

# Navigating Racism and Bias: A Panel Discussion Supporting UT and the Local Asian Community in Unprecedented Times



THE UNIVERSITY OF  
**TENNESSEE**  
KNOXVILLE

Center for Global Engagement  
Division of Diversity and Engagement



**Gretchen Neisler**

Vice Provost for International Affairs  
Director,  
Center for Global Engagement



THE UNIVERSITY OF  
**TENNESSEE**  
KNOXVILLE







## **Tyvi Small**

Vice Chancellor for Diversity and  
Engagement



THE UNIVERSITY OF  
**TENNESSEE**  
KNOXVILLE

# Moderator

---



**Lorna Hollowell**

Education and Training Consultant  
Division of Diversity and Engagement



## The University of Tennessee belongs to all of us.

---

Our hope is that every individual member of our community can say  
“I belong at UT.”

For this to happen, each of us must believe that we matter—that our stories matter, that our words matter, and that we each matter at UT.



**VOL IS A VERB**  
BE YOU. BEAR THE TORCH.

Being a Volunteer means stepping forward and having the courage to act. We must put actions behind our words and ensure that everyone feels like they matter and belong on Rocky Top.

Vol is a Verb is an invitation to a conversation. It is a collective call to action to work together as a campus community to help make our campus a place where everyone belongs. The Volunteer experience should be accessible to everyone. Every single one of us has a story to tell, and every one of our stories is important.

# The Facts...

*"Over 1500 cases of racism targeting individuals of Asian American descent have been reported"* Asian Pacific Policy and Planning Council

*"Asian Americans of different ethnicities are racially profiled; 61% of the reports are from non-Chinese populations"* Asian Pacific Policy and Planning Council

*"The coronavirus pandemic has been the catalyst for a new wave of hate and violence against Asian Americans. If left untreated, hate, like any contagion, will continue to spread."* Center for American Progress

*"Interviews show Chinese Americans, or **those perceived to be Chinese or Chinese American**, being yelled at, spit on and physically assaulted."* New York Times





March 11, 2020

The Honorable Nancy Pelosi  
Speaker of the House  
H-232, The Capitol  
Washington, DC 20515

The Honorable Kevin McCarthy  
Republican Leader of the House of Representatives  
H-204, The Capitol  
Washington, DC 20515

Dear Speaker Pelosi and Minority Leader McCarthy:

On behalf of the National Council of Asian Pacific Americans (NCAPA), and the undersigned organizations, we urge you to call for unity, and publicly denounce the increase in racist attacks and discrimination against the Asian American community, in the wake of rising concerns over the Coronavirus Disease 2019 (COVID-19).

We have witnessed with increasing alarm, incidents all over the country targeting the Asian American community in connection to COVID-19. For example, in San Fernando, CA, a 16-year old Asian American boy was physically attacked at school because he was accused of having the coronavirus.<sup>1</sup> In Plymouth, IN, two Hmong men were denied service at hotels under the false assumption that they were Chinese and carrying the coronavirus. In New York, a woman wearing a facemask, who was believed to be Asian, was physically and verbally assaulted in a subway station.<sup>2</sup>

In communities across the nation, Asian American businesses are seeing a significant decline in

<sup>1</sup> CBS News. (2020, February 14). Bullies attack Asian American teen at school, accusing him of having coronavirus. Retrieved from <https://www.cbsnews.com/news/coronavirus-bullies-attack-asian-teen-los-angeles-accusing-him-of-having-coronavirus/>

<sup>2</sup> CNN. (2020, February 21). What's spreading faster than coronavirus in the US? Racist assaults and ignorant attacks against Asians. Retrieved from <https://www.cnn.com/2020/02/20/us/coronavirus-racist-attacks-against-asians/index.html>

## Letter from the National Council of Asian Pacific Americans to Nancy Pelosi, Speaker of the House...

*“...we urge you to call for unity, and publicly denounce the increase of racist attacks and discrimination against the Asian American community, in the wake of the rising concerns of the Coronavirus 2019 (COVID-19).”*

# Panelists

---



**Yujie Huang**

Teaching & Learning  
Innovation  
Faculty Consultant  
for Inclusive Teaching



**Xi Jiang**

President  
Chinese Students  
and Scholars  
Association



**Alizza Punzalan  
– Randle**

Chief Executive  
Officer  
YWCA



**Kelly Rubin**

Associate Dean of  
Students



**Qi Sun**

Associate Professor  
Educational  
Psychology and  
Counseling



**Doug Terry**

Teaching Associate  
English Language  
Institute



*Panel discussion...*

## Question #1

*If someone witnesses bias behavior or a racist incident, how should they respond?*

## *Question #2*

*What are some strategies and resources to support faculty in practicing inclusive teaching in their classroom?*

## Question #3

*What resources are available on campus to support students, faculty, and staff who encounter racism and bias?*



## Question #4

*How can the campus community support international students as they navigate discrimination associated with COVID-19?*

## Question #5

*How can we learn to transform our mindset to actively seek or provide support when facing incidences of various types of hate-crimes and racism?*

## Question #6

*As president of an official Chinese student-scholar organization on campus, what measures has your organization taken to help students and scholars during these challenging times?*

## Question #7

*What is the Bias Education Referral Team (BERT) and what can people expect when they file a report with BERT?*



## Question #8

*How do we move the conversation around racism and bias from behind-the-scenes, to open conversations between college administrators and business leaders?*

# *Questions and Answers*

- *Resources and today's recorded session will be available at <https://cge.utk.edu/covid19bias/>*
- *Follow Up Survey*

# Thank you!

*from*

## Center for Global Engagement

## Division of Diversity and Engagement



THE UNIVERSITY OF  
TENNESSEE  
KNOXVILLE