Building Diversity/Inclusion/Equality Organizations – Achievements and Challenges

Kin Wong
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About FAPAC

Federal Asian Pacific American Council
Organization Structure

National Board of Directors

President

Officers

Standing Committees

Ad Hoc Committees

Teams
FAPAC MISSION

- Established in 1985
- Non-profit non-partisan 501(c) (3) organization to promote career advancement and equal opportunity for AAPI in the federal and DC governments
Group Definition

- U S Census Definition
- AAPI are Americans of Asian or Pacific Islander decent
- There are 28 Asian and 19 Pacific Islander subgroups
Who is an Asian American?
Membership

Membership open to all

- Regular member – civilian and military members of the federal and DC government
- Associate member – retirees, contractors, state employees and others
- Honorary member – select advocate for FAPAC to the community in large recommended by the President and approved by the National Board of Directors
- Affiliate – organization member
Training

- Started as one day training during the APA Heritage Month celebration in 1985
- Evolves to week long National Training Program
- NTP held in Washington until 2003
- San Francisco 2004 and onto Honolulu, New York, Houston, Bellevue, Atlanta, Long Beach, Charlotte
- From audience of 100, the NTP grows to 400 with a large attendance in New York topping 650
- One Day Leadership and Congressional Workshops
Award Program

- FAPAC Military Meritorious Awards in partnership with the Department of Defense for active and reserve members of the services
- FAPAC Civilian Awards for civilian agencies in DoD and federal government for leadership and diversity
- FAPAC Scholarship Fund for Public Service award for college students who excels in academic achievement and promotes diversity in the AAPI community in honor of late Congressman Dalip Singh Saund, former Secretaries Elaine L. Chao and Norman Y. Mineta
- Awards for service to FAPAC
Pipeline Initiative

- Mentoring Program – CDHP (Career Development for High Performers)
- Challenge Team Project in partnership with the White House Initiative for AAPI, OPM and EEOC provides employees across agencies to work in virtual teams on special projects in the areas of capacity building, data disaggregation, language access and workforce diversity
- Supports AAGEN on improving the pipeline for SES candidates
Collaboration

• Founding Member of the National Coalition of Equity in Public Service (NCEPS) that now includes BIG, FAPAC, FEW, FEDs, FEDQ, National Image and SAIGE with the common objective of promoting diversity and equity in the federal workforce
• Work with Agencies through MOU to promote diversity of the federal workforce (EEOC, DOT, DOE, VA, DOI, DoEd, NIH and others)
• Presentations of AAPI Heritage Month Programs at agencies to advance diversity and inclusion and to promote AAPI cultural values
Partnership

- OPM, EEOC, MSPB
- USDA, DOT, DoD, VA, DOE, DoEd, NIH and other agencies
- White House Initiatives on AAPI
- CAPAC and APAICS
- CAPAL, ILF, NAPAW, AAGEN
- Asian Fortune and other AAPI media organizations
Challenges of a Diverse Inclusive Organization

- Building coalitions and a supportive organization
- Provide cost effective opportunities for members and stakeholders
- Keep abreast of critical issues affecting the AAPI communities
- Limitation of resources
- Legal and ethical barriers
### Chinese American Population, 1890-2000

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Chinese Americans</th>
<th>Sex ratio*</th>
<th>% born in United States</th>
<th>% born in California</th>
</tr>
</thead>
<tbody>
<tr>
<td>1890</td>
<td>107,475</td>
<td>2,679</td>
<td>0.7%</td>
<td>67.4%</td>
</tr>
<tr>
<td>1900</td>
<td>118,746</td>
<td>1,385</td>
<td>9.3%</td>
<td>38.5%</td>
</tr>
<tr>
<td>1910</td>
<td>94,414</td>
<td>926</td>
<td>20.7%</td>
<td>38.4%</td>
</tr>
<tr>
<td>1920</td>
<td>85,202</td>
<td>466</td>
<td>30.1%</td>
<td>33.8%</td>
</tr>
<tr>
<td>1930</td>
<td>102,159</td>
<td>296</td>
<td>41.2%</td>
<td>36.6%</td>
</tr>
<tr>
<td>1940</td>
<td>106,334</td>
<td>224</td>
<td>51.9%</td>
<td>37.2%</td>
</tr>
<tr>
<td>1950</td>
<td>150,005</td>
<td>168</td>
<td>53.0%</td>
<td>38.9%</td>
</tr>
<tr>
<td>1960</td>
<td>237,292</td>
<td>133</td>
<td>60.5%</td>
<td>40.3%</td>
</tr>
<tr>
<td>1970</td>
<td>435,062</td>
<td>110</td>
<td>53.1%</td>
<td>39.1%</td>
</tr>
<tr>
<td>1980</td>
<td>812,178</td>
<td>102</td>
<td>36.7%</td>
<td>40.1%</td>
</tr>
<tr>
<td>1990</td>
<td>1,645,472</td>
<td>99</td>
<td>30.7%</td>
<td>42.9%</td>
</tr>
<tr>
<td>2000</td>
<td>2,879,636</td>
<td>99</td>
<td>52.9%**</td>
<td>40.0%</td>
</tr>
</tbody>
</table>

*Males per 100 females.


Cities with Chinese Americans

### Cities* with Highest Proportions of Chinese Americans, 2000

<table>
<thead>
<tr>
<th>City</th>
<th>Number of Chinese Americans</th>
<th>% of total population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monterey Park</td>
<td>26,810</td>
<td>44.6%</td>
</tr>
<tr>
<td>Arcadia</td>
<td>19,676</td>
<td>37.1%</td>
</tr>
<tr>
<td>San Gabriel</td>
<td>14,581</td>
<td>36.6%</td>
</tr>
<tr>
<td>Alhambra</td>
<td>31,099</td>
<td>36.2%</td>
</tr>
<tr>
<td>Rosemead</td>
<td>17,441</td>
<td>32.6%</td>
</tr>
<tr>
<td>Rowland Heights</td>
<td>15,740</td>
<td>32.4%</td>
</tr>
<tr>
<td>Temple City</td>
<td>10,269</td>
<td>30.8%</td>
</tr>
<tr>
<td>Hacienda Heights</td>
<td>13,551</td>
<td>25.5%</td>
</tr>
<tr>
<td>Cupertino</td>
<td>12,777</td>
<td>25.3%</td>
</tr>
<tr>
<td>San Francisco</td>
<td>160,947</td>
<td>20.7%</td>
</tr>
<tr>
<td>Diamond Bar</td>
<td>11,396</td>
<td>20.2%</td>
</tr>
</tbody>
</table>

*Population of at least 30,000
Source: U.S. Census 2000

### The Largest U.S. Asian Groups

The six largest country of origin groups each number more than a million people

<table>
<thead>
<tr>
<th>U.S. Asians</th>
<th>17,320,856</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Asian groups</td>
<td>% of Asians</td>
</tr>
<tr>
<td>Chinese</td>
<td>4,010,114</td>
</tr>
<tr>
<td>Filipino</td>
<td>3,416,840</td>
</tr>
<tr>
<td>Indian</td>
<td>3,183,063</td>
</tr>
<tr>
<td>Vietnamese</td>
<td>1,737,433</td>
</tr>
<tr>
<td>Korean</td>
<td>1,706,822</td>
</tr>
<tr>
<td>Japanese</td>
<td>1,304,286</td>
</tr>
</tbody>
</table>

Note: Based on the total Asian-race population, including adults and children. There is some overlap in the numbers for the six largest Asian groups because people with origins in more than one group—for example, "Chinese and Filipino"—are counted in each group to which they belong.


PEW RESEARCH CENTER
AAPI Community Demographics

The AAPI Community: Demographics

U.S. MINORITY POPULATION BY RACE

Legend
- Asian-American, Native Hawaiian, and Other Pacific Islander
- Black or African American
- Hispanic or Latino

The AAPI Community Grew By 42.97% Between 2000 and 2010

The AAPI Community Is Projected to Grow Another 134% to Over 35.6 Million Over the Next 40 Years

COUNTIES WITH THE HIGHEST AAPI POPULATION
AMONG PEOPLE REPORTING ONLY ONE RACE, 2000 AND 2010 CENSUS

Legend
- <500,000
- 500,000-999,999
- 1,000,000-4,999,999
- 5,000,000-9,999,999
- 10,000,000+

The AAPI Community Is Rich With Diversity

TOP AAPI ETHNIC GROUPS
U.S. CENSUS BUREAU, 2010 CENSUS

- Chinese (not Taiwanese)
- Filipino
- Indian
- Vietnamese
- Korean
- Japanese
- Other (Including Pakistani, Cambodian, Hmong, Thai, Lao, Vietnamese, Bangladeshi, Burmese, Indonesian, Hmong, Sri Lankan, Malaysian, and Bhutanese)

Designed by Boost Labs
Diversity