

2010-2011
ANNUAL REPORT
OF THE
VIRGINIA ASIAN ADVISORY BOARD
TO
GOVERNOR ROBERT F. McDONNELL

AUGUST 24, 2011

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August 24, 2011

The Honorable Robert F. McDonnell
Governor, Commonwealth of Virginia
The State Capital
Richmond, VA 23219

**Virginia Asian Advisory Board
Members:**

Chandrashekar (Shekar) Challa

Angela Chiang, *Treasurer*

Kim Oanh Cook

Chun Elmejjad

Sal Hundal, *Vice Chair*

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Victoria Mirandah

Jose (Joe) M. Montano, Jr.

Binh Nguyen, *Chairperson*

Ray Obispo

Tony H. Pham

Dilip Sarkar

Suwattana Sugg

Chin Hong (Felix) Wang

Shewling Moy Wong

Dear Governor McDonnell:

On behalf of the Virginia Asian Advisory Board and pursuant to Section 2.2-2450 of the Code of Virginia, I am pleased to submit this annual report for the period covering June 2010 through December 2010.

In its eighth year in existence, the Board has remained very active over the past several months by undertaking six (6) business meetings, numerous committee discussions, three (3) town hall meetings conducted across the Commonwealth, and a series of communications among members of the Asian American communities to address a wide variety of issues.

This report includes findings and recommendations on five (5) specific areas of concern that the Board believes are most urgent for you to consider as you work to improve the quality of lives for Asian Americans, and indeed, all Virginians. The areas include Economic and Work Force Development, Education, International Investment and Trade, Immigration, Health and Human Services. We are excited to meet with you in the coming months to discuss these findings and recommendations and to assist you in any way possible to implement them in the near future.

This report reflects the continued commitment we all bring to our important positions serving you and the citizens of the Commonwealth of Virginia. We thank you for providing us the opportunity to work with you on behalf of the Asian American communities throughout the Commonwealth.

Sincerely,

Binh Nguyen
Chair of the Virginia Asian Advisory Board

I. EXECUTIVE SUMMARY

This is the report of the current Virginia Asian Advisory Board submitted to Governor Robert F. McDonnell for his review and action.

Since the last report was submitted, The Virginia Asian Advisory Board (“VAAB”) has engaged in many fact finding meetings and public town halls throughout the Commonwealth to identify and research the critical needs of the Asian American communities. The Board incorporates by reference the findings and recommendations of the previous VAAB reports because many of those issues reported then are still prevalent today.

The 2010 census data has provided everyone with a snapshot in the demographic changes in Virginia’s population. Since 2000, the Commonwealth’s population swelled by 13% to the current count of 8,001,024. The Asian American community comprised of 5.5% of this overall population. This is an increase by 68.5% in the Asian community. Since 2000, there is a projection of sustained growth in the Asian population in Virginia. This increase in population size dictates a need for the administration to be even more proactive in its community outreach, educational and economic services for this ever growing population.

In this report, the VAAB has identified the following topics as major issues affecting the Asian American Community in Virginia: Economic and Work Force Development, International Trade and Investment, Education, Health and Human Services and Immigration.

The percentage of Asian Americans in the Commonwealth’s workforce has steadily risen over the years. However, what has sorely been lacking is the number of individuals in executive level management for the private industry and government agencies. These low numbers may be attributed to several prevailing stereotypes of Asian Americans being the “model minority.” Language and cultural barriers also hinder a true understanding of the skill set which would make Asian Americans competitive in the marketplace for these executive positions. As such, there is a need to demystify the “model minority” perception and have cross training of individuals in hiring positions to understand Asian American cultures.

In 2010, VA exports totaled \$29 billions of goods and services, supporting approximately 300,000 private sector jobs in the Commonwealth. Approximately 84% of exporters in VA are small businesses. The Commonwealth would benefit in organizing, training work shops, utilizing resources from Asian owned businesses in VA and the multilingual workforce to facilitate trade and foreign investment in VA. When the state plans for trade missions to Asian countries, VAAB should be consulted for inputs, marketing assistance and potential partnership to leverage state resources.

Education has always been a primary goal for many Asian American families with a focus on ascertaining degrees in higher education. For many years, Asian Americans have excelled in achieving excellence in matriculation rates and achievement scores. Although this is one area Asian Americans have excelled, there is still a continued need from the Administration to assist the community in sustaining this level of success. Specifically, the community recognizes a need for the text materials to recognize the significant contributions of Asian

Americans in American Society. This recognition facilitates the spirit of community and belonging and eradicates the feeling of isolation among the Asian American Community. Equally as important is the need for the administration to require state funded colleges and universities to engage in a more aggressive practice of recruiting and retaining qualified Asian American faculty and staff.

The mental health crisis amongst Asian Americans has never been more pronounced than with the Virginia Tech tragedy in 2007. How Asian Americans families typically view mental health issues came to the forefront and the need to access services became critical. Coupled with the shame of mental illness, families also struggle with accessing language appropriate services. The need exists for Virginia's Department of Behavioral Health and Developmental Services to engage in an aggressive community outreach symposium in all sectors of the Commonwealth to reach Asian American families experiencing life with mental illness. It is only with this outreach can Asian American families begin to understand that mental illness is not a badge of shame, but a medical condition which needs to be addressed.

These are abstracts of the topics included in this comprehensive report submitted to the Governor for action. Full discussions of these topics and recommendations are addressed in the Findings and Recommendations section of this report.

II. INTRODUCTION

The Virginia Asian Advisory Board (“VAAB” or “Board”) was established by statute in 2001 as a governmental entity of the Commonwealth of Virginia. VAAB serves as a formal liaison between the administration and the diverse and fast growing Asian American communities in the Commonwealth.

Pursuant to Section 2.2-2450 of the Code of Virginia, the Board is pleased to submit to Governor Robert F. McDonnell this Annual Report as a summary of its activities up to May 2011.

The current Board comprises of leaders in the Asian American community across the Commonwealth of Virginia. The members are respected in their relative fields of expertise and commitment to their community. In preparing this report, VAAB reviewed the earlier two reports to ensure that issues were not unnecessarily duplicated. We concluded that many of the same issues and concerns detailed in earlier publications are still very important to the Asian American communities today. However, we hope to build upon the recommendations set forth in the prior reports and hereby incorporate them by reference.

Board Members

The following members currently serve on the Board:

Chandrashekar Challa of Henrico, VA, COO of the Challa Law Offices

Angela Chiang of Chesterfield, VA, Director of Operations with the Virginia Department of Minority Business Enterprise

Kim Oanh Cook of Falls Church, VA, Executive Director of the Vietnamese Resettlement Association

Chun Elmejjad of Centreville, VA, President of Millennium Wealth Management Group

Sal Hundal of Vienna, VA, President & CTO of SoltecOne, Inc.

Andrew Ko of Ashburn, VA, Senior Director of Partners In Learning for Microsoft Corp.

Michael Liew of Salem, VA, Social Entrepreneur

Eric Lin of Chesterfield, VA, Principal at The VIE Group and Realtor at Keller Williams Realty

Victoria Mirandah of Richmond, VA, Senior Director of Bank Operations with Capital One

Jose (Joe) M. Montana, Jr. of Falls Church, VA, Regional Political Director for the Democratic National Committee

Binh Nguyen, of McLean, VA, Assistant Professor of Radiology and Academic Chief of Cardiothoracic Section in the Department of Radiology at the National Military Medical Center

Ray Obispo of Virginia Beach, VA, educator with Salem High School

Tony H. Pham of Henrico, VA, General Counsel at the Richmond City Sheriff's Office-The Honorable C.T. Woody, Jr.

Dilip Sarkar of Norfolk, VA, retired vascular surgeon and associate professor of surgery at Eastern Virginia Medical School

Suwattana Sugg of Richmond, VA, Education Coordinator with the Refugee and Immigration Services

Chin Hong (Felix) Wang of Harrisonburg, VA, Director of Study Abroad for James Madison University

Shewling Moy Wong of Virginia Beach, VA, Vice President of Wong & Associates

The current Board also includes the following designee from the Governor's administration:

Assistant Secretary Jimmy Rhee of the Office of Secretary of Trade and Commerce

Business Meetings

The Board met six times as follows during this past year: August 28, 2009, October 19, 2009, December 4 2009, February 11, 2010, May 21, 2010 and September 24, 2010. In addition to these regularly scheduled meetings, three town halls were coordinated on February 11, 2010, April 25 2010 and May 21, 2010.

The May 21, 2010 Town Hall meeting is an example of the interest and commitment of public officials and guests in the issues affecting the Asian American community. Guest speakers were impaneled to discuss matters such as Immigration and Legal Matters, Education and Small Business issues. The following attendees were present for this Town Hall: Delegate Kaye Kory, Delegate Vivian Watts, Delegate Barbara Comstock, Delegate Mark Sickles, Delegate Mark Keam, Cindy Shao, President of the Asian American Chamber of Commerce, Jay Chen, Publisher with Asian Fortune magazine, Nadia Firozvi with the Asian Pacific American Legal Resource Center, Toa Do president of Business Development Agency, Tuyen Duong with Vietnamese Americans of Virginia, Genie Nguyen with the Voice of Vietnamese Americans, Richard Lee with the Korean American Association of Northern Virginia and many others.

III. FINDINGS AND RECOMMENDATIONS

Over the past couple of years, VAAB has held several fact finding meetings and town halls to learn about the needs of the Asian American communities. We have identified several major issues of concern to the Asian American communities in the Commonwealth. The previous two reports include detailed descriptions and analysis of over twenty significant issues, with specific recommendations for the Governor and executive branch agencies to address as policy makers.

The Commonwealth of Virginia is home to approximately 8 million residents, with Asians representing 5.5% of the population. The Asian population has doubled (68%) in the last 10 years representing close to 440,000 residents in Virginia. The three major metropolitan areas which house 9 out of every 10 Asians are Northern Virginia, Hampton Roads and the City of Richmond. The counties that have large Asian population are: Fairfax County (17.5%), Loudoun County (14.5 %), Prince William County (7.5%), Henrico County (6.5%), Montgomery County (5.4%), York County (4.9 %), and Albemarle County (4.7%).

Asian Americans are also making their presence felt in the small business environment and sector. They are becoming a viable demographic in the ever changing economic and workforce pool in the Commonwealth of Virginia.

Therefore, in this report, we have limited our recommendations to only five issues prevailing current issues:

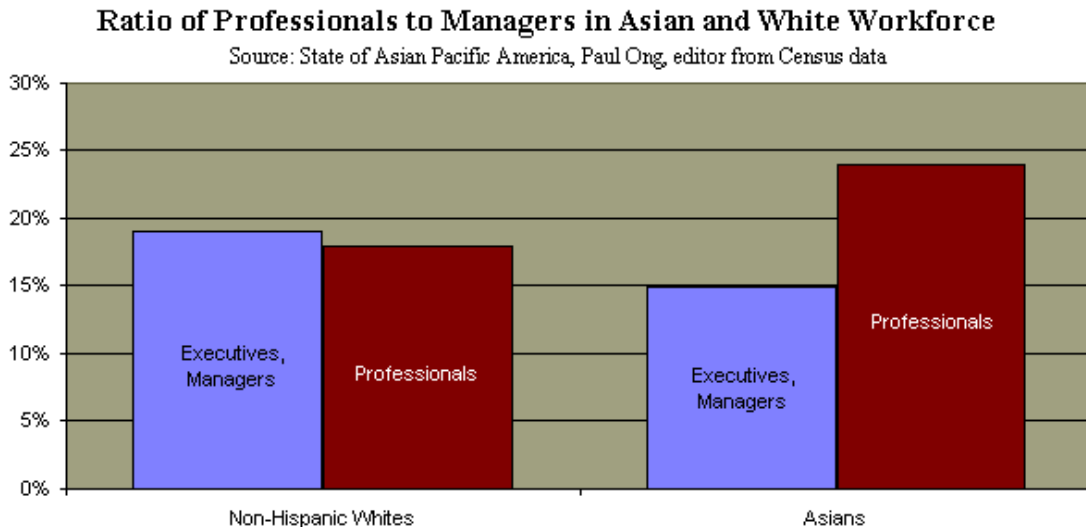
1. Economic and Work Force Development

Title VI of the Civil Rights Act of 1964, as amended, prohibits recipients of federal funds from discriminating against individuals on the basis of race, color, or national origin. The U.S. Department of Justice has interpreted this provision to require that any federal program or activity normally provided in English are also made accessible to people with limited English proficiency (LEP), so that these people are not discriminated against in the utilization of these services on the basis of their national origin.

The percentage of Asians in the workforce in the Commonwealth has steadily improved over the past decade, primarily contributing to the professional worker ranks. Although the number of Asians joining the workforce has increased significantly, the numbers of Asians in management and executive management ranks are not commensurate with the workforce total. We believe there are several reasons for the lower, disproportionate number of Asian Americans in management level positions.

A. Asian Americans in the Workforce

Problem 1: The lack of Asian Americans in the higher levels of executive management.



There are several reasons which may contribute to such a low percentage:

- Stereotypes of Asian Americans being quiet, hard workers prevent them from attaining leadership positions that require qualities such as being vocal, active and even confrontational (when the time is right). They are stereotyped as passive, antisocial and non-confrontational.
- Language/culture barriers prevent Asian Americans from communicating effectively, which is an essential quality in senior management.
- First and second generation Asian-Americans lack role models of success in large corporations.

Recommendations:

- Companies need to be more aware of this lack of diversity in senior executive management, and ensure the pipeline of qualified individuals contains Asian Americans. Strong commitment to diversity comes from the top down.
- Companies need to ensure that supervisor assessments of Asian American employees are objective, fair and free of cultural bias.
- Mid-level Asian American managers should speak up more often, and attempt to learn about American culture as casual conversation on these topics (sports, movies, and cultural news) is essential to higher-level networking.

Problem 2:

The lack of diversity education and awareness - A lack of effective diversity training is another issue facing Asian Americans in the workplace. Without this, there is increased friction between minority employees and their peers/employers, as well as reduced upward mobility for minority employees.

Recommendations:

- Governor's office to require in Virginia both employers and Asian American employees need to undergo diversity training: employers need to be aware of cultural differences in their workforce, and minority employees need to be trained on American cultural issues that may arise.
- An effective diversity training program must be inclusive, with all employees attending, and it must have the full support of senior management.
- Training must be awareness-based (increasing employee/employer knowledge on diversity issues) as well as skills-based (giving employees/employers skills to deal with diversity issues).

B. Asian Americans in the Business Sector

Virginia Asian American Business: Based on US Census Bureau 2007 Survey of Business Owners

Numerous studies indicate that minority-owned firms continue to grow at a faster rate than those of all firms in the U.S. economy, both in terms of new firms and total sales. Asian American-owned firms appear to be leading this trend, with at least one study indicating that Asian American-owned businesses have grown at a rate of 10 percent per year, with sales growth of almost 24 percent per year.

Most minority- or women-owned businesses are small businesses, and thus, play an important role in our nation's economy. For many minorities and women, their involvement with small businesses can provide more leadership, entrepreneurial, and management opportunities, which, in turn, helps increase their stakes in our Commonwealth.

Yet, a 2004 study entitled, "A Procurement Disparity Study of the Commonwealth of Virginia," by MGT of America, found that only 1.7 percent of the Commonwealth's dollars went to minority- or women-owned businesses from July 1997 to June 2002. By contrast, spending on minority- or women-owned businesses by other states is much greater. For example, Maryland spends about 17 percent of its state funds on such businesses, and North Carolina spends about 7.4 percent.

In our effort to encourage the government to focus on this need, VAAB in its earlier Reports urged the Governor to take all steps necessary to increase the extremely low current levels of procurement by the Commonwealth for minority- or women-owned businesses, and to establish appropriate procurement goals.

Specifically, VAAB recommended that the Governor strengthen and establish programs to enhance the economic viability of minority-owned businesses that include training on public as well as private procurement opportunities, a mentoring-protégé program, and look into ways to simplify the procurement process. VAAB also suggested that the procurement program needs to be monitored and evaluated to assess the real economic impact on Asian American businesses.

The US Census Bureau conducts census survey on business owners every five years. The next study will be conducted in 2012. The data from 2007 study are now being published, and the final reports on Asian businesses will be released in April this year. Based on the preliminary reports, the number of Asian firms in the Commonwealth of Virginia increased from 30,457 in 2002 to 44,631 in 2007, a 46.5% increase. The total receipts generated by these firms increased from 7.7 billion dollars in 2002 to 13.2 billions in 2007, an increase of 70.7%.

Commonwealth of Virginia	# of firms in 2002	# of firms in 2007	% of firm increase from 2002 to 2007	Receipts 2002 (in Billions)	Receipts 2007 (in Billions)	% of receipt increase from 2002 to 2007
Virginia Asian Business	30,457	44,631	46.50%	7.71	13.2	70.70%

In 2002, the number of Asian firms represented 5.75% of total businesses in Virginia.

In 2007, the number of Asian firms represented 6.98% of total businesses in Virginia.

C. Commonwealth of Virginia: State Agency Purchases

Based on The Commonwealth of Virginia Diversity Expenditure Portal data, the CoVA spent 22.7 millions dollars in doing business with Asian American businesses in its fiscal year 2007 (FY2007: from July 1, 2006 to June 30, 2007). It was approximately 0.57% of the CoVA's total expenditures of 3.98 dollars in contracts and purchases. The Small, Women-owned, and Minority-owned Business Procurement (SWaM) program implemented by the Commonwealth has resulted in increasing its expenditures in doing business with the Asian American-owned businesses as well as women-owned and small businesses. In FY2010 (ended on June 30, 2010), the Asian American-owned businesses received 65.29 million dollars, approximately 1.37% of the state's total discretionary expenditures in business transactions. The expenditure data collected is based on the firms that have been certified by the Commonwealth. According the Department of Minority Business Enterprise, the certification agency, approximately 1150 Asian Virginian-owned firms are currently certified, approximately 6% of the total certified firms.

Problem 3:

- a) The Asian firms represented 6.98% of the total businesses in Virginia in 2007. The total certified Virginia Asian businesses are only 6% of the total certified firms by the Commonwealth at present. Many Asian American-owned firms that attended town hall meetings conducted by the Virginia Asian Advisory Board in 2009 and 2010 expressed frustration at not being able to access the state procurement opportunities. They indicate that more outreach effort should be implemented for the Asian communities to increase their awareness of the benefits of the SWaM procurement program and the tools that are available to help them in doing business with the Commonwealth.
- b) Although the Commonwealth Diversity Expenditure Portal has the capability to display details of the state agency expenditures, the data however is not always available to be displayed. The transparency of the state expenditures needs improvement so the public has a better picture of how the dollars are being spent.

Recommendations:

- VAAB urges the Governor to require the Virginia Department of General Services implement a more aggressive outreach program designed to stimulate the conversation and knowledge base of many Asian American small businesses on state procurement contracts and the intricacies in competing for such business.
- VAAB also urges the Governor to direct all State agencies to implement an aggressive cultural awareness training regiment to educate all management and upper level management team members in dispelling the myths and stereotypes of Asian Americans in the state government work force.

2. International Trade and Investment

In 2010, Virginia exports totaled approximately 29 billion of goods and services. However, except for China, the number of Virginia exports to Asian countries is still relatively small.

A. Foreign Investment in Virginia

- In 2008, foreign-controlled companies employed 159,700 Virginia workers. Major sources of foreign investment in Virginia in 2008 included the United Kingdom, Japan, Germany and France.
- Foreign investment in Virginia was responsible for 5.2 percent of the state's total private-industry employment in 2008.
- Japan has more than 120 companies in Virginia and most of them are manufacturers.

B. State Investment:

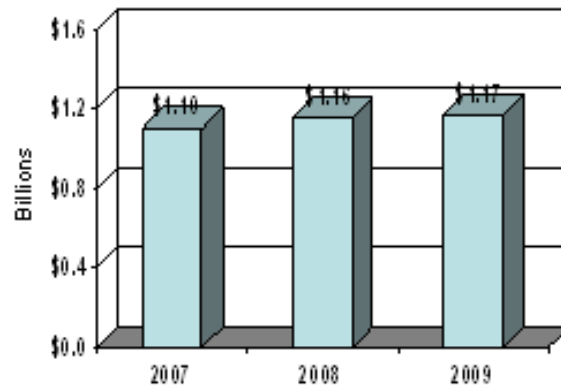
Governor McDonnell added \$50 million to the Commonwealth's budget to expand, recruit and retain businesses. A portion of the funding was utilized to expand Virginia exports and attract foreign investment.

Problems:

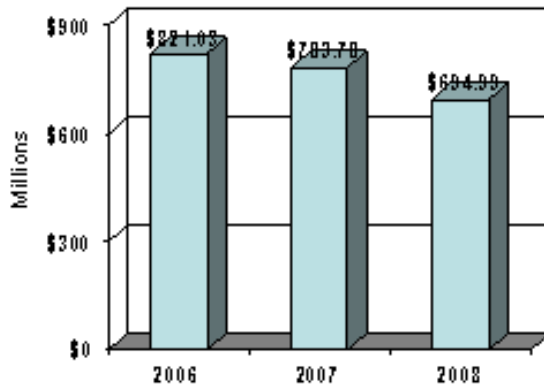
- In a recent article, Secretary of Commerce and Trade James Cheng stated that "In the U.S. business world, Virginia has been consistently ranked as one of the best states in which to do business. But overseas, the Commonwealth is less well known" (Virginia Lawyer, December 2010, Vol. 99). However, Virginia does not have sufficient resources to increase marketing efforts to all Asian countries.
- The United States remains the biggest consumer market in the world. Manufacturers in Asia want to move their facilities closer to their market but language and cultural resources have been one of the main barriers.
- Even though small business composed of 84% of Virginia's 5,058 exporters, many small businesses, especially Asian American owned businesses, are not "export" ready.

Virginia Exports to Asia

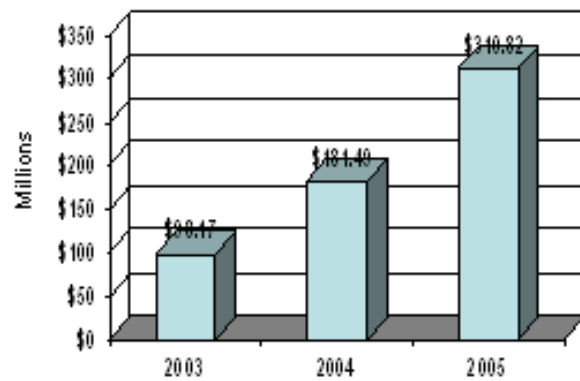
CHINA



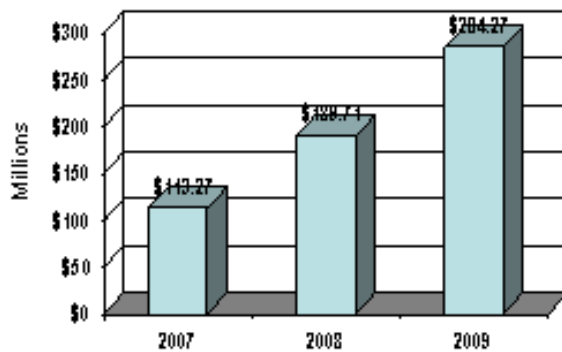
JAPAN



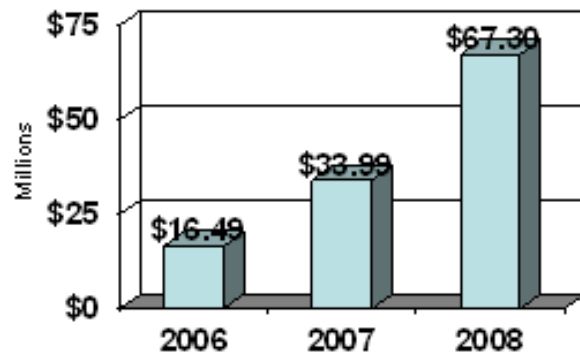
SINGAPORE



INDIA



VIETNAM



International Trade and Investment (cont'd)

Recommendations:

- The VAAB strongly urges the Governor to consider utilizing more Asian owned businesses in Virginia to serve as trade representatives to Asian countries. Some have done business successfully in their native countries. The Commonwealth and the business owners would greatly benefit from this mutual relationship.
- The VAAB urges the Administration to directly connect and work with local Asian based community organizations and attend events which are geared towards trade, international investment and small business development.
- The Commonwealth of Virginia would benefit in utilizing Asian owned businesses as resources to assist foreign based Asian companies who want to invest in Virginia, but have a need to overcome language and cultural barriers. Virginia has a sizable bilingual professional workforce that would facilitate a smooth transition for any Asian firms when they move to Virginia.
- The VAAB urges the Governor to require the organization and training workshops to teach small businesses how to get into the export market. Funding should be allocated to business organizations that work with small business to get them export “ready”.
- When the state plans for a trade mission to Asian countries, VAAB shall be consulted for inputs, marketing assistance and potential partnership to leverage state resources.

3. Education

Recent data shows the growth of Asian Americans within the Commonwealth by county and city which will correlate to the increasing student population in Virginia. The following 14 counties and cities with over 3,000 Asian Americans total the majority of the Asian population for the entire Commonwealth.

Major Counties/Cities > 3,000 Asian Americans		
County	Asian Population	% of Population
Fairfax	189,661	17.5%
Loudoun	46,033	14.7%
Prince William	30,317	7.5%
City of Virginia Beach	26,769	6.1%
Henrico	20,052	6.5%
Arlington	19,931	9.6%
Chesterfield	10,294	3.3%
Montgomery	5,112	5.4%
City of Newport News	4,956	2.9%
City of Richmond	4,750	2.3%
Albemarle	4,625	4.7%
City of Norfolk	3,999	3.3%
City of Fairfax	3,432	15.2%
York	3,205	4.9%
Asian Americans	373,136	

Population growth of Asian Americans emphasizes that the Commonwealth will need specific programs to support the vastly changing demographics of Virginia. We firmly believe that a strong educational environment will have long term economic impact for not just Asian Americans but for all constituents within the Commonwealth of Virginia.

We have defined “Education” as a holistic cycle from Early Learning (pre-K), K-12, Higher Education and Adult Education. We identified Education as:

- a) Early Learning – Pre-K level where many children are starting their education through the home or daycare. This is a difficult area to measure based on our information but a lot of industry facts state that a strong Early Learning program introduced at an early stage provides a significant improvement of the child’s future success within the education system.
- b) K-12 – Primary Schools. Asian Americans are primarily within the public school systems while a majority of Asian Americans are within 14 counties in Virginia. Many of the new immigrants are challenged with ESL programs

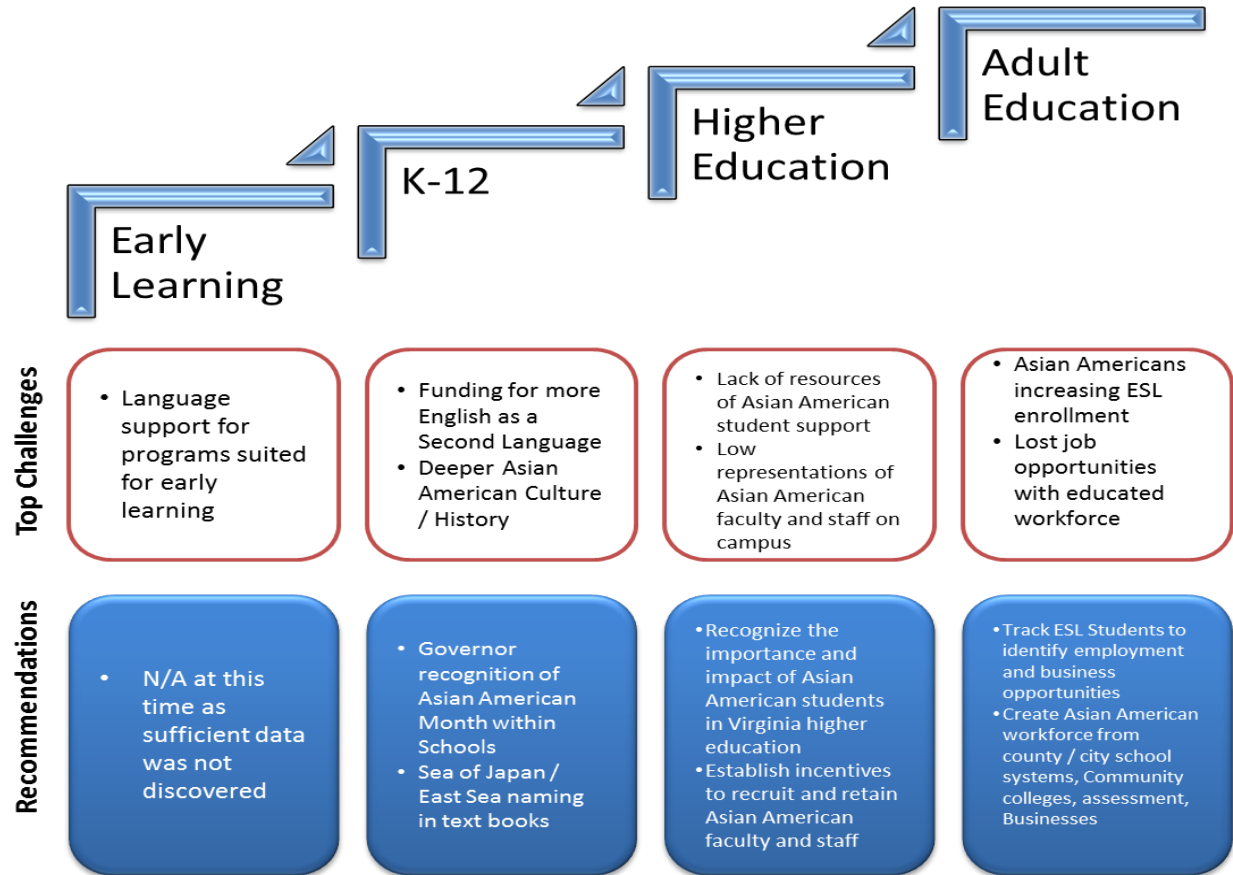
- c) Higher Education – Post Secondary. Majority of Asian Americans matriculate to post-secondary education.
- d) Adult Education – Many Asian Americans are increasing their enrollment to obtain English language proficiency as well as developing new skills. Primary institutions include: community colleges, county and city school systems, faith based organizations, and community providers.

Based on data from the US Department of Education, within the Commonwealth of Virginia, Asian Americans in general have:

- a) Higher Attendance in Schools
- b) Higher Achievement Scores
- c) Higher Matriculation rates to Higher Education institutions
- d) Highest Income paying taxes minority in Virginia
- e) Lowest to receive financial aid
- f) Some 23 percent of Asian children were foreign-born, a larger percentage than any other race/ethnicity
- g) Hispanic, Asian, Native Hawaiian or Other Pacific Islander, and American Indian/Alaska Native students had the highest percentages of students who spoke English with difficulty, while White and Black students had the lowest percentages

These statistics show the comparable success of Asian Americans in Virginia, but the need to sustain this level of success is continual. The following is a visual depiction of what we have concluded to be the biggest challenges and the basic recommendations that the Governor can move forward.

The following table is a brief summary of the challenges identified at each level of education and posits recommendations that the Governor may move forward with.



Education remains a strong, deep-rooted cultural value among Asian Americans. According to the US Department of Education Asian Americans continue to have the highest attendance rates, and best achievement scores amongst all demographic groups within the Commonwealth of Virginia. Asian Americans are also more likely to go on to college than any other group. Asian Americans in the K-12 demographic continue to perform well in all subjects for all grades in the state-wide Standards of Learning Tests. It is the promise of an equitable and quality education that many Asian American groups find comfort in raising their children in the Commonwealth of Virginia.

The Virginia Asian American Advisory Board recognizes relative success of K-12 Asian American students. However, needs of continued support for English as a Second Language Programs, and a stronger presence of Asian Americans in the overall school curriculum and school textbooks remain perpetual.

The Board also recognizes that the present economic climate and the scarcity of funding on both the federal and state level dictate that there will be difficult challenges in terms of funding and resource allocation for needs specific to the Asian American community. Moreover, the fundamental separation of powers between the Governor's Office and the local school district jurisdiction of textbook selection and curriculum instruction makes it difficult to request viable change. The Board understands these realities. Rather than request actions that will be difficult to attain. The Board wishes to highlight tangible action items for the Governor.

There is a strong Asian American presence in K-12 public education in the Commonwealth; especially in Northern Virginia and in the Hampton Roads regions of the state. Northern Virginia and Hampton Roads are heavily populated and it is expected that there will be continued growth in the Asian American communities in these regions. However, The Census also shows that other regions of the Commonwealth have experienced percentage increases in new Asian American residents resulting in greater numbers of Asian Americans. More Asian American students will be experiencing public schools in Virginia than any time before.

In 1990, President George H.W. Bush designated May to be Asian American Pacific Heritage Month. May was chosen to commemorate the immigration of the first Japanese to the United States on May 7th, 1843 and to mark the anniversary of the completion of the transcontinental railroad on May 10th, 1869. That symbolic act of recognition underscores the huge historical and cultural influence Asian Americans have had on this country. Similarly, in 1992, the Commonwealth declared October as Filipino American History Month.

Recommendations:

- The Board recommends that the Governor continue to promote and uphold federal and state declarations in the honoring the contributions of Asian Americans. Official letters of recognition of Asian Heritage Month can be disseminated to school boards and even school principals throughout the state encouraging the infusion of Asian American contributions within the curriculum as well as the school environment. A heightened sense of awareness can lead to greater inclusion and increase student and faculty appreciation of an increasingly multicultural and diverse student body. Simple, practical and "do-able" acts, like the aforementioned recommendation, to promote those of Asian American ancestry can increase the self-esteem of Asian American students and help to nurture identity development within the crucible of the American mainstream. All students will benefit. The 21st Century demands that students are nurtured with the ability to work in an increasingly heterogeneous global market place. By promoting the contributions and relevance of Asian Americans Virginia's K-12 students will be further prepared for the challenges of the future.
- Based on informal surveys and discussions, the Korean American community has also requested that future textbooks have the "Sea of Japan" also jointly named "East Sea." In addition, it has been suggested by the Vietnamese American community that the "South China Sea" be renamed the "Southeast Asia Sea." There would be no additional cost for

the Commonwealth but rather a discussion with the textbook providers to have more accurate naming of the sea. This would also provide the Governor a tremendous of recognition for a deeper understanding and sensitivity for the Korean American and Vietnamese American communities.

In the realm of higher education, Asian Americans in Virginia continue to enroll in higher education at a steady rate. They are second in enrollment in four-year public institutions after African American students. In 2010, a total of 22,995 Asian American students enrolled in Virginia public institutions which counted for 5.6% of total enrollment in Virginia. According to SCHEV's fall 2010 enrollment report, the highest number of Asian American freshmen enrollment came from Fairfax County while the highest number of out of state Asian American freshmen population came from Maryland. Asian American students also maintain one of the highest completion rates in colleges and universities. Many credit the result to the strong education values that are well shared among the Asian American communities. In 2009, 5% of the Virginia residents are Asian Americans. Compared to African Americans with a ratio of 15% freshmen enrollment to 20% total population in Virginia and Hispanics with a ratio of 4.5% enrollment to 7.2% total population, more percentage of Asian American residents are entering Virginia colleges and universities. (Sources: SCHEV and CENSUS).

As more Asian American students enroll in our public institutions, there is a need to provide specific support for this group of students. However, there is a lack of institutional structure for them unless the university is situated in Asian American populated areas. Most institutions do not have the resources and an organizational structure to support Asian American interests. Many centers and offices that exist on campuses to support multicultural students were initially created to support a specific student population other than Asian American students. As a result, several of the traditions and programs are geared toward other ethnic minorities despite the fact that there are more Asian American students in many of these campuses.

Further, According to the Institute of International Education's latest Open Doors report (<http://www.iie.org/en/Research-and-Publications/Open-Doors>), students from Asia continue to dominate the number of international students enrolled in American higher education. Five out of the top six places of origin are Asian countries (China, India, South Korea, Taiwan and Japan) and they are choosing states such as California, New York and Texas.

"International students contribute nearly \$20 billion to the U.S. economy, through their expenditures on tuition and living expenses, according to the U.S. Department of Commerce. Higher education is among the United States' top service sector exports, as international students provide significant revenue not just to the host campuses but also to local economies of the host states for living expenses, including room and board, books and supplies, transportation, health insurance, support for accompanying family members, and other miscellaneous items" (<http://www.iie.org/en/Who-We-Are/News-and-Events/Press-Center/Press-Releases/2010/2010-11-15-Open-Doors-International-Students-In-The-US.aspx>).

In addition, there is also a need to recruit more Asian American faculty and staff in Virginia public institutions. We need institutions of higher education to attract and retain more

faculty and administrators of Asian descent so students can identify with them and find the support they need. The numbers of Asian American faculty and staff in Virginia colleges and universities remains low and their presence on campus is crucial as they become advocates and supporters of Asian American students on campus.

Recommendations:

- Recognize the importance and impact of Asian American students in Virginia higher education. Promote and identify Asian American heritage and awareness in college and university curricula and student support.
- Promote Virginia as a destination for higher education. Costs associated with attending Virginia higher education are relatively low compared to other states.
- Establish systems and incentives to recruit and retain Asian American faculty and staff. Promote the need to diversify the pool candidates by advertising in areas of the state and nation with high concentration of Asian American population. Create programs under university faculty/staff training and development centers geared toward Asian American faculty and staff.

The Office of Adult Education and Literacy (OAEL) is a division of the Virginia Department of Education (VDOE), which is responsible for managing federal and state funds allocated for programs and oversight. These include the Adult Basic Education (ABE) and Adult Secondary Education (ASE) programs for adults who do not hold a high school credential, and the English for Speakers of Other Languages (ESOL) Program. Community colleges, along with county and city school systems, are most often the providers of these services. They develop programs to meet the community's needs and serve an important role for the age 16 and older segment of the population.

During 2009-2010, the total number of ESL learners served in Virginia (12,658) outnumbered the total number of both ABE (12,512) and ASE learners (4,632). Despite the downward trend during the past three years, some localities with increased minority growth experienced an increased enrollment. Some have had to maintain a waitlist. Since 2007-2008, the percentage of Hispanic/Latino participation dropped from 66 to 53 percent while the percentage of Asian participation, the second largest participant in the ESOL Program, increased from 18 to 23 percent. (*source: OAEL Annual Performance Report*)

Although funding (for professional development and maintain qualified educator) remains a challenge, continual funding and support for the ESOL Program are vital. Research and interviews of ESOL educators throughout the Commonwealth show that ESOL students include entrepreneurs and talented individuals with various social, economic, cultural, and professional backgrounds. But all have a language barrier. Providing and strengthen the ESOL Program leads to a stronger work force, and produces capable entrepreneurs for business development.

Recommendations:

- Keep the demographic profile of ESOL students and data of their progress after completion of the program.
- Create a linkage (intervention) for success through assessment, counseling and guiding to business center, vocational school or community college. This can be done with a partnership with community colleges and business communities.

4. Health and Human Services

Mental illness is a serious problem among the AAPI population, with relatively high rates of pathological gambling and alcohol abuse among some groups, high rates of suicide, particularly among old and young Asian women, domestic abuse, high rates of post traumatic stress syndrome because of war and abuse, problems and barriers encountered during acculturation, and a diversity of symptoms from psychological and psychiatric stress.

Asians utilize mental health services at low rates in Virginia because of stigma, lack of culturally appropriate services (including traditional and indigenous providers) language barriers, racism, poor education, poverty and lack of health insurance.

The Virginia Department of Behavioral Health and Developmental Services (DBHDS) and local community service boards, with the encouragement and participation of AAPI professional and community leaders, historically have recognized many of the problems in the AAPI community and have tried to provide culturally and linguistically appropriate services with the advice of multicultural advisory boards and a close relationship with organizations representing diverse AAPI communities. However, these efforts have been cut back in recent years along with availability of mental health services to the broader community.

Recommendations:

- The Virginia DBHDS with local community service boards should review its historical programs for providing culturally and linguistically appropriate services, and reinstitute or strengthen best practices that served the AAPI community well.
- DBHDS and local boards should be funded to disaggregate data in the broad category AAPI to understand and remedy disparities in access and outcomes for subgroups. They should add a 'language spoken' data element to the database to facilitate analysis necessary to improve interpreter services and utilization.
- DBHDS and local boards should ensure that they have a diverse staff with appropriate training in cultural sensitivity and diverse attitudes toward mental health problems and how they should be treated. Appropriate professional linguistic services should be readily available. They should take initiatives to encourage AAPI to enter the mental health workforce.
- DBHDS and local boards should compile a list of mental health professionals who provide culturally appropriate treatment and best practices to AAPI. They should also research the traditional practices accepted within AAPI communities such as acupuncture, shamans, eastern herbal medicine, and spiritual practices such as meditation, and consider use of practitioners of these methods in treatment of AAPI.
- DBHDS and local boards should establish a continuing relationship with the AAPI communities through advisory boards and day to day outreach on general and individual mental health problems.

- The State should increase the resources available to assist the mentally ill from all cultures and backgrounds, particularly those with low incomes and no health insurance.
- Virginia's Department of Behavioral Health and Developmental Services needs to engage in an aggressive community outreach symposium in all sectors of the Commonwealth to reach Asian American families experiencing life with mental illness.

5. Immigration

The unauthorized immigrant population in Virginia decreased from 300,000 to 240,000 persons from 2008 to 2009 according to estimates provided by the Pew Hispanic Center in their September 2010 study. This mirrors the estimated drop throughout the United States in the total number of unauthorized immigrants. There is no racial or national origin desegregation of this estimate. The US Census Bureau does estimate that 11% of unauthorized immigrants in the country are from East and South Asian countries.

Unauthorized Asian immigrants may arrive through border crossings and as victims of human trafficking. It is important to mention that many Asian unauthorized persons have overstayed visas (student, employment-based and tourist) or unsuccessfully applied for political asylum and have yet to return to their country of origin.

The Commonwealth Institute in a 2007 report found that unauthorized immigrants in Virginia paid between \$260 to \$311 million in various taxes while employers paid between \$119 million and \$142 million in social security, Medicare, and unemployment taxes. The estimated income of unauthorized immigrants in Virginia is between \$2.6 billion and \$3.1 billion which are utilized for the consumption of goods and services.

Recommendations:

- Request the General Assembly to authorize the Joint Legislative Audit and Review Commission to conduct a study that includes unauthorized immigrants living in the Commonwealth.
- Have the Secretary of Public Safety advance town halls to educate communities about their cooperative activities with ICE, implementation of the E-verify system and to hear concerns from Asian community members.
- The Commonwealth should promote naturalization among the 32 percent of foreign born non US citizens by engaging Asian communities and Asian faith based organizations to work closely with USCIS's (US Citizenship and Immigration Services) Naturalization Test and Citizenship Awareness, Education and Outreach Initiative.

IV. CONCLUSION

VAAB presents the report to the Governor's office to fulfill one of its main goals according to its charter. VAAB will be more effective to the Governor and the Asian communities across the Commonwealth if the recommendations in each of the five sections are seriously considered and implemented. The report is the collective effort of all the VAAB members. However, the VAAB feels no matter how much these specific recommendations will be considered, adopted or implemented by the Governor, these recommendations reflect the hard work and dedication of all the VAAB members for the past three years. For future effectiveness and relevance of VAAB, it is imperative that certain procedures should be in place.

- Institutionalized the working relation of VAAB and the Governor: by appointing the Governor's Chief of staff or Deputy Chief of staff at the beginning of the Administration's term to be the direct liaison who shall meet on an annual basis with the VAAB and shall assist with the missions of VAAB including the biannual VAAB Report to the Governor. Other members of the Ex Officio and liaisons from the Department of Commerce and Department of Education should attend most or all VAAB business meetings. The VAAB working calendar should be an integral part of the Governor's working schedule in order to coordinate the activities that provide better service to the Commonwealth.
- Accountability of data collection in Virginia: Data collection is extremely important, allowing the administration to indicate state's services provided to the Asian communities whether via small business, education, health care access, job security and legal protection. Without solid data collection, the VAAB could not be more relevant than the current report. Collecting of data on small businesses, education, health care access, job opportunity and security for the Asian Americans in the Commonwealth shall be assigned by the Governor's office to appropriate agencies. The state agency heads shall be held accountable for providing the data when they are asked by the VAAB. If VAAB should also be tasked to collect data, a budget must be set aside for VAAB to accomplish this project.
- Annual town hall meeting with the Governor: Around the New Year period, the Governor shall meet with Asian Americans and leaders of those communities in a town hall setting open to the public.

It is difficult to capture every issue confronting the Asian American communities in the Commonwealth of Virginia, but the VAAB has attempted to provide key features of these issues in 5 separate and distinct categories. VAAB aspires that the recommendations presented will assist the Governor in addressing the problems. Language and cultural barriers are often the primary challenges for new Asian Americans, leading to related issues of integration including education, job, business and health. VAAB wishes to engage the individuals into our mainstream community by assisting the Governor's office in the implementation of inclusive policies and practices. VAAB hopes this report provides further encouragement for the Governor and the government of the Commonwealth to continue to pursue good public policy goals while finding

creative and effective ways to improve the provision of services to the most vulnerable among our communities.

Excellent education and health care access as well as successful economy, business and job security represent the foundation of a strong community. Policies that promote equal and fair opportunities for all will promote integration, engagement and involvement of the Asian communities, ultimately leading to long-term contribution from generations of Asian Americans to the Commonwealth, and the US.