



The Commonwealth of Massachusetts
Asian American and Pacific Islanders Commission

OVERCOMING CULTURAL BARRIERS THROUGH IMPROVED RESOURCE ACCESS

**A Digital Resource Guide to
Improving Cultural Accommodations
for the APIA Community**

FOCUSED ON PLYMOUTH, MA



GINA YI

**Massachusetts Asian American & Pacific Islanders Commission
2024-2025 Youth Council Community Project**

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Introduction and Background

Project Overview

As part of the 2024-2025 Asian American & Pacific Islanders Commission Youth Council, each Youth Council member was tasked with leading an independent community project,

This project, “**Overcoming Cultural Barriers through Improved Resource Access**,” aims to overcome cultural barriers by improving access to cultural resources and services in the APIA community. Through the creation of a digital guide, the project addresses the lack of access to cultural resources in public institutions.

This project aims to engage public institutions in informing training and inclusive practices. It also aims to engage members of the APIA community to find resources and receive support, especially for individuals with limited English proficiency or who speak other native languages.

Digital Resource Guide

This digital resource guide serves as a curated collection of digital materials and references to resources in order to support public institutions and members of the APIA community with the objective of improving resource access.

The resource guide is focused on five key areas for cultural accommodations with information to help improve accommodations and access to resources in public institutions. Many of the statistics and information included focus on Plymouth, MA, in particular.

This resource guide encompasses a variety of materials and formats, providing references to organizations, digital archives, and support sources.

Disclaimers

Please note that this resource guide has been created and compiled by a student. It is intended to serve as a general guide and for informational and educational purposes only.

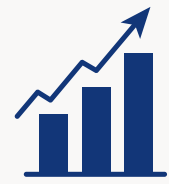
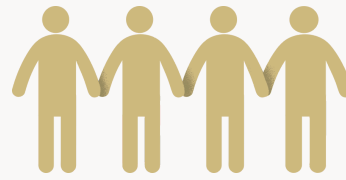
Despite efforts to ensure accuracy, the information in this guide may contain errors, discrepancies, or be outdated. It is recommended to verify critical information from official sources or seek professional input when necessary.

This guide is not a replacement for professional advice. For specific guidance, please consult professionals and other reliable sources.

By using this resource guide, you acknowledge and agree to these disclaimers.

Understanding the APIA Community

Overview of APIA Populations



What Does APIA Mean?

Asian and Pacific Islander American (APIA) is an umbrella term used to describe a diverse group of people in the United States with origins from the continents of Asia and the Pacific Islands. These populations are characterized by a variety of cultural, linguistic, and historical backgrounds.

Asian American Populations

Asian Americans are people with origins from the continent of Asia. Each ethnic group possesses distinct cultural and historical elements contributing to the Asian American community.

Pacific Islander American Populations

Pacific Islander Americans include people with origins from the Pacific Islands. These communities are made up of distinct ethnic groups with cultural, linguistic, and historical ties to specific regions within the islands.

The APIA communities include people with origins in the following geographic regions:

Central Asia

- Afghani
- Armenian
- Azerbaijani
- Georgians
- Kazakh
- Kyrgyz
- Mongolian
- Tajik
- Turkmen
- Uzbek

East Asia

- Chinese
- Japanese
- Korean
- Okinawan
- Taiwanese
- Tibetan

Southeast Asia

- Bruneian
- Burmese
- Cambodian
- Filipino
- Hmong
- Indonesian
- Laotian
- Malaysian
- Mien
- Singaporean
- Timorese
- Thai
- Vietnamese

South Asia

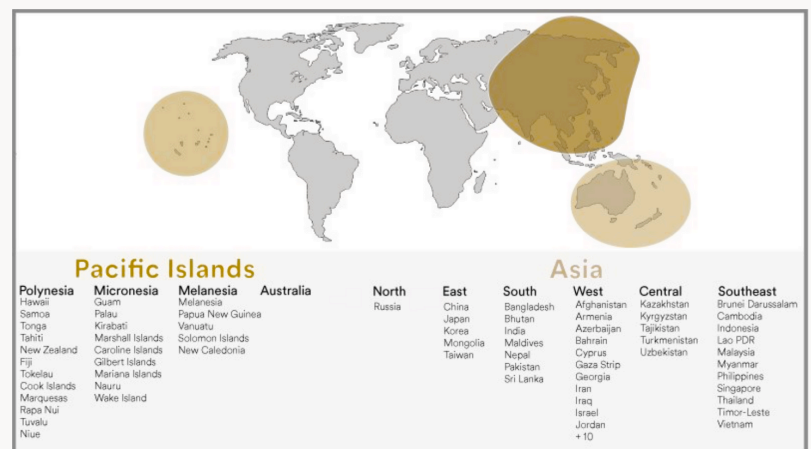
- Bangladeshi
- Bhutanese
- Indian
- Maldivians
- Nepali
- Pakistani
- Sri Lankan

West Asia*

- Bahrain
- Iran
- Iraq
- Israel
- Jordan
- Kuwait
- Lebanon
- Oman
- Palestine
- Qatar
- Saudi Arabia
- Syria
- Turkey
- United Arab Emirates
- Yemen

Hawai'i and Pacific Islands

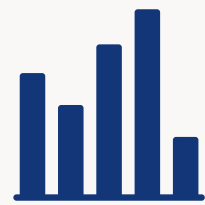
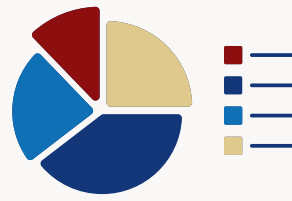
- Carolinian
- Chamorro
- Chuukese
- Fijian
- Guamanian
- Hawaiian
- Kosraean
- Marshallese
- Native Hawaiian
- Niuean
- Palauan
- Papua New Guinean
- Pohnpeian
- Samoan
- Tokelauan
- Tongan
- Yapese



*These countries are included in West Asia. However, West Asia is typically called the Middle East, generally not considered as part of the APIA communities in the United States.

Understanding the APIA Community

APIA Populations Statistics



Plymouth Statistics

Asian alone
1.8%

Native Hawaiian or Other Pacific Islander alone
0.1%

Massachusetts Statistics

Asian alone
7.9%

Native Hawaiian or Other Pacific Islander alone
0.1%

According to the United States Census Bureau, the **Massachusetts 2020 Census** reports the following statistics for race and ethnicity:

White alone: 61.6%

Black alone: 12.4%

Hispanic: 18.7%

Asian alone: 6%

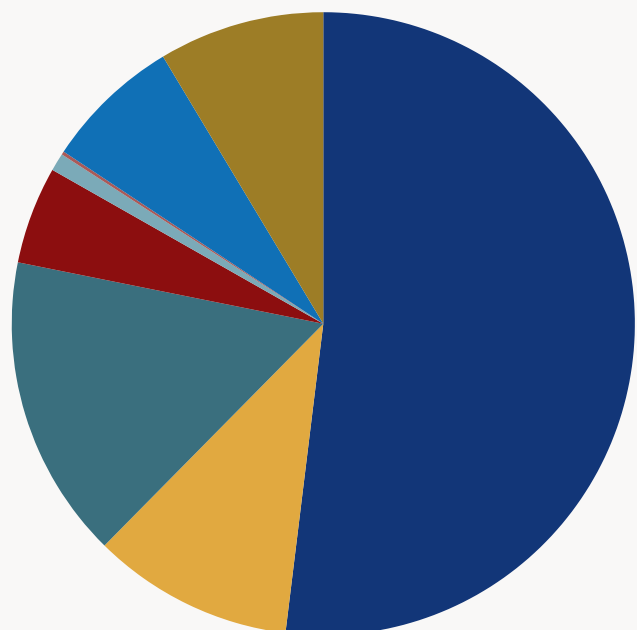
American Indian and Alaska Native alone: 1.1%

Native Hawaiian and Other Pacific Islander alone: 0.2%

Some Other Race alone: 8.4%

Two or More Races: 10.2%

- White alone
- Black alone
- Hispanic
- Asian alone
- American Indian and Alaska Native alone
- Native Hawaiian and Other Pacific Islander alone
- Some Other Race alone
- Two or More Races

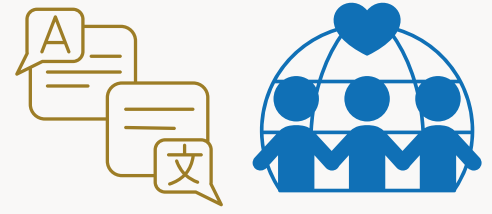


KEY AREAS FOR CULTURAL ACCOMMODATIONS



Language Access

APIA Languages, Communication Techniques



APIA Languages

Members of the APIA community speak a diversity of languages. The APIA community consists of approximately **50 ethnic groups** speaking over **100 languages**.

Some of the most common APIA languages include Chinese (Mandarin, Cantonese), Tagalog, Vietnamese, Korean, Hindi, Samoan, Hawaiian, and Tongan.

Culturally Appropriate Communication Techniques

Culturally appropriate communication techniques allow individuals to communicate in a sensitive and productive manner while recognizing different cultural backgrounds. This can contribute to effective communication with team members, employees, as well as customers or clients.

Culturally appropriate communication can include using different communication skills, respecting differences, and utilizing translators or interpreters. These techniques help ensure that people communicate in a sensitive and thoughtful manner, helping create a safe and inclusive environment.

Here are some techniques to maintain culturally appropriate communication:

- **Be open-minded**
 - Communicating with an open mind can help ensure a more productive conversation. Try to set aside any potential assumptions, judgments, or beliefs about other people or their cultural backgrounds. It is important to take in other perspectives or aspects of different cultures.
- **Adapt different communication styles**
 - Try to adapt specific communication styles depending on the audience for better understanding. Methods like adjusting the speed of speech or using different vocabulary words may make it easier for another speaker to understand.
- **Be respectful when communicating**
 - People with different cultural backgrounds may have varying perspectives, beliefs, and practices. It is important to respect these differences and, in turn, show respect for the other speaker.
 - Show respect through mindful communication skills. Listen attentively to the other speaker while they are speaking. Address the other speaker formally by using titles (Mr., Mrs., Dr.) and last names unless invited to do otherwise.
- **Provide professional translators or interpreters**
 - Translators and interpreters with professional experience can often manage the linguistic and cultural differences between speakers, helping accurately translate or interpret languages. This is especially important for public institutions that regularly communicate with speakers who have limited English proficiency or speak other native languages.
 - Please do not rely on people like family members or children to translate or interpret, especially when managing sensitive or private matters like healthcare or legal services.



Language Access

Translation and Interpretation Services

References

American Translators Association (ATA)

211 N. Union Street, Suite 100

Alexandria, VA 22314

Phone: **+1-703-683-6100**

Email: ata@atanet.org

<https://www.atanet.org/>

ATA works to promote professional translators and interpreters, providing their members with professional development opportunities. ATA offers services to find the translator or interpreter that meets your needs, offering pairings in a variety of languages.

Asian Pacific Islander Speech-Language-Hearing Caucus (APISLH Caucus)

Contact: <https://apislh.org/connect-with-us/>

<https://apislh.org/>

The API Caucus is one of the Multicultural Constituency Groups (MCCGs) related to the American Speech-Language-Hearing Association (ASHA). The API Caucus supports individuals in the API communities who are in need of audiology and speech-language pathology services. The caucus also supports audiologists; speech-language pathologists; speech, language and hearing scientists; and students in the speech, language, and hearing sciences who provide services in API communities or who are of API descent.

National Asian Pacific Center on Aging (NAPCA)

1511 Third Avenue, Suite 914

Seattle, WA 98101

Phone: **(206) 624-1221**

<https://www.napca.org/>

NAPCA Helpline

English: **1-800-336-2722**

普通话 / Mandarin: **1-800-683-7427**

廣東話 / Cantonese: **1-800-582-4218**

Tiếng Việt / Vietnamese: **1-800-582-4336**

한국어 / Korean: **1-800-582-4259**

NAPCA is a non-profit organization dedicated to improving the quality of life for Asian American, Native Hawaiian, and Pacific Islander (AANHPI) older adults. NAPCA's efforts include offering multilingual helplines to help support these aging populations. NAPCA's Helpline helps AANHPI older adults with limited English proficiency navigate and access services, including Medicare, Medicaid, ACA Marketplace, Social Security, SSI, SNAP, LIHEAP, vaccinations, etc. The helpline provides support in Mandarin, Cantonese, Korean, Vietnamese, and English.

Cultural Holidays and Observances

Overview of Holidays, Inclusive Practices



Overview of Holidays

APIA communities celebrate several cultural holidays and observances. Celebrations include:

- Lunar New Year
- Holi
- Ramadan
- Buddhist New Year Festivals
- Hari Raya Aidilfitri/Eid al-Fitr
- Golden Week
- Asian American and Pacific Islander (AAPI) Heritage Month
- National Immigrant Heritage Month
- Eid al-Adha
- Mid-Autumn Festival
- Chuseok
- Diwali/Deepavali



Inclusive Practices for Celebrations

- **Highlight diversity**
 - The APIA community consists of approximately 50 ethnic groups. Recognize a diversity of holidays beyond ones that may be commonly celebrated.
 - Include personal narratives and contributions of different APIA communities and figures during celebrations.
 - Avoid portraying the APIA community as a single culture or experience. Instead, emphasize the diversity of languages, cultural values, and traditions.
- **Engage community members**
 - Encourage individuals from specific APIA communities to lead or help host events. This helps ensure that these celebrations are accurately represented and recognized.
 - Offer community panels or Q&A sessions to allow people to share their personal experiences and sentiments towards these celebrations.
- **Provide equitable access**
 - Ensure that individuals have access to the same opportunities and resources, regardless of their abilities or disabilities.
 - Offer promotional materials and information in multiple languages spoken by the APIA communities being celebrated.
 - Provide accessible services for those with disabilities, including transportation, public space, assistive technologies, etc.
- **Ensure cultural sensitivity and awareness**
 - Strongly discourage stereotypical costumes or caricatured representations of traditional clothing or APIA figures.
 - Offer **Diversity, Equity, and Inclusion (DEI)** training to organizers, participants, and other contributors, especially in public institutions like hospitals or schools.

Cultural Holidays and Observances

APIA Celebrations, Events, and Resources

References

AAPI History Museum

Phone: [\(401\) 753-8620](tel:(401)753-8620)

Email: info@csebri.org

<https://aapihistorymuseum.org/>

AAPI History Museum works to foster a space where the community can come together and learn about AAPI history, cultures, and impacts on Rhode Island. This space will be the AAPI History Museum & Culture Center (brick & mortar version).

Asia Society

<https://asiasociety.org/>

Asia Society is dedicated to understanding Asia and its role in the world. Asia Society brings together leading thinkers on policy, arts, culture, business, and education for lectures and discussions, analysis and reports, exhibitions, performances, networking and family events, and more. Asia Society also offers resources on lesson plans and activities to incorporate holidays like Diwali.

Asian/Pacific American Heritage Month

<https://asianpacificheritage.gov/>

This Web portal is a collaborative project of the Library of Congress and the National Archives and Records Administration, National Endowment for the Humanities, National Gallery of Art, National Park Service, Smithsonian Institution and United States Holocaust Memorial Museum. The contents of this site highlight only a small portion of the physical and digital holdings of the participating partners.

Asian/Pacific/American Institute (APA)

<https://apa.nyu.edu/>

The Asian/Pacific/American Institute at NYU supports scholarship, art, and community engagement about and with Asian Americans and Pacific Islanders, promoting dialogue through collaborative programming, research, exhibitions, and exchanges.

Smithsonian Asian Pacific American Center

<https://apa.si.edu/>

The Smithsonian Asian Pacific American Center brings history, art, and culture to you through innovative museum experiences and digital initiatives.

From their establishment in 1997 as an initiative critical to the mission of the Smithsonian until today, the vision for the Smithsonian Asian Pacific American Center has been to enrich the American Story with the voices of Asian Pacific Americans.

Religious and Spiritual Practices

Major Religions, Religious Accommodations



Major Religions

The APIA communities have diverse religious affiliations and spiritual practices, reflecting a diversity of faiths.

Here are some of the most widely followed religions and faiths in APIA communities:

- Christianity (Catholicism, Protestantism)
- Buddhism
- Hinduism
- Islam
- Sikhism
- Religiously unaffiliated

Religious Accommodations

Individuals may request religious accommodations, especially in public institutions and public spaces like the workplace. It is important to provide accommodations for these religious beliefs, practices, and observances.

[Title VII of the Civil Rights Act of 1964](#) prohibits discrimination based on race, color, religion, sex, and national origin. This law requires employers to reasonably accommodate an employee's religious beliefs or practices, unless doing so would cause undue hardship to the employer.

According to the [Office of the Assistant Secretary for Administration & Management](#) within the U.S. Department of Labor: **"If at any time you think that you have been subjected to discrimination and/or denied an accommodation based on religion, contact an EEO Counselor (or the Civil Rights Center) within forty-five (45) days of the alleged discriminatory event in order to preserve your right to file an EEO complaint."**

Here are some religious accommodations that may be provided:

- **Time off for religious observances**
 - Time off may be requested for religious holidays like Diwali, Vesak, Eid al-Fitr, Eid al-Adha, etc.
- **Time and space for prayer or meditation**
 - It is important to designate quiet spaces and breaks for prayer or meditation. This may be important for followers of religions like Islam, Sikhism, Hinduism, Buddhism, etc.
- **Dietary accommodations**
 - Provide different dietary options for religious beliefs with specific restrictions on food and drink. This can include vegetarian and vegan, fish and seafood, halal, and kosher options.
- **Fasting considerations**
 - Provide flexible break times or adjusted meal schedules during fasting periods.
 - Try to avoid company gatherings or events that involve meals during fasting periods.
- **Religious dress accommodations**
 - Allow individuals to observe and wear religious dress. This may include hijabs, jilbabs, and niqabs worn by Muslim women; turbans worn by Sikh men; etc.

Religious and Spiritual Practices

Religious Initiatives and Accommodation Protection Services

References

Asian Pacific American Religions Research Initiative (APARRI)

Berkeley Center for the Study of Religion

UC Berkeley

440 Stephens Hall MC 2340

Berkeley, CA 94720 USA

Email: infoaparri@gmail.com

<https://aparri.org/>

APARRI is a vibrant scholarly community advancing the interdisciplinary study of Asian Pacific Americans and their religions. Through conferences, mentoring, research projects, and other collaborative endeavors, APARRI promotes critical knowledge and information regarding the practice of religion and spirituality among Asian Americans and Pacific Islanders in the U.S.; the professional development of a community of scholars and the innovative field of Asian Pacific American religious studies, and; interdisciplinary connection and engagement, such as resource sharing between these scholars and wider publics.

APARRI's vision is to create a society in which Asian Pacific American religions are valued, recognized, and central to the understanding of American public life.

Coalition for Asian American and Pacific Islander Churches (CAAPIC)

1300 Eagle Road

St. Davids, PA 19087

Email: csa@eastern.edu

<https://christiansforsocialaction.org/caapic-home/>

CAAPIC captures the grassroots efforts of advocacy, educating, mobilizing, and organizing in the local Asian American communities across the U.S. CAAPIC is supported by Christians for Social Action.

U.S. Equal Employment Opportunity Commission (EEOC)

131 M Street, NE

Washington, DC 20507

Phone: **1-800-669-4000**

For Deaf/Hard of Hearing callers:

1-800-669-6820 (TTY)

1-844-234-5122 (ASL Video Phone)

Email: info@eeoc.gov

<https://www.eeoc.gov/>

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, childbirth, or related conditions, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information.

Health and Wellness



Cultural Beliefs and Practices, Mental Health Stigma

Cultural Beliefs and Practices

The APIA community encompasses a diversity of cultures and individuals with unique beliefs and practices regarding health and wellness. However, many APIA communities share some cultural perspectives on health.

Here are some common key beliefs and practices found across APIA cultures:

- **Holistic Approach**
 - Many APIA cultures emphasize a holistic approach to health, focusing on physical, mental, and spiritual well-being. There is a great focus on the harmony of the mind, body, and spirit.
- **Traditional Medicine**
 - Traditional medicine is often connected to the cultural heritage and history of APIA communities. Herbal remedies, manual therapies (acupuncture, acupressure, cupping, etc.), and mind-body techniques are commonly used as part of traditional medicine.
 - **Traditional Chinese medicine** (TCM), **Ayurveda** (India), and **Kampo** (Japan) are some examples of traditional medicine in APIA countries.
- **Family and Community**
 - In many APIA communities, family and community members are often involved in the care of others. Family is often responsible for taking care of the ill or elderly members.
 - The importance of family is a prominent value in many APIA cultures. Family may sometimes take precedence over individual needs. This can cause individuals to delay or reject care in order to prioritize family needs or avoid stigma.

It is also important to remember that many APIA communities face barriers to accessing healthcare. This includes discrimination, language barriers, cultural insensitivity, and socioeconomic factors.

By utilizing this knowledge of APIA cultures and implementing the necessary accommodations, we can help reduce these disparities in healthcare.

Mental Health Stigma

The stigma against mental health is often a significant barrier to accessing care for APIA individuals. Many cultural factors and values, such as the emphasis on family image or stereotypes like the “**model minority**” **myth**, can create pressure and stigma for individuals who may be struggling with their mental health. Other factors like language barriers and limited access to culturally competent care can also affect the ability of APIA individuals to access mental health services.

Many APIA individuals may delay or avoid seeking help due to this stigma, possibly leading to greater mental health concerns. It is essential to create a safe space for APIA individuals to discuss their mental health concerns without fear of judgment or stigmatization.

If you or someone you know is struggling with mental health, please remember that it is okay to ask for help. Whether you are feeling stressed, anxious, depressed, or simply feeling overwhelmed, there are services here to support you. You don't have to go through this alone.



Health and Wellness

Health Services

References

Asian Health Coalition (AHC)

1006 S. Michigan Ave
STE 710

Chicago, IL 60605

Phone: **312.877.5063**

Email: **info@asianhealth.org**

<https://www.asianhealth.org/>

AHC is committed to eliminating health disparities among Asian, Native Hawaiian, Pacific Islander, African, and other underserved communities. AHC works to do so by utilizing a collaborative partnership approach to support the development and implementation of culturally and linguistically appropriate health equity initiatives.

Asian Health Services (AHS)

Administration

101 8th Street, Suite 100

Oakland, CA 94607

<https://asianhealthservices.org/>

Contacts

Chenming & Margaret Hu Medical Center: **(510) 986-6800**

Frank Kiang Medical Center: **(510) 735-3888**

Rolland & Kathryn Lowe Medical Center: **(510) 318-5800**

AHS Pediatrics San Leandro: **(510) 357-7077**

Dental Clinic: **(510) 986-6888**

Membership: **(510) 986-6880**

Billing: **(510) 986-6850**

AHS, founded in 1974, provides medical, dental, and behavioral health services to more than 50,000 patients in English and 14 languages: Burmese, Cantonese, Karen, Khmer, Korean, Lao, Mandarin, Mien, Mongolian, Portuguese, Spanish, Tagalog, Toisanese, and Vietnamese. This organization's approach to well-being focuses on "whole patient health", offering community care, including prenatal wellness classes for moms-to-be, IT classes for seniors, and monthly food distribution.

Asian Mental Health Collective (AMHC)

Contact: **<https://www.asianmhc.org/contact/>**

<https://www.asianmhc.org/>

AMHC has a mission to foster healing, resilience, and connection in Asian communities in the U.S. through culturally-informed clinical services, virtual peer support spaces, and support for Asian mental health providers.

Health and Wellness

Health Services

References

Asian & Pacific Islander American Health Forum (APIAHF)

San Francisco
461 Bush Street
Suite 400
San Francisco, CA 94108
Phone: **415.954.9988**

Washington DC
1444 I Street NW
Suite 700
Washington, DC 20005
Phone: **202.466.7772**

Email: **info@apiahf.org**
<https://www.apiahf.org/>

APIAHF is the oldest and largest health advocacy organization working with AA & NH/PI communities across the nation, in the US Territories, and with the US-affiliated Pacific jurisdictions. APIAHF supports local AA & NH/PI communities to have an influence on local, state, and national policy, providing resources to allow communities to mobilize and grow stronger.

National Asian American Pacific Islander Mental Health Association (NAAPIMHA)

<https://www.naapimha.org/>

NAAPIMHA is a nonprofit organization with a mission to promote and redefine the mental health and well-being of the Asian American, Native Hawaiian, and Pacific Islander individuals and communities in the United States. NAAPIMHA works to do so through training, programs, policy, and advocacy, focusing on those with lived experience.

NAAPIMHA envisions mental wellness for all people; a world where mental health is destigmatized and AANHPI individuals and communities are able to access the care and information they need for their well-being.

Health and Wellness

Health Services

References

Pacific Island Health Officers Association (PIHOA)

PIHOA Honolulu Office
Pacific Islands Health Officers Association
Pacific Guardian Center, Makai Tower
733 Bishop Street, Suite 1820
Honolulu, HI 96813
Phone: **(808) 537-3131**

PIHOA Guam Office
Pacific Islands Health Officers Association
GCIC Building
414 West Soledad Avenue, Suite 906
Agana, GU 96910
Phone: **(671) 735-3337**

<https://www.pihoa.org/>

PIHOA is a non-profit organization that is led by and represents the collective interests of the Ministers, Secretaries, and Directors of Health of the U.S.-Affiliated Pacific Islands (USAPI). The mission of PIHOA is to improve the health and well-being of USAPI communities by providing, through consensus, a unified credible voice in health issues of regional significance.

South Asian Mental Health Initiative & Network (SAMHIN)

1199 Amboy Ave, Suite 322-F5
Edison, NJ 08837
Phone: **732-902-2561** (10:00 AM – 7:00 PM EST)
Email: **info@samhin.org**

<https://samhin.org/>

SAMHIN works to overcome notions like the stigma and taboo associated with mental illness, aiming to improve the mental health of the South Asian community through educational programs on the importance of mental health and wellness and improved access to care.

Please refer to [this website](#) from **NAMI Massachusetts** for additional mental health resources for the APIA community.

Please refer to [this website](#) from the **Town of Plymouth, MA**, for health and human services centered in Plymouth, MA.

Please refer to [this website](#) from the **Town of Plymouth, MA**, for mental health resources centered in Plymouth, MA.

Learning and Work Environments

Inclusive Curriculum and Creating a Safe Space



Inclusive Curriculum and APIA Representation

APIA representation in learning helps ensure that students from all backgrounds feel seen and heard. It is important to provide education on the histories, cultures, and experiences of APIA communities in classroom settings.

Here are some tips to help build an inclusive curriculum:

- **Representation matters**
 - Include a wide variety of APIA authors, poets, and filmmakers in lesson plans and course materials. Include texts and media from a wide range of APIA cultures.
 - Feature various APIA historical figures with different impacts and backgrounds. This helps APIA students find representation and see role models from their own communities.
- **Avoid stereotypes**
 - Please be careful not to over-generalize the APIA community or use stereotypes. The APIA community is extremely diverse with a multitude of unique individuals from different cultures, countries, and ethnicities. Highlight intersectionality with factors like race, class, and gender within these communities.
 - Challenge students to question assumptions and break down stereotypes about the APIA community. Allow students to share their lived experiences and discuss the complex aspects of their identities.
- **Create an inclusive environment**
 - Use teaching strategies that respect the cultural backgrounds of students, helping validate their experiences. Ensure that the classroom is a safe space where students feel comfortable sharing their own experiences without fear of judgment.
 - Recognize cultural holidays from the APIA communities. These celebrations allow students to embrace and learn more about their cultures, feeling welcomed and included.

Creating a Safe Space for APIA Individuals

It is essential to promote equity and inclusion across public spaces, especially when promoting an inclusive and accommodating environment for APIA individuals.

Here are a few tips to help create and ensure a safe space in public institutions:

- **Institutional and Policy Changes**
 - Implement anti-discrimination and anti-bias policies, especially ones that help address APIA communities alongside other marginalized groups. Ensure that these policies prohibit discrimination based on factors like race, ethnicity, and nationality.
 - Commit to **Diversity, Equity, and Inclusion (DEI)** initiatives and DEI or **cultural competency** training for employees. This helps increase awareness of unconscious or implicit biases, promote understanding of various cultures, and emphasize respectful interactions in the public space.
- **Support Services for APIA Students and Employees**
 - Provide access to specific resources and services for APIA members, such as mental health services or counseling. This helps recognize the unique needs and challenges faced by members of the APIA community.
 - Offer mentorship programs or peer support groups where APIA individuals can connect with fellow peers or mentors. This helps ensure a safe and collaborative space where APIA individuals can share their lived experiences and unique challenges.



Learning and Work Environments

Educational Resources and Support Organizations

References

AAPI Equity Alliance (AAPI Equity)

905 E 8th St

Los Angeles, CA 90021

Phone: **213.239.0300**

Email: Info@AAPIEquityAlliance.org

<https://aapiequityalliance.org/>

AAPI Equity Alliance (AAPI Equity) is dedicated to improving the lives of Asian Americans and Pacific Islanders through civic engagement, capacity building, and policy advocacy. AAPI Equity provides resources to help respond to issues affecting the AAPI community.

AAPI History Hub

Contact: <https://www.aapihistoryhub.org/contact>

<https://www.aapihistoryhub.org/>

Through its [Education Initiative](#), the Asian American Foundation aims to advance a national infrastructure and movement to teach AAPI history in schools. But to achieve that, teachers need guidance and trusted resources. The AAPI History Hub has been created with the needs of educators in mind, providing a centralized, vetted, and interactive platform to access lesson plans, multimedia, and other learning materials on Asian American and Pacific Islander history.

Coalition for Asian American Children and Families (CACF)

50 Broad Street, 10th Floor

New York, NY 10004

Phone: **(212) 809-4675**

<https://www.cacf.org/>

Coalition for Asian American Children and Families (CACF) is the nation's only pan-Asian children and families' advocacy organization bringing together community-based organizations as well as youth and community allies to fight for equity for Asian Americans and Pacific Islanders (APIs). The mission of CACF is to advocate for equity and opportunity for marginalized AAPI children and families.

Teach AAPI

Contact: <https://teachaapi.org/contact/>

<https://teachaapi.org/>

TeachAAPI is committed to diversifying the single stories of APIs for all children. This organization passionately believes that this is essential to building identity, empathy, and perspective – traits that are foundational in shaping tomorrow's leaders, creators, and innovators.

Other APIA-Related Resources

Plymouth, Massachusetts, U.S., and International

References

AAPI Data

Contact: <https://aapidata.com/contact-us/>
<https://aapidata.com/>

AAPI Data is a leading research and policy organization producing accurate data to shift narratives and drive action toward enduring solutions for Asian American, Native Hawaiian and Pacific Islander communities. AAPI Data aspires to transform public and private systems to ensure that all AA and NHPI communities are recognized, valued and prioritized.

AAPI Women Lead

Contact: <https://aapiwl.org/contact-us/>
<https://aapiwl.org/>

AAPI Women Lead is a community-based, intergenerational organization committed to ending violence and uplifting stories of Asian, Native Hawaiian, and Pacific Islander (ANHPI) women, girls, and non-binary communities.

Asian American and Pacific Islanders Commission (AAPIC)

One Ashburton Place, 12th Fl
Boston, MA 02108
Phone: **617-367-9333 ext. 662**
Email: aapic@aapiccommission.org
<https://aapiccommission.org/>

The Massachusetts Asian American & Pacific Islanders Commission (AAPIC) is the Commonwealth's only permanent, statewide body dedicated to addressing the needs and challenges of the AAPI community. The AAPIC provides programs, education, resources, and advocacy throughout Massachusetts.

Dear Asian Youth (DAY)

<https://dearasianyouth.org/>

Dear Asian Youth (DAY) is an international non-profit organization that is dedicated to uplift and empower young Asians. Through digital media, grassroots initiatives and leadership programs, DAY advocates for equity, intersectional solidarity, and social change.

National Council of Asian Pacific Americans (NCAPA)

Contact: <https://www.ncapaonline.org/contact/>
<https://www.ncapaonline.org/>

The National Council of Asian Pacific Americans (NCAPA), founded in 1996, is a coalition of 44 national Asian Pacific American organizations around the country. Based in Washington D.C., NCAPA represents the interests of the greater Asian American (AA) and Native Hawaiian Pacific Islander (NHPI) communities and provides a national voice for AA and NHPI issues.

Other APIA-Related Resources

Plymouth, Massachusetts, U.S., and International

References

Plymouth No Place for Hate (NPFH)

Email: npfhchair@gmail.com

<https://www.plymouthnoplacementorhate.org/>

The Plymouth NPFH Committee is a Town Committee appointed by the Select Board. There are 13 seats on the committee (11 adult seats with rotating 3 year terms and 2 seats for Plymouth high school students). Meetings are always open to the public and are held the 4th Wednesday of each month from 7:00 PM to 9:00 PM at the Plymouth Town Hall. They are currently hybrid meetings (both in person and via Zoom). Please email NPFHChair@gmail.com for the Zoom link.

OCA-Asian Pacific American Advocates (OCA)

900 19th St. NW, 6th Floor

Washington, D.C. 20006

Phone: [\(202\) 223-5500](tel:(202)223-5500)

Email: oca@ocanational.org

<https://www.ocanational.org/>

OCA National Center works with its organizational partners, members, chapters, and supporters to empower the next generation of leaders. OCA advocates on behalf of all Asian Americans, Native Hawaiians, and Pacific Islanders.

Stop AAPI Hate

Contact: <https://stopaapihate.org/contact-us/>

<https://stopaapihate.org/>

Stop AAPI Hate is a U.S.-based coalition dedicated to fighting racism and discrimination against Asian Americans and Pacific Islanders (AAs & PIs). The coalition strives to advance the multiracial movement for equity and justice by raising awareness about anti-AAPI hate, working in solidarity with allied communities, and advocating for comprehensive solutions that tackle the root causes of race-based hate.

Personal Narratives of APIA Experiences - Plymouth

Could you describe an instance where you experienced or witnessed discrimination?

I was asked if I spoke English, had people pull the corners of their eyes at me, and tell me that I smell weird in elementary school.

I've had people call me a slur while passing by them.

It was hard to find a sense of community because the majority of my classes did not have people who looked like me. I felt like there was no place for me to fit in.

During the COVID-19 pandemic, my friend's dad did not approve of his son hanging out with us because he thought we started COVID-19.

People would credit my grades to being Asian throughout school.

People have asked me questions like 'Where are you really from?' and 'Do you eat dogs?'

Could you describe an instance where you struggled to receive access or were denied access to a service because of your ethnic or cultural background?

My parents struggled because of the language barrier. I had a hard time translating everything that was being communicated sometimes, especially when it was communication that entailed a lot of precise details.

There are times when waiting times are long due to language barriers when receiving medical treatment at the hospital.

What changes do you hope to see to help improve accommodations and reduce discrimination for APIA individuals in the community?

I hope that adults in authority positions will not "normalize" racist comments or micro aggressions.

I hope to see comprehensive education in school systems regarding AAPI history in America, possibly with community groups/resources for AAPI individuals

Feedback Form

Please feel free to provide feedback or share any success stories through this form.

Please access this form by clicking here: [Digital Resource Guide Feedback Form](#) or by typing in the URL: <https://forms.gle/aA3e5fV4pXXeXyyAA>

Thank you! Your input is always greatly appreciated.

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