



## Your DE&I Business and Lifestyle Brief

February 2023

### Dispelling the Model Minority Myth

In our racialized world, Asians are cast as the ‘model minority’; a myth which portrays Asians as successful both economically and academically, hardworking and high achieving, and serve as the ideal example of if-they-can-do-it-so-can-you success story.

This month we’ve curated a collection of features and recommended resources which seek to disrupt this harmful myth; one that continues to reduce Asian identities to a monolith and serves to create a hierarchy of “good” versus “bad” immigrants. It divides people of colour and is leveraged as an anti-Black tool of racism.

Join us at our [Women’s Summit](#) on 9 March 2023, supported by our host partner [Bank of Ireland](#), when we’ll be speaking to Pan-Asian women leaders challenging the myth, and speaking to the ways in which their conditional inclusion has impacted their sense of belonging.

---

#### This Month's Features



##### 6 Reasons We Need to Dismantle the Model Minority Myth

For a long time, Asian American activists have worked to debunk the myth by discussing its negative consequences and impacts. Here are some ways to unpack why it’s used as a tool of oppression, especially one



##### Stop Dismissing Anti-Asian Racism

Dismissing Asians and Asian Americans comes easily when they are absent from one’s imagination: 58% of Americans cannot name a single prominent Asian American; and only two states require Asian



##### To Dismantle Anti-Asian Racism, We Must Understand Its Roots

In order to move toward a safer, more equitable future for Asian Americans, we need to learn from the long histories of anti-Asian racism and Pan-Asian solidarity. Lily Zheng identifies key takeaways

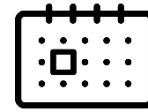
that perpetuates anti-Black racism. Read [here](#).

American history to be taught in their public schools. Read [here](#).

and makes recommendations to organizational leaders. Read [here](#).

---

## Upcoming Events



### Women's Summit | 9 March

As we celebrate International Women's Day, we'll be passing the mic onto women of colour who speak their truth to power as they continue to redefine the status quo as women leaders, and partner with change-making allies. Get your free ticket [here](#).



### Workplace LGBTQ+ Inclusion Webinar | 21 February

Join us for our complimentary webinar with our facilitator Saski, to learn more about LGBTQ+ Identities and understand the impact that Homophobia, Biphobia and Transphobia can have on people from the LGBTQ+ community. Register [here](#).



### Cultural Intelligence Webinar | 16 March

Join us for our complimentary webinar during which we'll explore our CQ Masterclass offering and how it can enable you to lead more inclusively with agility and impact. Register [here](#).

---

## EL Recommends



### Read

#### Cathy Park Hong: Minor Feelings

A radically honest work of art, poet and author Hong writes "Asian Americans inhabit a vague purgatorial status...distrusted by African Americans, ignored by whites, unless we're being used by whites to keep the Black man down." Get your copy [here](#).



### Listen

#### **The May Lee Show Podcast**

Talking to Asian and Asian American leaders from around the world, Lee draws out meaningful conversations to tackle topics like Asian stereotypes, AAPI history and disability rights, and what it means to be a member of the AAPI community. Listen [here](#).



### Watch

#### **Shiva Raichandani: Peach Paradise**

Exploring and re-defining Asian drag this short documentary follows a non-binary drag performer seeking to dismantle racial stereotypes targeted towards Asian people through their gender-bending artistry. Watch [here](#).



### Visit

#### **Yayoi Kusama: Infinity Mirror Rooms**

These immersive installations will transport you into Kusama's unique vision of endless reflections. Born in 1929 in Japan, Kusama now lives in Tokyo and continues to work prolifically and to international acclaim. Book tickets [here](#).

---

## Meet The Team



**Minaxi Mistry**  
Founder & CEO



**Tim Hardy-Lenik**  
Non-Executive Director



**Ray James**  
Advisor



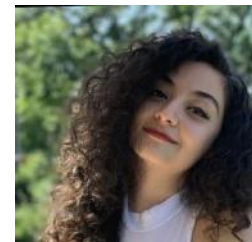
**Dylan Shimmon**  
Learning Experience  
Designer



**Apple Cueto**  
Global Events Lead



**Maiyora Jeyabraba**  
DE&I Brief Editor



**Alisar Awwad**  
Creative Strategist

---

Thank you for reading our newsletter.  
If you enjoyed it, please do share with colleagues, friends and family.

[Sign up](#)



The banner features the Bank of Ireland logo on the left, a large white curly bracket on the right, and the text 'Inclusion and Diversity' in white. Below the text is a white icon of two hands shaking, and the tagline 'At the heart of who we are at Bank of Ireland' at the bottom.



Equality Leaders © 2022  
[www.equalityleaders.com](http://www.equalityleaders.com)