



President's Advisory Commission on Asian Americans, Native Hawaiians, and Pacific Islanders

Thursday, May 12, 2022
Meeting Minutes

Action Items

- The Commission voted unanimously to move forward the recommendation of the Health Equity Subcommittee to host a mental health summit focusing on Asian American, Native Hawaiian, and Pacific Islander (AA and NHPI) mental health in coordination with the White House Office of Public Engagement (OPE) and the Commission.
- The Commission voted unanimously to move forward all three recommendations of the Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee:
 - Recommendation that the Department of Justice conditions federal funding administered by the agency on credible law enforcement participation in the FBI's Hate Crime Statistics Act hate crimes data collection and reporting program.
 - Recommendation that all branches of the U.S. military adopt a standardized uniform policy that presumptively allows for religious articles of faith.
 - Recommendation that the Commission engage in public-private partnerships to help build a series of public service announcements (PSAs) that address anti-Asian hate crimes and promote inclusion and belonging of AA and NHPI communities.
- The Commission voted unanimously to move forward all three recommendations, as amended, of the Immigration and Citizenship Status Subcommittee, with Commissioner Naheed Qureshi recused:
 - Recommendation that the Department of Homeland Security (DHS) U.S. Citizenship and Immigration Services (USCIS) reduce the backlog of immigration visas by expanding staffing and modernizing processes to reduce wait times, expanding premium processing services, providing automatic work permit renewals, securing

funding, and more quickly processing work permits, travel documents, temporary status extensions, and other immigration applications. The targeted goal for applications to be processed is six months unless there is a query or are questions by the USCIS. If there is a query or more information is needed, USCIS and the U.S. Department of State shall continue to process applications outside the six-month goal and adjudicate decisions in a timely fashion. If an application review is not completed in six months, then it will not be terminated and will continue to be processed in a timely fashion ongoing.

- Recommendation that DHS USCIS and the Department of State reduce internal processing times for family green card applications.
- Recommendation that DHS and the Department of State issue new public charge policies that support AA and PI immigrant families accessing health and well-being supports, and partner with other federal agencies and community organizations to engage in outreach to AA and PI communities about these changes. The rule should reiterate that a public charge assessment be determined by evaluating the totality of circumstances and should also specify that no single factor is dispositive.
- The Commission voted unanimously to move forward all three recommendations, as amended, of the Language Access Subcommittee, with Commissioner Naheed Qureshi recused:
 - Recommendation that the federal government should ensure that emergency/disaster prevention, planning, response, mitigation, and recovery programs are inclusive of, and reflect the lived experiences of, limited English proficient populations.
 - Recommendation that public and emergency alerts should be simultaneously accessible to persons with limited English proficiency at the same time as English-speaking persons.
 - Recommendation that federal agencies should provide key documents, digital content, and forms on their websites translated into multiple AA and NHPI languages.
- The Commission voted unanimously to move forward the two recommendations of the Economic Equity Subcommittee, with Commissioner Naheed Qureshi recused:
 - Recommendation to host forums in several cities across the country, entitled WHIAANHPI and White House AA and NHPI Economic Summits.
 - Recommendation to increase the share of federal contract dollars that go to small, disadvantaged businesses (SDBs) to 20% by 2025.
- The Commission voted unanimously to move forward the two recommendations of the Data Disaggregation Subcommittee, with Commissioner Naheed Qureshi recused:

- Recommendation that the Office of Management and Budget (OMB) update the minimum standards for federal data on race and ethnicity to fulfill its mission to produce full, fair, and accurate data on the status of health, education, labor, immigration, economy, and other vital indicators for all communities in our nation, including AA and NHPI communities.
- Recommendation for the encouragement of key federal agencies such as OMB, the U.S. Census Bureau, the Centers for Medicare & Medicaid Services (CMS), and the National Center for Health Statistics (NCHS) through administrative support and funding to partner with communities and their advocates to ensure the optimal gathering, reporting, and access to AA and NHPI data are relevant and usable by these groups.
- The Commission agreed that each subcommittee would review the impact of issues on Native Hawaiians and Pacific Islanders and that if there are issues that do not fit within the existing subcommittee parameters, those issues would be added to the Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee. The Commission agreed to try this approach prior to the next meeting.
- The commissioners agreed to reach out and collaborate across subcommittees to share information and potentially develop intersectional recommendations for future Commission meetings. Any meeting will comprise less than 12 commissioners.

May 12, 2022
Meeting Convenes at 12:30pm ET

Larissa Bungo, Designated Federal Officer (DFO), White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI)

Ms. Bungo opened the meeting by thanking the Commission for the tremendous work it has undertaken since its inaugural meeting in February and offered a brief explanation of the Commission's commitments pursuant to the Federal Advisory Committee Act (FACA). Information about the Commission is available at www.hhs.gov/whiaanhpi, including the Commission's charter, meeting materials, and future meetings, and the public is encouraged to submit written comments to aanhpicommission@hhs.gov, which will be shared with the entire Commission.

Welcome and Introduction of Secretary Xavier Becerra

Krystal Ka'ai, Executive Director, White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders

Executive Director Ka'ai welcomed the commissioners to their second meeting and began her remarks by honoring Secretary Norman Mineta, a trailblazer and icon who passed away last week. He was the first Asian American ever appointed to a presidential cabinet position and the first chair of the inaugural President's Advisory Commission on Asian Americans and Pacific Islanders, where he helped to build the national infrastructure for AA and NHPI communities. Executive Director Ka'ai remarked on the strength and expertise of this Commission and that it reflects the rich diversity of our AA and NHPI communities. She noted that, since February, the Commission has held over 50 subcommittee meetings and developed a series of recommendations that the full Commission will vote on today and that will subsequently be delivered to the President. The work of the Commission will have a resounding effect across the federal government.

Opening Remarks from Commission Co-Chairs

Secretary Xavier Becerra, U.S. Department of Health and Human Services

Secretary Becerra summarized the mission of the Commission in three words: equity, justice, and opportunity and emphasized that this is the goal of the President. He acknowledged that the AANHPI community has faced a steep hill over the last several years and that our country is facing two pandemics: COVID-19 and the blight of racism. The AANHPI community is resilient, moves forward, creates new businesses, excels in American life, and reflects the values of this country. He shared that the team at the U.S. Department of Health and Human Services – with 90,000 strong – is prepared to do this work alongside the Commission, especially to advance health equity. They have already launched efforts to target communities often left behind through the creation of technical assistance centers and outreach to those who need services. Secretary Becerra concluded by emphasizing that he shares the Commission's goals

and acknowledged the importance of challenging systemic disparities, ensuring that we have good, disaggregated data, and language access.

Ambassador Katherine Tai, U.S. Trade Representative

Ambassador Tai reflected on the fact that the first Commission was established 23 years ago. Today, the work of the Commission is made more urgent by both persistent and acute challenges that the AANHPI communities are facing. These are not new challenges. In fact, June 23rd marks 40 years since Vincent Chin's murder, when the country was also in an economic downturn and tensions were high. Other dates Ambassador Tai shared included the passage of the Chinese Exclusion Act in 1888, the Los Angeles massacre of Chinese immigrant laborers in 1870, and the internment of Japanese Americans during World War II. She noted that, in addition to horrific acts of aggression, there are persistent challenges such as bias, prejudice, and systemic barriers that prevent AANHPIs from participating in society. That is why the work of the Commission is so important. Ambassador Tai concluded that seeing everyone in-person in one room reinforces the notion that AANHPIs are a community of communities, and we must also celebrate our resilience, strength, legacy, and collective journey.

Three Pillars Approach to Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders

Erika L. Moritsugu, Deputy Assistant to the President and Asian American, Native Hawaiian, and Pacific Islander Senior Liaison

Ms. Moritsugu described that her position was created a year ago to be the voice for AANHPI communities in the White House, to lift up our perspectives, needs, and joys, to ensure that the impact of the administration's policies are inclusive of, informed by, and communicated back to our communities. It takes a team to carry out these responsibilities, and Ms. Moritsugu shared that she is honored to work closely with the Initiative and that together they synchronize with the White House Office of Public Engagement (OPE) to address anti-Asian bias and promote inclusion and belonging for all AANHPIs. Through the joint effort of these three pillars – her position as Deputy Assistant to the President, WHIAANHPI, and OPE – over the past year there has been a reinvigoration of the government's relationship with the AANHPI communities. The administration has listened to AANHPI communities, celebrated their successes, and enhanced collaboration within the federal government. The administration is committed to our continued partnership with AANHPI community leaders to co-create solutions to the problems that we are facing today.

Nathaly Arriola Maurice, Special Assistant to the President and Director of Partnerships, The White House Office of Public Engagement

Howard Ou, Associate Director, The White House Office of Public Engagement

Ms. Maurice shared that OPE serves as the President's front door and as advocates and ambassadors of our respective communities. She emphasized that representation matters, and that she is so proud to meet the Commission. She also thanked Ms. Moritsugu for her leadership and presence at senior staff meetings and Ms. Ka'ai for her leadership at the Initiative. Mr. Ou

remarked on the honor to work alongside Ms. Moritsugu and Ms. Ka'ai. OPE serves as an entry point to the public, and it is their goal to remove barriers and obstacles to ensure that the President's message carries through with race equity at the forefront.

Commission's Charge and Goals for the Meeting

Sonal Shah, Chief Commissioner

Chief Commissioner Sonal Shah summarized the activities that have been undertaken since the February 3-4 inaugural meeting. The Commission formed six subcommittees: Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination; Health Equity; Immigration and Citizenship Status; Language Access; Data Disaggregation; and Economic Equity. Over the last three months, these subcommittees met biweekly to gather information from subject matter experts, deliberate, and identify priorities for discussion. At today's meeting, the subcommittees will present to the full Commission and to the general public summaries of their meetings and the issues that they considered and share draft recommendations.

Chief Commissioner Shah explained that the Commission's charge is to recognize the work of these six subcommittees; inform the public of all that the Commission has done since February; allow members of the public to attend virtually and make transparent the manner by which the Commission is reviewing and deliberating recommendations; highlight the Commission's engagement with WHIAANHPI, the federal Interagency Working Group (IWG), and Regional Network (RN), and discuss having representation of members of the IWG and RN at future Commission meetings; learn more about the White House and administration's efforts to advance equity, justice, and opportunity; receive, review and vet proposed recommendations from each subcommittee; send back any recommendations the Commission feels requires additional refinement or exploration; vote on the subcommittee recommendations; identify additional issues for the subcommittees to tackle for future meetings; discuss issues that have yet to be addressed; and discuss potential solicitation of public comments on recommendations that could benefit from public input and support.

Belonging Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee Presentation

Co-Chairs: Commissioners Luisa Blue and Kamal Kalsi

Members: Commissioners Emily Chen, Grace Huang, Daniel Dae Kim, Naheed Qureshi, Smita Shah, and Robert Underwood

DFO: Phoebe Canagarajah

Commissioner Kamal Kalsi thanked Chief Commissioner Shah, Executive Director Krystal Ka'ai, the Designated Federal Officers (DFOs) Larissa Bungo and Phoebe Canagarajah, Associate Director for the Office of Public Engagement (OPE) in the White House Howard Ou, and the Initiative's support staff for keeping the Commission on track, as well as the subcommittee's co-chair Luisa Blue and other commissioners for their work on their recommendations.

The subcommittee met six times bi-weekly prior to May 12. Following the Commission's inaugural meeting on February 3-4, the subcommittee met on March 8, March 22, April 5, April

19, April 29, and May 3, 2022. The subcommittee first identified their priorities, which included: applying federal funding to record and respond to hate crimes in local areas; improving distribution of education and resources to AA and NHPI communities on reporting hate crimes; improving data collection and outreach related to hate crimes and discrimination; developing programs to uplift AA and NHPI youth by celebrating AA and NHPI culture and building confidence; encouraging public-private partnerships in responding to hate crimes and hate incidents; encouraging state, local, and federal joint conferences or meetings to communicate a stance on anti-Asian hate and discrimination; the freedom to wear religious articles in military and as first-responders; and tactics to address and engage people experiencing digital discrimination. The Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee approved the following three draft recommendations to present at the May 12, 2022, Commission meeting:

- Recommendation that the Department of Justice conditions federal funding administered by the agency on credible law enforcement participation in the FBI's Hate Crime Statistics Act hate crimes data collection and reporting program.
- Recommendation that all branches of the U.S. military adopt a standardized uniform policy that presumptively allows for religious articles of faith.
- Recommendation that the Commission engage in public-private partnerships to help build a series of PSAs that address anti-Asian hate crimes and promote inclusion and belonging of AA and NHPI communities.

The subcommittee received presentations from the following subject matter experts who helped to inform their recommendations:

- **Kent Wong, Director, UCLA Labor Center:** Provided an overview on the history of anti-Asian discrimination, particularly in labor.
- **Eric Fanning, former Secretary of the Army, U.S. Department of Defense:** Presented an overview concerning religious discrimination and wearing articles of faith in the military.
- **Hayne Yoon, Senior Policy Advisor, Office of Justice Programs (OJP), U.S. Department of Justice:** Provided an overview of OJP's grants related to addressing and reporting hate crimes.
- **Amy C. Blasher, Acting Section Chief, Global Law Enforcement Support Section, FBI Criminal Justice Information Services Division, U.S. Department of Justice:** Presented an overview concerning the FBI's Uniform Crime Reporting program, the National Incident-Based Reporting System, and hate crimes reporting and training to law enforcement.
- **Michael Lieberman, Senior Policy Counsel, Southern Poverty Law Center:** Presented an overview on barriers to improving hate crimes reporting within government and law enforcement.

Commissioner Kalsi presented the **first recommendation** that the Department of Justice conditions federal funding administered by the agency on credible law enforcement participation

in the FBI's Hate Crime Statistics Act (HCSA) hate crimes data collection and reporting program. Jurisdictions with over 100,000 residents that either fail to report, report "zero" to the FBI, or otherwise provide incomplete or not credible data to the FBI, shall be notified that any grant applications submitted to the agency will be on hold until DOJ receives a response in writing providing an explanation for the failure to report credible HCSA data. Alternatively, these agencies can qualify for DOJ funding upon the demonstration of significant community hate crime public education and awareness initiatives, including the adoption of internal agency policy and procedures to improve hate crime reporting, prevention, and response. Working with stakeholders and community-based organizations, DOJ shall create guidance regarding what will constitute credible data and/or significant community hate crimes initiatives.

As background, Commissioner Kalsi reported that, according to FBI statistics, hate crimes against Asians rose 64% in 2020 alone. The FBI's annual HCSA report is the best snapshot of hate violence in the United States, but data received from the 18,500 federal, state, local and tribal law enforcement agencies is vastly underreported – in part because reporting is entirely voluntary. In 2020, 87% of police agencies across the nation either affirmatively reported that they had zero hate crimes or they did not report any data to the FBI at all, including some 70 cities over 100,000 in population. Commissioner Kalsi added that as recently as 2021, Congress reaffirmed the need for a more complete understanding of the national problem posed by hate crimes and passed the Jabara-Heyer NO HATE Act, as part of the COVID-19 Hate Crimes Act, P.L. 117-13. The Jabara-Heyer NO HATE Act authorizes federal funding to strengthen the capacity of state and local law enforcement agencies to identify and report hate crimes, in order to address incomplete data collection and reporting from federal, state, and local jurisdictions.

Commissioner Luisa Blue then introduced the **second recommendation**, which recommended that all branches of the U.S. military adopt a standardized uniform policy that presumptively allows for religious articles of faith such as turbans, beards, and hijabs. Sikhs, Muslims, Hindus, and other religious minorities from AA and NHPI communities have served honorably in the nation's military for over a hundred years. As per law, DOD Instruction 1300.17 ("Religious Liberty in the Military Services") establishes DOD policy on the accommodation of individual expressions of sincerely held beliefs "which do not have an adverse impact on military readiness, unit cohesion, good order and discipline, or health and safety." Commissioner Blue added that the Free Exercise Clause of the First Amendment to the United States Constitution establishes that individuals, which includes service members, have the right to observe the tenets of their faith or to observe no religion at all. Despite this, religious articles of faith such as turbans, beards, hijabs, and yarmulkes were banned from the U.S. military's uniform guidelines in 1981. The U.S. Army and Air Force changed their uniform policies in 2017 and 2020, respectively, to presumptively allow these articles of faith. The U.S. Navy and Marines have provided limited religious accommodations to service members which force them to violate their religious practice in order to serve their nation.

The rationale is that the Army and the Air Force have successfully integrated religious articles of faith from minority faith groups. In recent years, tens of thousands of soldiers have been granted medical waivers that allow the growth of beards. Special forces and soldiers have been known to

maintain relaxed grooming standards during their deployments. Commissioner Blue then presented the subcommittee's proposal of a 30-day public comment period, which can be used to query the public, DOD, and interested government agencies on the best approach for implementation. There would be a 90-day timeline for implementation of changes following public commentary.

Commissioner Blue introduced the third and **final recommendation** that the Commission engage in public-private partnerships to help build a series of PSAs that address anti-Asian hate crimes. Despite meaningful strides to deter and respond to anti-Asian hate crimes and incidents, they continue to occur at an alarming rate with increasing violence, especially against women, such as with the recent shooting of three Korean women in Texas. Educating others about AA and NHPIs, promoting the culture, rich heritage, diversity, and contributions of the AA and NHPI community will help dispel bias, prejudice, and hate.

Pairing much admired officials from the administration in PSAs with high profile leaders and influencers from industries such as sports, entertainment, media, technology, finance and real estate will bring the anti-Asian hate issue to the forefront and increase advocacy and coalition building. High profile leaders and influencers bring expertise. Showcasing the PSAs at optimal times where there would be national attention, such as during Asian American Heritage Month or around highly visible sporting events, increases visibility of the message. Creating a series of PSAs will require funding and coordinating with various partners, so this will be an ongoing project.

Commissioner Blue went on to describe an article from March 22, 2022, from the American Public Health Association that referenced a national online survey finding that all racial/ethnic minorities were more likely than white adults to experience COVID-19-related discrimination, with Asian and American Indian/Alaska Native adults most likely to experience these incidents. Limited English proficiency, lower education, lower income, and residing in a big city or the East South Central census division also increased the prevalence of discrimination.

In addition, Commissioner Blue shared that according to The Asian American Foundation, hate incidents against AA and NHPIs have risen sharply since the beginning of the COVID-19 pandemic, and women face a disproportionate burden of anti-AA and NHPI hate with 62% of all national hate incidents reported by AA and NHPI women. In a survey conducted in January/February 2022, nearly three out of four AA and NHPI women reported experiencing racism and/or discrimination over the past 12 months, with more than half (53%) reporting a stranger or someone they didn't know as the perpetrator. Almost half of the reported incidents took place in public, such as restaurants and shopping centers. Respondents also reported encountering incidents in familiar places where safety may be less of a concern, including schools, healthcare facilities, workplaces, places of worship, and even their own neighborhoods. Commissioner Blue then stated that all members of the Commission, regardless of whether they have experienced anti-Asian hate themselves, know someone who has experienced anti-Asian discrimination, and that the Commissioners bring forward their experience and expertise.

Questions and Discussion

Commissioner Kimberly Chang expressed her support for the first recommendation of conditioning federal funding and asked if there are statistics on outreach to community groups with limited English proficiency in regard to reporting of hate crimes with local jurisdictions. She also encouraged the subcommittee to work with the Language Access Subcommittee. Commissioner Chang then shared comments related to the third recommendation on the statistics of anti-Asian discrimination toward women and suggested that the Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee work with the Health Equity Subcommittee to focus on gender-based violence.

Commissioner Ai-jen Poo thanked the subcommittee for the recommendations and asked a question and provided a comment related to the third recommendation. She noted that PSAs are always good but inquired of the narrative being communicated in order to have an impact and to identify the audience, especially since there are harmful and divisive narrative contexts that need to be shifted. Commissioner Poo then asked if there are specific audiences directly impacted by threats of violence and how to leverage ethnic media to reach them. Noting that different audiences make for different contexts, Commissioner Poo asked if the subcommittee had had this conversation.

Commissioner Kalsi explained that the subcommittee did discuss the crafting of the narrative, especially to avoid showing AA and NHPI communities as a monolithic group. Commissioner Blue also acknowledged that the White House will be the final decider in defining the message.

Adding to Commissioner Blue's comment, Commissioner Emily Chen noted that the subcommittee focused on a more general theme of diversity and a celebration of AA and NHPI cultures instead of framing only around the negative. Commissioner Chen then explained that targeting different audiences with different viewers is possible depending on the PSAs' showing time. The White House can decide who they want, when they want it, and keep it open to a variety of industries. Additionally, if the PSAs are a series, the Commission can gauge public response and incorporate and have participation from victims. Noting the variety of ways the PSAs can be formatted, Commissioner Chen explained that the recommendation is more general as a starting point.

Commissioner Daniel Dae Kim agreed with Commissioner Poo and acknowledged that PSAs can feel like speaking into the wind without a targeted impact. Commissioner Kim stated that it is up to the Commission and the White House, should they follow, to figure out how to make the PSAs effective, especially for the most vulnerable groups, such as women and the elderly.

Commissioner Raynald Samoa thanked the subcommittee for their work and pointed out the synergy between the Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee and the Data Disaggregation Subcommittee. He noted that anti-Asian hate speaks to Asian Americans, but that Pacific Islanders often face racism as well. Commissioner Samoa then asked how they will show that the Commission is working for them as well.

Related to the first recommendation, Commissioner KaYing Yang asked whether the subcommittee discussed how funding can go to community-based organizations since individuals are afraid to report to local, state, and federal law enforcement agencies and departments. Explaining that community-based organizations are working on the frontline in collecting data and being the most trusted point of contact, Commissioner Yang emphasized the importance of including nonprofit frontline organizations in possible federal funding opportunities.

Commissioner Kalsi responded that the subcommittee discussed community-based organizations significantly and even a possible third pathway of collecting data. However, the data has to go through local police departments and the FBI, as stated by several conversations with subject matter experts. The subcommittee plans to work on additional recommendations for community-based organizations.

Commissioner Naheed Qureshi acknowledged the importance of Commissioner Yang's comment, especially since community members hesitate to go to law enforcement, as was the case following 9/11 when victims were afraid to come forward due to their immigration status. Commissioner Qureshi then explained that the subcommittee is continuing to look at various avenues. The goal of this particular recommendation is to address the issue of anti-Asian hate crimes when there is no scope of the problem. The data shared is lower than the reality because so few individuals report and even fewer police agencies report them to the FBI.

Commissioner Mia Ives-Ruble commented on funding for data through police agencies and expressed concern for the safety of undocumented individuals. Commissioner Ives-Ruble then asked the extent to which similar reporting from other communities has prevented hate crimes and the actual efficacy of the funding and inquired whether the priorities or amounts should be changed given the already large funding police agencies receive. The Commissioner then explained that she wanted to make sure that the money is supplemental and not added to a general "pot" that may harm AA and NHPI communities. Commissioner Ives-Ruble also commented on the second recommendation, emphasizing that the Commission must make sure that the narrative does not harm other communities, such as those with mental health issues and Black and brown communities. The Commission does not want to aggravate division between groups, and the Commissioner expressed the need for clear messaging.

In summary, Chief Commissioner Shah noted that there were several conversations on language access and ensuring that the various subcommittees can work together on this. The Chief Commissioner then went on to point out that there were several comments on PSAs and narratives as well as on federal reporting of hate crimes, conditional federal funding for reporting, and how to incorporate community-based organizations.

Health Equity Subcommittee Presentation

Co-Chairs: Commissioners Teresita Batayola, Kerry Doi, Mia Ives-Ruble

Members: Commissioners Victoria Huynh, Kimberly Chang, Michelle Ka'uhane

Non-Commission Member: Quyen Ngo-Metzger

DFO: Lanlan Xu

Commissioner Mia Ives-Rublee thanked Chief Commissioner Shah, Secretary Xavier Beccera, U.S. Trade Representative Ambassador Tai, and Executive Director Krystal Ka'ai.

Commissioner Ives-Rublee explained that there were a broad range of topics for the subcommittee to narrow down, including equitable COVID-19 response, mental health, environmental health and Red Hill, challenges in health care access, disparities in health outcomes, federal resources to community health centers and organizations, culturally and linguistically appropriate services in health care, disaggregated health care data, and the health care workforce. Due to the limited time, the subcommittee polled its members to decide short-term and long-term goals, with two the short-term goals identified as Red Hill and mental health. The subcommittee conducted multiple meetings on February 3, March 2, March 24, April 7, April 21, May 2, and May 5. Commissioner Ives-Rublee then reviewed the presentations at each meeting:

- **Trina Dutta, Senior Advisor, Substance Abuse and Mental Health Services Administration (SAMHSA):** Provided an overview of SAMHSA's mission, structure, and resources and shared data on mental illness and mental health service use by race/ethnicity. Also discussed resources including the National Network to Eliminate Disparities in Behavioral Health, culturally and linguistically appropriate services, and tools to seek crisis counseling and behavioral health treatment and services.
- **Laura Ebbert, Senior Advisor for Regional Administration, U.S. Environment Protection Agency (EPA), Region 9:** Provided a briefing on EPA's response to the Red Hill Bulk Fuel Storage Facility leak in Hawai'i, including actions taken by EPA, the Hawai'i State Department of Health, the U.S. Department of Defense, and other cooperating agencies.
- **Dr. Diana Felton, State Toxicologist, Hawai'i State Department of Health and Katie Arita-Chang, Acting Communications Director, Hawai'i State Department of Health:** Provided a briefing on the Red Hill Bulk Fuel Storage Facility in Hawai'i and the history of its 2021 well contamination incident, the status and health impacts of contamination in the drinking water system, and plans for remediation moving forward.
- **Dr. Anne Saw, Past Vice President, Asian American Psychological Association and Associate Professor, DePaul University:** Presented data from the Asian American Needs Assessment Survey, including the rise in psychological distress by race/ethnicity during the COVID-19 pandemic. Also discussed the impact of anti-Asian racism during COVID-19 and its relation to health and mental health challenges of Asian Americans, as well as policy recommendations to support the mental health of AA and NHPs.

Commissioner Ives-Rublee stated that the subcommittee, upon reviewing the information, decided that Red Hill was an on-the-ground and immediate issue with multiple levels of jurisdiction and fast-moving nature that the subcommittee was not yet ready to take action on. The Commissioner then stated that the subcommittee is looking for ways to get more information to keep an eye on the situation and hear more from communities on their priorities on those issues.

Noting President Biden's State of the Union address that centered mental health as a key priority for the administration in its unity agenda, Commissioner Ives-Rublee stated that the subcommittee's **recommendation** involves a joint AA and NHPI mental health summit, working in conjunction with the Department of Health and Human Services (HHS), the White House Office of Public Engagement (OPE), and the Commission. This two-day summit would bring together mental health practitioners, advocacy organizations, and individuals with mental health disabilities, and leadership representation from key federal agencies funding mental health to discuss ways to improve access to mental health services for AA and NHPI communities. The summit would provide an opportunity for WHIAANHPI to better understand the practical issues AA and NHPI communities face in obtaining mental health resources and the policy priorities that need to be enacted to reduce the barriers to receiving treatment. The summit should take place in a location with high concentration of AA and NHPI communities, such as California, New York, or the Pacific Islands.

Commissioner Ives-Rublee then presented the background, explaining that the wave of highly reported cases of anti-Asian sentiment and hate crimes have brought Asian American mental health into the spotlight, manifested through increased depression, anxiety, stress, and other physical symptoms. While current statistics reveal that AA and NHPIs report mental health issues at lower rates than many other minority groups, in part due to language and cultural barriers, digging deeper into the data will show the complexities of the situation. Fifteen percent of people who identify as either Asian American or Pacific Islander reported having mental health issues, with Vietnamese and NHPI groups experiencing higher rates of mental distress than other Asian American groups. At the same time, AA and NHPIs have the lowest rates of seeking mental health treatment. Seventy-seven percent of Asian Americans surveyed had difficulty opening up about their mood disorder to others compared to 69% of white individuals. Research currently shows that barriers to receiving mental health treatment include cultural stigma, language barriers, insufficient health insurance coverage, and lack of culturally competent care.

To understand the broader issues around AA and NHPI mental health, Commissioner Ives-Rublee explained that the Commission should bring key players to the table to discuss the various policy changes that could reduce barriers to access to information, resources, and services. While there have been statewide events on Asian American mental health, national conferences on mental health, and national summits on Asian American health, there have been very few national summits or conferences solely focused on AA and NHPI mental health and none hosted by the White House or HHS. The subcommittee felt that this two-day summit would provide the needed input to produce detailed recommendations to the President.

Commissioner Ives-Rublee then transitioned to the subcommittee's future goals, which include looking at the healthcare workforce, particularly home and community-based services for seniors and people with disabilities, given that Asian Americans and immigrants comprise a significant percentage of providers of community healthcare; gender based violence and exploitation, especially after the 2021 Georgia shootings; and COVID-19 distribution and data disaggregation regarding barriers Pacific Islanders, Native Hawaiians, and Southeast Asians face.

Questions and Discussion

Commissioner Amy Agbayani expressed that the Language Access Subcommittee would like to work with the Health Equity Subcommittee in developing new recommendations.

Commissioner Robert Underwood pointed out that one prominent health equity issue is the unequal application of the Affordable Care Act in territories compared to in the states. In the interest of equity, the issue should be examined by the Health Equity Subcommittee and those related to the issue. Commissioner Underwood then explained that 150,000 individuals from freely associated states that live in the United States are not categorized as immigrants or green card holders, but have the right to come to and go from the U.S. The coverage and eligibility for these individuals is cloudy and unclear. Commissioner Underwood then expressed support for the subcommittee's future goals related to caregivers, especially since it is a growing industry with significant impacts on how the elderly are cared for.

Commissioner Raynald Samoa pointed out that health disparities are not uncommon for subgroups within the AA and NHPI communities. They face some of the most atrocious health disparities, particularly among Southeast Asians, Pacific Islanders, and Native Hawaiians. Commissioner Samoa then pointed out that these conditions are not isolated and are in fact part of the systemic inequities the community has long faced. He then described the progress with the subcommittee's discussion of structural inequities and the creation of the COVID-19 Task Force before expressing that the Data Disaggregation Subcommittee would be willing to collaborate.

Commissioner Luisa Blue pointed out that there still exists difficulty in accessing mental health care from bilingual and bicultural providers. Commissioner Blue then asked if that topic can be explored more, as well as conversations around how to expand avenues for younger individuals to pursue becoming mental health therapists.

Commissioner Daniel Dae Kim thanked Commissioner Ives-Rublee for bringing up mental health, pointing out that in the public forum, the question is often the race of the perpetrator of anti-Asian attacks but instead of focusing on race, the common thread is that these perpetrators have mental health issues. Commissioner Kim noted that access to mental health services for perpetrators should also be a priority. According to the CDC in 2019, suicide was the number one cause of death for Asian Americans ages 15-24. Commissioner Kim explained that there needs to be a cooperative effort in getting out messages and resources about mental health to teens, and then expressed support for collaborating to get the message to the people affected.

Commissioner Teresita Batayola expressed that she is eagerly looking forward to working with other subcommittees on intersecting and overlapping work. She shared that, related to the ACA, one thing the subcommittee talked about was Medicaid, as those who are legally here encounter a five-year federal bar before becoming eligible for services. Data disaggregation is also a subject of interest for the subcommittee, especially with COVID-19. Noting the wide array of issues COVID-19 touches on, Commissioner Batayola pointed out the need for the subcommittees to pull together, especially with the healthcare workforce since AA and NHPI

communities are doing the back breaking day-to-day work and because the issues need to be elevated.

Commissioner Kimberly Chang, a member of the subcommittee, also suggested collaborating with the Immigration and Citizenship Status Subcommittee around the Compacts of Free Association (COFA) issues and the five-year federal bar. For the healthcare workforce future goal, the Commissioner expressed an interest in collaborating with the Economic Equity Subcommittee.

Commissioner Smita Shah also shared support for cross-subcommittee collaboration. Commissioner Shah pointed out that in addition to large populations of AA and NHPI communities in New York, California, and the Pacific Islands, Chicago also has a high percentage as well.

Commissioner Grace Huang underlined the difficulty presented by the lack of research and information on what works and what is helpful for communities. Noting the importance of having research relating to whether people can actually get culturally relevant care and interpretation, Commissioner Huang suggested adding the need for research into the recommendation.

Chief Commissioner Sonal Shah summarized the discussion, noting specifically that several subcommittees asked to collaborate with the Health Equity Subcommittee, including the Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination; Economic Equity; Immigration and Citizenship Status; and Data Disaggregation Subcommittees. In addition to collaboration, there also needs to be attention to the vast disparities that exist within the AA and NHPI communities. The use of PSAs for young AA and NHPI individuals for mental health as well as the work for health care workers were also repeated.

Immigration and Citizenship Status Subcommittee Presentation

Co-Chairs: Commissioners Grace Huang, Ka Ying Yang

Members: Commissioners Ajay Bhutoria, Simon Pang, Amy Agbayani, Robert Underwood

Ex-Officio Member: Amanda Baran, Chief, Office of Policy and Strategy, U.S. Citizenship and Immigration Services (USCIS), U.S. Department of Homeland Security (DHS)

DFO: Phoebe Canagarajah

Commissioner Grace Huang thanked DFO Phoebe Canagarajah and the members of the Immigration and Citizenship Status Subcommittee for their work and dedication and acknowledged ex-officio member Amanda Baran from USCIS. The subcommittee met March 4, March 25, April 8, April 22, May 3, and May 6 and had various presentations, including:

- **Quyen Dinh, Executive Director of Southeast Asia Resource Action Center (SEARAC) and Nancy Nguyen, National Campaign Director of Southeast Asian Freedom Network:** Provided an overview of the issues with Southeast Asian deportations.

- **Amanda Baran, Chief of the Office of Policy and Strategy, USCIS, DHS, and Doug Rand, Senior Advisor to the Director, USCIS, DHS:** Provided an overview of USCIS' immigration visa backlogs.
- **Julie M Stufft, Deputy Assistant Secretary for Visa Services, Bureau of Consular Affairs, U.S. Department of State:** Provided an overview on the reopening of consulates for visa processing and discussed the family-based visa backlog.

Commissioner Huang acknowledged that there are many topics that the subcommittee would like to continue to discuss, but that three primary recommendations specifically concern USCIS: increased outreach and community engagement, dissemination of reliable information providing updates in-language, and paths to citizenship for undocumented AA and PI populations, noting that one out of seven Asian immigrants is undocumented, and of all undocumented individuals, one out six is Asian.

Additional topics for exploration that Commissioner Huang noted include: strengthening the refugee admission process; providing immigration protections to young people (DACA and those who may be aging out); immigration enforcement and the Immigration Customs and Enforcement agency as it relates to their enforcement priorities and adhering to the implementation of those priorities; prosecutorial discretion, release from detention guidelines, and alternatives to detention; and criminal prosecution that include immigration violations. Commissioner Huang then listed the USCIS-specific topics: processing immigrant visas up to the limits and recapturing unused visas; U.S. Department of State backlogs and improving processing times; immigrations courts and their backlogs; access to counsel and language access; COFA migrants and addressing the uncertainty of their status including related to access to healthcare and public benefits; and access to public services and healthcare for various categories of immigrants.

Commissioner Ajay Bhutoria provided context for the first recommendation, which related to improving family-based visa processing cycle times to reduce the backlog. Commissioner Bhutoria explained that the green card backlog for family-based immigration has grown steadily over the last 30 years making reunification difficult, if not impossible. Commissioner Bhutoria shared numerous relevant statistics: U.S. citizens and green card holders applying today to sponsor a family member abroad expect to wait decades; nearly four million are currently waiting abroad in the family-based immigration backlog, a large percentage of which is AA and PI; and family-based immigration makes up 65% of lawful immigration each year. Commissioner Bhutoria explained that the COVID-19 shutdown, staffing shortages, closures of embassies and consulates abroad, compounded with the impact of the Trump administration's travel bans increased processing times. He noted that 65,452 family preference green cards were issued in 2021 out of an annual availability of 226,000, meaning that many went unused; and that there were 421,358 pending interviews in April 2021 compared to 463,700 in March of this year. Against that background, Commissioner Bhutoria shared the **first recommendation** to reduce internal agency processing times and address the backlog for pending immigration visa card applications. It is recommended that USCIS should review its processes, systems, and policies to establish a new streamlined, internal cycle that removes redundant steps, automates manual approvals; improve internal dashboards and reporting systems; and announce policies that reduce the time for processing all forms and documents related to green card applications, DACA

renewals, and all other green card applications to issue a decision within six months of the application being received. Commissioner Bhutoria noted that this recommendation is aligned with the new goals for USCIS.

Commissioner Bhutoria expanded on the recommendation, providing the following details:

- USCIS should also review requests for work permits, travel documents, and temporary status extension within three months. USCIS has developed its own implementation plan that highlights forthcoming resources and an additional 200-500 new officers. It also plans to implement suggested internal processing times by 2023.
- USCIS should share the backlog by using skilled officer employees from other agencies, as well as hiring temps and contractors as allowed by the law.
- USCIS should also increase green card interviews by 100% in three months from Aug 2022, increase green card application visa interviews and decisions by 150% from the current capacity of 32,439, reduce current backlog by 2023; thereafter green card interviews and visa timelines should take a maximum of six months.

Commissioner Bhutoria moved to the **second recommendation**, which concerned new measures for reducing the current immigration backlog. The immigration backlog surged from 5.7 million applications at the end of 2019 to 9.5 million in February 2022, and the wait time at Department of State for in-person consular interviews rose to a high of 532,000 last July. This has significant implications regarding work and residency, and creates enormous hardship. Our recommendation is that USCIS establish new internal cycle time goals to be achieved by September 2023, including a variety of reforms such as six-months for application processing, premium processing to be done in two weeks, increase staff and hire more officers, and process travel documents within three months. USCIS should also look at DACA and children who are aging out of the green card process, as special cases and create a path for citizenship.

Commissioner Huang outlined the **third recommendation** which focused on the public charge rule, an administrative rule that essentially assesses if an individual is likely to become a public charge and can consequently form the basis to deny lawful permanent residency. Commissioner Huang noted that the previous administration moved to expand the definition of public charge causing a dramatic decline in the willingness of AA and PI community members to access public benefits. The recommendation is for the federal government, primarily USCIS and the Department of State, to issue new public charge policies that support AA and PI immigrant families in accessing supports for their health and well-being. It is recommended that in making the assessment of whether one will become a public charge, consideration should be limited to current receipt of federal cash assistance for income maintenance only (not considering past use of state benefits nor federal health, housing, food assistance, education, or other benefits; and not considering long-term institutionalization at government expense). USCIS and the Department of State should also accept an affidavit of support from a sponsor as a means of overcoming a public charge determination. USCIS should also partner with other agencies to engage in greater outreach and public education about these changes in AAPI languages.

Questions and Discussion

Commissioner Kamal Kalsi asked what has created this massive backlog. Commissioner Bhutoria responded that COVID-19-related staffing, policy changes from the previous administration, and this administration's current process to undo many of those changes have all contributed to the backlog. Commissioner Simon Pang explained that this is also a product of a prior accumulation of cases from the last administration, the lack of automation, and the lack of workforce. Commissioner Huang noted that USCIS is currently actively hiring.

Commissioner Naheed Qureshi posed a question about expanding the backlog recommendation to include the Controlled Application Review and Resolution Program or CARRP (a targeted and extreme vetting program), which is a loophole related to the adjudication process for green cards and citizenship applications as this also drives the backlog. India and Pakistan are two of the five targeted countries. This program was created during the Obama administration in 2008 and has not been addressed. Commissioner Bhutoria responded that the recommendation extends to all programs, but more specific language can be added. Chief Commissioner Sonal Shah suggested adding the language so that the recommendation can be voted on.

Commissioner Kimberly Chang inquired about family separation and reunification and whether there is data comparing the backlogs between countries to help shed light on whether this is systemic and disproportionately affecting AA and PIs. Commissioner Bhutoria responded that the large percentage of the backlog is AA and PIs but could not comment on whether there is systemic discrimination. Commissioner Chang followed up on whether country-to-country comparisons have been done and what might drive any differences. Commissioner Huang explained that country caps play a central role, making this also a legislative issue. Commissioner Bhutoria noted that a future, long-term recommendation is concerned with removing country caps all together.

Commissioner Victoria Huynh recommended greater community engagement and outreach, as well as making sure USCIS grants are getting to the organizations doing this work. Commissioner Huang responded that the subcommittee started addressing outreach specifically related to the public charge recommendation, and that they are looking at forthcoming changes surrounding outreach for this recommendation in future meetings.

Commissioner Smita Shah sought clarification on the backlog and what happens if six months is not achieved; will it be an automatic rejection, approval, or rollover? Commissioner Bhutoria responded that six months is the recommended time, but there may be specific cases when that is not achieved. Chief Commissioner Shah underlined that the unintended consequences may be greater than the intended achievement, and she suggested removing the time limit altogether, so that an application does not get thrown out automatically based on a technicality.

Commissioner Bhutoria also noted a future recommendation that the subcommittee is thinking about relates to the stamping for the H-1B visa requirements and that this should be updated so that stamping is only required in the U.S.

Commissioner Mia Ives-Rublee offered a comment on public charge noting that even limiting the rule to only the use of federal resources could still disproportionately and significantly affect disabled individuals. By limiting it to specific items, specific populations that rely on those resources will be targeted. She suggested language to clarify that no single item can automatically implicate public charge, but rather it would need to be a combination of quite a few issues before a decision is made. Commissioner Grace Huang agreed and planned to adjust the language to reflect this.

Commissioner Amy Agbayani mentioned that a future subcommittee agenda item will be concerned with COFA. She mentioned that all committees lack a specific focus on indigenous Native Hawaiians and offered a suggestion that there be a specific task force or one representative from every subcommittee to discuss Native Hawaiian and Pacific Islander needs.

Chief Commissioner Sonal Shah provided guidance on changes and updates that should be made including editing the language around the six-month timeframe, working on language regarding public charge, and adding specific language related to CARRP.

Language Access Subcommittee Presentation

Co-Chairs: Commissioners Amy Agbayani, Victoria Huynh, Kimberly Chang

Members: Commissioners Kerry Doi, Grace Huang, Kamal Kalsi, Ajay Bhutoria, Simon Pang

Non-Commission Member: Deeana Jang

Ex-officio Member: Lauren Laglagaron, U.S. Department of Justice

DFO: Larissa Bungo

Commissioner Victoria Huynh acknowledged the co-chairs, subcommittee members, and non-Commission subcommittee members and subject matter experts, Deeana Jang and Lauren Laglagaron.

Commissioner Victoria Huynh provided an overview of the subcommittee, and that since February, it has met six times, in addition to other co-chair meetings. Commissioner Huynh provided a broader background on language demographics in the United States, noting that there are 16.5 million AA and NHPI individuals who speak English less than very well, and four out of the five top non-English languages are AA and NHPI languages (from the 2020 Census).

Commissioner Huynh noted that the subcommittee requested and received three presentations: the U.S. Department of Justice discussed language access plans and enforcement of Title VI and how complaints are reviewed; the Federal Communications Commission shared how alerts and information are created and circulated in our communities and what this partnership looks like in the states; and the Federal Emergency Management Agency (FEMA) discussed how language access can be better included in disaster management and response.

Commissioner Huynh provided a list of eight topics that the subcommittee is interested in pursuing further with the first three included in the subcommittee's recommendations to the Commission: language access management outreach and emergency response messages; grants and addressing barriers that may impact the receipt and response; ensure that federal websites are available in multiple languages; review an expansion of federal agency language access plans,

complaints, and implementation; the impact of recently released federal Equity Action Plans on language access; public education and outreach efforts; how grants, notices of funding, and awards take language access into account; language access in health care and justice system; establishing a pipeline of interpreters and translators; and supporting languages of lesser diffusion.

Ms. Jang started by describing the history of language access as a federal policy and right affirmed by the U.S. Supreme Court in the *Lau v Nichols case*. Ms. Jang specifically mentioned President Clinton's E.O. 13166 in 2000, which raised visibility by directing federal assisted programs to provide language access and requiring that the federal government also comply with these same obligations. Now, in 2022, it is time to move on to language access 3.0. Ms. Jang explained that the first two recommendations are concerned with disasters, response, and management. Ms. Jang mentioned the CDC's social vulnerability index, acknowledging that disasters disproportionately impact minorities, including limited English proficient (LEP) and non-English speaking populations.

Ms. Jang presented the **first recommendation**, which requires the federal government to ensure that emergency/disaster prevention, planning, response, mitigation, and recovery programs are inclusive of and reflect the lived experiences of LEP populations. Ms. Jang noted that communities with high rates of limited English proficiency and racial minorities were hit hardest by the pandemic, with higher rates of incidence and mortality. Yet, many LEP individuals could not access information, testing, and vaccination in their languages. She went on to explain that AA and NHPI community organizations stepped in to fill that void. Ms. Jang shared by way of example that FEMA and DHS play a key coordinating role, specifically taking in the needs of the local communities into language access plans. FEMA also must include LEP AA and NHPI communities into its capacity to plan for and mitigate hazards as outlined in its Equity Action Plan. Additionally, there are a number of agencies that provide funding and grants to local emergency agencies and they should include the obligation to provide meaningful access to LEP populations. Ms. Jang listed a variety of ways that the federal government can provide technical assistance including awarding more points on a scoring sheet, developing a glossary of emergency terminology, and ensuring the development of a linguistically capable workforce (e.g. direct OPM to hire bilingual staff and make available temporary detailees for language access assistance).

Ms. Jang shared the **second recommendation**, which relates to the public and emergency alert system. This system should be accessible to persons with limited English proficiency through addressing technological challenges and including languages of lesser diffusion. Ms. Jang noted the current technology challenges and suggested that agencies work with local communities to ensure that languages spoken in those communities are covered and delivered in a culturally competent way.

Commissioner Ajay Bhutoria offered the **third recommendation** to encourage all federal websites to design and develop an implementation system whereby an LEP person can meaningfully access the services and digital content published on agency website in AA and

NHPI languages without overburdening the fundamental mission of the agency. He mentioned 2020 Census data points: 16.5 million AA and NHPIs in the U.S. speak English less than very well, and 4 out of 5 top non-English languages are AA and NHPI languages. He mentioned that in Australia, agency websites have been translated into multiple languages.

Questions and Discussion

Commissioner Smita Shah asked how we can expand language access at the local or business level, and how we can connect the different levels of language needs and services. Commissioner Bhutoria responded that there is a future long-term recommendation related to creating a national language access taskforce to coordinate among different levels.

Commissioner Kevin Kim inquired about how the delivery process works, specifically the timing and the logistics of coordination. Commissioner Kim recommended more specificity in the recommendation for the federal government to work with community partners, charging that for each locale or major city with a certain number of AA and NHPIs, there needs to be at least 10 identified community partners. Commissioner Kim's second comment related to how to identify which social media channels should be utilized for each group, which can also be a part of the community partnership. Commissioner Bhutoria acknowledged each of these points and mentioned that Commissioner Simon Pang has a recommendation concerning outreach in multiple languages and that establishing a list of community organizations is forthcoming.

Ms. Jang responded that with the recommendation concerning grant eligibility, there should be an emphasis on doing an assessment of the community at the beginning, so that the approach is not generalized but is tailored to that population's language needs.

Commissioner Ai-jen Poo asked if the subcommittee had an assessment as to why progress has been so slow, specifically inquiring why the U.S. is much farther behind Australia. Commissioner Bhutoria explained that most agencies have very outdated plans and there is a dire need for website redesign. Commissioner Kimberly Chang mentioned that Ms. Laglagaron from the Department of Justice, who is also an ex-officio subcommittee member, has been leading efforts related to Title VI. There is legislation, but little to no enforcement, so that could be a legislative priority, but the current focus is on administrative changes. Additionally, Commissioner Chang noted the potential for overlap with the Economic Equity Subcommittee on ways to engage the business community.

Commissioner Amy Agbayani mentioned Hawai'i's language access state law and emphasized that the lack of language accessibility is largely related to white English dominance through the centuries, as well as the way that accents are discriminated against.

Commissioner Mia Ives-Ruble recommended that there be a time period or requirement that emergency alerts must be distributed simultaneously in all languages. English tends to go out first with all other alerts delayed. Commissioner Ives-Ruble offered by way of example that during the pandemic, many minority businesses were unable to access the loans program because they did not have the same relationships with banks nor the language access.

Commissioner Kamal Kalsi recommended that there be a focus on education as well to encourage a more multilingual society.

Commissioner Luisa Blue noted that language access is not a new issue, but one that has been within our community for decades and asked how federal agencies can be held accountable with these recommendations.

Commissioner KaYing Yang noted the importance of recognizing communities who have oral traditions as well. She shared that the top non-English languages in Minnesota are Somali and Hmong, both with rich oral traditions. There is evidence of a need, but a lack of commitment to addressing it, noting that this is a manifestation of racism.

Ms. Jang acknowledged and agreed with previous comments and discussed the broader language access paradigm, that language access is viewed as a benefit. In other countries, language policy is viewed as a benefit – a benefit for businesses who can market to immigrant populations that have buying power. Language access also has a safety and security aspect. Ms. Jang also affirmed the need for greater multilingualism.

Commissioner Bhutoria explained that in terms of what this Commission should do, they should send this recommendation to the President and have him sign an Executive Order implementing these changes within 120 days, and that each agency should send copies of their plans to the Commission.

Commissioner Ives-Ruble mentioned that gaining access to American Sign Language (ASL) translation services is still a challenge despite the requirement being codified. It is an aspect of the same challenge across minority and disability groups.

Data Disaggregation Subcommittee Presentation

Co-Chairs: Commissioners Sarah Min, Raynald Samoa, Robert Underwood

Members: Commissioners Emily Chen, KaYing Yang

Non-Commission Members: Ninez Ponce, Joseph Keawe Kaholokula

DFO: Lanlan Xu

Commissioner Sarah Min thanked DFO Lanlan Xu and introduced her co-chairs and the members of the subcommittee and non-Commission members. Commissioner Min shared that the subcommittee met biweekly, following the February inaugural meeting, on March 10, March 28, April 11, April 18, April 25, May 2, May 2, and May 9. The subcommittee received presentations from various subject matter experts:

- **Margo Schwab, Co-chair of the Equitable Data Working Group; Branch Chief for the Statistical and Science Policy, Office of Management and Budget (OMB), and a senior science policy analyst at the Office of Information and Regulatory Affairs (OIRA):** Provided an overview of OMB's minimum standards for the Classification of Federal Data on Race and Ethnicity, updates on the Equitable Data Working Group, and equitable data investments in the President's FY23 Budget.

- **Cynthia Davis Hollingsworth: Program Manager for 2020 Census Data Products and Dissemination, Decennial Census Management Division, U.S. Census Bureau; Nicholas Jones: Director and Senior Advisor of Race and Ethnic Research and Outreach, Population Division, U.S. Census Bureau; and Rachel Marks, Chief of the Racial Statistics Branch, Population Division, U.S. Census Bureau:** Presented on the collection of Race and Ethnicity Data for the 2020 Census and on updates of the timeline and status of the 2020 Demographic and Housing Characteristics File.
- **Stephen Blumberg, Director of the Division of Health Interview Statistics and Director of the National Health Interview Survey, National Center for Health Statistics, and Adena Galinsky, Health Statistician of the Division of Health Interview Statistics, National Center for Health Statistics:** Presented overview of NCHS's past work on the Native Hawaiian and Pacific Islander National Health Interview Survey in 2014, and other ways to collect disaggregated health survey data on the AA and NHPI communities.
- **Doua Thor, Vice President of Strategy and Influence at Sobrato Family Foundation; former Executive Director of the White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI), and Akil Vohra, Executive Director of Asian American Youth Leadership Empowerment and Development; former Director of Strategic Initiatives at WHIAAPI:** Presented lessons learned on the implementation of Commission's data disaggregation recommendations from the Obama administration.

In addition to the recommendations, the subcommittee identified key areas for further discussion, including: identifying questions to add to national surveys; making sure that data collections are done in language; forecasting trends within AA and NHPI communities; alignment of federal disaggregated data collection and reporting with state and local level efforts; and recommendations on improving the reporting of intersectionality of race and ethnicity data with other subpopulation data such as geography and the National Data Clearinghouse or an annually updated report of available disaggregated data of all federal agencies. Commissioner Min also expressed interest in collaborating with the other subcommittees.

Commissioner Robert Underwood began by acknowledging that the work of many of the other subcommittees intersect with data disaggregation. He presented the **first recommendation**, which is for the Office of Management and Budget (OMB) to update the minimum standards for federal data on race and ethnicity to fulfill its mission to produce full, fair, and accurate data on the status of health, education, labor, immigration, economy, and other vital indicators. Currently, there are over 17 million Asians and over 500,000 Pacific Islanders in the U.S., comprising about 5.4% of the total population. That number is expected to increase to 9.8% by 2060. Commissioner Underwood noted that the current OMB standards, which were initially implemented in 1977 and updated in 1997, have not been updated in the subsequent 25 years. In 2014, the Obama administration started a review of the standards and released a Federal Register Notice in which they asked for public comment, but there was no official update that occurred. Commissioner Underwood went on to explain that the use of racial and ethnic categories has historically been an instrument to uphold power inequalities and that data both drives and reflects national policy. Commissioner Underwood underscored that disaggregation is a national priority for AA and NHPIs and that the changing diversity of the U.S. needs to be recategorized to match the lived realities and myriad experiences of AA and NHPI subgroups. The subcommittee

continues to learn about successful models of disaggregation, collection, and reporting, and has recruited subject matter experts onto the subcommittee. One specific recommendation, for instance, is to remove the “other” from the category Native Hawaiian or other Pacific Islander.

Commissioner Raynald Samoa offered the **second recommendation** which includes the encouragement of key federal agencies (e.g. OMB, U.S. Census Bureau, the Centers for Medicare & Medicaid Services, and the National Center for Health Statistics) through administrative support and funding to partner with communities and their advocates to ensure the optimal gathering, reporting, and access to AA and NHPI data and that they are relevant and usable by these groups. Commissioner Samoa shared *The Best Practices for the Data Disaggregation of Federal Data on Asian Americans and Pacific Islanders* from March 2006, which identified key strategies to improve the limitations in data collection, analysis, and evaluation; access; and dissemination. Some of these obstacles include: siloing of data by sector, poorly communicated data sharing, and low investment in increasing data science skills for community advocates. Commissioner Samoa noted that the approaches to access to data needs to be usable so that communities are able to advocate for themselves. He remarked that the Commission will work with key federal agencies by providing recommendations and optimize community engagement to develop community and academic research partnerships, and other community-identified strategies. In addition, Commissioner Samoa explained that the Commission will continue to collaborate with the Regional Network by convening community groups to gain a richer understanding of community needs and barriers to accessing resources and data, noting that community input and engagement recommendations would be on a rolling basis and shared potentially every three months.

Questions and Discussion

Commissioner Kimberly Chang asked if the subcommittee was also looking at data collection related to language spoken at home as opposed to only race and ethnicity. Commissioner Samoa responded that they are making sure that data collection is done in language and that subcommittee is open to collaborating to ensure specific data fields are addressed. Commissioner Underwood added that it is important to develop partnerships with both community groups and academics to address these specific gaps and issues. In addition, he noted that it is important to understand the varied data that different agencies collect, all of which are based on a minimum standard. Commissioner Samoa shared that almost all federal agencies are compliant with OMB standards in terms of collection, but what is not readily reported is the data disaggregated for AA and NHPIs, which is in part due to statistical limitations. Commissioner Chang shared that the language data from the Census Bureau was last reported in 2015, and the Language Access Subcommittee is requesting that Census does this annually since they have the data.

Commissioner Aj-jen Poo shared her appreciation for the subcommittee’s focus on forecasting and trendspotting, which are so important since we are often overly concerned with the past. She shared that every four years, when there is a new administration, the National Security Council conducts a trends analysis for the new president and considerations for making projections. It would be so powerful to apply an AA and NHPI lens to that report. Commissioner Poo asked if the subcommittee could share more about how they are thinking about this work.

Commissioner Min noted how fortunate the subcommittee was to have met with two former Commissioners who suggested that they work with the other statistically focused departments, such as Departments of Labor, Education, and Health and Human Services. Those agencies, along with the Census Bureau, have a lot of data already. In addition, Commissioner Min shared that working with outside statisticians is also important to learn about the private sector and how to ensure data is readable and usable.

Commissioner Michelle Ka‘uhane mentioned that lumping groups into the “AAPI” category has been incredibly frustrating for years, and that these conversations related to data are not new ones. In these recommendations, Native Hawaiians are absent. For instance, when we discuss language access, we must also talk about those languages that are forbidden and not allowed. Commissioner Ka‘uhane emphasized that the issue is preservation, not just access, and that the Commission must ensure that Native Hawaiians and Pacific Islanders are appropriately seen in the recommendations from all of the subcommittees.

Commissioner Samoa commented that the diversity within our communities is often used against us; that our diversity has advanced innovation and ingenuity across fields, and it is time that we treat it as the blessing it is, as opposed to a burden to its progress. Commissioner Underwood mentioned that far too often, the AA and NHPI communities have been overlooked because of their relatively small percentages. Commissioner Samoa added that the secondary analysis of data sets is not done routinely. Often our data is excluded because of statistical limitations or lack of interest in doing a finer analysis. Commissioner Samoa went on to explain that administrative data is different and is used to tell an administration what issues the country needs to prepare for or on which issues to take action. Administrative data is commonly not disaggregated and often depends on specific academic researchers and their interest. He emphasized that we need to make it intentional and explained that the Equitable Data Working Group is charged with utilizing data that has yet to be analyzed.

Commissioner Mia Ives-Rublee noted the statistical significance limitation, and that one recent success involved the Census. She explained that because we had so many organizations working on the ground around the Census, our communities were actually overcounted. Commissioner Ives-Rublee went on to ask how we could use that example to better understand ways in which we can obtain data statistically significant enough for people to pay attention. In addition, Commissioner Ives-Rublee noted that it will be important to look at COVID-19 studies to see what is happening to AA and NHPI communities, from vaccination rates to other pandemic related struggles.

Commissioner Samoa noted that there is a strong foundation for data disaggregation to build upon and best practices to guide us. The subcommittee started with the 2016 IWG recommendations, and a lot has changed since then. For instance, he explained that Native Hawaiians and Pacific Islanders were underengaged for the Census. In addition, Congress circulated the AAPI COVID-19 survey which captures the experiences of AA and NHPI communities during the pandemic and included issues related to vaccine hesitancy and access. Commissioner Samoa mentioned that, unfortunately, there is no funding to report out the important data that came from that large survey, and that the subcommittee is strategizing about ways to leverage funding to analyze and share this information.

Commissioner KaYing Yang noted that we also need to educate our communities about the importance of data disaggregation so that they, too, can respond in similar ways. She commented that now people are also worried about data privacy. In addition, Commissioner Yang offered that when we disaggregate data, there are more opportunities to work in allyship with other communities of color and in partnership with groups that are also asking for data equity and disaggregation. Finally, Commissioner Yang mentioned that one of the reasons the Census campaign worked so well was because of the increased funding injected into communities to take the lead.

Commissioner Kerry Doi noted that multiple executive orders have been issued over the years to help expand and analyze data, but these tools have not been used to their fullest. He then posed to the group whether these executive orders themselves need refinement.

Chief Commissioner Sonal Shah summarized the two recommendations the subcommittee proposed, and also reminded the Commission that as each subcommittee engages in its work it must take intentional steps to incorporate specifically Native Hawaiian and Pacific Islander experiences into each recommendation to ensure we are representing all of our communities.

Economic Equity Subcommittee Presentation

Co-Chairs: Commissioners Ajay Bhutoria, Simon Pang, Smita Shah

Members: Commissioners Luisa Blue, Kimberly Chang, Kerry Doi, Michelle Ka‘uhane, Kevin Kim, Ai-jen Poo

DFO: Larissa Bungo

Commissioner Smita Shah introduced the co-chairs of the subcommittee and its members as well as DFO Larissa Bungo. She went on to share that the subcommittee met 7 times since February: March 4, March 18, April 1, April 15, April 29, May 2, and May 4. At the outset, the subcommittee defined what they wanted to do, recognizing that economic equity was about both individual and business opportunities for our community. Commissioner Shah noted that the recommendations are grounded in equity, justice, and opportunity and address systemic disparities facing our communities. Four groups presented to the subcommittee:

- **WHIAANHPI Regional Network National Co-Chairs Janan “Ben” Raju and Paul Chang:** Provided an overview of the Regional Network, efforts to increase awareness and access to economic opportunities, and recommendations for further collaboration between PACAANHPI and the Regional Network for the benefit of AA and NHPI communities.
- **Bharat Ramamurti, Deputy Director, White House National Economic Council:** Shared information about the Administration’s efforts to help small businesses increase access to relief, grow and thrive, including: expanding technical assistance to ensure that AA and NHPI businesses have equitable access to the increased investment in support for small businesses; and efforts to help the long term unemployed find work.
- **Jenny Yang, Director, Department of Labor, Office of Federal Contract Compliance Programs (OFCCP):** Presented on how the OFCCP looks at data in

compliance evaluations, as well as the important work being done to protect AA and NHPIs from discrimination in areas such as pay and hiring.

- **Julie Wong, Presidential Management Fellow and staff lead for the Diversity, Equity, Inclusion, and Accessibility Subcommittee on Secretary Walsh’s Advisory Committee on Apprenticeship:** Discussed the Department of Labor’s Employment and Training Administration’s apprenticeship work, with a focus on Registered Apprenticeship Programs as a workforce development tool to increase Diversity, Equity, Inclusion, and Accessibility and offered suggestions for increasing AA and NHPI apprentices.

Commissioner Simon Pang shared discussions by the subcommittee including developing short and long-term goals involving public, private, and non-profit sectors; increasing access and awareness around the federal contracts process, procurement, grants, loans, and resources for small businesses; and workforce development, internships, and increased participation of AA and NHPI small businesses in the federal procurement process. Commissioner Pang also noted that one of the key priorities is language.

Commissioner Ajay Bhutoria presented the two recommendations. The **first recommendation** involves hosting a White House Initiative on AA and NHPI Economic Summit in several cities across the country. He explained that our communities are eager to learn how to become a federal contractor, how nonprofit organizations can access different federal loans, programs, and grants, and how people can develop their skills to find a new federal career. Commissioner Bhutoria noted that it can be challenging for our community members to navigate the process and there are often language access issues. The proposed forums would be a place to partner with the Regional Network and community organizations, highlight the administration’s commitment to advancing equity and economic empowerment, connect local community members directly with federal leaders and resources, and increase awareness about available federal and contracting opportunities. The subcommittee recommended creating a detailed implementation timeline agenda in consultation with the IWG and Regional Network and launching the forums in September or October.

Commissioner Bhutoria shared the **second recommendation** to increase the share of federal contract dollars that go to small, disadvantaged businesses, a category that includes many AA and NHPI groups, by 20% in 2025. The AA and NHPI communities will grow to 40 million by 2060. Commissioner Bhutoria noted that the share of federal contract dollars that go to small, disadvantaged businesses is only 5%. One way to increase this number is through better and targeted outreach and technical assistance. The subcommittee recommends incremental targeted increases by agencies until 2025.

Commissioner Smita Shah noted that the subcommittee broke down their goals by short term, medium term, and long term, and that the first thing the Commissioners wanted to do was to focus on those programs that already exist and make sure there is awareness of them within the AA and NHPI communities. The next step is to strengthen those programs, and then the third step is to develop new programs and initiatives.

Commissioner Ai-jen Poo added that the recommendations are focused on small businesses, but that the subcommittee spent quite a lot of time talking about workers, especially low-wage workers in our communities and the need to address quality work opportunities such as care work, where our communities are disproportionately represented.

Questions and Discussion

Commissioner Kamal Kalsi asked if there was consideration given to disenfranchised individuals from the AA and NHPI communities, for instance, those who are undocumented. Commissioner Bhutoria responded that that will be incorporated into a future recommendation and that the subcommittee would like to work with the Health Equity Subcommittee on issues related specifically to undocumented individuals.

Commissioner Grace Huang commented on the second recommendation and how inaccessible the websites are for minority and women owned businesses. She suggested adding language around updating websites and making them linguistically accessible.

Commissioner Smita Shah shared additional topics the subcommittee discussed: student debt assistance reduction; access to welfare benefits; workforce development including private sector and union labor; small business administration; increasing access to economic opportunity and raising awareness; and supporting AA and NHPI domestic businesses, especially those that are exporters. These issues overlap with topics related to other subcommittees.

Commissioner Teresita Batayola commented on the institutions that give out loans and grants. By way of example, she noted that with the Paycheck Protection Program (PPP) last year, most of the loans were channeled to banks, yet banks were not cognizant of nor interested in the issues that the Commission is focused on because the purpose of the banks was to push out the loans as quickly as possible. She asked the subcommittee to consider this in its recommendation and that these institutions must consider access issues and better assistance for community organizations. In addition, Commissioner Batayola shared that she and Commissioner Huang recently met with the Region 10 SBA administrator and that the office is eager to partner with the Commission, so she suggested partnering with the Regional Network as much as possible.

Commissioner Bhutoria noted that this plan would be rolled out in partnership with the Regional Network, IWG, and other agencies. There was also discussion about the importance of Community Development Financial Institutions (CDFIs) and the additional technical assistance and support that they provide to community groups.

Commissioner KaYing Yang pointed out the systems that perpetuate poverty within our communities and encouraged a long-term look at how we can end the cycle of poverty. She noted that business investments are sorely needed and we must also think about innovative ways to lift people out of poverty. Commissioner Samoa also noted that economic disparity within AA and NHPI communities is significant. Data disaggregation can help find ways to tackle access needs, and that NHPIs have different issues related to economic struggles and equity, for instance.

Commissioner Sarah Min noted that the elderly population of Asian Americans is one of the highest for long-term unemployment. She suggested that the subcommittee continue to pay special attention to the elderly AA and NHPI populations, which is among the most vulnerable in terms of the cycle of poverty. There was also discussion about the disparities between different access to resources within the AA and NHPI communities. There are many communities that lack a strong infrastructure of groups advocating for them.

Commissioner Mia Ives-Rublee mentioned that it is still important for the Commission to address the social safety net programs because a focus on access to resources only might not reflect what communities actually need. She went on to note that AA and NHPIs are among the least likely to utilize programs like Supplemental Security Income (SSI), Social Security Disability Insurance (SSDI), and food stamps, for instance, due in part because of the model minority myth and the public charge rule. Being focused on small business might leave out a significant percentage of our communities.

Commissioner Doi shared that the average loan provided by CDFI is about \$37,000, and thus focused on small businesses. He offered that the most transformative thing you can do for an individual is to support their ability to secure a job with health benefits.

Commissioner Poo shared a data point that more than 400,000 AA and NHPI children were lifted out of poverty due to the childcare tax credit from the American Rescue plan, and that this is inspiring.

In summary, Chief Commissioner Sonal Shah encouraged the subcommittee to think about strengthening and expanding the safety net in its next round of recommendations. In addition, as the subcommittee thinks through locations for the summits, it should also consider places with concentrated pockets of Asian Americans as well as Native Hawaiian and Pacific Islander communities.

Commission Discussion and Vote on Subcommittees' Recommendations

Chief Commissioner Sonal Shah presented all of the recommendations from each subcommittee and the Commission subsequently engaged in further discussion and clarification. The Commission then voted on each recommendation.

Health Equity Subcommittee

Chief Commissioner Shah summarized the discussion related to the subcommittee's proposed recommendations and further considerations, including: the extent to which the ACA is not applied in the same way in the territories as in the states; the need for bilingual providers to support mental health services; addressing disparities among AA and NHPI populations; helping perpetrators who have mental health issues; noting that suicide has a high prevalence among AA and NHPI youth; and collaborating with the other five subcommittees.

Actions Taken:

The Commission voted unanimously to move forward the recommendations of the Health Equity Subcommittee to host a mental health summit focusing on Asian American, Native Hawaiian,

and Pacific Islander mental health in coordination with the White House Office of Public Engagement (OPE) and the Commission.

Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee

Prior to voting, Commissioner Naheed Qureshi clarified that the first recommendation was to make funding conditional on reporting hate crimes and was not recommending additional funding.

Actions Taken:

The Commission voted unanimously to move forward the three recommendations of the Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee:

- Recommendation that the Department of Justice conditions federal funding administered by the agency on credible law enforcement participation in the FBI's Hate Crime Statistics Act hate crimes data collection and reporting program.
- Recommendation that all branches of the U.S. military adopt a standardized uniform policy that presumptively allows for religious articles of faith.
- Recommendation that the Commission engage in public-private partnerships to help build a series of PSAs that address anti-Asian hate crimes and promote inclusion and belonging of Asian American, Native Hawaiian, and Pacific Islander (AA and NHPI) communities.

Immigration and Citizenship Status Subcommittee

Chief Commissioner Shah shared the three recommendations of the Immigration and Citizenship Status Subcommittee, amended based on earlier comments provided by the commissioners and during the voting discussion.

Actions Taken:

The Commission voted unanimously to adopt the first recommendation, as amended (italics below):

- Recommendation that the DHS USCIS reduce backlog of immigration visas by expanding staffing and modernizing processes to reduce wait times, expanding premium processing services, providing automatic work permit renewals, secure funding, and more quickly process work permits, travel documents, temporary status extensions, and other immigration applications. *The targeted goal for the applications to be processed is six months unless there is a query or question by the USCIS. If there is a query or more information needed, USCIS and the State Department shall continue to process the applications outside the six-month goal and adjudicate decisions in a timely fashion. If an application is not completed in six months then it will not be terminated and will continue to be processed in a timely fashion ongoing.*

The Commission voted unanimously to move forward the original language of the second recommendation, due to the absence of Commissioner Naheed Qureshi who suggested amended language. A revision could be made at the next Commission meeting when Commissioner Qureshi is present, and the Commission can deliberate on the change.

- Recommendation that DHS USCIS and the Department of State reduce internal processing times for family green card applications.

The Commission voted unanimously to adopt the third recommendation, as amended (italics below):

- Recommendation that the Department of Homeland Security and State Department issue new public charge policies that support AA and PI immigrant families accessing health and well-being supports, and partner with other federal agencies and community organizations to engage in outreach to AA and PI communities about these changes. *The rule should reiterate that a public charge assessment be determined by evaluating the totality of circumstances and should also specify that no single factor is dispositive.*

Commissioner Naheed Qureshi was recused from the vote.

Language Access Subcommittee

Chief Commissioner Sonal Shah emphasized the importance of language access. She then summarized additional considerations from the Commission discussions, including leveraging social media apps predominantly used by AA and NHPI communities; connecting the work of the Language Access Subcommittee with that of the Economic Equity Subcommittee; the importance of timing regarding the provision of language access especially during crises; and that federal agencies should pay for language access including for community organizations that conduct language translation.

Actions Taken:

The Commission voted unanimously to move forward all three recommendations, with one amendment to recommendation two, italicized below. Commissioner Naheed Qureshi was recused from the vote.

- Recommendation that the Federal government should ensure that emergency/disaster prevention, planning, response, mitigation, and recovery programs are inclusive of and reflect the lived experiences of limited English proficient populations.
- Recommendation that public and emergency alerts should be simultaneously accessible to persons with limited English proficiency at the same time as English-speaking persons.

- Recommendation that Federal agencies should provide key documents, digital content, and forms on their websites translated into multiple AA and NHPI languages.

Economic Equity Subcommittee

Chief Commissioner Shah summarized the discussions involving the two recommendations of the Economic Equity Subcommittee, including conversations related to strengthening safety net programs.

Actions Taken:

The Commission voted unanimously to adopt both recommendations, with Commissioner Naheed Qureshi recused:

- Recommendation to host forums in several cities across the country, entitled WHIAANHPI and White House AA and NHPI Economic Summits.
- Recommendation to increase the share of federal contract dollars that go to small, disadvantaged businesses (SDBs) to 20% by 2025.

Data Disaggregation Subcommittee:

The Commission reviewed the three recommendations of the Data Disaggregation Subcommittee.

Actions Taken:

The Commission voted unanimously to adopt the first recommendation, with Commissioner Naheed Qureshi recused:

- We recommend the Office of Management and Budget (OMB) update the minimum standards for federal data on race and ethnicity to fulfill its mission to produce full, fair, and accurate data on the status of health, education, labor, immigration, economy, and other vital indicators for all communities in our nation, including AA and NHPI communities.

The Commission voted unanimously to adopt the second recommendation, with Commissioner Naheed Qureshi recused:

- The Commission recommends the encouragement of key federal agencies such as OMB, the U.S. Census Bureau, CMS, and the National Center for Health Statistics (NCHS) through administrative support and funding to partner with communities and their advocates to ensure the optimal gathering, reporting and access to AA and NHPI data are relevant and usable by these groups.

Chief Commissioner Sonal Shah emphasized the need for all subcommittees to specifically look at or create a separate group to look at Native Hawaiian and Pacific Islander issues and presented the question of whether the Commission wanted to create a separate subcommittee or incorporate

these issues into existing subcommittees. Commissioner Shah reminded the Commission of the practicalities of creating another subcommittee, namely that there are a limited number of DFOs available and the capacity of each Commissioner. It was clarified that, in terms of working with other subcommittees, any representative of the subcommittee can meet and share information and updates. The subcommittees will need to avoid adding too many representatives to ensure that it does not become an authorized Commission meeting (less than 12). Subcommittees can also bring in other experts or community members to participate in the subcommittee.

Commissioner Michelle Ka‘uhane recommended that each subcommittee look at the impact of issues on NHPIs, and if there are issues that do not fit within existing subcommittee parameters, then those issues would be added to the Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee. The Commission agreed to try this approach prior to the next meeting.

Meeting Summary and Next Steps

Chief Commissioner Sonal Shah noted for the record that all the votes had been concluded and all recommendations were moved forward as written or amended. Chief Commissioner Shah summarized the multiple cross-cutting issues discussed throughout the day, including language access issues in outreach related to anti-Asian hate, including law enforcement, community based organizations to encourage reporting of hate crimes; the use of PSAs; public charge and outreach from the business community; the impact of anti-Asian hate on mental health and utilizing PSAs to address this, particularly geared towards youth; prioritizing the disaggregation of data because AA and NHPI communities have been disparately impacted by anti-Asian hate, health access, including the ACA and COVID-19, in immigration, on language, and will help to address economic disparity among AANHPI communities; ensuring that NHPI related issues are included and highlighted in all of the subcommittees; the fact that AA and NHPIs, including COFA citizens, make up a large percentage of caregivers, which touches on immigration, health, and economic equity issues; and undocumented AA and NHPI workers should receive health benefits, economic prospects, and the ability to access immigration benefits like work permits.

Chief Commissioner Shah thanked the commissioners for their hard work and the value of the discussions.

Meeting adjourned.

In Attendance:

Amy Agbayani

Teresita Batayola

Secretary Xavier Becerra

Ajay Bhutoria

Luisa Blue

Larissa Bungo

Phoebe Canagarajah

Kimberly Chang

Emily Chen

Kerry Doi

Grace Huang

Victoria Huynh

Mia Ives-Ruble

Krystal Ka'ai

Kamal Kalsi

Michelle Ka'uhane

Daniel Dae Kim

Kevin D. Kim

Rebecca Lee

Nathaly Arriola Maurice

Sarah Min

Erika L. Moritsugu

Emmeline Ochiai

Howard Ou

Simon Pang

Lisa Pino

Ai-jen Poo

Naheed Qureshi

Raynald Samoa

Smita N. Shah

Sonal Shah

Ambassador Katherine Tai

Robert A. Underwood

Carol Wu

Lanlan Xu

KaYing Yang

Future Topics:

The commissioners shared additional topics and future goals that their subcommittees would like to explore further.

Belonging, Inclusion, Anti-Asian Hate, Anti-Discrimination Subcommittee:

- Applying federal funding to record and respond to hate crimes in local areas;
- Improving distribution of education and resources to AA and NHPI communities on reporting hate crimes;
- Improving data collection and outreach related to hate crimes and discrimination;
- Developing programs to uplift AA and NHPI youth by celebrating AA and NHPI culture and building confidence;
- Encouraging private-public partnerships in responding to hate crimes and hate incidents;
- Encouraging state and local and federal joint conferences or meetings to communicate a stance on anti-Asian hate and discrimination;
- Tactics to address and engage people experiencing digital discrimination;
- Tactics to prevent the perpetration of hate crimes and violence.

Health Equity Subcommittee:

- Looking at the healthcare workforce, particularly home and community-based services for seniors and people with disabilities, given that Asian Americans and immigrants comprise a significant percentage of providers of community healthcare;
- Gender based violence and exploitation, especially after the 2021 Georgia shootings;
- COVID-19 distribution and data disaggregation regarding barriers Pacific Islanders, Native Hawaiians, and Southeast Asians face.

Immigration and Citizenship Status Subcommittee:

- Strengthening the refugee admission process;
- Providing immigration protections to young people (DACA and those who may be aging out);
- Immigration enforcement and the Immigration Customs and Enforcement agency as it relates to their enforcement priorities and adhering to the implementation of those priorities;
- Prosecutorial discretion, release from detention guidelines, and alternatives to detention;
- Criminal prosecution that include immigration violations.
- Processing immigrant visas up to the limits and recapturing unused visas at USCIS;
- U.S. Department of State backlogs and improving processing times;
- Immigrations courts and their backlogs;
- Access to counsel and language access;
- COFA migrants and addressing the uncertainty of their status including related to access to healthcare and public benefits;
- Access to public services and healthcare for various categories of immigrants.

Language Access Subcommittee:

- An expansion of federal agency language access plans, complaints, and implementation;

- The impact of federal Equity Action Plans on language access;
- Public education and outreach efforts;
- How grants, notices of funding, and awards incorporate language access;
- Language access in health care and the justice system;
- Establishing a pipeline of interpreters and translators;
- Supporting languages of lesser diffusion.

Data Disaggregation Subcommittee:

- Identifying questions to add to national surveys;
- Making sure that data collections are done in language;
- Forecasting of trends of AA and NHPI communities;
- Alignment of federal disaggregated data collection and reporting with state and local level efforts;
- Recommendations on improving the reporting of intersectionality of race and ethnicity data with other subpopulation data such as geography and the National Data Clearinghouse or an annually updated report of available disaggregated data of all federal agencies.

Economic Equity Subcommittee:

- Advancing economic equity for individuals as well as businesses in AA and NHPI community;
- Ensuring economic equity through economic development and support for underserved AA and NHPI communities through federal government;
- Increasing access to and awareness about federal contract process, procurement, grants, loans and available resources for small businesses;
- Workforce development and internships and increased participation in AA and NHPI communities;
- Increased participation of AA and NHPI in federal procurement process; and ensuring economic equity through increased language access.