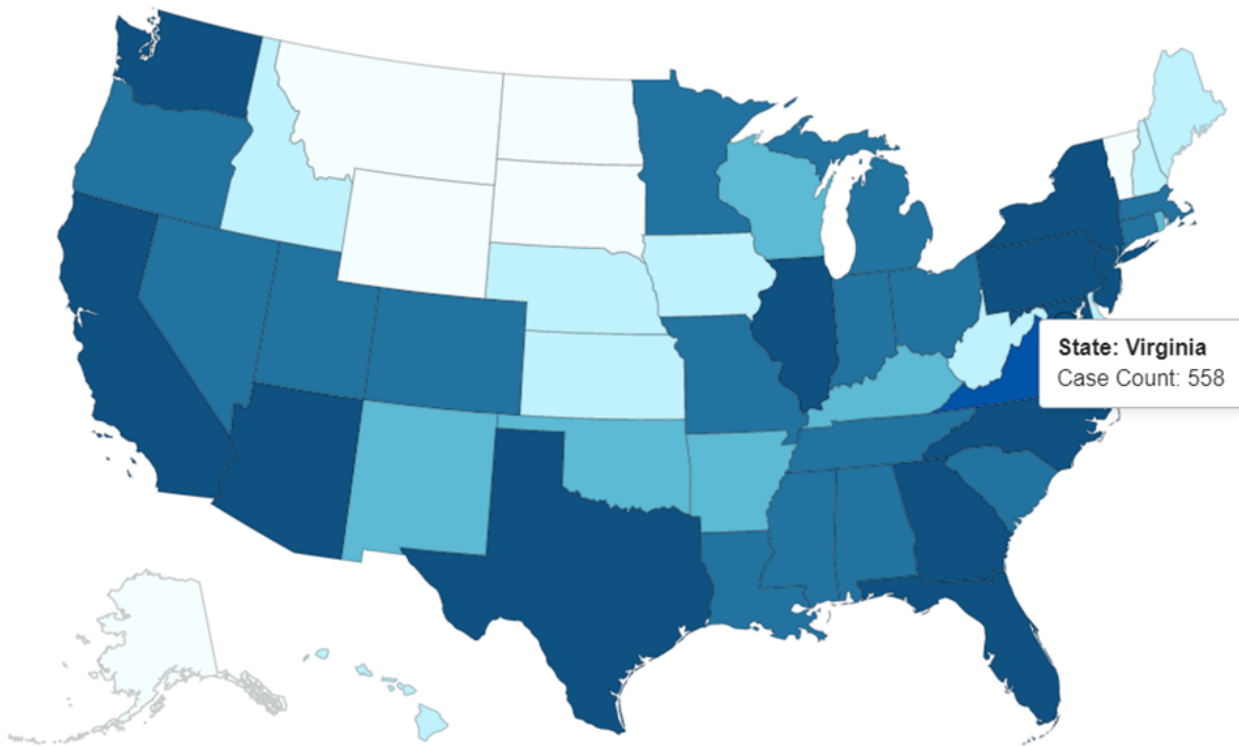
Total Cases

29,630

U.S. Deaths

Total Deaths

19



Territories **PR**



Recommendations:

- Remote learning option.
- N95, KN95, KF94 masks for safety of all.
- Investing in covered outdoor dining and learning spaces.
- All rooms equipped with True HEPA air purifiers CADR 500+.
- CO2 monitors in all rooms with an exit strategy when levels are above 800.
- Universal medical care for long covid recovery.
- Paid Leave for Covid and Monkeypox isolation and family care.

Fine Arts Facility Space

Asian American Pacific Islander students, parents, and community members value the Fine and Performing Arts. They shared concerns about the lack of theater, dance, and appropriate facility space for current programs, especially at the Elementary School level. The Music Educators National Conference (MENC) believes “that all students PreK through 12, should have access to a balanced, comprehensive, and sequential program of instruction in music and the other arts, in school, taught by qualified teachers.” Music educators all across the commonwealth lack facility spaces that meet recommended standards outlined by MENC:

1. A suitable room is available for teaching general music in every school. The room is large enough to accommodate the largest group taught and to provide ample space for physical movement. It has appropriate acoustical properties, a quiet environment, good ventilation, and adequate lighting. It contains storage space for classroom instruments, equipment, and instructional materials.
2. A suitable room is available for teaching instrumental music in every school. The room is large enough to accommodate the largest group taught. It has appropriate acoustical properties, a quiet environment, good ventilation, and adequate lighting. It contains storage space for instruments, equipment, and instructional materials. Running water is available for instrument maintenance.
3. Sufficient secured storage space is available in every school to store instruments, equipment, and instructional materials, Shelving or lockers are provided for various large and small instruments.
4. In order that every student may have convenient, private access to his or her teacher for consultation and help, office or studio space is provided for every music educator.
5. The music facilities in every school are adjacent to one another, they are acoustically isolated from one another and from the rest of the school, they are readily accessible to the auditorium stage. All facilities are accessible to persons with disabilities.

While the Virginia Department of Education has a robust listing of Fine Arts Standards of Learning including elementary theater arts and dance . Most of the elementary schools in Virginia do not have theater class nor a dedicated dance instructor at this time. We encourage increased investment in the Fine Arts to ensure these opportunities are included within the school day for all students K-12.

Recommendations:

- Facilities audit of all public school Fine Arts learning spaces.
- Investment towards new construction that meets standards for suitable instructional spaces, storage, and performance areas for all Fine Art disciplines.
- Include theater arts and dance in the elementary school schedule with appropriate learning spaces and qualified instructors.

²⁷<https://nafme.org/my-classroom/standards/opportunity-to-learn-standards-for-music-instruction-grades-prek-12>

²⁸https://www.doe.virginia.gov/instruction/fine_arts/index.shtml

²⁹ <https://www.aep-arts.org/dance-counts/>

The VAAB recommends the following actions that are under the purview of the Secretary of Education:

- Inclusion of Asian American and Pacific Islander studies in Public School K-12 and Higher Education curriculum.
- Provide financial resources to assist Asian American Pacific Islander English Language Learners and develop more robust language access.

- Develop a tracking and reporting mechanism to collect accurate data on Asian-Americans and Pacific Islanders who are teachers, building-level administrators, central-office personnel, and superintendents.
- Virginia Institutions of higher education partner with the Virginia Department of Education to promote and attract aspiring Asian American Pacific Islander education majors.
- Professional Development opportunities for Asian-American Pacific Islander educators and aspiring educators who seek mentorship and guidance for Leadership Roles in Administration.
- Remote learning option.
- N95, KN95, KF94 masks for safety of all.
- Investing in covered outdoor dining and learning spaces.
- All rooms equipped with True HEPA air purifiers CADR 500+.
- CO2 monitors in all rooms with an exit strategy when levels are above 800.
- Universal medical care for long covid recovery.
- Paid Leave for Covid and Monkeypox isolation and family care.

OUTREACH AND FACT-FINDING ACTIVITIES

VAAB members also met or engaged with the following organizations and their representatives to generate awareness of the VAAB's purpose or advance the VAAB and creation of this report.

EDUCATION

- Ilryong Moon, Former Fairfax County School Board Member-At-Large
- Dr. Yubo Zhang, Fairfax County Public Schools, Manager
- Dr. Carola Haas, Professor, Department of Fish and Wildlife Conservation
- Jaclyn Marmol, Alumni VA Tech
- Sharan Srinivasan, International Graduate Student, VA Tech
- Jane Park, Undergraduate, VA Tech
- Jessica Bailey, National Education Association Aspiring Educator
- Emily Spencer, Instruction Specialist at Richmond Virtual Academy
- Jenna Day, Fairfax Arts Coalition for Education
- Daphne Yao, Professor of Computer Science, VA Tech & Parent
- Radia Lu, High School Student, Blacksburg High School
- Teresa Wilson, VA Tech Graduate Student & Parent
- Jamie Sprouse, Education Professional
- Dr. Johnson, Assistant Superintendent in the Department of Teacher Education and Licensure
- Dr. Sookyung Oh, Director, Hamkae Center
- Zowee Aquino, Hamkae Center