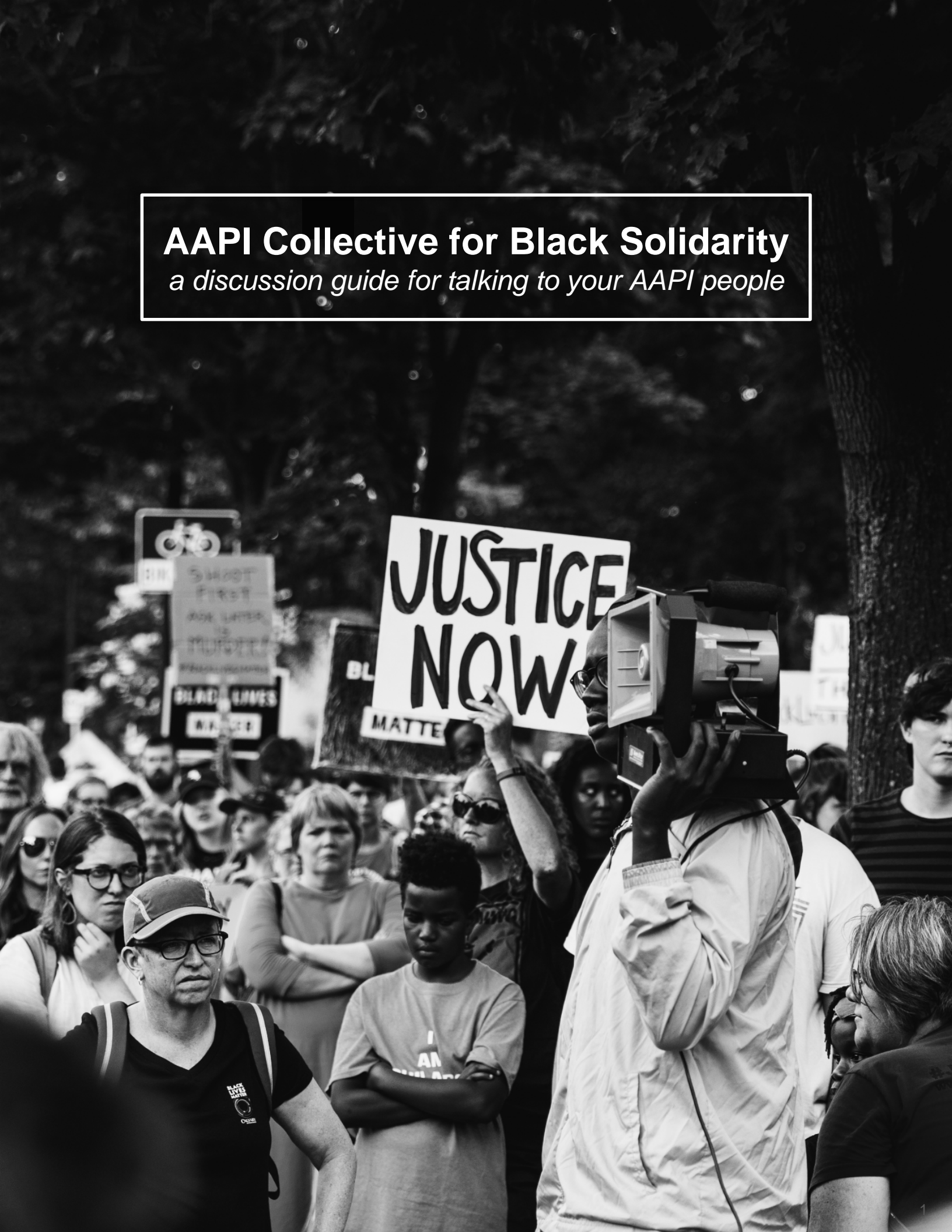


# **AAPI Collective for Black Solidarity**

*a discussion guide for talking to your AAPI people*



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## Why This Resource

### THE PROBLEM

While black communities fight for their right to live and breathe, our *Asian American & Pacific Islander (AAPI) community has been largely silent*, despite having played a role in their oppression.

### THE CALL TO ACTION

Our AAPI community must stand in solidarity with our black brothers and sisters. We must act. We are calling on all AAPI allies and co-conspirators to ***organize small group discussions with the AAPI loved ones in your lives about the importance of black solidarity.***

### ABOUT THIS RESOURCE

This resource guide is designed to help you prepare for these discussions. It contains suggestions on how to ***organize a small group, structure a discussion, facilitate effectively, and respond to common misconceptions or arguments*** against black solidarity that we often hear from our community.

## Facilitating a Small Group Discussion with Your AAPI People

### Purpose of the Discussion

- Build the collective consciousness of our AAPI community to ***understand the role of the AAPI community in perpetuating anti-black racism***
- ***Move our AAPI community towards action*** to support black communities

### How to Create a Small Group Discussion

- 1 Organize:** Invite your friends to participate in the discussion
- 2 Meet:** Facilitate the small group discussion with your friends
- 3 Continue / Repeat:** Determine how your group would like to continue the conversation. Repeat the process with additional small groups

# 1 Organize

*How to get started*

## CHECKLIST: PUTTING TOGETHER A GROUP

### ❑ Identify 5-10 AAPI loved ones in your life.

To encourage participation, consider factors impacting the group composition:

- How familiar will your small group members be with one another?
- How might familiarity with one another influence how comfortable they are joining and engaging during the discussion?
- What is the appropriate number of people for a meaningful discussion?

### ❑ Determine the setting.

To encourage participation, consider factors impacting the discussion structure:

- How loose or structured should the discussion be to generate participation?

### ❑ Invite your AAPI loved ones to participate.

To encourage participation, consider factors impacting expectation-setting:

- Which method of communication will match the tone of your setting?
- Which communication channel(s) will your people see?
- Can outreach through multiple communication channels drive participation?

## TEMPLATES & DRAFT LANGUAGE



### Text & Messaging

*Hi! I have been thinking a lot about the George Floyd protests and how our AAPI community can support. Want to discuss over dinner this week?*



### Email

*Hi [Recipient name],*

*As you may know, I have been thinking a lot about the George Floyd protests. Our AAPI community has an important role to play in supporting the movement for black lives. I am gathering a small group of people for a discussion on black solidarity on [date and time].*

*I know we may not discuss this topic often, but I do believe it is really important. If you have been thinking about these protests too, even if you are not sure what they are all about, I would love for you to join this conversation.*

*Let me know what you think.*

*Thank you,  
[Your name]*



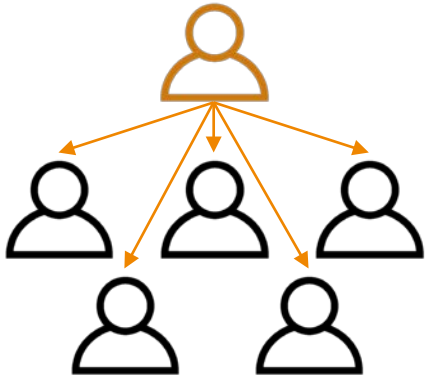
### Phone & Other Conversations

*Adapt from the other templates for calls and other communication channels for 1:1 conversation. This channel allows your people to ask questions; if you do use this avenue, however, be prepared for a potential discussion in the moment about the black solidarity.*

### 2 Meet How to get started

#### YOUR ROLE AS A FACILITATOR

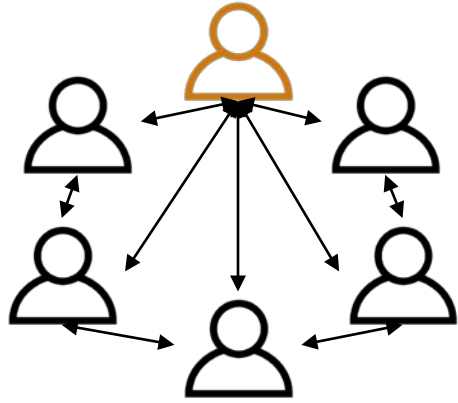
**✗ Teacher**



**Subject Matter Expert**  
Most people imagine a teacher as one person who acts as the expert and educates the others.






vs.

**✓ Facilitator**



**Conduit for Discussion**  
A facilitator creates a space for people to share thoughts with and learn from one another.

#### FACILITATION RESPONSIBILITIES

-  **Prepare:** Adapt the facilitation guide on page 6 to create your discussion. Consider the knowledge that your group will need to meaningfully engage.
-  **Engage:** These dialogues are difficult and hinge on how openly your group shares. Encourage vulnerability by sharing your own.
-  **Listen and Probe:** Ask the questions you set, but do not be afraid to veer off course. Facilitators listen to understand what your people are thinking and feeling, then nudging or responding accordingly.
-  **Manage Conflict:** People disagree, and a facilitator listens for the appropriate moment to interject. This act may be mirroring back ideas from each individual and then reframing or redirecting; other times, it may be challenging a problematic idea directly (see below).
-  **Challenge & Redirect:** People can sometimes resolve conflict or problematic ideas through dialogue but not always. Challenge if your interjection is needed to preserve group dynamics by explaining why a statement is problematic. Reframe and redirect if the disagreement is less “right-or-wrong” by recapping the various perspectives. Share your own thoughts if it can help broaden the disagreement into a discussion, or ask a related probing question to shift the conversation or bring more people into the discussion.

#### Pro Tips

- Share articles or videos prior to prime the group.
- Voice the importance of vulnerability at the start. Be prepared with your own experiences and stories to model.
- Identify connecting ideas among people or when a person holds a different perspective. Use these similarities or differences to move the discussion.
- The fear of being racist can lead people to shut down. If you check a statement, find ways to bring people back into the dialogue after.



# 2

## Meet

### How to get started

## FACILITATION GUIDE

### Part I – Introduction: Warm up the group.

*Frame: Thank you all for coming. I invited us here today to discuss the George Floyd protests, Black Lives Matter, and solidarity. These can be difficult discussions, but I believe it is important to have them because, as difficult as they are for us, it is nothing compared to the police brutality and injustices that black communities are facing.*

#### Discussion questions:

- Introductions (as needed)
- What brought you here today?
- What makes you nervous about this discussion?

### Part II – Main Discussion: Dive deeper into the topic.

*Frame: Today's conversation can be as structured or loose as you would like to take it. As a facilitator, I am happy to share my knowledge and answer specific questions, but I am also happy to listen and foster a space where conversations can happen. To start, I will open up the floor...*

#### Discussion questions:

- How are people feeling about the protests going on recently? What questions are on your mind?
- Have you witnessed examples of anti-Asian racism in our community? If so, where?
- How does this racism make you feel? Do you agree or disagree with it? How do you address the anti-black racism when you see it?
- What are the impacts of anti-black racism that occur both within our AAPI community and more broadly in the United States?
- In the past few months, we have seen our community be much more vocal about anti-Asian racism. We have not seen the same outcry from our community though in response to the mistreatment of black people. What do you think contributes to our silence?
- How important is it to stand in solidarity with black communities? Why?
- How can we show up for black solidarity? What actions can we take?

### Part III – Closing: Identify actions of solidarity and next steps.

*Frame: We have heard a lot in today's discussion (recap some of the main discussion threads). We also started to talk about actions we can take. As we wrap up our conversation, I would like to spend some time identifying actions we can feasibly do in the short- and long-term.*

#### Discussion questions:

- What are you leaving this session with? What takeaways or new ideas are on your mind?
- What questions do you still have? What would you like to explore further?
- What can you commit to doing now?
- There is no prescribed structure for how or whether we meet again in the future. Would you like to continue to discussion? If so, how?

# 2

## Meet

### How to get started

## ADDRESSING COMMON MISCONCEPTIONS & OBJECTIONS

### 1. AAPI people work hard to pull ourselves “up by the bootstraps.” Why can’t the black community? \*

Many people in our community do work hard, but we have had an advantage. In the 1960s, the idea of the “model minority” was developed to divide communities of color. The model minority myth claimed that AAPI people were considered the “model” because they were smart, hard-working citizens who were able to overcome poverty by themselves. This myth opened the door to additional job opportunities by employers who believed us to be desirable for employment and much privilege with law enforcement who did not need to view us as a “threat.” Within that same time period, immigration laws were revised to allow Chinese and other Asian & Pacific Islander immigrants using a points-based system of skills and familial ties. These revisions ushered in new waves of skilled Asian & Pacific Islander immigrants who seemed to validate the model minority myth, even though these immigrants had already been somewhat selectively determined with this criteria. We have worked hard, but our conditional privilege has also bolstered the outcomes of our hard work.

By contrast, people in black communities also work hard to overcome poverty but have been denied the same opportunities for job and economic development, educational attainment, housing accessibility, etc. They have also faced higher rates of incarceration and police brutality, and research has shown that this mass incarceration is largely due to heavier policing in black communities and unequal sentencing decisions across racial lines for the same or less severe crimes.

### 2. Why should the AAPI community care about black solidarity?

Black communities are fighting back against a human rights injustice, so standing in solidarity is just the right thing to do. In addition though, the AAPI community has a particular role to play in black solidarity because the model minority myth was developed to continue oppressing black and brown people. As AAPI people were positively stereotyped, this false narrative became used to reinforce negative stereotypes for other communities of color.

### 3. AAPI people encounter racism too. Why should we support black communities when we have to worry about our own?

The racism we experience is ultimately rooted in white supremacy, or the belief of white superiority over other racial groups. This racism often takes the form of the “perpetual foreigner,” which suggests that AAPI people do not belong here because we are different – different from white standards and cultural norms. Anti-black racism is also rooted in white supremacy. Our communities are fighting against the same oppressions, and we will go further together if we work together.

*\* Important to note is that the model minority myth has had disparate impacts within the AAPI community. East Asians, for example, have benefited greatly from the conditional privileges of economic opportunity and physical safety in many parts of the country, while South Asians and Pacific Islanders often encounter different threats to these privileges.*

# 2

## Meet

### *How to get started*

## ADDRESSING COMMON MISCONCEPTIONS & OBJECTIONS

### 4. Okay, anti-black racism is a problem. Is there anything we can really do about it though?

Yes! Donate to support organizations fighting for the rights of black people, call your elected officials to demand justice, and check in on your black friends to see how they are doing. Learn more about the movement for black lives and about the harmful effects of the model minority myth. Have these conversations with your own family and friends too.

### 5. I just do not agree with the rioting and looting. How does that help your community?

There are many different stances on this complex issue. Some people believe that these actions are understandable considering the 400+ years of police violence, economic oppression, and other facets of anti-black racism that black communities have experienced. This camp of people view these actions as a symptom stemming from racism as the root cause. Others believe that these actions are opportunistic and have no place in the fight for black rights. Both perspectives can be found in the movement. Regardless of your views on rioting and looting, the focal issue still remains to be the wrongful police brutality towards and racism against black people. Rioting and looting does not justify the cruel killings of black people. Additionally, as non-black AAPI people who have not lived the experiences of members of the black community, our perspective on this experience is limited. Our judgement, therefore, should be as well.

Finally, many black protesters and leaders have spoken out against the rioting and looting. There are many peaceful protests happening across the country that the media has not shown. Similarly, the media is also not reporting many of the violent acts of aggression, initiated by police officers, turning peaceful protests into chaotic ones. There are many sides to this story.

### 6. What about “black on black” crime?

“Black on black” crime is a distorted narrative. This racist narrative framed higher crime statistics in black communities as a cultural failing of black people. There is no such thing as a genetic disposition for crime along racial lines. Crime rates instead do show to be related to poverty rates, and as we know (see Q1), black people are more likely to experience high rates of poverty because their communities have been denied opportunities for centuries. Crime is a product of racial and class oppression. Furthermore, as black communities experience heavier community policing, this greater police presence creates a never-ending cycle. More policing can lead to more crime detection, which leads to heavier policing, etc.

Finally, many members of the black community are also aware of and concerned about crime within their neighborhoods. This issue should not detract from the unjust treatment of black people. As we have seen time and time again, police brutality and the unjust killing of black people is the murder of black people who are not committing any crimes.



## 3 Continue / Repeat

*How to get started*

### WHAT HAPPENS NEXT

You and your group get to decide! If you and your group are interested in the continuing the discussion, here are a few potential ways to do so:



#### Office Hours

Set aside time for members of your group to drop in and ask questions as they continue exploring AAPI identity and black solidarity. Even if attendance is limited, having the time reserved is a nice reminder to check in on your group.



#### Recurring Gatherings

Commit to meeting again on a regular cadence, such as bi-weekly or monthly. If desired, use media such as books, articles, movies, and/or podcasts to guide discussions each time. Doing so also keeps talks fresh and current.



#### Take Action

Act on the commitments you identify at the end of the group discussion, and share updates with one another when you have completed them. This structure helps create accountability and reminds one another to execute.

### OTHER WAYS OF HAVING THE CONVERSATION

If you are not comfortable facilitating a small group discussion, we invite you to consider other avenues for discussing black solidarity with your friends.

For example, you can use any of the content in pages 6-8 to discuss this topic with your friends in a variety of settings. Consider raising the issue during your next game night, happy hour, or family dinner. You can enter the conversation however you think is appropriate for your audience, and our hope is that this discussion guide equips you in that process.

### SEND US FEEDBACK

If you found this discussion guide helpful or have suggestions for improvements and additional guidance, please let us know using this 2-minute feedback form:

<https://forms.gle/6fc2b8ETcX2CY7ZTA>.

# **Appendix**

*Additional Resources to Supplement Your Discussions*

## Norm-Setting

### Additional Resources

## WHY NORM-SETTING MATTERS

Discussing race, especially for people who are unaccustomed to doing so, can be an uncomfortable and difficult experience. Establishing shared norms can:

- Provide people with a **common set of principles** from which to operate, thereby giving them a better sense of what to expect in the conversation
- Acknowledging and **normalize the challenging nature of the discussion**, helping to ease anxiety within the group
- Develop **group dynamics** by engaging everyone in a collective activity before diving into the topic of race itself, cultivating initial group cohesion
- Institutes **parameters for the discussion** that can be called on when trespassed, creating accountability and preserving the safety of the group

## NORM-SETTING FRAMEWORK(S)

### Courageous Conversations about Race

*Developed by Glenn E. Singleton & Cyndie Hays*

#### THE FRAMEWORK

A set of agreements that overturn common norms for discussing race

#### Four Agreements

1. Stay Engaged
2. Expect to Experience Discomfort
3. Speak Your Truth
4. Expect & Accept Non-Closure

Read more: [Beginning Courageous Conversations about Race](#)

#### HOW TO USE IT

1. Begin with this standard set of norms.
2. Hold a group discussion to edit, remove, or add to the agreements .

Note: Group consensus when making changes will be crucial to group adherence and accountability to the norms throughout the discussion.

Ask:

- Which of these resonate with you?
- Which give you pause?
- Which will be important for you today?  
What does this norm look like in practice?
- What would you add or change? Why?

### Norm-Setting

#### Additional Resources

#### Hopes & Fears Activity

##### THE FRAMEWORK

Opening questions that begin prompting discussion and initial vulnerability

##### Hopes & Fears Questions

1. What do you hope for today's discussion?
2. What do you fear for today's discussion?

##### HOW TO USE IT

1. Distribute two notecards to each person.
2. Have each person label one notecard "hopes" and the second "fears."
3. Allow time for the group to note responses to these questions on their notecards. Responses can include as many hopes and fears as each person wishes to record.
4. Collect notecards in one "hopes" and one "fears" pile. Shuffle each pile, keeping them separate.
5. Redistribute one "hopes" and one "fears" card randomly to each person.
6. Ask each person to read the hopes and fears on their notecards aloud to the rest of the group.
7. Facilitate a brief discussion about common hopes and fears. Invite the group to share reactions to the activity.

*Ask:*

- *What hopes or fears resonated with you?*
- *What surprised you?*

##### Adaptations for Virtual Settings

- Prepare a channel for anonymous but virtual word capture (e.g., Google Forms or PollEverywhere).
- If the group is more familiar and comfortable with one another, invite the group to share openly.

## Norm-Setting

### Additional Resources

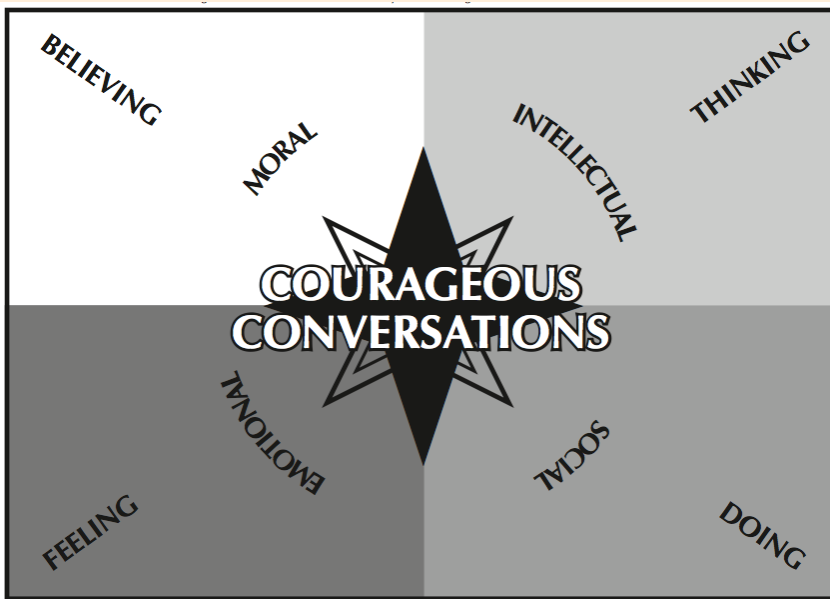
#### Courageous Conversations Compass

Developed by Glenn E. Singleton & Cyndie Hays

#### THE FRAMEWORK

A protocol for identifying the different ways in which people may enter a conversation

#### The Compass



Read more: [Courageous Conversations about Race](#)

- 1. Believing / Moral:** A response from a deep-seated belief of what is right or wrong.
- 2. Thinking / Intellectual:** A response through thinking or rationalizing an experience using data and information
- 3. Feeling / Emotional:** A response through feeling or a physical internal reaction
- 4. Doing / Social:** A response through action, often by identifying and then implementing potential solutions or behaviors

#### HOW TO USE IT

1. Review the four directions of the compass.
2. Facilitate a discussion on how each person enters the conversation.

Ask:

- Which point of entry do you use to engage in discussions? Why?
- What does this aspect look like in action?
- Which directions might experience conflict?
- How might we use this compass during our discussion?



### Identity Development

#### Additional Resources

### WHY IDENTITY DEVELOPMENT MATTERS

Identity development, or the process by which we come to understand social identity constructs about ourselves and others, influences our experiences and engagement with the world. Equipping people with an understanding of how identity development occurs can:

- Enable **analysis of the experiences** that convey messages about racial constructs, allowing a person to dismantle bias and racism more easily
- Provide a foundation for **understanding varied experiences and perspectives** of different communities, fostering greater empathy and appreciation for diversity

### IDENTITY DEVELOPMENT FRAMEWORK(S)

Below are a few **sample** frameworks to support conversations about identity development.

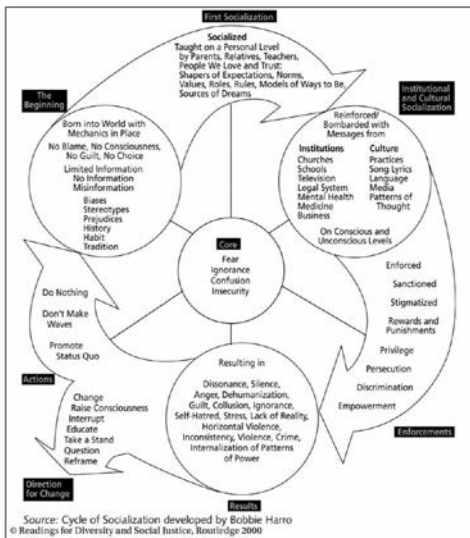
Ideological	Institutional
Interpersonal	Internalized

#### 4 I's of Oppression

#### THE FRAMEWORK

An overview of four types of oppression, spanning a micro to macro perspective, that work in conjunction with one another

Read about it: [The Four I's of Oppression](#)



#### Cycle of Socialization

#### THE FRAMEWORK

A visual depiction of the identity develop process:

- Stages (what actions are taking place)
- Agents of socialization (who carries out these actions)
- Resulting impacts (how an individual responds)

Read about it: [The Cycle of Socialization](#)

### AAPI Identity

#### Additional Resources

### OVERVIEW

This page contains additional resources to support continued learning about notable themes that have greatly shaped the experiences of many AAPI people in our country and our understanding of racial identity:

- The model minority myth and its connection to black oppression
- Advances in AAPI civil rights and how black movements paved the way
- Actions for the AAPI community to be allies for the black community

### MODEL MINORITY MYTH & BLACK OPPRESSION

- [What is the Model Minority Myth?](#)
- ['Model Minority' Myth Again Used As A Racial Wedge Between Asians And Blacks](#)
- [History of the Term "The Model Minority Myth"](#)
- [30+ Ways Asians Perpetuate Anti-Black Racism Everyday](#)

### AAPI CIVIL RIGHTS & BLACK MOVEMENTS

- [Solidarity Matters: Black History Month Through An Asian American Lens](#)
- [Asian American Activism & Interracial Involvement During the Era of Protest](#)
- [What Do Asian-Americans Owe the Civil Rights Movement?](#)
- [The Impact of Malcolm X on Asian-American Politics and Activism](#)

### AAPI ALLYSHIP

- [20+ Allyship Actions for Asians to Show Up for the Black Community Right Now](#)
- [Black Lives Matter – Check out actions to support the cause](#)
- [Black Lives Matter – Partners](#)