

Asians@: Allyship resources to stand with the Asian and Pacific Islander community

The following educational and informational resources for allyship and fighting anti-Asian discrimination was prepared by Airbnb employee resource group Asians@.

Background

There has been a growing number of anti-Asian hate crimes since the start of the pandemic, with Stop AAPI Hate [receiving 10,905 reports of incidents](#) between March 19, 2020 and December 31, 2021. This is believed to be just a fraction of the number of hate incidents that actually occur. Over the past year, Daoyou Feng, Delaina Ashley Yaun, Hyun Jung Grant, Paul Andre Michels, Soon Chung Park, Suncha Kim, Yong Ae Yue, and Xiaojie Tan lost their lives in the [violent shootings in Atlanta](#), and we have seen a horrific rise of anti-Asian violence [directed at our elders](#). We denounce these violent acts happening to our community and would like to call on you to stand up against these injustices.

It's important to note that hate crimes against our community are not new. The Asian and Pacific Islander community has been subject to anti-Asian xenophobia and racism well before COVID-19 (e.g. [Chinese Exclusion Act of 1882](#), [Japanese Internment camps](#), violence that led to the [Filipino Farm Worker Movement](#), and [more](#)). And time and time again, when we've tried to raise our voices to speak up, we have been and continue to be silenced. Due to our white adjacency and the perpetuation of the model minority myth, our struggles have been and are often overlooked. We, too, are people of color who face injustices and discrimination, and we want to be seen and heard.

We ask you to help elevate our voices and bring visibility to and justice for the Asian community. We've put together this resource guide to provide members of the Asian and Pacific Islander community, friends, and allies with ways to further understand, show your support, and stand up against anti-Asian racism in your communities. [Download the Allyship guide here](#).

What we can do right now

1. Raise awareness, speak up, and condemn these attacks and anti-Asian racism

When the mainstream media does not give the Asian and Pacific Islander community enough coverage on these hate crimes, which has been the case this past year, it further silences our

struggles and perpetuates the misconception that we don't face discrimination due to the color of our skin. **Below is what you can do to elevate the Asian and Pacific Islander voice:**

- Sign and share these petitions to raise awareness and stop anti-Asian racism:
 - [A Community-Centered Response to Violence Against Asian American Communities from Asian Americans Advancing Justice \(Atlanta\)](#)
 - [Get mainstream news coverage of national elderly Asian American assaults](#)
 - [Provide Safety Ambassadors & prevent Hate Crimes on elderly in San Francisco Chinatown](#)
 - [End Hate Crimes against Asian Americans](#)
 - [National Petition for Unity and to Oppose Violence Against Asian Americans](#)
- Watch and share these videos on the rise of anti-Asian violence:
 - [The Atlanta Shooting](#) (The Daily Show with Trevor Noah)
 - ['We are crying out for help': Actors, activists sounding alarm on surging attacks against Asian Americans](#) (MSNBC)
 - [Oakland Chinatown press conference denouncing attacks on Asians in the community \(with Daniel Wu\)](#)
 - [#NeedToKnow by Yoonj Kim](#) (from MTV News)
 - [Asian Americans face rise in racist attacks amid pandemic](#) (The Reidout on MSNBC)
 - [Stop the Hate: The rise in violence against Asian Americans](#) (ABC news)
- Read and share these articles on the rise of anti-Asian hate crimes:
 - [Asian Americans Are Calling on Allies in Response to a Wave of Violence](#) (Vice)
 - Read about [anti-Asian racism during COVID-19](#) (Time)
 - [Advancing Asian American recovery](#) (McKinsey)
- Support your colleagues as a leader in your organization
 - [Do Your AAPI Employees Feel Safe Coming Back to Work?](#) (Harvard Business Review)

2. Report instances of anti-Asian assault and crimes

Report them at [StopAAPIHate.org](https://stopaapihate.org).

3. Protect yourself in the face of discrimination or safely stand up for others as a bystander

Join webinars and training hosted by the [Right To Be Bystander Intervention](#).

4. Learn about the history of Asian and Pacific Islander discrimination and other challenges we face

- Read up on the [model minority myth](#), why it exists, and why it's harmful to other marginalized communities

- For a historical overview on anti-Asian racism in America:
 - Read this article about [America's long history of scapegoating its Asian citizens](#) by National Geographic
 - Read the book "[The Chinese in America: A Narrative History](#)" by Iris Chang
 - Watch the PBS documentary "[Asian Americans](#)"
- Read [this article on the importance of Asian & Black solidarity](#) by Michelle Kim, and this article about [the history of tensions and solidarity between Black and Asian American communities](#) by Jerusalem Demsas and Rachel Ramirez.
- Follow these Asian and Pacific Islander community leaders and activists for more resources and education
 - [Michelle Kim](#), activist and co-founder of [Awaken](#), who recently wrote the article, [How to Manage Your Team in Times of Political Trauma](#)
 - [Amanda Nguyễn](#), activist and founder of [risenow.us](#)
 - [Dr. Kiona](#), activist (see [this post](#) from Dr. Kiona on other accounts to follow)
 - [Daniel Wu](#), actor and activist
 - [Hasan Minhaj](#), comedian, actor, political commentator, and television host
 - [Dion Lim](#), Bay Area news reporter and book author, [Make Your Moment](#)
 - [Jeremy Lin](#), professional basketball player for the Golden State Warriors
 - [Helen Zia](#), a writer, activist and Fulbright Scholar
 - [Chanel Miller](#), writer and artist, author of [Know My Name](#)
 - [Padma Lakshmi](#), author, activist, model, and television host of Bravo Top Chef
 - [Daniel Dae Kim](#), actor and producer
- Learn more about how anti-Asian discrimination manifests in the workplace by reading Jane Hyun's "[Breaking the Bamboo Ceiling: Career Strategies for Asians](#)" and Margaret Chin's "[Stuck: Why Asian Americans Don't Reach the Top of the Corporate Ladder](#)".
- Take [a curated collection of Coursera courses](#) to gain a deeper understanding of Asian cultures and histories, develop frameworks for diversity and inclusion in the workplace and beyond, and learn how to be an effective ally and advocate.

5. Support, donate, and volunteer with organizations actively combating racism against the Asian and Pacific Islander community

Organizations to consider learning about and supporting:

Atlanta-based community organizations

- [Asian Americans Advancing Justice in Atlanta](#) - the local Atlanta chapter of the Asian Americans Advancing Justice organized a fundraiser to help the victims and their families impacted by the violent acts that took place on Tuesday, March 16, 2021.
- [Center for Pan Asian Services](#) - a nonprofit located in Atlanta to promote self-sufficiency and equity for immigrants, refugees, and the underprivileged through comprehensive health and social services, capacity building, and advocacy.

National organizations and fundraisers

- [GoFundMe.org AAPI Community Fund](#) - a fundraiser to support organizations that empower and uplift the Asian and Pacific Islander community, with initiatives such as increased community safety and support for those affected by violence.
- [Asian Americans Advancing Justice - AAJC](#) - a national nonprofit organization that focuses on housing rights, immigration, civil rights, labor rights, and others for Asian Americans.
- [Stop AAPI Hate](#) - aggregates and responds to incidents of hate and harassment against Asian American/Pacific Islanders.
- [Hate Is A Virus](#) - started as a grassroots movement to combat racism and xenophobia against Asian Americans and Pacific Islanders fueled by COVID-19, Hate Is A Virus has evolved into a sustainable organization that addresses xenophobia and hate in the AAPI and BIPOC communities.
- [Act To Change](#) - a national nonprofit organization working to address bullying, including in the Asian and Pacific Islander community. They published "[The Racism is a Virus Toolkit](#)" to support the community in combating racism.
- [National Council of Asian Pacific Americans](#) - a nonprofit organization that serves to represent the interests of the greater Asian American (AA) and Native Hawaiian Pacific Islander (NHPI) communities through a coalition of [37 national Asian Pacific American organizations](#) around the country.
- [AAPI Civic Engagement Fund](#) - a non-profit, non-partisan fiscally sponsored project of NEO Philanthropy that believes that Asian Americans and Pacific Islanders must be an integral part of strengthening America's democracy, improving the quality of life for all, and creating vibrant multiracial communities.

6. Be active in your community, company, and/or organization's Diversity, Equity and Inclusion (DEI) space

Join and support Asian and Pacific Islander Employee Resource Groups (ERGs) as well as a greater alliance of Asian ERGs like the [Asian Leaders Alliance](#) (ALA) to combat racism together. The Asian Leaders Alliance (ALA) is a consortium of Asian ERG and civic leaders collaborating to spur positive, long-term, and inclusive community impact. They have put together the following resources to support other Asian ERG leaders/members in addressing anti-Asian xenophobia and racism:

- [Unifying Statement Against Community Violence](#) - Please support, act, and share the ALA [unifying statement](#).
- [Asian ERG QuickStart Deck: Combating Racism Edition](#) - Not how sure how to articulate our cause to your leadership and peers? Leverage this slide deck that you can take and act on immediately.

- [Anti-Asian Xenophobia “MMARC” Toolkit](#) - members-only resource to guide Asian ERG leaders how to advocate for support on addressing anti-Asian discrimination.

Join the ALA community: [Subscribe to ALA](#). [Discuss with ALA on Slack](#).

7. Help support mental healthcare for the Asian and Pacific Islander Community

Discrimination takes a toll on mental health. The following websites provide access to resources for the Asian and Pacific Islander community who are seeking culturally-sensitive mental healthcare.

- [Live Another Day](#) - Extensive information on mental health and substance use resources for People of Color. Their mission is equal access to life-saving resources.
- [Detox Local](#) - A resource that features abundant information including mental health and substance use resources specifically for the Asian and Pacific Islander community.
- [Asian American Federation](#) - AAF's goal is to make sure every Asian New Yorker who needs mental health care is able to receive it in a language they speak, from providers who understand Asian cultures. This directory is meant to help individuals and families find a provider to fit their needs, whether that means counseling, education, or the many ways that our communities seek mental well-being.
- [Asian Women For Health](#) - Mental health information with focus on self-identified Asian women, including providing communities with critical access to free breast and cervical cancer workshops to deliver culturally and linguistically appropriate health education with an emphasis on preventative care.
- [Asian Mental Health Collective](#) - AMHC aspires to make mental health easily available, approachable, and accessible to Asian communities worldwide.

Many thanks to Jasmine Smith from Recovery Local for suggesting the addition of a mental health section in our guide.

About Asians@ Employee Resource Group: Asians@ Airbnb is an employee resource group (ERG) dedicated to elevating the Asian and Pacific Islander voice in the community, towards the wider mission of Airbnb to create a world where anyone can belong anywhere.