

Transforming

The State of Asian Pacific America

Race Relations

A Public Policy Report

Executive Summary

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LEAP Asian Pacific American Public Policy Institute and UCLA Asian American Studies Center

INTRODUCTION

The Asian Pacific American Challenge to Race Relations

The Asian Pacific American (APA) population has doubled each decade since 1960. In 1998, there were approximately 10.5 million APAs, and we project that there will be at least 20 million by the year 2020. With this dramatic growth, APAs should no longer be ignored in policy debates, particularly those driven by the growing complexity of race relations in America.

This volume of the *State of Asian Pacific America* series examines the growing complexity of race relations in America, and the role of Asian Pacific Americans in redefining racial concepts, race relations and race-related policies in the United States. Race relations in this country has always been more diverse than black and white, but with the dramatic growth of other ethnic groups—APAs included—there is a pressing need to move beyond the bipolar framework.

APAs do not fit widely held assumptions about race relations and their experience raises questions about the nexus between being a minority group and being disadvantaged. Although a disproportionate number of APAs live in poverty and some subgroups experience high welfare usage, these phenomena are not rooted in the failure of domestic American institutions, but rather in the educational limits and political upheavals of their home country and in the failures of America's foreign policy.

While APAs are underrepresented among voters and elected officials, political disenfranchisement is linked to a lack of citizenship, which is being gradually rectified through acculturation and naturalization. And while many APAs live in enclaves, residential segregation is lower than for other minorities. For many, the decision to live in a segregated community is driven by a voluntary desire to associate with others of the same ethnicity.

There are also differences regarding how race is played out with respect to stereotypes and prejudices. While all stereotypes are undesirable because they reduce all members to a simple caricature, it is also notable that the prejudices against APAs are often more benign than those for other minority groups. For example, APAs do suffer from employment discrimination, but the most widely discussed restriction is a "glass ceiling" to executive levels, as opposed to gross underrepresentation in management positions. APAs also enroll in record numbers at elite universities, but are subjected to biased admissions decisions aimed at capping their share.

Nonetheless, APA history serves as a powerful reminder of the potential for a nation to do evil with respect to race. APAs have suffered from past discrimination—immigration exclusion, restrictions on naturalization and political participation, and mass incarceration. Still, this historical legacy is not a personal one for most; only a minority of APAs today can directly link their family history to these past wrongs.

APA realities are changing the nature of race politics by interjecting ethnicity. Community activists and advocates have promoted pan-Asianism, but this identity is fragile. Asian subgroups have insisted on maintaining their ethnic identities, as seen in the incorporation of ethnic groups (e.g., Chinese, Japanese, Filipinos, Vietnamese, etc.) into the racial categories for the 2000 Census. At the same time, individuals of mixed parentage have been adamant in expressing their combined racial heritage, resulting in the inclusion of a "multiracial" category on the 2000 Census.

Clearly, the existing framework on race suffers from severe weaknesses, as indicated by the Asian Pacific American experience. This report identifies how APAs are transforming race relations and recommends the creation of a new framework in which all groups work together productively to redefine what this nation ought to be with respect to race.

PART I: RACIAL IDENTITIES

Racial Classifications & the Census

Historical analysis reveals a detailed account of current debates over the racial and ethnic classification of APAs and provides an important window to examine how APAs are situated in the broader politics of race in the United States. APAs' ability to interject ethnicity into racial classification schemes disrupts the black-white framing of racial issues. Clearly, as history shows, racial identity can be reconstructed and negotiated.

APAs have been affected by, and in turn have shaped, census classification. Racial categories have been significantly transformed over the history of the census, the result of dynamic and complex negotiations between state interests, pan-ethnic demands, and ethnic-specific challenges. As such, APA census categories both reflect and help create group identities, influence the formation of public policy, and shape the popular discourse about race in the U.S.

APAs have been an object for racial classification for over a century, with categories changing to accommodate the racism of each decade. The convoluted history of how Asian Indians as a group has been classified illustrates how the concept of race is subject to constant revision—driven by shifting demographic trends, changing concepts of race, and claims for political/legal recognition.

Some groups have increasingly questioned the appropriateness of their group being counted as part of the APA category. The case of Filipinos focuses on their largely unsuccessful efforts as an ethnic subgroup to separate from the APA grouping, largely motivated by the desire to emphasize the group's unique cultural and racial identity and to benefit from affirmative action programs. In contrast, Native Hawaiians successfully reclassified their subgroup for the upcoming 2000 Census, spurred by the claims of Native Hawaiians that the Asian and Pacific Islander category failed to recognize their status as an indigenous population.

Multiracial APAs have challenged the notion of mutually exclusive racial categories and demanded new ways to categorize racially mixed people. The U.S. has always been a nation of blended racial and ethnic groups, and those of a mixed heritage have demanded the right to be counted as such. As a group with a high rate of interracial marriages, multiracial APAs played a key role in changing federal policy to allow individuals to declare more than one race on census forms.

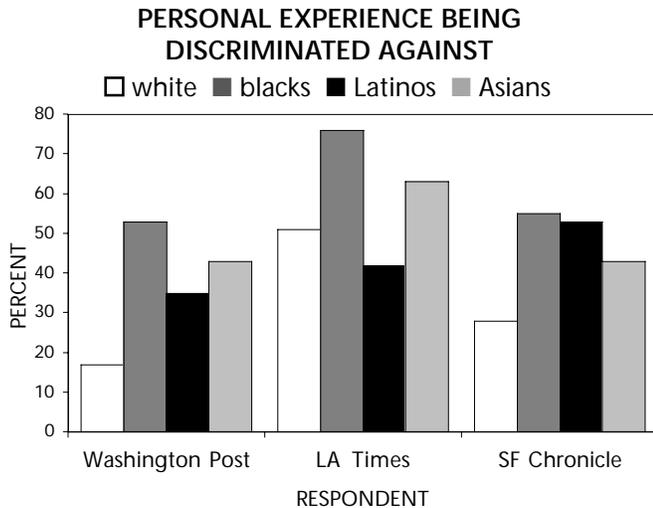
We recommend and urge that APAs be more attentive to the publication and use of the data collected on APAs. They need to strategically utilize the data on APAs in the advancement of specific policy proposals. APAs also need to actively follow up on what federal agencies do, or fail to do, with APA data.

In pursuing these actions, the focus extends beyond the process of simply adding up and demonstrating the “numbers” to make claims, but to deal with the complex social issues that lurk behind them.

-YEN LE ESPIRITU & MICHAEL OMI

Racial Attitudes & the Color Line(s)

The conceptualization of race and its meaning is not just shaped by official classifications but also by the knowledge, beliefs, and experiences of ordinary individuals. Because race relations are shaped by beliefs, values and experiences held by individuals, analyzing popular opinion and political preferences is critical to understanding how APAs are situated and what kinds of race relations are possible in American society.



SOURCE: 1995 *Washington Post*, 1993 *LA Times*, and 1998 *San Francisco Chronicle* Polls.

The analyses offer three major findings:

- ▶ **There is a clear but complex hierarchy to racial attitudes.** Black and white opinions are at the two ends of the racial order with the relative position of APA opinions (along with Latino opinions) shifting with issues. At times, APAs are closer to whites, and at other times they are closer to other minorities
- ▶ **APAs exhibit a high level of personal experience with discrimination and a diversity of attitudes.** These experiences and attitudes vary according to ethnicity, region, and length of residence in the United States.
- ▶ **Opinions by non-APAs are influenced by knowledge of and interactions with APAs.** These opinions in turn influence attitudes over government policies that impact the Asian Pacific American community.

APAs as Permanent Aliens in American Culture

Throughout history, APAs have been characterized as a race of foreigners. Externally-imposed labels and racial identities, such as Oriental, Coolie, Deviant, Model Minority and Gook, are deeply imbedded in American culture, but like other “irrational” constructs, the images are frequently contradictory and subject to change, depending on particular historical circumstances.

At one level, APA racialization is based on “color;” the designation of yellow as the “color” of the Oriental illustrates the social construction of a racial identity. As a group, APAs historically occupied a particular position within the economy and society—feared as unwanted cheap labor, unassimilable heathens, and more generally, the “Yellow Peril.” The common characterization of Asians through “Yellowface” caricatures reveals that the racist image of APAs is tied to “exotic” cultural features and the notion that the Oriental is indelibly alien.

Besides being based on exotic cultural misconceptions, APAs as aliens is also a political and legal status. Historically, APAs were barred from citizenship, interracial marriage, land ownership, and from serving as witnesses in trials. The tragic consequences of being permanent aliens reached an apex when 110,000 Japanese Americans, two-thirds citizens by birth, were incarcerated because they were considered potentially dangerous foreigners.

Overt bigotry and anti-Asian hostility have waned since World War II, but the racialization of APAs still continues; in recent decades, two competing and contradictory images prevailed, the Model Minority and the Gook. APAs have not escaped from the imposition of an externally defined identity, one that continues to be predicated on the notion of a race of permanent aliens. Only a critical analysis of these images as agents in a complex racial ideology can lead to a sharper understanding of race as a social practice and provide us a tool for dismantling it.

PART II: RACIAL INTERACTIONS

Residential Patterns: Integration and Isolation

The dramatic growth of the APA population over the last three decades has transformed many neighborhoods throughout this nation, adding to the complex relationship between residential choice and race. Race and ethnicity influence housing patterns, but not to the extent that prevailed in the past. Racial attitudes, new immigration, and increasing ethnic and class diversification have shaped the formation of APA communities.

After a century of housing discrimination sanctioned by state and local governments, the period following WWII provided opportunities for APAs to choose their residential locations. What emerged was a high degree of residential assimilation that mirrored the acculturation of the predominantly U.S.-born Asians of this period. Although ethnic communities such as Chinatown continued to exist, APAs in general were no longer an isolated racial group by the late 1960s.

During the 1970s, the majority of APAs lived in predominantly non-Asian neighborhoods where they constituted a small minority. Integration slowed in subsequent years as new immigration played a key role in reducing residential integration. In the 1990s, APA settlement patterns were highly complex and varied with both the reemergence of historic enclaves in the central city and development of new communities in the suburbs, including “satellite” Chinatowns and “ethnoburbs.”

NEW IMMIGRATION TO THE FOUR STUDY AREAS, 1992-1996

	Los Angeles	San Francisco	Oakland	New York
Total New Immigration	384,603	91,382	70,976	613,984
Region of Birth				
Asia	35%	54%	60%	23%
Europe	14	21	9	24
North America	21	6	11	1
Caribbean	0.7	0.4	0.6	31
Central America	15	8	4	3
South America	3	3	2	12
Middle East	8	4	7	3
Africa	2	2	4	4
Pacific Islands	0.5	2	2	0.1

SOURCE: INS 1992-1996

In the thirty U.S. metropolitan areas with the highest number of APAs, data indicates that APAs are the least residentially segregated minority group. Yet, a closer look reveals that significant variations exist across regions and APA ethnic subgroups. Moreover, APA segregation has increased in the past two decades at the national level, notably, in several major metropolitan areas including New York, Houston, San Francisco, and San Diego.

Data also indicates individual preferences for housing and neighborhood locations differ by racial group. Most APA respondents express a clear preference for an all-APA neighborhood and, similar to White respondents, are more likely to feel comfortable with substantial integration when their potential neighbors are either White or APA. These preferences explain the high levels of neighborhood integration of Whites and APAs.

Hate Crimes

Hate crimes are extreme manifestations of personal antagonism toward a group of people, including vandalism, threats, assaults, and murder, and are considered acts against groups and society. The federal government and several states have recognized the uniqueness of these actions as special crimes; when a crime is proven to be motivated by racial bigotry, the law allows for enhanced penalties.

Several problems contribute to the difficulty in effectively dealing with hate crimes, including the lack of local laws in several states, underreporting, and inconsistent enforcement. Consequently, the recorded crimes, especially the most visible and heinous covered by the media, are only the tip of a larger problem.

Like other minority groups, APAs have long been victims of hate crimes. The beating death of Vincent Chin is the most well-known case of a hate crime against an APA, but there are hundreds of cases. The number of nationally reported crimes averages close to 500 per year, but this is a severe undercount because many APAs, particularly immigrants, are reluctant to report such crimes. Anti-APA violence is caused by several factors: perceived or real economic competition, prejudice and bigotry, and scapegoating APAs for social ills.

Sadly, hate crime is a multiracial phenomenon: members of all races are victims as well as perpetrators. APAs are involved in hate crimes not only as victims, but also as perpetrators. Data from 1994-97 in Los Angeles, one of the most diverse places in the world, reveals that APAs were victimized equally by Latinos and Whites, and less frequently by African Americans. In contrast, the racial group most often victimized by APAs was African American.

**RACE-BIAS HATE CRIME VICTIMS AND PERPETRATORS BY PAIRS
LOS ANGELES COUNTY, 1994-1997**

	African American	Latino	APA	European American	Total Perpetrators
African American	—	133	12	116	261
Latino	349	—	35	67	451
APA	14	5	—	4	23
European American	306	90	35	—	431
Total Victims	669	228	82	187	1166

NOTE: This table includes 1,166 race-bias crimes in which both victim and perpetrator race were reported. There was a total of 1,837 reported race-bias crimes during this time period.

RECOMMENDATIONS

- ▶ Improve reporting by Asian Pacific American victims and law enforcement agencies
- ▶ Pass or strengthen hate crime legislation at the state and federal levels
- ▶ Develop a law enforcement protocol that is responsive to the cultural and social circumstances within Asian Pacific American communities
- ▶ Support Asian Pacific American organizations addressing hate crimes
- ▶ Build multiracial coalitions and human relations infrastructure
- ▶ Conduct research to better understand and address underlying sources of conflict

Human Rights/Relations Commissions

How society reacts to new racial tensions and conflicts is determined in part by the ability of its institutions to adapt and respond. Human Rights/Relations Commissions (HRCs) represent one of the nation's oldest institutionalized efforts to improve inter-group relations and were initially concerned with systemic problems in housing, schooling and employment.

Over time, however, the human rights/relations organizations have assumed narrowly defined activities, including conflict resolution, cultural sensitivity training, leadership training, and forums for inter-group discussion. In recent years, HRCs have faced new changes due to declining resources, new developments and understanding of race relations, and new forms of inter-group (especially between minority groups) tension and conflict, many of which involve APAs.

Because they are concerned largely with enforcement, conflict resolution and/or prevention and education, HRCs are not structured to address more subtle forms of discrimination. Due to widely held perceptions that APAs have “made it,” institutional racism affects APAs in particular, but HRCs lack the ability to mitigate this type of subtle discrimination.

One positive finding is that most human relations agencies and APA community members share a common vision of going beyond ethnic/minorities as separate groups with separate issues and concerns. Achieving this vision requires meaningful APA participation in both HRCs and city government; city politics clearly have an important influence on extent to which HRCs address APA concerns. With equal participation, APAs can unite with others to influence HRC missions, mandates, programs, organizational structure, and policies.

PART III: NATIONAL RACE POLICIES

United States: The Affirmative Action Divide

Nowhere is the national debate over race-based policies more heated than over affirmative action. Over time, affirmative action has emerged as the contested boundary defining how aggressive government ought to be in correcting racial inequality, with battles waged in governmental agencies, in the courts, and more recently at the ballot box. APAs are on both sides of the political divide, with some adamantly supporting and others vehemently opposing the policy.

Statistical evidence reveals that APAs are a mixed picture of high achievement in education, partial parity in employment, and sub-performance in business. APA participation in affirmative action programs differs by socioeconomic status, indicating a multifaceted racial structure rather than a simple dichotomous racial hierarchy. While APAs bear some of the cost of affirmative action in education, they make some gains through employment programs for targeted occupations, and are fully incorporated into contract set-aside programs for minorities.

Because of this spread, APAs have taken competing political positions in pursuit of both self-interest and broader principles. Some have argued that “preferential treatment” for other minorities hurt APAs, but others have defended the policy as necessary for increasing APA presence in public sector employment and contracting. Despite this heterogeneity, a majority of APAs believe that some type of race-oriented policy is needed to address racial inequality.

EMPLOYMENT OUTCOMES BY RACE/ETHNICITY FULL-TIME, YEAR-ROUND WORKERS

	white	black	Hispanic	APA
Median Earnings	\$33,200	\$25,400	\$22,000	\$32,000
In the Top 20%	23%	10%	9%	24%
In Management	19%	11%	9%	15%
In Professions	18%	12%	7%	24%

SOURCE: Compiled by author from 1997-99 March Current Population Survey.

The United Kingdom and Australia

Asians have also influenced national discussions on policies related to race in the United Kingdom (U.K.) and Australia. The term Asian is used because the two nations do not have an official term equivalent to the Asian/Pacific Islander category used in the U.S.

Like the United States, these nations have a large white majority, a dominant culture with a common English root, and an Asian population that constitutes an estimated 4 to 5 percent of total population. Despite these similarities, there are significant differences, such as in the size of the black population, the ethnic composition of the Asian population, and the way race is discussed within the policy arena.

The comparison of the U.S., the U.K., and Australia reveals that the role of race in national politics and policy is contingent on historical and contemporary factors. All three nations have a history of racism and anti-Asian hostilities, and have attempted to eliminate institutional forms of racism in the post-World War II era. Each nation, however, has taken a different path. Race remains central to politics and policy in the United States, but not in the United Kingdom and Australia.

A part of this is due to the size and composition of the minority population. In the U.S., where African Americans constitute the largest minority group, black activism and white resistance have shaped race relations. The growing presence of APAs and Latinos is transforming this situation, but the transformation has been difficult and remains incomplete.

In the United Kingdom, Asians have emerged as the majority among nonwhites, effectively precluding a simple black-white framework to race. Asian concerns have moved the political discourse away from a purely race-oriented one, although race cannot be totally ignored. Australia appears to have gone the furthest in dismantling the centrality of race, replacing it with a policy of multiculturalism.

The Asian experience in all three countries points to two common phenomena:

▶ **Class plays a key role in determining the influence of APAs.** A significant proportion of the Asian population is comprised of the highly-educated who are incorporated into the middle-class, whose class interests moderate minority politics.

▶ **The Asian experience highlights the importance of immigration and foreign affairs.** In the new global order, domestic race-related politics have become intertwined with international politics, although how that nexus is played out varies from one country to another. The examples of how the U.K. and Australia address issues of diversity offer the U.S. alternative models of what is possible.

SOCIOECONOMIC EMPLOYMENT STATUS OF SELECTED

Occupation	Ethnic Group (%)				
	white	Indian	Pakistani	Bagladeshi	Black Caribbean
Unskilled	6	3	5	4	7
Semi-Skilled manual	15	21	24	32	19
Skilled manual	21	16	25	26	22
Silled non-manual	24	23	18	20	24
Managerial	29	28	22	13	26
Professional	5	9	6	5	2

SOURCE: 1991 General Census

PERCENTAGE OF MANAGERS, PROFESSIONALS, AND PARA-PROFESSIONALS IN THE WORKFORCE BY SELECTED BIRTHPLACES, AUSTRALIA 1996

Birthplace	Total	Percent Arrival 1992-96	Female Recent Arrivals 1992-96	
			Females	Arrivals
Malaysia	58.7%	45.2%	53.9%	38.8%
Hong Kong	53.9	53.5	35.5	41.8
Singapore	51.7	48.4	47.7	40.9
Taiwan	50.9	52.0	44.2	43.0
India	46.2	41.5	38.5	35.8
Sri Lanka	43.0	32.3	33.2	24.8
Korea	37.5	31.4	33.9	22.2
China	34.6	29.5	29.4	21.2
Indonesia	30.9	18.2	28.4	16.9
Philippines	24.3	16.6	24.1	16.2
Vietnam	22.9	8.8	21.4	7.4

SOURCE: 1996 Census

PART IV: NEW POSSIBILITIES

Multiracial Collaborations and Coalitions

Responding to new racial realities requires not only transforming existing institutions, but it also requires developing new infrastructures. To constructively transform race relations in the United States, APAs can play a critical role in building multiracial coalitions in cities across the nation.

These efforts are integral to the “New Urban Race Relations,” which involves a globalization of the economy and a demographic transition created by an influx of Asian and Latino immigrants. Recent immigrants bring new multiracial complexities that do not easily fit into existing political processes and structures, eventually moving racial politics away from white-black dynamics and toward the more complex dynamics of ‘post-Civil Rights’ politics.”

Focusing on grassroots efforts covering a range of ethnic and racial groups, class positions, and issues in different regional and political contexts provides valuable lessons on what may or may not facilitate cooperation among diverse racial groups. An analysis of four case studies of multiracial relations in Houston, New York City, Los Angeles’ San Gabriel Valley, and Los Angeles’ Koreatown, provides an understanding of how race relations influence the new urban politics.

CASE STUDY FINDINGS

- ▶ **Racial coalitions emerge when groups are able to set aside short-term objectives to address more fundamental issues** (e.g. making public institutions more accountable, fighting for a living wage).
- ▶ **While recognizing the importance of race in society, successful coalitions must resist narrow race-based politics.** APAs must be willing to transcend their own interests when addressing the broader problem of racial inequality, and other groups must be willing to make room for APAs.
- ▶ **Building alliances requires establishing and sustaining relations among individuals and organizations.** A track record of working together, constructing networks, and engendering trust lays the foundation as new concerns emerge.
- ▶ **Ethnic-specific organizations are not necessarily a source of divisiveness but are potential vehicles for community mobilization, leadership training, and resource building.** They can promote communication and negotiation among various community groups.

Reaching Toward Our Highest Aspirations

To respond effectively to the new race relations, grassroots strategies must be complemented by national strategies. Angela Oh, who served on President Clinton’s Advisory Board to the President’s Initiative on Race, offers insights and observations from her unique vantage point as a member of the Administration’s historic effort to promote a constructive national dialogue on race relations.

In her experience, one of the most difficult tasks was moving beyond a black-white discourse. While some argued that the spotlight should remain on African Americans because slavery and its legacy has determined so much of this nation’s history and continues to shape inter-group relations, others expressed the need to expand the race-relations framework to encompass the experiences of the growing Asian and Latino populations.

Although historic, the Initiative was only the beginnings of accomplishing the long-term objective of solving the race problem. Ms. Oh argues that continuing the dialogue on race and related activities should be integral to “the inter-generational work that requires all of us to take a step into the future.” This will require courageous leadership that supports open and frank discussions, and an educational system that teaches the next generation to fully understand and appreciate America’s racial history, the current problems of racial injustice, and the potential for a better society.

Progressive social change to promote racial justice requires a “politics of possibility,” and constructive innovations to solve racial conflicts are most likely to emerge in regions undergoing the most rapid change in race relations. APAs can and must play a major role in generating new possibilities for race relations.

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MICHAEL OMI Associate Professor of Ethnic Studies, UC Berkeley

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Reaching Toward our Higher Aspirations: The President’s Initiative on Race

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About LEAP About UCLA

Leadership Education for Asian Pacifics, Inc. (LEAP), founded in 1982, is a national organization with a mission to achieve full participation and equality for Asian Pacific Americans through leadership, empowerment, and policy. Through original programs in leadership training, public policy research, and community education, LEAP raises the impact and visibility of Asian Pacific Americans in all sectors of society.

LEAP's leadership and cultural diversity training workshops target Asian Pacific and non-Asian participants in the public, private, and community sectors. LEAP's publications provide comprehensive demographic and policy-related information on Asian Pacific Americans. To order publications, download summaries of our major reports, or get more information about LEAP's leadership workshops and other programs, visit LEAP's web site at <http://www.leap.org>.

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The UCLA Asian American Studies Center, founded in 1969, is the largest and most comprehensive program of its kind in the nation, focusing on the historical, contemporary, and future status and experiences of Asian and Pacific Islander Americans. The Center has active multi-disciplinary core programs in basic, applied, and policy research, undergraduate and graduate teaching, publications, video documentation and new media technology, archival and library acquisitions, student leadership development, joint university-community research projects, and public educational activities. Annually, it offers over 70 classes, which enroll over 3,000 students in its BA and MA program. The Center's Press publishes *Amerasia Journal*, the leading interdisciplinary journal for the field of Asian American Studies, as well as other major reports, publications, CD-ROMs, videos in public policy, the arts and humanities, the professional disciplines, and the social sciences.

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Other Available Policy Reports

THE STATE OF ASIAN PACIFIC AMERICA Series:

Transforming Race Relations

This report examines racial attitudes and opinions, the historical and political construction of racial categories, hate crimes, affirmative action, residential segregation and integration, and human rights agencies. The authors document how racial identity is created and embodied in individual attitudes and institutional practices argue for policies that go beyond the black-white paradigm.

507 pp/2000 (incl. Executive Summary) \$20
Executive Summary \$5

Reframing the Immigration Debate

This study examines the socioeconomic impact of Asian immigrants and formulates new ways of viewing immigration in a constantly evolving global environment. Specific emphasis is placed on the participation of immigrants in the nation's education system, entrepreneurial sector, and political process.

322 pp/1996 \$17
Executive Summary \$5

Economic Diversity, Issues & Policies

A report that documents the labor, immigration and education patterns that shaped the diverse Asian Pacific American population. The study also examines key sectors of the economy heavily impacted by Asian Pacific Americans and shows how APAs can transform major public policy debates over economic restructuring.

305 pp/1994 \$15
Executive Summary \$5

Policy Issues to the Year 2020

This report forecasts a near tripling of the Asian Pacific American population by the year 2020 and examines the profound implications of these demographic changes for national public policy. APA experts offer policy analysis and recommendations in a range of areas, including race relations and civil rights, education, health, labor, media, and the arts.

318 pp/1993 \$15
Executive Summary \$5

Other Titles:

Beyond Asian American Poverty: Community Economic Development Policies & Strategies

This study examines the needs of low-income Asian Pacific communities in Los Angeles and offers community economic development strategies and recommendations in the areas of housing, job training, workers' rights, and small business development.

171 pp/1993 (reprinted 1999) \$12

In Support of Civil Rights: Taking on the Initiative

This special report on Proposition 209, "The California Civil Rights Initiative," examines the affirmative action debate and its effects on Asian Pacific Americans in the areas of education, employment and public contracting. 8 pp/1996 \$5

Common Ground: Perspectives on Affirmative Action... and its Impact on Asian Pacific Americans

A compilation of essays written by prominent Asian Pacific American business, government, and community leaders that examines the issues and far-reaching implications of affirmative action. 40 pp/1995 \$8

For the first time to my knowledge we have a major document on the status and conditions of Asian Pacific Americans. It will serve as a benchmark on APAs for many years. Carefully validated and substantiated, the document is must reading for all scholars of ethnic societies.

REFUGIO I. ROCHIN

Professor Emeritus of Chicana/o Studies and Agricultural Economics, University of California, Davis, and
Director of the Smithsonian Center for Latino Initiatives

It is ironic that today we find ourselves embroiled in a significant and divisive debate regarding race relations and affirmative action. *Transforming Race Relations* is an outstanding and comprehensive analysis of the Asian Pacific American perspective on these debates. This report is required reading for the business community as they cope with an increasingly diverse workforce and the challenges brought forward by groups with different social histories, attitudes, perceptions, concerns and values related to diversity and inclusiveness.

DAVID R. BARCLAY

Former Vice President of Workforce Diversity for Hughes Electronics

Transforming Race Relations offers an in-depth examination of the complexity of attitudes on race and an array of public policy issues within the Asian Pacific American community. By forcing us to think “beyond stereotypes” for APAs, it pushes us to re-consider our views and perspectives on all racial and ethnic groups in the United States. Particularly important for those in the policy arena are the “lessons learned” about effective coalitions and collaborations. They provide a foundation for constructive action in the multiracial society of the 21st century.

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Transforming Race Relations is a valuable policy report for scholars, students, and all who have a stake in decision-making in the public sector. The articles deal with critical issues including strategies toward multiracial coalition building and the future of race relations in general. This is must reading for anyone interested in advocating for APA progress while maintaining the centrality of broad social progress for the entire nation.

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Professor Ong has done a masterful job of summarizing and synthesizing the vast information on the social and economic status of Asian Pacific Americans along with providing crucial perspectives on Asian Pacific American attitudes and perceptions. Readers unfamiliar with the wide racial diversity of views among Asian Pacific Americans or those wedded to a black-white paradigm of race relations will find this volume illuminating and instructive.

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LEAP's mission is to achieve full participation and equality for Asian Pacific Americans through leadership, empowerment, and policy.