

BEFORE THE  
MARYLAND STATE ADVISORY COMMITTEE  
TO THE  
UNITED STATES COMMISSION ON CIVIL RIGHTS

In the Matter of:  
  
FORUM ON CIVIL RIGHTS ISSUES  
FACING ASIAN AMERICANS IN  
MONTGOMERY COUNTY, MARYLAND

Wednesday,  
August 12, 1992

Montgomery College Administrative Center  
900 Hungerford Drive  
Board of Trustees Hearing Room #115  
Rockville, Maryland 20850

The above-captioned Forum of the Maryland State  
Advisory Committee to the United States Commission on Civil  
Rights convened, pursuant to notice, commencing at 9:10 a.m.

MEMBERS PRESENT:

- |                                   |                         |
|-----------------------------------|-------------------------|
| Dr. DeWayne Whittington, Chairman |                         |
| Dr. Leonard P. Aries              | Mr. Arthur Nierenburg   |
| Dr. Eva T. Brann                  | Mr. K. Patrick Okura    |
| Ms. Mary Louise Jones             | Dr. Chester L. Wickwire |
| Dr. Joshua Muravchik              | Dr. Hamid R. Seyedin    |

U.S. CIVIL RIGHTS COMMISSION STAFF:

John. I. Binkley, Director, Eastern Regional Office  
Ed Darden

PANELISTS:

- |                  |                  |
|------------------|------------------|
| Panel A:         | Panel B:         |
| Michael C. Lin   | Patricia Proctor |
| Jinhee Kim Wilde | Gino Renne       |
| Nguyen Minh Chau | Tina Cunningham  |
|                  | Ellen Coren      |

## APPEARANCES (Continued):

## Panel C:

Oliver Lancaster  
Cuong Duthinh  
Clarence Edwards  
Josephine Roberts

## OTHER PARTICIPANTS:

Ruby Rubens  
Phsong K. Tran  
Vi Baluyut  
Alan Rawlins  
Henry Mitchum  
Francis Coats  
Scott McGray  
Meg Rolin  
Gloria Zumey

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1 that we implement policies or enforce the laws. Our  
2 main function is to advise the Commission in ways that  
3 it may use to appraise laws.

4 The U.S. Commission on Civil rights and its  
5 advisory committees have authority under federal law to  
6 collect and study information regarding discrimination  
7 and the denial of equal protection of the laws under  
8 the U.S. Constitution when that denial is based upon  
9 race or color or national origin or religion or sex or  
10 age or disability.

11 And it is pursuant to that authority that we  
12 undertake today's forum.

13 To assist the Advisory Committee, a record of  
14 the proceeding is being made and all persons submitting  
15 information to the Advisory Committee are going to do  
16 so voluntarily. Failure to give information will not  
17 result in either penalties or sanctions.

18 For access to any of the information provided  
19 here today or any contained in the files of the  
20 Commission you may contact the Office of the Solicitor  
21 at the U.S. Commission on Civil Rights in Washington,  
22 D.C. and that information will be made available to  
23 you.

24 The Commission and its advisory committees  
25 are required by federal law to request that all persons

1 who provide information refrain from degrading or  
2 defaming other individuals.

3 Federal law also provides that anyone who  
4 appears here today who does not want to be  
5 photographed, who doesn't want their comments reported  
6 in the press, can indicate that and we will take steps  
7 to assure that no such reporting and no such picture-  
8 taking occurs.

9 Before we begin, let me take a moment to  
10 introduce myself and my colleagues and explain how we  
11 will be conducting the forum today.

12 I am DeWayne Whittington, the Chairperson of  
13 the Maryland State Advisory Committee to the U.S.  
14 Commission on Civil Rights. When I'm not doing this I  
15 am an educator, and until recently was the  
16 Superintendent of the Somerset County Public School  
17 System.

18 To my right is Dr. Leonard Aires of Silver  
19 Spring. He has remained active in service organization  
20 since retiring as Senior Vice President and Director  
21 of Urban Affairs to the National Conference of  
22 Christians and Jews.

23 To his right is Dr. Eva Brann, also of  
24 Annapolis, and she is a Dean of St. John's College.

25 To my left is Joshua Muravchik of Wheaton,

1 and he's a resident scholar of the American Enterprise  
2 Institute of Washington, D.C., where he's an authority  
3 on foreign affairs.

4           And to his left is Mr. Patrick Okura of  
5 Bethesda who is a senior consultant to the Institute  
6 for New Challenges which is a firm specializing in  
7 mental health programs. He retired from federal  
8 service as a Special Assistant to the Director of the  
9 National Institutes of Mental Health and was a Staff  
10 Director for the National Institute of Mental Health  
11 International Programs Office.

12           Pat is also the past national president of  
13 the Japanese-American Citizens League.

14           Several members are not here as this point.  
15 Some will be joining us later. Dr. Chester Wickwire,  
16 Louis Queral, Hamid Seyedin, Dr. Mi-Tran will not be  
17 here. Mrs. Loretta Johnson, Mrs. Louise Jones, Arthur  
18 Nierenburg and Dr. Patsy Blackshear. Those are the  
19 members of the Committee.

20           Now, if I may, I will take just a couple of  
21 minutes to explain what the Committee's rules are for  
22 the proceedings today. I did skip someone on my left,  
23 who is Mr. Binkley, who you will be hearing from later,  
24 and Ed Darden from the U.S. Commission on Civil Rights,  
25 staff members.

1           As you see in the agenda that was provided  
2 you, we have scheduled three panels to make  
3 presentations. And after the panelists have completed  
4 their statements questions will be posed by members of  
5 this Committee.

6           Due to the limitations on time, we'll not be  
7 able to take questions from the audience. However, let  
8 me underscore that the Advisory Committee is empowered  
9 to receive individual complaints that come within the  
10 jurisdiction of the Commission.

11           If there are any persons here who feel that  
12 they have grounds for a discrimination complaint,  
13 please see Mr. Darden, who's standing.

14           Just another word about our complaint  
15 handling process. The Commission is not an enforcement  
16 agency and will not investigate your individual  
17 complaints. We will forward your complaint to the  
18 appropriate enforcement agency for review and possible  
19 investigation.

20           The complaints we receive here today will be  
21 turned over to the Commission's headquarters staff for  
22 processing. If you prefer to contact headquarters  
23 directly, you may do so at the Commission's Complaint  
24 Hotline. Those numbers are 1-800-552-6843 or (202)  
25 376-8513; TDD-202-376-8116.



1           The objective of today's forum is to gather  
2 information on the civil rights issues facing Asian  
3 Americans in Montgomery County. The Advisory Committee  
4 decided to undertake this inquiry at its recent  
5 planning session.

6           This forum will be a part of an Advisory  
7 Committee overall effort to gather information on  
8 racial tensions, a topic of prime interest to this  
9 Commission and the U. S. Commission on Civil Rights.

10           Our focus is also part of an Advisory  
11 Committee follow-up to earlier information gathering  
12 about Asian American civil rights concerns.

13           In 1988, a newly reappointed committee  
14 learned that the National Institute for the Prevention  
15 of Extremism and Violence did not cover Asian Americans  
16 in its monitoring of hate crimes across the country.  
17 The Institute explained that collecting information  
18 about civil rights problems of Asian Americans required  
19 methods and resources that were beyond its capability.

20           The Maryland Advisory Committee was  
21 interested in helping to fill this gap in knowledge  
22 about civil rights issues affecting Asian Americans in  
23 the state.

24           We held a briefing session on bigotry and  
25 violence against Asian Americans in preparation for a

1 project in 1990. That briefing session was intended to  
2 gather information about complaints reported in the  
3 news media that Korean American business owners were  
4 targets of African American community frustration and  
5 victims of hate violence in some instances.

6 Our plans for further follow-up were delayed  
7 as activities of the Commission's state advisory  
8 committees and the Commission were affected by  
9 underfunding and staff resources.

10 The Committee's earlier plans to inquire into  
11 this area are being renewed with this forum today. We  
12 were also prompted to pursue the subject at this time  
13 by the Commission's recent report, "Civil Rights Issues  
14 Facing Asian Americans in the 1990's."

15 The Commission's report provided an excellent  
16 starting point for our local level information  
17 gathering.

18 In order to keep our activities within the  
19 limits of the Committee and staff's limited resources  
20 we narrowed the scope of today's inquiry to a  
21 manageable but hopefully significant focus.

22 One important factor in our decision to  
23 concentrate on Montgomery County is its large Asian  
24 American population. The county has the largest Asian  
25 American population in the state, measuring more than

1 twice the number in Prince George's County, which has  
2 the next highest concentration in Maryland.

3 Asian American population for the state  
4 increased by some 117 percent in 1990 over the previous  
5 census to 139,719 persons, which ranks Maryland 11th in  
6 the number of Asian Americans and 8th in percent of  
7 total population.

8 The Committee intends today to learn from  
9 Asian American community leaders about the community's  
10 civil rights problems and hear from responsible local  
11 government officials about their commitment to improve  
12 civil rights monitoring and enforcement.

13 We will be convening three panels of  
14 knowledgeable speakers to bring us information.

15 In Panel A we'll have four Asian American  
16 community representatives who will identify civil  
17 rights issues. We've learned from earlier inquiries  
18 that the problems of Asian Americans are sometimes  
19 suffered in silence. We would ask the panel to  
20 identify and voice the issues and complaints by Asian  
21 Americans.

22 In Panel B we will conduct the first of two  
23 issue oriented sessions. Panel B deals with the glass  
24 ceiling phenomenon.

25 In its report that I mentioned earlier in my

1 comments, the Commission pointed out that the  
2 perception that there's a glass ceiling barring most  
3 Asian Americans from obtaining management positions,  
4 especially higher level management positions for which  
5 they are qualified, was perhaps the concern most  
6 frequently voiced by Asian American participants in the  
7 Commission's roundtable conference and by other Asian  
8 American individuals and advocacy groups across the  
9 country.

10           The main task of Panel B is to shed more  
11 light on the glass ceiling issue. Their presentations  
12 will provide a better sense of the extent of the  
13 problem in Montgomery County and examples of ways to  
14 reduce the barriers that exist.

15           Our concluding panel deals with racial  
16 tensions. The main task of this panel is to describe  
17 what is being done and remains to be done with racial  
18 tensions affecting Asian Americans in the county.

19           At the conclusion of our public forum the  
20 Advisory Committee will review the information we  
21 gather in preparation for a written report to the  
22 Commission.

23           The meeting record will remain open for 30  
24 days to receive comments from any person or persons who  
25 wish to contribute to our understanding of this

1 important topic.

2 Are there any questions from any of the  
3 Committee members about how we're going to proceed  
4 today?

5 (No response.)

6 As I mentioned, there will be three panels.  
7 The first panel will begin shortly, followed by the  
8 second. Then there will be a break for lunch, and the  
9 last panel will begin at 2:00 p.m. here in the same  
10 room.

11 What I would ask at this time is for members  
12 of the media to identify themselves so that we will  
13 know who is in the room.

14 MS. EARNSHAW: I'm Ginny Earnshaw with the  
15 Montgomery County Sentinel.

16 CHAIRMAN WHITTINGTON: Are there others?

17 (No response.)

18 Okay. Thank you.

19 Since I began, one of our other panelists has  
20 come in, Dr. Chester Wickwire from Johns Hopkins  
21 University.

22 We will now begin the forum and turn to Mr.  
23 John I. Binkley, the Director of the Eastern Regional  
24 Office, to get us started with a brief summary of the  
25 Commission's report on Asian Americans as a framework

1 for our forum today.

2 Mr. Binkley.

3 MR. BINKLEY: Thank you, Mr. Chairman.

4 The project that this Committee undertook  
5 with the involvement of the staff to help prepare for  
6 it was related to the fact that the Commission issued  
7 this past January a report called "Civil Rights Issues  
8 Facing Asian Americans in the United States."

9 It was well received. It outlined in great  
10 detail the issues and problems faced by Asian Americans  
11 in the United States based on some forums of this  
12 nature conducted by the Commission around the country  
13 -- three, in fact -- and in interviews and  
14 investigations made by staff members over a period of a  
15 year and a half or close to two years.

16 The outline of issues that they identified,  
17 plus 44 recommendations of how to deal with them at the  
18 local, state and federal level, are outlined in the  
19 report. And if you would give Ed your name when he  
20 comes back, if you haven't got a copy of the report,  
21 we'll be happy to send one to you.

22 We thought it would be interesting and useful  
23 for the issues identified in the national report to be  
24 looked at in terms of Montgomery County, Maryland and  
25 maybe this general areas to see how they relate; see

1 what extent the issues and problems identified in the  
2 report are confirmed by the problems identified and  
3 faced by Asian Americans in this area.

4           And to do that I will quickly outline the  
5 issues that they have in the report and summarize each  
6 of them. And you'll have those hopefully kept in mind  
7 by the panelists as they talk to us today.

8           The results of this broad based investigation  
9 into civil rights issues facing Asian Americans that  
10 was undertaken are in this report and they're based on,  
11 as I mentioned, several roundtable discussions and  
12 investigations by staff.

13           The report identifies several key factors  
14 contributing to the civil rights problems facing Asian  
15 Americans today in the United States.

16           First, Asian Americans are the victims of  
17 stereotypes widely held among the general public.  
18 Perhaps the most damaging of these is that you're  
19 familiar with the so-called model of minority  
20 stereotype. The often repeated contention that Asian  
21 Americans have overcome all barriers facing them and  
22 that they are singularly successful.

23           Second, many Asian Americans, particularly  
24 immigrants, face significant cultural and linguistic  
25 barriers that deny them equal access to public services

1 and from participating fully in the American political  
2 process.

3 Many Asian American immigrants arrive in the  
4 United States with minimal facility in the English  
5 language and with little familiarity with American  
6 culture and its society.

7 Thirdly, an equally important problem  
8 confronting Asian Americans today is a lack of  
9 political empowerment. Asian Americans face many  
10 barriers to participation in the political process and  
11 the large majority of Asian Americans have very little  
12 access to political power.

13 Further issues and problems that are related  
14 to the barriers that are faced by Asian Americans are  
15 bigotry and violence against Asian Americans. The  
16 report recounts numerous incidents of bigotry and  
17 violence directed against Asian Americans.

18 These instances include the vicious bias  
19 related murders of Vincent Chen, Jim Liu, Navaros Modi  
20 and Hung Trong and the recent massacre of Southeast  
21 Asian school children in Sacramento, California,  
22 attacks on Asian American homes and places of worship,  
23 racially motivated boycotts against Asian owned  
24 businesses and racial harassment of Asian Americans on  
25 college campuses and racial slurs made to public



1 figures.

2           In addition to bigotry and violence against  
3 Asian Americans, we find problems in police-community  
4 relations. The relationship between the Asian American  
5 community and the police leave many Asian Americans  
6 without effective access to police protection and some  
7 with the fear that they themselves may be the victims  
8 of police misconduct.

9           The next item or issue is access to primary  
10 and secondary education. Many Asian American immigrant  
11 children, particularly those who have limited English  
12 proficiency are deprived of equal access to educational  
13 opportunity.

14           The investigations for the report reveal that  
15 the needs of Asian American students with limited  
16 English proficiency are being drastically underserved.  
17 In particular, there is a dire national shortage of  
18 trained bi-lingual teachers and counselors.

19           Next on the list is discrimination against  
20 Asian American students in higher education. In the  
21 early 1980's the admission rates for Asian American  
22 students to elite colleges and universities fell at a  
23 time when the number of Asian American applicants to  
24 these colleges and universities was actually increased.

25           Next on the list is employment

1 discrimination. The Chairman mentioned the glass  
2 ceiling issue. The perception that there is a glass  
3 ceiling barring many Asian Americans from obtaining  
4 management positions for which they are qualified is  
5 perhaps the concern most frequently voiced by Asian  
6 Americans across the country.

7           Next on the list, political participation.  
8 There are very few elected Asian American officials  
9 across the country, and Asian Americans as a group have  
10 low participation in the political process.

11           Next, access to health care. Our national  
12 health care system does not adequately meet the  
13 interpretation or needs of the limited English  
14 proficient Asian American population. The bi-lingual  
15 family members and other untrained interpreters  
16 frequently used by health care providers are a poor  
17 substitute for trained health interpreters.

18           Next, access to the judicial system. The  
19 severe shortage of trained interpreters is a critical  
20 barrier to access to our courts for those with limited  
21 English proficiency. In the absence of court appointed  
22 qualified interpreters Asian Americans who are forced  
23 to use the courts receive misinformation and often are  
24 denied their rights.

25           We also find that Asian American women are

1 battered, like many women in the United States. And  
2 foreign born Asian women who are battered by their  
3 spouses do not have adequate access to police  
4 protection and social services. These women have  
5 significant linguistic and cultural barriers that  
6 prevent them from seeking help.

7           The media also contributes to the problems.  
8 The public's perceptions and attitudes towards Asian  
9 Americans are heavily influenced by the way Asian  
10 Americans are portrayed by the media.

11           Many of the civil rights problems confronting  
12 Asian Americans are fashioned by stereotyped,  
13 especially the model minority stereotype promoted by  
14 the media.

15           Religious accommodation is also a problem.  
16 Many Asian Americans who belong to non-Western  
17 religions find practicing the requirements of their  
18 religions are sometimes incompatible with majority  
19 traditions, established business practices and even the  
20 law.

21           Asian Americans practicing non-Western  
22 religions are vulnerable to discrimination based on  
23 their religion in the employment area, where employers  
24 set requirements that fail to accommodate the religious  
25 needs of Asian Americans.

1           Data on Asian Americans is hard to come by.  
2   Accurate and reliable data on Asian Americans are vital  
3   for government, private sector and other efforts to  
4   develop plans to meet the needs of Asian Americans, yet  
5   data on Asian Americans are lacking in many critical  
6   areas in the demographic, social status, educational  
7   achievement and public health areas where it's needed.

8           The need for moral and political leadership,  
9   finally. We see that racial tensions appear to be  
10   escalating across the country, yet political leaders  
11   have done little to diffuse them, and some political  
12   candidates have even exacerbated racial tensions by  
13   using racial rhetoric in their campaigns.

14           And that, Mr. Chairman, is an outline of the  
15   issues in the national report, and we look forward to  
16   seeing how those relate to the issues and problems  
17   faced at our local level.

18           CHAIRMAN WHITTINGTON: I thank you, Mr.  
19   Binkley.

20           We have another one of our members of the  
21   Advisory Committee who has come. And if I don't  
22   pronounce the names correctly, you'll have to bear with  
23   me. Mr. Hamid Seyedin who is a former President of the  
24   Board of Trustee at this particular college, so he's  
25   not a stranger to most of you, I'm sure.

1           At this time I'd like for the first panel to  
2 come forward. Each one of our speakers will have 10  
3 minutes. At the end of the four panelists the  
4 committee will ask questions.

5           And the first speaker will be Dr. Michael C.  
6 Lin, President of the Greater Washington Chapter,  
7 Organization for Chinese Americans.

8           The second speaker will be Jinhee Wilde, and  
9 the third one will be Mrs. Chau, and the fourth one is  
10 Karen Narasaki.

11           And we'll ask Dr. Lin. The other two  
12 panelists are not here. Now you don't have to rush  
13 through as fast.

14           DR. LIN: Shall I start?

15           CHAIRMAN WHITTINGTON: Yes.

16           DR. LIN: Mr. Chairperson and Committee  
17 members. I really appreciate very much to have this  
18 opportunity to bring to you a few issues of our  
19 concerns.

20           First of all, I'd just like to spend 30  
21 seconds to tell you what the Organization of Chinese  
22 Americans is. It is a national nonpartisan  
23 organization formed nearly 20 years ago and at this  
24 point we have 40 some chapters from coast to coast.

25           Our goal is very simple. It's simply to

1 convey to the public that we, the Chinese Americans,  
2 are Americans, part of this diverse America. We don't  
3 ask for anything more than that and we will not settle  
4 for less than that.

5           And I'm the President of our D. C. Chapter,  
6 which happens to be the largest and oldest chapter  
7 within the OCA family.

8           The recent report by the U.S. Commission on  
9 Civil Rights covers the ground very, very well. I'm  
10 very impressed by the homework they did. And naturally  
11 it becomes very very useful material as a resource for  
12 many many Caucasians.

13           And so, instead of reiterating many things  
14 and instead of concentrating on a few specific  
15 incidents, I would like to give a few examples and then  
16 comment on their relevance in a more global and generic  
17 sense so that we can better understand the nature of  
18 the problem that we're talking about.

19           The first example is about something that  
20 happened a few years ago. Since this case is still  
21 pending in the court and since I only heard one side of  
22 the story, I would like to describe it differently.

23           Instead of describing the incident itself I  
24 will pose it as a question. Let's assume you are a  
25 manager for a real estate firm and one of your agents,

1 a Chinese American agent came to you and said she had  
2 made contact with a developer who happened to have a  
3 project. I need a sales agent to put on the market.

4 She asked the manager to organize an effort  
5 so they could proceed. And obviously to the manager it  
6 is a very important business decision. And this  
7 subdivision happened to be an a relatively conservative  
8 area in Maryland, 90 percent Caucasian in the  
9 population.

10 So to him it is an important business  
11 decision, take everything into account. Therefore, he  
12 picked a Caucasian female agent within this same  
13 company who, even though has much less experience.

14 I don't fault the person for that decision  
15 because the person take into account many, many  
16 factors. But, as a result, a Chinese American is  
17 deprived of that opportunity simply because she looks  
18 Asian.

19 And this particular incident touch upon many  
20 many issues that are actually mentioned in this Civil  
21 Rights Commission's report. The public perceptions,  
22 the stereotypings and many many other things.

23 But sometimes I wonder what that related to  
24 the fact that we are all created equal.

25 And another thing I'd like to mention

1 relationship to this is perhaps the reason she was not  
2 chosen for that, not only she looked Asian, or perhaps  
3 her English is less than impeccable. So I did call  
4 her up, just talk with her. And there's no doubt her  
5 English is very very good, but she has a little accent.

6           And speaking of accent, what do you think of  
7 British accent. Isn't that neat? Isn't that cute?  
8 And what do you think of French accent? It's charming  
9 isn't it? It sounds sophisticated. And how about  
10 German accent? It didn't stop Henry Kissinger from  
11 becoming the Secretary of State.

12           However, when it comes to Asian accent  
13 there's always some reservation on the part of the  
14 public.

15           So that's one point.

16           Second example yet to be resolved is about a  
17 Chinese American friend of mine. A little over a month  
18 ago -- it happened in Montgomery County -- his car was  
19 set on fire by someone in his own driveway. And that  
20 was reported and so forth. And as of today this  
21 incident has not yet been resolved.

22           And is it an anti-Asian crime? I wouldn't  
23 know until this is resolved.

24           So I just bring that up because it happened.  
25 It's kind of bothersome because until it's resolved you



1 don't know. You don't want to cry wolf all the time  
2 when you see something happen to Asian American. But  
3 on the other hand, it did happen.

4           And the third example is about a recent  
5 presidential candidates, and I can only tell you it's  
6 not David Duke. And in a recent interview he said that  
7 immigrants from any region of the world other than  
8 Western Europe represent a threat to the American way  
9 of life.

10           Wasn't it the same sentiment that led the  
11 Congress to enact the Chinese Exclusion Act more than a  
12 hundred years ago in 1882? Sometimes I wonder have we  
13 made any progress in the last 100 years.

14           And yet just recently in so many primaries he  
15 received a third of the vote of every Americans. And I  
16 wish I had the opportunity to tell him that the  
17 American way of life has never been monolithic. And  
18 because of that, because it's not monolithic, we have a  
19 much enriched American culture.

20           And the fourth example, actually it didn't  
21 happen in Montgomery County; however, it's so relevant  
22 I'd like to just briefly describe it.

23           It's about a friend of my by the name of Ida  
24 Chan, obviously Chinese American. A couple of years  
25 ago she was elected to a judgeship in Philadelphia.

1 And during her campaign, during her speech, very often  
2 people would come up to her and say, "Where did you  
3 learn your English? You spoke so well," without  
4 realizing that she was born in this country. She  
5 majored in English at Harvard.

6 Now let's don't make no mistake. The comment  
7 was very well intended as a compliment. But that  
8 illustrate the essence of the problem because we will  
9 always look Asian and very often looked upon as being  
10 foreigners.

11 And that very often is the basis of very very  
12 many problems that we see. And many of us will always  
13 speak with accent. We'll never speak as well as those  
14 born here. However, we are no lesser American than the  
15 next person.

16 And what do we do to overcome this problem?  
17 There are many approaches. In fact, the U.S.  
18 Commission on Civil Rights identified 44  
19 recommendations. They all are very very good and I  
20 hope -- so I'm asking myself, who is going to implement  
21 that. Where is the tease? Where is the incentives?

22 That's another question that I'd like to pose  
23 some other time. But if I have to only pick one  
24 approach, I would say I would like to find some way to  
25 convey to the public at large not just within this

1 group, not just the audience that are all very familiar  
2 with the issues. I mean the public at large, 250  
3 million Americans. Perhaps through mass media that we  
4 Asian Americans are part of this diverse America.

5           And this really needs to -- we really need  
6 the public into the process.

7           And let me just give you one last example.  
8 Some of you perhaps are familiar with the name of  
9 Kristie Yamaguchi. She got a gold for figure ice  
10 skating a couple of years ago at Winter Olympics. And  
11 one picture really impressed is that when she step up  
12 on that top place on the forum when she received the  
13 gold for America, the next place is a Japanese.

14           And when you look at that picture you have  
15 two Japanese looking ladies, just got one gold, one  
16 silver. And one is American who just got a gold for  
17 America. And that conveyed a very powerful message  
18 that America is diverse society.

19           Some look Chinese; some look Japanese; some  
20 look other kind, all kinds of people.

21           And those sort of conclude my comment.

22           I'd just like to make one very last point. I  
23 made an observation that this Advisory Committee is  
24 very interesting. It has no representation from  
25 Chinese and Korean Americans and not that I have less

1 confidence in all of you, but I thought their  
2 representation would help a lot to the Committee  
3 because Chinese American and Korean American each  
4 consist about slightly over 30,000 people in Maryland  
5 represent the largest group in Asian American.

6 So I certainly would highly recommend this  
7 body to consider appoint one perhaps Chinese American,  
8 one Korean American to participate in the process.

9 And thank you very much for your attention.

10 CHAIRMAN WHITTINGTON: Thank you.

11 Ms. Chau.

12 MS. CHAU: Thank you.

13 My name is Nguyen Minh Chau and I would like  
14 to be called Chau for short, informally. I appreciate  
15 the opportunity to be here today.

16 I am speaking on behalf of the Organization  
17 of Pan-Asian American Women, which is the oldest public  
18 policy organization in Washington, D.C. founded in 1976  
19 to ensure participation of all Asian Pacific American  
20 women of all walks of life in American society,  
21 especially in those areas where we have been excluded  
22 or underrepresented.

23 We are all volunteers, and in that sense I  
24 would like to acknowledge the generosity of my  
25 employer, Opportunity Systems, an African American firm

1 in Washington, D. C. that gave me the time to be here  
2 today.

3           Parenthetically, I would like to mention that  
4 I'm a member of the Commission for Women in Montgomery  
5 County, which I represent on the Human Relations  
6 Commission, the County's Human Relations Commission  
7 Employment Panel, where we adjudicate cases of  
8 employment discrimination complaints.

9           I am also representing the National  
10 Association for Asian Pacific American Education, whose  
11 members work at helping people with limited English  
12 proficiency get along in the educational system. It is  
13 in that sense that I have participated in advocacy and  
14 activism kind of work in Montgomery County, both for  
15 limited English proficiency -- I'd like to refer to  
16 that as LEP to save time -- women and their children in  
17 the public schools.

18           I'm not an attorney, so in that sense the  
19 remarks that I'm about to make are merely those of an  
20 activist who are committed to the advancement of the at  
21 risk elements in Montgomery County.

22           I would like to raise some questions for your  
23 consideration. I would like to raise these comments  
24 from the standpoint of an Asian American woman who  
25 tends to be least served and more at risk in the

1 community because traditionally the Asian American  
2 woman is not supposed to be outspoken and is supposed  
3 to handle all problems within the confines of the  
4 family.

5 I also would like to express the emphasis  
6 that for an Asian American living in Montgomery County,  
7 Montgomery County cannot be considered as the cocoon  
8 in which we live, because a lot of us work in D.C. and  
9 therefore, we work very hard at the relationships, the  
10 good working relationships between the Asian community  
11 and other communities of color.

12 Very quickly, I'd like to mention a piece of  
13 item that existed in the report here. For example,  
14 that compares numbers of how much Asian American is  
15 allowed to participate in the mainstream compared to  
16 other communities of color. I would like us to look at  
17 the situation as being Asian American kinds of  
18 problems, rather than comparing to the achievement or  
19 the success of other communities of color in other  
20 groups, because this essentially is a problem that we  
21 tend to encounter.

22 When you for example stack the women and the  
23 minorities together, the minorities and the women have  
24 a problem in terms of being viewed as competing against  
25 a set pot of resources. I don't know how to say that

1 better, but as I go along, maybe with your wisdom and  
2 your experience and all of that you can help us define  
3 the problem.

4           The focus of the organization of Pan Asian  
5 American Women is on refuge and new immigrants. Let me  
6 say right away which the Chair has already emphasized,  
7 and that is we're not a monolithic group. There are  
8 some of us who have been here a long time and tend to  
9 have a better chance at the educational system and at  
10 the employment system. Some of us who come later do  
11 not have that chance or the wherewithal to deal with  
12 the system.

13           Montgomery County has very liberal laws. You  
14 probably have seen this volume dealing with the laws in  
15 Montgomery County. We protect all possible kinds of  
16 diversities within the county, but that is the theory.

17           If you really look at the mainstream and the  
18 activists and the mainstream volunteers in this county  
19 at work, you will really see democracy at its best at  
20 work, but if you look at the Asian community there's a  
21 dichotomy or a problem.

22           Most of the time we do not know what laws  
23 exist and a lot of the times we don't know how we can  
24 use the laws to protect us.

25           The real problem is compared to the West

1 Coast we have a very unique problem here. I have  
2 talked to newspaper people on the West Coast and even  
3 Asian media persons do not understand the problem that  
4 we have in Montgomery County as Asians. And that  
5 problem is we are a minority.

6 We are very small, relatively small. We  
7 constitute about 8.2 percent of the county population.  
8 And that can be used either against us when the  
9 opportunities exist, or also against us when resources  
10 are set aside.

11 When you talk about employment, we are told  
12 you're a small community. This is what you deserve.  
13 We're supposedly a monolithic group. You're supposed  
14 to have a Chinese or Korean or Vietnamese in there  
15 representing this vast group of people who have all  
16 very different kinds of needs.

17 The other side of it is when you talk about  
18 women and needs, women who when they're battered, for  
19 example, you mentioned that problem. When they call  
20 now in Montgomery County people put them on hold and  
21 try and search for someone in another department within  
22 Montgomery County to try and help them. You know what  
23 that means.

24 Even talking about numbers, let me point this  
25 out to you. I mentioned that we constitute about 8.2



1 percent of the total Montgomery County population.  
2 There are about 3.6 percent of county government  
3 personnel that are Asian Americans and only 1.7 of  
4 county government policy decisionmaking positions are  
5 occupied by Asians.

6           If you look at the big balloon of the  
7 professionals below that, 5.2 percent are Asians. You  
8 wonder what happens to them, this big bulk of  
9 professional people who can't get there, because if  
10 their scientific degrees is something that is given by  
11 U.S. universities and therefore relatively cannot be  
12 denied, what happens to them on their way to the top?

13           The question that I would raise would be how  
14 long will it take the Asian American professionals to  
15 get to the decisionmaking positions or will they ever  
16 get there for some of them.

17           The immediate problem related with that is on  
18 page 156, I believe, of your report. You talk about  
19 people that's very small in numbers in a particular  
20 arena of government or work and they fear for  
21 themselves. They do not free to speak out.

22           So when we deal with people of color and in  
23 particular Asians of color who have made it there to  
24 the very few decisionmaking positions that they have,  
25 instead of feeling it is their responsibility to bring

1 this out to the government or the powers that be what  
2 kinds of problems really exist or plague the Asian  
3 American community might they not be more inclined to  
4 protect their jobs because they worked so hard to get  
5 there and they have no protection, they feel, of  
6 getting there.

7           Let me give you an example. About two weeks  
8 ago, as soon as I heard from Ed Darden that I would be  
9 on here, at a gathering I announced that the EEOC is  
10 going to conduct a hearing in Montgomery County. You  
11 should have seen the joy on the face of the people.

12           And then I said, I'm one of the panelists and  
13 I would like to hear from you so that I can have input  
14 to the Commission. There was a mad scramble. People  
15 have avoided me since then.

16           You know, you are respected as a body of  
17 authority of protection when you're here, but a lot of  
18 the times you are away. Who's going to protect us while  
19 we're here?

20           In that hearing that was conducted by  
21 Senators Simon and Daschle on the Hill, I was there.  
22 That was the first time that I became aware of the fact  
23 that Brown University actually had turned my son down  
24 who was trying to apply for college because the Asian  
25 numbers was getting too high and they had to put a cap

1 on admissions. I was too scared to put my name on  
2 that. Read through the proceedings. You will not see  
3 my name.

4 I'm not sure that I'm braver today but I feel  
5 I have the opportunity and I have to speak out.

6 Let us talk about the APA women in  
7 particular. I mentioned earlier that in your report we  
8 talk about minorities and women being discriminated  
9 against or possibly running into discrimination cases.

10 When you put those two together like that the  
11 APA women, do they really benefit from a double  
12 advantaged edge in getting a job? In other words, do I  
13 really get a job most of the time or an opportunity to  
14 be here because I'm a woman and then also I'm also an  
15 ethnic minority person?

16 Probably that is true, but the other side of  
17 that, it can be used against us. When I occupy a place  
18 here I deprive another Asian American man from this  
19 opportunity. So when jobs are filled, if you look at  
20 the job category descriptions, for example, in  
21 Montgomery County, you would have so many Asians, so  
22 many African Americans, and so forth. And then you  
23 have women and minorities. I would like you to take  
24 that into account and tell us how we can work with  
25 those.

1           In the area of service access, might the  
2 resources available be channeled along more traditional  
3 lines? For example, in service groups decisionmaking  
4 might the priority be given to language training more  
5 for traditional breadwinners or people who are  
6 perceived as traditional breadwinner, and therefore,  
7 the men?

8           Might domestic violence in the Asian American  
9 community traditionally be considered as something  
10 inside of the family and therefore these battered  
11 women, you go and you look for your friends and  
12 families to help you?     Except in this new  
13 environment, they no longer have the same friends and  
14 families in the vicinity.

15           On a larger scale the community wide  
16 community scale, is the AA community, the Asian  
17 American community, being viewed as a monolithic  
18 population -- I mentioned that before -- because of the  
19 small number of us who make it there into the  
20 decisionmaking decision positions. Do we feel free to  
21 make recommendations to the powers that be what kinds  
22 of things are disturbing the community?

23           In a case, there's been a report that a  
24 mainstream manager has been heard as making the comment  
25 that she does not like to work with foreign born

1 supervisors. What do we do in a case like that?

2 In another case, or in regular business  
3 practices or lawsuits involving discrimination in the  
4 area of employment, it is customary that people put on  
5 a confidentiality kind of requirement for settling a  
6 case. Is it really constitutional for a county  
7 government to do the same?

8 If an Asian American community person has  
9 been involved in such a suit, it is constitutional for  
10 the county government to do this sort of thing?

11 In summary, are all management practices and  
12 methods of doing business established for all  
13 Montgomery County citizens equally applied to  
14 Montgomery County's Asian American community?

15 And number two, are Montgomery County's Asian  
16 American community members special circumstances, such  
17 as language needs, are fully provided for in the  
18 service delivery area and therefore are Asian Americans  
19 employment candidates, capabilities, such as cultural  
20 expertise and linguistic facilities fully factored into  
21 job definitions and assessment of candidates?

22 What I'm saying is this. Let us take the  
23 example in Montgomery County Public Schools. There  
24 exist regulations which are applied to everybody where  
25 you have to be able in a split second decision to --

1 when you come back to your job and you have an in and  
2 out basket, you look at a situation and you can very  
3 quickly move papers from one basket to another. I  
4 guess that's one of the ways to judge your leadership  
5 capabilities.

6           But leadership capability in a community that  
7 has 11 percent of its student enrollment being Asians  
8 is not how to move this piece of paper over to this  
9 piece of paper. But when you have an Asian American  
10 child fighting with a Hispanic child or an African  
11 American child because that child is not able to  
12 communicate in English, moving a piece of paper should  
13 not be the talent or shouldn't be the talent of a  
14 person that you're trying to promote into a principal's  
15 position.

16           Should it be that the person who normally is  
17 not able to speak a lot or to say many thing, shouldn't  
18 it be the quality of that person be that that can  
19 approach a parent or a student or access a community  
20 person to step in and really prevent the potential  
21 bloodshed that we have in the community so that the  
22 laws are equally applied to us?

23           But when you come to the very fine points, we  
24 don't know how to live that. Can you tell us as to how  
25 we can deal with those situations?

1 Thank you.

2 DR. SEYEDIN: Chairman, would you allow for a  
3 question?

4 CHAIRMAN WHITTINGTON: After the entire  
5 panel.

6 Since I introduced Dr. Seyedin, we have  
7 another member of our Commission who has arrived, Mr.  
8 Arthur Nierenburg, and he is President and Executive  
9 Director of Breakthrough Disability Incorporated, a  
10 nonprofit organization.

11 Have we had any other media persons to have  
12 entered since the beginning?

13 (No response.)

14 Okay. Is Ms. Wilde here?

15 MS. WILDE: Yes.

16 CHAIRMAN WHITTINGTON: Okay. We will hear  
17 your presentation at this time.

18 MS. WILDE: Well, although I'm a resident of  
19 Montgomery County, my employment and my activities have  
20 been dealing with the federal government for the most  
21 part. And I would like to just touch upon what Ms.  
22 Chau has presented to you.

23 The issues that are prevailing in the Asian  
24 American community are very similar in many areas and  
25 it's not really unique to the Montgomery County. And

1 that is, one, anti-Asian American sentiments that have  
2 been brewing since the recession began and the trade  
3 deficit has gotten so much focus.

4 I believe one of your advisors, Mr. Okura,  
5 has been speaking on that issue many times. You can  
6 see people's faces when you're walking down the street.  
7 You go to the grocery store and people kind of shove  
8 you aside.

9 I have had an experience and this was in D.C.  
10 I was on my way to lunch and there were three African  
11 American young ladies approaching from the other  
12 direction. And one young lady had a Coke in her hand.  
13 She took a swallow and as I was passing she spit the  
14 whole mouthful of Coke at me.

15 This happened about -- I would say about  
16 March. I was stunned, but she just looked at me and  
17 gleefully smiled and dared me to do something. I  
18 walked away from it.

19 That's very blatant. I have never had that  
20 kind of experience in my life. I have spent 20 years  
21 of my life here. I was educated here. I'm an attorney  
22 here. And I always regarded myself as a person who was  
23 not really subjected to prejudices and discrimination  
24 before.

25 So I was stunned. Especially in view of the



1 fact that I work very closely with the African American  
2 community. Because of the conflict situation that  
3 comes up between Korean American community businessmen  
4 and African American inner-city neighborhoods, I have  
5 been presenting cross-cultural communications seminars.  
6 I have mediated in these conflicts before. And I  
7 generally felt that African American community members  
8 to be -- we're all member of people of color.

9           With bad economic times it is more apparent  
10 to me that when all minorities are put into one pot,  
11 and we're struggling for the same little piece of pie  
12 that is set aside for the minority population and women  
13 -- and women are thrown in there, mainstream American  
14 population are given majority of the pie and one little  
15 slice of piece of pie will be slotted for minorities  
16 and women.

17           How do you divide those resources? Do we  
18 give it to women or do we give it to minorities? Which  
19 of the minorities? Hispanics, African Americana,  
20 Asians?

21           So you can tell when you are given that kind  
22 of economic background you have to really decide what  
23 kind of people are more deserving. Who are to make  
24 these decisions? Are you going to make those decisions  
25 based on competition?

1           That seems to be the case because we're put  
2 into a position -- women, minorities are put into a  
3 position of competition. We have to compete and show  
4 the mainstream America who are more deserving.

5           And that is the basis for a lot of these  
6 minority conflicts, or conflicts among minorities, I  
7 should say. And when you look at a riot that occurred  
8 in LA that heightens that conflicts among minorities  
9 issue.

10           There was a man, an African American man who  
11 was beaten up by white police officers. They get a not  
12 guilty verdict and riot occurs. Where did the most  
13 damage occur? Business district where many of the  
14 Korean community members were conducting businesses.

15           The looting that happened was done by African  
16 Americans and Hispanic Americans and not just whites or  
17 any other members. And these were not white that gave  
18 out the not guilty verdict.

19           We, as in Korean Americans, were victimized.  
20 We had no part in that decision. None of us were on  
21 the jury. None of us were on the beating incident.  
22 Why were we victimized? Pure and simple, economics.

23           Ms. Chau had spoken earlier, although she  
24 didn't coin the phrase, glass ceiling, but that's what  
25 it is. Many of the Asian Americans who are

1 professionals get up to a certain level of positions,  
2 whether it's federal government or county government or  
3 in the private sector. I think it's all the same. We  
4 reach semi-mid level management positions. They become  
5 supervisors, whatever.

6           And then, complaints start pouring in. I  
7 can't understand my supervisor's instruction. She had  
8 such a heavy accent or he has a heavy accent. And that  
9 Asian American person just ends right there. No more  
10 promotions. No more possibility of being promoted to a  
11 policymaking position that's higher up.

12           That is the reason for the ballooning effect  
13 at the mid-level, 5.2 versus 1.7 in the high level  
14 policymaking positions in Montgomery County.

15           I had a young lady in the federal government  
16 within the USDA tell me one day -- she is currently a  
17 GS-13. That's a relatively high level federal  
18 employment. She has been trying, she told me, for five  
19 years to become a GS-14 and a manager. But she says  
20 she should not.

21           I asked her why. She's a computer  
22 specialist. And she told me that her boss told her  
23 that she had too heavy an accent. That people will not  
24 be able to understand her instructions and therefore  
25 she could not be a manager.

1 I asked her whether she had filed a  
2 discrimination case and she said no. She did not want  
3 to rock the boat.

4 We have a situation that is blatant or subtle  
5 discrimination happening all over the workplace, but we  
6 have also people who are working very hard to get to  
7 where they are and they don't want to give that  
8 position up by rocking the boat or filing cases.

9 They don't want to bring the light upon  
10 themselves or attention upon themselves, bad attention.

11 I have been told by my supervisor in a very  
12 subtle way -- again, I mentioned earlier I'm an  
13 attorney. My supervisor is an attorney, as well. And  
14 he told me at one point he scrutinizes my work more  
15 because of quote, unquote, cultural differences in my  
16 writing ability that he feels that he needs to  
17 scrutinize my work.

18 What does that tell you? That's a very  
19 subtle way of saying so, but I was appalled that an  
20 attorney would come out and say that. But again, I did  
21 not press the point. I, like many other Asian  
22 Americans, really do not like to file cases. It's very  
23 apparently in your report.

24 Asian Americans do not take full advantage of  
25 the judicial system that's available to us. And they're

1 even afraid of it. They're afraid of going and  
2 sticking their neck out and having bad, as in negative  
3 impact turned around against them somehow.

4 And after fighting for so many years for  
5 human rights, we're not really sure of ourselves, of  
6 our human rights in this country enough to press the  
7 point.

8 I'm not really sure what we can do to help  
9 that situation, but maybe a panel like yourselves or  
10 advisory committees like yourselves can pacify that  
11 fear in us.

12 I don't have any other things to add. I will  
13 take questions later on, though.

14 CHAIRMAN WHITTINGTON: Is Ms. Narasaki here?

15 (No response.)

16 MS. CHAU: Could I say something, sir?

17 CHAIRMAN WHITTINGTON: Sure.

18 MS. CHAU: I thought Karen would be here so I  
19 didn't talk about the Asian violence issue as such, but  
20 she and I work closely on that. So I thought rather  
21 than bore you, I'd like to say something very quickly  
22 on that.

23 CHAIRMAN WHITTINGTON: Since she's not here  
24 we have about 10 minutes which we had allotted her. So  
25 you can fill us in with anything that you know about.

1 MS. CHAU: Thank you.

2 The issue of Asian violence is an issue that  
3 does exist in Montgomery County. And as Jinhee had  
4 indicated we are very reticent to talk about that.  
5 When we talk to friends, neighbors or whatever, they  
6 say they do exist. But then again, as the case happens  
7 that people will tell me I'll come and give you the  
8 information, they have avoided me again.

9 The problem that we have is whenever we bring  
10 up this issue, people tend to view hate and violence in  
11 Montgomery County as an African American issue and a  
12 Jewish issue. When we brought up the issue of hate and  
13 violence against Asian Americans, even in our community  
14 this is very resisted. It is something that we do not  
15 want to talk about, nor do we want to recognize that.

16 Sometimes because we are a very new  
17 community, if the violence directed at us comes from  
18 another Asian group, we hesitate to talk about that  
19 also. We're in that situation where we want to look  
20 perfect. So in that sense we do not have the adequate  
21 protection.

22 If we look again, for example, at the  
23 Montgomery County employment picture, I mentioned to  
24 you that we are 8.2 percent of the county population,  
25 and yet in terms of public safety we have 1.0 percent

1 of the staff. So again, when we talk about these  
2 crimes, situation where we're very afraid to report on  
3 a problem we don't have anybody that can really  
4 understand what we are trying to say.

5 I spent a few minutes to prevail upon your  
6 time and tell you about the problems, but I'm sure in  
7 the way that I say it, I don't quite say it the way the  
8 mainstream person does. You have to try and  
9 understand.

10 Just try and compress all of that in half a  
11 minutes for me to tell you about what my problem is.  
12 For me to tell you if I'm a battered women. For me to  
13 tell you if my child is being battered by my husband,  
14 where my culture does not allow me to talk to a  
15 strange.

16 If you at least look like me you could  
17 understand what it is or try to understand what it is  
18 that I say, it would be a lot easier. So for the sheer  
19 reason that we do not have the people that we can work  
20 with and talk with, communicate with, a lot of these  
21 problems are plowed under.

22 Again, that numbers issue works against us.  
23 There are so few of these cases. Let's take care of  
24 the problems of the children in school. Let's take  
25 care of the employment situation. And let's forget

1 about the Asian American violence situation.

2 CHAIRMAN WHITTINGTON: Thank you.

3 At this time we will have members of the  
4 panel respond to questions from the committee members.  
5 Remember that we are not the experts. We are here to  
6 gather information so that we can forward that on to  
7 the Commission and hopefully focus some  
8 recommendations.

9 You are the resource people for us. So let's  
10 begin with whomever would like to ask the first  
11 question.

12 DR. SEYEDIN: If I may, I just wanted some  
13 more clarification on the comment you made about  
14 grouping women and minorities in the reporting  
15 categories.

16 The only area I'm familiar with that, and I'm  
17 more interested in hearing on the employment area, is  
18 the contracting process. The minority contracting is  
19 unique to the state of Maryland in Montgomery County  
20 where they bunch women and other minorities together,  
21 and that statistic satisfies whatever goal they set.

22 And I've always, of course, wondered why they  
23 don't want to break those out and set separate goals  
24 with different categories. Perhaps something that  
25 needs to be addressed by the county.



1           We have the Honorable Bill Hanna, member of  
2 our County Council here. I'm sure he'll take the  
3 message back. And you're being heard not just by us by  
4 I think by the county government, as well.

5           And the other comment I'd like to make is you  
6 pointed out -- and you may want to comment on that --  
7 is that just as you said that you were somewhat fearful  
8 of showing up here and testifying, I had a number of  
9 calls from individuals who wanted to come and talk  
10 about specific cases where they were victimized but  
11 they were fearful of the consequences they would face  
12 if they in fact did show up and spoke out.

13           So whether it's a real or perceived threat  
14 that exists out there because of let's say an organized  
15 or a disorganized effort, I think it's something that I  
16 would like to know more about to see how that could be  
17 addressed.

18           It's a shame that in 1992 people are still  
19 afraid of talking about having been victimized and I  
20 admire you for your courage and the rest of the panel  
21 for coming out and risking your future and other  
22 opportunities.

23           MS. CHAU: If I may, in my very rudimentary  
24 way, react to you in that it takes a long time for an  
25 employment complaint suit to be brought to trial and

1 then all the ensuing activities and so forth. In the  
2 meantime, especially if you belong to a long  
3 bureaucracy, people know how to take care of  
4 themselves. They can make your life miserable within  
5 the limits of the laws.

6           And while you're trying to earn a living and  
7 trying to deal with that, and plus you don't have the  
8 support of your community which keeps on saying that we  
9 should just live smoothly and not rock any boat. I've  
10 known people who have been in that situation. It is  
11 very difficult to come forward and talk about that.

12           The other fear that we have in terms of  
13 talking about this is are we not better off just  
14 accepting the situation and let's hope that people  
15 would somehow understand and remedy the situation.

16           So it's very hard for us to deal with this  
17 situation as such.

18           MS. WILDE: Well, I would like to elaborate  
19 on that a little bit. I think as Asian Americans,  
20 Asians as a whole, culturally, bringing or airing out  
21 dirty laundry in the public is frowned upon. It is not  
22 done.

23           Whatever the problem that you have you take  
24 care of it within your family, within your community,  
25 so forth. So there is that culturally we're not prone

1 to coming out and complaining about whatever  
2 discrimination you face.

3           When you couple that with the fact that if  
4 you do complain about discrimination of your boss or  
5 whatever and that appeals process taking forever,  
6 although EEOC has a six month cap from the start to  
7 finish of the resolution, I know for a fact that it  
8 takes years.

9           I'm still handling cases that have happened  
10 in 1981. This is 1992. So when you take that long of  
11 a period where with subtle discrimination in the  
12 background, giving you unwanted assignments, excluding  
13 you from staff meetings, excluding you from staff get  
14 togethers, just subtlety, nothing outright, nothing  
15 that you can pinpoint to as being discriminatory, but  
16 taken as a whole it really makes your life miserable.

17           So eventually you sit there and say, "Is this  
18 really worth it?" Many times many of the victims of  
19 discrimination say it's not worth it for me.

20           In terms of violence against Asians, I think  
21 in addition to the fear factor, fear of losing face,  
22 fear of competing and having you as target of  
23 discrimination, I think, like that young lady spit  
24 mouthful of Coke at me, I was embarrassed.

25           Why should I be embarrassed? I wasn't the

1 one who spit a mouthful of Coke at someone. But I was  
2 embarrassed. I felt like I must have done something  
3 that was deserving. It was the most ludicrous thought  
4 that went into my mind, but I was embarrassed to speak  
5 out.

6 I could not look at people walking down the  
7 street. They were all turning around and looking at me  
8 like, are you okay, and I was ducking my head and  
9 saying, "I'm okay. I'm okay." I wanted to get out of  
10 there.

11 So the Asian tendency of not wanting to lose  
12 face might have something to do with it. We don't want  
13 to air our dirty laundry in the public. And if my  
14 husband is beating me up, I don't want my neighbor to  
15 find out about it. I don't want to go and complain to  
16 the policemen who are white and big and intimidating.

17 So it's a combination of shame and fear that  
18 works in this type of discrimination situation and  
19 violence.

20 CHAIRMAN WHITTINGTON: Are there other  
21 questions for the panelists?

22 MR. OKURA: May I just comment and for the  
23 record's sake point out that I'm very proud of the  
24 panel that are here to present some of the things that  
25 we're primarily interested in in which I have alluded

1 to in many of our board meetings and so on. And I'm  
2 glad that Jinhee brought out the so-called cultural  
3 differences.

4 To some degree we are psychologically damaged  
5 because of that type of shame, fear. And the point that  
6 she makes, you become a victim and you're victimized.  
7 And forever you lose that face. Why don't you take  
8 care and not spread your dirty linen out in the public,  
9 et cetera. That has so much meaning to Asian American  
10 families and we still follow the tradition to some  
11 degree of our culture and how we were brought up.

12 But as the report shows or tells or explains  
13 the whole matter of accents, the matters of -- the  
14 demonstration we've seen this morning. And I dare  
15 anyone on this panel, if we had a screen before them,  
16 they could not tell by their appearance that they were  
17 Asians. You could never detect the accent that they  
18 were not Americans.

19 Now, the other thing is that because of our  
20 physical appearances we're not accepted 100 percent or  
21 110 percent, because we have worked so diligently to  
22 overcome some of these. And I'm very proud of the  
23 presentation that they presented this morning and I'm  
24 sure the panel will agree with me -- our committee will  
25 agree with me that we couldn't have found any three

1 Americans, quotes, white Americans, to make an  
2 explanation and present their facts better than we have  
3 seen and demonstrated this morning.

4 I just want to make those remarks for the  
5 record's sake.

6 CHAIRMAN WHITTINGTON: Let me make a comment  
7 just before I have you speak, Mrs. Chau.

8 I think it's very evident to the persons in  
9 the audience and to the panelists that Mr. Okura has  
10 been very vociferous in his concerns about the Asian  
11 American community. The purpose of this meeting, this  
12 forum, is for us to try and find out the kinds of  
13 things that have been happening, as most of you have  
14 tried to attempt to tell us today.

15 We are also stymied when persons will not  
16 come forth with specifics, so that we can deal with  
17 them. Unless we can get people -- and personally, I'm  
18 a little concerned that people are reluctant. And I  
19 understand the cultural problems here -- that they're  
20 not ready to come forth and speak.

21 And until you get those specific instances  
22 where we can document them for the record, it's hard  
23 for us to make some kind of recommendations.

24 During the presentation we heard things such  
25 as the Asian community does not know how to go and

1 address specific issues. They do not know what laws  
2 they are entitled to. And what we would hope to get  
3 from the panelists are some ways that we can help get  
4 this information out.

5           For instance, someone mentioned the media is  
6 not very good at addressing the issues of the Asian  
7 community. What can we do as a committee to make sure  
8 that that kind of information is gotten to the  
9 Commission, because remember, we are only advisory  
10 persons. We have no ability to enforce the laws. And  
11 I understand all about EEOC and in fact I have a case  
12 before EEOC. That's why I'm unemployed. So we  
13 understand that. (Laughter.)

14           So Mrs. Chau?

15           MS. CHAU: You have touched on the point that  
16 I wanted to make in that the very fact that you're  
17 present here today has achieved some of the purpose.  
18 You're dealing with a population that is used to  
19 handling matters in a matter of hundreds and thousands  
20 of years, so things are not going to change overnight  
21 with us. But at least we know it's all right. It's  
22 acceptable to talk about these issues in public in  
23 front of a policymaking body of the federal level.

24           By the same token, we have brought out this  
25 problem not in terms of criticisms of our staff who are

1 in the government -- not our staff. Staff from say the  
2 communities of color who are in there trying to do a  
3 good job. Because this is not meant to be an attack on  
4 how they do their job, but this is a comment on the sad  
5 situation, the loneliness, the very few numbers of them  
6 in the government that they cannot do these things.  
7 And yet it is their responsibility to help us bring out  
8 these problems.

9           The other two matters that I would like to  
10 emphasize is in talking about problems I did mention  
11 beforehand that Montgomery, as far as I'm concerned, is  
12 the best place that I would choose to live in in this  
13 sense.

14           We are, for example, already having in  
15 connection with the Human Relations Commission a  
16 committee inter-racial and inter-community, very  
17 spontaneous by the commissioners, to like at the anti-  
18 Asian violence situation in Montgomery County.

19           The other side of it, though, is that we have  
20 access -- for example, as a commissioner for women and  
21 as President of the Organization of Pan-Asian American  
22 Women, I have access. I can call Ruby Rubens in Neal  
23 Potter's office any time. And subject to her  
24 availability she's always very willing to talk to me  
25 and discuss my problems and all of that.



1           We have that unusual direct access to high  
2 executives in the government, but we are talking about  
3 the heavy bureaucracy of all these people who must  
4 survive from one government to another. And that's  
5 there that we need to make an inroad.

6           And I think your presence here today  
7 emphasizes the fact that regardless of what kinds of  
8 problems people have, the citizenry of Montgomery  
9 County, regardless of their color or the background or  
10 affiliation or whatever, is entitled to the full  
11 access, equitable access to services, the way all other  
12 citizenry in Montgomery County are entitled to.

13           And for that I want to thank you for this  
14 opportunity.

15           CHAIRMAN WHITTINGTON: Sure.

16           Mr. Nierenburg.

17           MR. NIERENBURG: I want to just set a frame  
18 for my comments; that I am very well aware that our  
19 meeting today is about the Asian American community.  
20 It's very clear. It says so in very large type in  
21 front of me.

22           But I'd like some assistance. I'd like some  
23 response. I serve on this committee because I'm deeply  
24 concerned about discrimination. And if I sat at a desk  
25 where you didn't see my right hand or the chair I was

1 in you would take me as an ordinary human being.

2 But when I sit in the chair or I gesture with  
3 my hand, I provoke a different set of responses. I am  
4 reevaluated immediately. My potential is evaluated,  
5 just as yours is, merely by whatever impression you  
6 leave, cultural impression.

7 So I would like to ask to ask your assistance  
8 based on those comments. My concern is discrimination  
9 and there are assumptions around discrimination that  
10 concern me. But I ask that you don't take my comments  
11 as a response to your concerns for action.

12 But I am concerned with the philosophy of  
13 human rights. I live with it. Nobody says I can't go  
14 in the building in the ramp, but when I spend four days  
15 at a federal facility and find out I can't go to the  
16 bathroom and they have a special coordinator for  
17 disability and I can't go to the bathroom and they shut  
18 it down for July 4th weekend when disabled people are  
19 supposed to come and celebrate at this federal  
20 facility, I begin to see discrimination at a very  
21 fundamental level, a very emotional level, a very  
22 reactive level.

23 And I am concerned about what we can  
24 recommend. I may have lived with my disability for  
25 over 62 years, and I am Jewish which kind of gives a

1 little more targetry -- if I may use that word, if  
2 somebody knows it.

3 I'm concerned with this philosophy that we  
4 live in in America, a great philosophy of human rights,  
5 human entitlement. And I'm concerned with the fact  
6 that litigation don't seem to work.

7 As you both spoke about, it's slow. It just  
8 doesn't work. It creates reaction. It's expensive.  
9 It doesn't bring us closer.

10 We talk about people of color, but if you  
11 take the disabled community which is 43 million  
12 Americans, it's not a question of color any more it's a  
13 question of different kinds of disability, some being  
14 worse than others; some being acceptable, others being  
15 -- don't put them near me.

16 When you say I don't want to work with, I  
17 won't work for -- boy, this resonates with me.

18 I don't have any answers but I do see a  
19 separate world. I see two worlds, the world of human  
20 beings with acceptability and the world that's separate  
21 from.

22 MS. CHAU: There is an answer.

23 MR. NIERENBURG: That's what I would like you  
24 to comment on.

25 MS. CHAU: I mentioned to you that I'm a

1 member of the employment panel of the Human Relations  
2 Commission in Montgomery County where we have very  
3 liberal laws. And we are beginning to see a growth of  
4 cases brought before us involving disability.

5           We also see -- which is very encouraging and  
6 I can't talk too much about it -- a great deal of  
7 commissioners' willingness and eagerness to look into  
8 the situation of the employment by the disabled, people  
9 who have some simple or more recognizable problems like  
10 epilepsy, for example.

11           So there is an answer in that sense. There's  
12 bodies just like yours that in forums like this that we  
13 can talk about these matters. And in the Asian  
14 community the reason I didn't mention disability is I  
15 mentioned the battered spouse syndrome as one of those  
16 groups of shame as the factor. We don't talk about  
17 those things that we consider anomalies. These are  
18 things that you have. Just set them aside.

19           But the laws in the United States and  
20 especially in Montgomery County says these people are  
21 entitled to a normal life or as normal as we can make  
22 it. That's where the answer is.

23           MR. NIERENBURG: Is this so for Asian  
24 Americans as well? You see, I don't see any  
25 difference. I can see that being Asian American at

1 times is disabling.

2 MS. CHAU: Well, I believe it is. I think  
3 Mr. Okura touched on it earlier in his comment. We  
4 look different.

5 MR. NIERENBURG: That's correct.

6 MS. WILDE: If you were to speak to me  
7 without seeing my face, possibly you might be able to  
8 detect some accent; maybe not. But based on my  
9 profession, based on my speaking ability, you probably  
10 will not judge me.

11 The minute you see my face, that different  
12 calculation or reassessment goes through. And all of a  
13 sudden instead of Mrs. Wilde, attorney at law, I become  
14 "China Doll." I become a cute little Asian girl or  
15 whatever.

16 There's a different coloring of the way  
17 people see or view us. And I wasn't born here, but  
18 even if I was I would never be quote, unquote,  
19 mainstream American because of the way I look.

20 And that's the same with disabled people like  
21 yourself. If you just look at yourself, you said  
22 earlier, from here up or without looking at your hand,  
23 people will not know that you're disabled. The minute  
24 they find out it seems --

25 MR. NIERENBURG: A new conversation.

1 MS. WILDE: -- a new different kind of  
2 sunglasses goes up and they view you. They feel like  
3 they have to either ignore the fact that you're  
4 disabled or you're Asian or you're African American or  
5 they bend over backwards trying to compensation and  
6 make the situations more awkward than it has to be.

7 I don't know the answer to that. Maybe more  
8 education, more awareness education. I'm not really  
9 sure. But this country was termed as a melting pot  
10 long ago. Now the favorite saying is tapestry.

11 Why tapestry versus melting pot? Melting  
12 pot, when you melt an ingredient you lose the substance  
13 that you started out with. It becomes separated and it  
14 melts into something and it becomes a completely  
15 different component.

16 Tapestry, on the other hand, retains this  
17 individuality. And I think that's more pertinent in  
18 this day and age. But we are, as a nation, comprised  
19 of so many diverse background, ethnicity, looks,  
20 culture. How do we really put it all together and make  
21 it gel and make it into a whole picture?

22 It's a slow process. As the report points  
23 out, we were not even given citizenship rights until  
24 1950's. African American community members were not  
25 even given any kind of halfway decent treatment until

1 1963 when Martin Luther King had to march down and  
2 spoke of "I have a dream today." And discrimination  
3 against African Americans still goes on in housing  
4 projects and whatever.

5           It's a long process. We have come a long way  
6 I think in this country from outright discrimination,  
7 discriminatory laws says Asian Americans cannot be  
8 citizens of this country to this day and age where  
9 bodies like yourselves ask what can we do to make  
10 things better.

11           I think if we keep asking that question and  
12 have more people like yourselves asking maybe the fear  
13 and shame factor will dissipate with time.

14           CHAIRMAN WHITTINGTON: Ms. Chau and Dr. Lin,  
15 I'm going to get back to you.

16           Let me ask you a very specific question  
17 because I think in your comments, or maybe this is --  
18 in your comments, how can we assist the Asian community  
19 to take advantage of the judicial system? Because one  
20 of your comments was that they don't take advantage of  
21 the judicial system.

22           What can this committee do to assist in  
23 getting the point over that they should take advantage  
24 of it?

25           MS. WILDE: I'm not really convinced that

1 they should. This is terrible of me since I am an  
2 attorney. I should be more willing to say there's a  
3 judicial system out there; it works; and take advantage  
4 of it. I'm not really sure it does.

5           There are virtually -- I'm not really sure if  
6 there are any federal court judges who are Asian  
7 Americans for one. Very few attorneys are. And when  
8 you go through a judicial system like ours, different  
9 jurisdictions have different laws. Different facts  
10 bring into different laws being played upon.

11           It's very complicated. And for Asian  
12 Americans who maybe or not are educated here, who  
13 cannot speak the language, it's a very daunting  
14 process. Maybe encourage more of our second  
15 generations to go for a law degree as opposed to  
16 technical engineering degree or medical degree. I  
17 don't know.

18           But maybe a court system with a court  
19 interpreter available. There are many Hispanic  
20 interpreters available.

21           CHAIRMAN WHITTINGTON: Those things are  
22 already listed in the report that came out. And I  
23 thought you had something which was a little different  
24 from that, because I could follow up on that.

25           I don't want to -- and I haven't forgotten



1 you, but Josh did have a question; did you not?

2 DR. MURAVCHIK: Yes, I did.

3 CHAIRMAN WHITTINGTON: Go ahead, Josh. And  
4 then I'm going to let you --

5 DR. MURAVCHIK: I'm not very happy with this  
6 discussion because I think we're discussing a lot of  
7 things that are very ephemeral and things that are very  
8 difficult to address by government action.

9 And sometimes it strikes me that even some of  
10 the things that I've been hearing are symptomatic of  
11 the success of Asian Americans rather than the  
12 hardships they face.

13 The fact is Asian Americans are spectacularly  
14 successful on the whole. We have the most recent  
15 census statistics showing us that as a group, Asian  
16 Americans are the most economically well off of the  
17 broad racial categories of the American population is  
18 divided.

19 The Chairman, in your introductory remarks, I  
20 think spoke of the myth of the model minority. But  
21 there's a lot of truth to this myth. Asian Americans  
22 have done spectacularly well by virtue of their own  
23 virtues of working hard and taking advantage of the  
24 educational system and advancing very rapidly to take  
25 advantage of the opportunities that are available here.

1           It seems to me that the most serious threat  
2 to this progress that has been made by Asian Americans  
3 is the reemergence of out and out discrimination  
4 against Asian Americans by educational institutions.

5           And Ms. Chau, you made reference to that in  
6 passing. But it seems to me that that is the single  
7 most important issue that I've heard that ought to be  
8 remediable by government action and is the single  
9 biggest threat to the Asian community.

10           That is, that the community is now being  
11 penalized for its success by the fact that the children  
12 in this community study very hard, do very well in  
13 schools, taking the system according to the rules as  
14 its given and despite the disadvantages of immigrant  
15 status, of language barriers, of the great demands on  
16 parents' time for long hours at the workplace which one  
17 would think would give them fewer hours to assist the  
18 children with school.

19           These odds have been beaten very  
20 dramatically. And so what we find is that Asian  
21 American students who are in a straightforward  
22 competition despite their disadvantages are doing  
23 better than anyone else. And then we find the  
24 educational institutions are reacting to this by  
25 discriminating against them for doing so well.

1           My disappointment is that while we spend a  
2 lot of time on things that I don't think we can really  
3 do much about -- someone spitting soda at you on the  
4 street. It's terrible and infuriating but I don't know  
5 what the federal government can do about that.

6           And we haven't been focusing in on something  
7 which seems to me to be a problem that is very serious  
8 that we have a better chance of getting our hands on  
9 and trying to do something about. And I would like to  
10 hear more about that.

11           CHAIRMAN WHITTINGTON: Let me --

12           MS. CHAU: That leads me exactly into what I  
13 was just about to say.

14           CHAIRMAN WHITTINGTON: I'm going to have to  
15 handle this in a little different way because our role  
16 here is to try not to answer the question but to try  
17 and get a little information. Because I think if we  
18 allowed each one of our panel members to tell their own  
19 feelings about these things we could have a diversity  
20 of opinions here.

21           I don't want to get into that kind of  
22 situation. I'd prefer to hear from the panel and we  
23 would ask you questions.

24           I know that you want to respond to some of  
25 the things that he asked.

1           MS. CHAU: No. I only wanted to address that  
2 point. As you said, there are no witnesses. I tell  
3 you how witnesses can be used.

4           CHAIRMAN WHITTINGTON: Excuse me. Is there a  
5 Dr. Lancaster here? Would you see Ed Darden, please?

6           Okay. Go ahead.

7           MS. CHAU: Okay. You mentioned the fact that  
8 it's hard for us to bring about witnesses to testify  
9 here, and that is a situation that I hope with our work  
10 in the community the next time that you come to the  
11 region, if not Montgomery County, we'll have more  
12 people who feel encouraged by the discussions today who  
13 would come forward.

14           Absent the witnesses I think we have a very  
15 concrete bottom line. If we look at these employment  
16 numbers you know that 1.7 percent are your evidence of  
17 what you can use. The next time maybe to address your  
18 point in addition to these people of color and female  
19 and minority and so forth, there should be the column,  
20 especially because of the new legislation for which the  
21 EEOC is going to be responsible, for disability people.

22           That column would tell you how the  
23 performance is and what the result of our meeting or  
24 our forum today is.

25           To answer your question, and it's very

1 pertinent in that we talk of issues, the spitting of  
2 the Coke and so forth. All of that is symptomatic of a  
3 bigger situation.

4           What I did not have time to tell you because  
5 I thought everybody would be here, is when I first  
6 started looking for a job I was told -- I had one  
7 college degree and two graduate levels. The college  
8 degree was from Mt. Holyoke College and two graduate  
9 degrees from Michigan. And I had taught English and  
10 educational psychology at the college level in Vietnam  
11 before I came back.

12           I walked into -- I had two weeks to look for  
13 a job and I walked into a research institution in a  
14 university. I have done national research at home,  
15 economic area. The person who interviewed me took a  
16 look at that and said, "You have very good credentials.  
17 You have good working experience. You have good  
18 education and all of that, but I already have an Indian  
19 boy on my staff. I cannot hire you."

20           It is that kind of situation that in the time  
21 that we have I cannot talk to you about that.

22           The statistics, you mentioned the statistics.  
23 When you look at the statistics being published it  
24 always links the people of color and then the Asians  
25 and the whites are linked together in terms of success.

1 But that's how you get the impression that we're very  
2 successful.

3 Let me tell you how my son got to law  
4 school. You asked the question. May I address that?  
5 Okay.

6 Let me tell you how we got our son to law  
7 school. For 10 years -- and you probably would know  
8 very few American families that would have this. We  
9 have no vacation. We have nothing. We sacrificed  
10 everything that we have to get our son through high  
11 school. We didn't pay for that good public school in  
12 Montgomery County.

13 We try and get him into what I didn't know at  
14 that time in spite of all my training, into an Ivy  
15 League college. I found out during -- in 1983 was when  
16 my son applied for college. Brown wrote him all kinds  
17 very glowing letters and all that. And boom. And the  
18 last minute they didn't admit him. It was very  
19 surprising.

20 We found out during the hearing -- I found  
21 out during the hearing by Daschle and Simon that they  
22 had put a cap on Asian admissions. We paid ourselves  
23 through college, through four years of business school  
24 and law school to send our son to school.

25 You don't hear about that. You don't hear

1 the time that we have no vacations, that we work day  
2 and night. I work 80 hours a day to get there. The  
3 success are the symptoms of that.

4 And you take a family who cannot speak  
5 English, a mother that has to work at three jobs to put  
6 children through there, you have to define success in  
7 those terms -- at what price, and what does it do the  
8 family.

9 I appreciate the thought that you have, the  
10 appreciation you have for our success, but it is at a  
11 great price.

12 CHAIRMAN WHITTINGTON: Thank you, Ms. Chau.  
13 I'm going to have to cut it short because we're right  
14 at 11:00 o'clock and I'd like Dr. Lin and then Mr.  
15 Binkley. And then after that we'll have to end this  
16 panel.

17 MS. CHAU: Thank you.

18 DR. LIN: In view of the time, I'd like to  
19 make a very brief comment.

20 I think Dr. Muravchik I think just describes  
21 so-called model minority and I'm not surprised, because  
22 not all stereotypes are untrue. Not all stereotypes  
23 are unfair. Some of them have some substance.

24 And that's exactly part of the problem that  
25 we have, because we don't want to be treated as

1 statistic. We have to be treated as individual.

2 All three of us, I think -- actually we're  
3 considered the fortunate ones, but we work hard. We  
4 put in our dues. And we are here today to speak on  
5 behalf of the community which is very diverse. There  
6 are all kinds. And they are less advantaged,  
7 especially those who just came recently.

8 For that, I would like to briefly touch upon  
9 this cultural -- background cultural difference. I  
10 think it is to some extent important to us, the Asian  
11 American community, to educate ourself that we are  
12 here, we are American. We have to learn to do things  
13 American way.

14 I think we cannot blame everyone else but  
15 ourself for some of the problems. That's one point.

16 But I think perhaps it's more important for  
17 the public, for the institutions, for the government to  
18 make that extra outreach effort. And let me just give  
19 example.

20 I don't know whether Clarence is here or not.  
21 Not yet? But in any case, for example, the police  
22 department, the police officer could go to visit every  
23 Asian American establishment with a very friendly  
24 cordial attitude perhaps on a first name basis. And  
25 once they establish that kind of confidence between the



1 police department and the community, I think this kind  
2 of dialogue will begin to develop. They're more  
3 willing to come forward to bring you the problems they  
4 have. Perhaps not directly to you but through that  
5 person they get to know during their daily life whom  
6 they can call the person by first name.

7           So that kind of outreach effort is really  
8 important for the government to initiate and perhaps  
9 that one way that could enhance communications.

10           CHAIRMAN WHITTINGTON: Mr. Binkley.

11           MR. BINKLEY: Thank you, Mr. Chairman.

12           I'd like to underscore the fact for the panel  
13 here and for the panels who come forth in the audience  
14 and for the record that problems in discrimination  
15 against Asian Americans in the United States is quite  
16 well documented in that 230-some page report.

17           In fact, one of the problems of the staff in  
18 preparing the report was, as they interviewed people  
19 around the country, they got deeper and deeper into the  
20 issues and the problems and it was harder for them, it  
21 was difficult for them to know when to stop.

22           They learned more and more and finally their  
23 supervisors and the commissioners said, "When are we  
24 going to have this report?" So they drew a deadline  
25 and prepared the report. And it's pretty well

1 documented.

2 Now our interest here, both the staff and the  
3 commissioners who we're going to report to and the  
4 committee, I believe, is to find out to what extent, as  
5 I mentioned earlier, and the Chairman has mentioned,  
6 these issues are prevalent or prevail in Montgomery  
7 County and in Maryland and in the whole Washington area  
8 for that matter, but we are limited in our resources to  
9 the extent that we can collect information.

10 So that is our purpose and we appreciate, as  
11 you've been told already, your appearance.

12 But I'd like to say, too, Mr. Chairman, in  
13 connection with the discussion on the reluctance of  
14 people to come forward or even discuss with you their  
15 problems, and remind you as the Chairman offered  
16 earlier that this record is open. We're an informal  
17 body and we can accept incidents that you and your  
18 acquaintances or your organizations can report to us in  
19 the future and it will be considered for inclusion in  
20 our final report.

21 So we want you to keep that in mind.

22 MS. CHAU: I'm sorry. Do they have to sign  
23 their name when they send in a statement?

24 MR. BINKLEY: No.

25 MS. CHAU: Or an address?

1                   MR. BINKLEY: As I say, we're informal. It  
2 will be reviewed by the committee and the staff and  
3 even for legal sufficiency before the report is finally  
4 prepared to see that people aren't being defamed or  
5 degraded. And we would steer clear of use of specific  
6 names.

7                   But, for example, if it deals with police  
8 brutality, you could talk about that and we might even  
9 interview the police department. So we would judge the  
10 validity and the credibility of it, but we would like  
11 to know of those incidents of problems.

12                   In fact, I don't know if we have time, but  
13 the reports you've made to us here today does not  
14 include whether or not there's problems in purchasing  
15 or renting housing, and I wonder if you could just say  
16 quickly if that is one of the problems that you have.  
17 Listen to "you people." (Laughter.)

18                   MS. CHAU: In my work in helping the limited  
19 English proficiency students I have been made aware of  
20 the fact that housing patterns or housing facilities  
21 are available only in certain areas of the county to  
22 people of certain income and socio-economic levels.

23                   I do not have particulars on that, but the  
24 Office of Housing Opportunity should be able to give  
25 you more information.

1           MR. BINKLEY: In the last few years -- well,  
2 in fact for quite a few years different organizations  
3 in the metropolitan area have made surveys of housing  
4 availability for African Americans and Hispanics, and I  
5 don't know that they've done it for Asian Americans.  
6 And I just wondered.

7           MS. CHAU: That's exactly the problem. I  
8 have worked with those groups or talked to them. They  
9 have funding only to do a white and African American in  
10 such a way that no data ever published -- it's called  
11 the Greater Washington Housing Research Project or  
12 whatever.

13           So if you look at the statistics, again,  
14 that's where the problem came in that I mentioned  
15 before. It looks like the African American or the  
16 Hispanics have problems and the Asians are never  
17 mentioned. And by deduction people tend to draw the  
18 conclusion that we don't have any problems. We cannot  
19 find out.

20           MR. BINKLEY: One more final quick comment  
21 from me, Mr. Chairman.

22           Ms. Chau mentioned the fact that her employer  
23 was gracious enough to allow her to come here today,  
24 and I would wish you would extend to your employer our  
25 appreciation for them doing that for us.

1 MS. CHAU: Thank you.

2 CHAIRMAN WHITTINGTON: Dr. Aries.

3 DR. ARIES: I think it would be very helpful,  
4 Mrs. Chau, if you could make available that employment  
5 chart for our records.

6 MS. CHAU: Yes, sir. I have an extra copy.  
7 I have give it right now to that gentleman here, or to  
8 the Chair?

9 CHAIRMAN WHITTINGTON: That would be all  
10 right.

11 Mr. Darden?

12 MR. DARDEN: I'd like to thank the panel for  
13 coming forth and giving us the information that you  
14 have given. We're on a very tight time schedule.  
15 We're pretty close to it, though.

16 CHAIRMAN WHITTINGTON: So thank you for  
17 coming and I'd like to have the second panel come  
18 forward.

19 This panel is to examine the so-called glass  
20 ceiling; right?

21 MS. COREN: That's what we were told.

22 CHAIRMAN WHITTINGTON: Okay. The first  
23 speaker is William Garrett representing Mr. Potter.

24 Is there someone else representing Mr.  
25 Garrett?

1 MS. COREN: There was a women that is  
2 representing Mr. Garrett.

3 CHAIRMAN WHITTINGTON: If he's not here,  
4 let's go to Mr. Gino Renne.

5 MS. RENNE: Good morning. My name is Gino  
6 Renne. I'm Vice President of Montgomery County  
7 Government Employee Organization which represents  
8 approximately 3500 county government employees.

9 I'm also Chair of the Montgomery County  
10 Public Employee Coalition, which is a coalition of  
11 six --

12 CHAIRMAN WHITTINGTON: Can you hold it just a  
13 moment. If you have to have conversations, could you  
14 take it outside of the room? The Reporter can't hear.

15 The Reporter can't hear with the conversation  
16 going on all of the room.

17 Can you start over again now?

18 MR. RENNE: Certainly. My name is Gino  
19 Renne. I'm Vice President of Montgomery County  
20 Government Employee Organization, Local 400, which is  
21 the union that represents 3500 rank and file county  
22 government employees.

23 I'm also the Chair of the Montgomery County  
24 Public Employee Coalition, which is a coalition of six  
25 public employee unions here in Montgomery County

1 representing 22,000 public sector employees and a  
2 majority of the government agencies.

3           From the outset I want to state that labor's  
4 experience here in Montgomery County with Asian  
5 American/Asian employee member problems has been  
6 limited. The reason for that is that our membership in  
7 that area is limited.

8           For instance, my union, we were able to  
9 identify less than 50 members that are of Asian  
10 American descent. So therefore, the experience we have  
11 in handling problems unique to that population, I want  
12 to clarify, has been minimal.

13           However, there have been experiences and from  
14 those I have made some conclusions where I feel that  
15 there are some problem areas here in Montgomery County.

16           One, I feel that the recruitment of Asian  
17 American employees in Montgomery County could be a  
18 little better. I think the low numbers would  
19 underscore that conclusion.

20           Secondly, in dealing with the establishment,  
21 if you will, there is a significant misunderstanding of  
22 at least the Asian American employees that I've had  
23 experience with, in how the system works, if you will;  
24 how the process works in terms of pursuing any  
25 employment problem that they may be experiencing.

1           The very few, again, that we've had to  
2 official intervene on behalf of Asian American members  
3 showed that there's a complete misunderstanding or lack  
4 of understanding on how to pursue grievances when those  
5 employees felt that they were adversely impacted by any  
6 action by management or a supervisor or whoever.

7           In addition to that, there was a high level  
8 of paranoia.

9           Asian American employees who had problems we  
10 found were significantly reluctant to come forth and  
11 share with the union their problem and solicit help  
12 from the union, even though we're there to help them,  
13 even though they pay dues and we work for them because,  
14 in an attempt to get a handle on or an understanding of  
15 the paranoia so we can get past that and get on about  
16 the business of trying to resolve the problem, they  
17 viewed the union as part of the establishment as  
18 well.

19           So that created a tremendous barrier for us  
20 in regards to trying to get them to trust the union as  
21 being an advocate on their behalf and getting proper  
22 authorization to pursue a remedy on their belief,  
23 because as you know, it takes more than the problem to  
24 be brought to our attention.

25           We have to have authorization from the member



1 to pursue a remedy, because it often entails some sort  
2 of formal action on our part and we need the employee's  
3 authorization to pursue that.

4 That troubles me because I'm not naive enough  
5 to think that this is a great world that we live here  
6 in Montgomery County and that Asian American employees  
7 don't have problems, because they do, just like any  
8 other employee that works for Montgomery County or for  
9 any other employer in Montgomery County.

10 They're victims of coercion -- not coercion --  
11 - disparate treatment at any level, just like anyone  
12 else is.

13 So what troubled me was that knowing that  
14 they, too, are victims of problems at the work site,  
15 they are reluctant to seek help. And it disturbed me  
16 as a labor person to know that there are people in need  
17 of help but yet are afraid to come out and seek the  
18 help and obtain the help.

19 I guess there needs to be a way to educate  
20 people or groups of people that feel that way to make  
21 them feel at ease; to make them understand that there  
22 are remedies out there for their problems; that there  
23 are people or institutions or whoever there to help  
24 them, be it the union, be it the Human Relations  
25 Committee, be it the Civil Rights Commission, whoever,

1 that there is help out there.

2           And we've been struggling with that for quite  
3 a while here within our own union and within the  
4 umbrella organization that I represent.

5           And what we find is the only real effective  
6 way of doing that is to have as many face to face  
7 contacts with our Asian American members and try to  
8 educate them as to what we stand for and what we can do  
9 for them and how we can help them and to educate them  
10 that, "Look, if you have a problem you don't have to be  
11 afraid of it. You don't have to hide. You don't have  
12 to worry about retaliation, retribution or whatever  
13 because there are laws to protect you against that as  
14 well, if you come forward with a problem."

15           But I have to tell you, at least in my  
16 personal experience, it's difficult and it's a  
17 challenge to break those barriers.

18           On a larger scale, the AFL-CIO has been  
19 working on that exact project as well, because now that  
20 we're turning from an industrial workforce to a service  
21 workforce there's an ever increasing number of Asian  
22 Americans in today's workforce.

23           And the AFL-CIO has been struggling with the  
24 same type of things that I have just discussed, because  
25 they have had very little success in getting the

1 message to these groups of employees in regards to  
2 organizing and becoming unionized and, you know, the  
3 right to collective bargaining and all those sorts of  
4 things.

5           Success has been very minimal because of some  
6 of the reasons or some of the barriers I have already  
7 enunciated. What they have done, and I think it will -  
8 - I don't think. I know that it will be a significant  
9 move in trying to tear down those barriers.

10           They created a separate internal organization  
11 within the AFL-CIO called the Asian Pacific American  
12 Labor Alliance, and their charge will be to work in the  
13 Asian Pacific American labor force and try to tear down  
14 those same barriers that I spoke of and attempt to  
15 motivate the Asian Pacific American workforce to come  
16 forward and share their problems, to bring them out and  
17 to seek help and seek remedy for them. It's more  
18 educational at this stage than it is anything else.

19           So the issue of the problems that face the  
20 Asian American workforce is something that labor in  
21 general is very sensitive to and something that, as I  
22 just described, we are attempting to work on in the  
23 broader scope. But here in Montgomery County, again,  
24 the experience has been minimal but the experiences in  
25 regards to what I feel are the barriers, the real

1 barriers that exist, are real.

2           And I hope that that may or may not give you  
3 some insight as to at least what I have to deal with in  
4 trying to resolve some of the problems in that area.

5           CHAIRMAN WHITTINGTON: Thank you, Mr. Renne.  
6           Ms. Proctor.

7           MS. PROCTOR: Thank you. I'm here from  
8 Montgomery County government representing Mr. Neal  
9 Potter our County Executive and also William Garrett,  
10 our personnel director.

11           I happen to be the Equal Employment  
12 Opportunity officer, and as such, have a day to day  
13 responsibility for many of these issues that we are  
14 dealing with today. And our topic for this particular  
15 panel is related to the whole glass ceiling and that  
16 phenomenon and the barriers that Asians in particular  
17 are faced with as a result of that.

18           Our organization being a large organization  
19 is not unlike any other large organization in this  
20 United States and in this particular region. We look  
21 just like those companies, those organizations, because  
22 at the very top we have mostly non-minority individuals  
23 in our high level positions and mostly males in those  
24 positions.

25           And when you look even further, we break it

1 down by ethnic groups and by females. As the previous  
2 panel members have reported, in our category called  
3 officials and administrators, which is our highest EEO  
4 category, we do only have 1.7 percent Asian  
5 representation.

6 That report has been provided to you. It's  
7 one I do on a quarterly basis, and made it available  
8 for today.

9 So if you look at the numbers alone, we know  
10 that we have a problem just like every organization  
11 when you're looking at the low representation of  
12 minority groups in general in the high level positions.

13 Consistent with the findings in the report  
14 I'm sure that our organization is also one to  
15 stereotype on some level. We find that we have a lot  
16 of Asian employees in our technical positions. We find  
17 individuals with a lot of technical competence. And we  
18 don't know if then they are restricted from moving  
19 forward to the higher level decisionmaking positions.  
20 Certainly the numbers would indicate that.

21 Asian groups have had a lot of success in  
22 professional positions. But again, not being able to  
23 move forward into the higher level ones.

24 I hear the same complaints about the  
25 linguistic barriers. Will this individual be able to

1 communicate with other employees if they have to be in  
2 a lead role. That's just something that I hear also.

3 I don't hear many complaints from employees -  
4 - and I'm happy that my colleague here, Gino Renne, has  
5 said the same thing. It is very difficult for us to  
6 first of all be aware of any problems if they're not  
7 brought to us. And numbers alone would certainly tell  
8 us that there are problems. And we know in our society  
9 that minority groups in general have problems. But  
10 those problems don't make it to my office in any great  
11 numbers.

12 I have not made the conclusion that the  
13 problems don't exist. They simply are not there for me  
14 to give you a lot of examples or a lot of statistics  
15 on.

16 I do know that when we talk about recruitment  
17 efforts from an employment standpoint we have had  
18 various initiatives in the area of public safety trying  
19 to get the few Asian representatives that we do have  
20 employed in the police department and fire to  
21 facilitate and help us with the recruiting.

22 And one of the things I've consistently heard  
23 is that often there is a basic distrust of the police  
24 professionals from the Asian community, and it's not a  
25 respected occupation. And therefore, you don't have

1 many individuals choosing that as an option.

2           We have to continue to look at ways to show  
3 that is respected, it is a respectable occupation, and  
4 it also would be a way for the community to have  
5 someone to identify with them culturally and share the  
6 same language skills if we had more individuals in the  
7 Asian community willing to accept that as an  
8 occupational choice.

9           And we're continuing to look at ways to try  
10 to address that issue.

11           We are in some severe fiscal constraints as  
12 many organizations are. That has a positive side to  
13 it, though, and one of those things is that we have had  
14 an initiative within our county government to promote  
15 from within and to restrict the advertising for  
16 vacancies outside.

17           So if we are looking within to promote there  
18 is a natural group of employees that we can tap to move  
19 up. And of course, people have to be in a position to  
20 move up, so we also are looking at what can we do to  
21 improve our mentoring programs, to enhance the job  
22 sharing opportunities, the participation on committees  
23 and whatever other activities would lend themselves to  
24 exposing someone to different skills they hadn't  
25 acquired already and facilities in that movement into

1 higher level positions.

2 Training is one of the major issues that you  
3 typically have to address early on when you're talking  
4 about trying to change attitudes. And we've been doing  
5 some of that under the general guise of cultural  
6 awareness and sensitivity, but we obviously have to do  
7 more. And I think we have to do more around this whole  
8 issue of the glass ceiling concept.

9 I'm impressed with the level of training and  
10 information dissemination that has come about as a  
11 result of the Americans with Disabilities Act. If we  
12 can employ some of the same kinds of methods regarding  
13 other groups in terms of getting the word out about  
14 barriers to employment and the cultural differences, we  
15 might be able to have a few more successes.

16 Our previous panel raised the issue of  
17 minority groups being lumped together and therefore  
18 competing for limited resources.

19 It's an age old problem and I really would  
20 like to hear some additional solutions because I don't  
21 now what the answers are.

22 From a practical standpoint how the  
23 competition evolves on a day to day basis is that we  
24 have affirmative action plans. We establish goals. We  
25 think those goals are based on some legitimate



1 statistics that are census data information.

2           In terms of our trying to accomplish our  
3 goals, we're going to ascribe different numbers for  
4 representation for any one of those groups. It happens  
5 that especially in this county and probably in the  
6 United States, blacks still are the highest represented  
7 minority groups, followed by Hispanics and Asians.  
8 Those numbers are rapidly changing.

9           So you will see even in our organization we  
10 have a higher number of blacks. Our Hispanics and our  
11 Asians are very closely represented, so there's no  
12 significant difference in that.

13           I don't know how you change a manager's  
14 approach when they have a pool of applicants and if  
15 they have a minority member from every group, a female  
16 and someone with a disability. Our approach has been  
17 they are free to select whomever they want to if we are  
18 saying you really need to look at this position for  
19 some affirmative action consideration.

20           We don't put ourselves in the position from  
21 an administration standpoint of saying you have to take  
22 one of those groups. And I know that it doesn't sit  
23 well with the various protected groups. I don't know  
24 what the answer is to that. We really are attempting to  
25 be fair but the result of that maybe is not fair.

1           But we do have a goal in Montgomery County to  
2 have our workforce reflective of the community in which  
3 we serve and that is what we will continue to strive  
4 for and we'll continue to look for any number of ways  
5 to creatively approach addressing that issue.

6           We do have in the county on the Human  
7 Relations Commission an Asian representative. We have  
8 in our County Executive's office an Asian Affairs  
9 liaison officer who has that direct link with the  
10 community. And that person also is a conduit to --  
11 certainly is an advisor to the County Executive and  
12 also provides information to my office on some of the  
13 complaints they may hear regarding our practices in  
14 employment.

15           I want to talk about the status of how we  
16 operate, but I'm also very interested in learning as  
17 much today as I can about where those problems are,  
18 because without these issues being brought to you you  
19 really don't know how severe they are.

20           Unlike other groups, black groups, Hispanic,  
21 they come to you pretty readily with complaints. That  
22 hasn't been the case with Asian groups.

23           So I'm pleased to be here today to hear some  
24 of the concerns and hopefully collectively we can come  
25 up with some additional solutions.

1 CHAIRMAN WHITTINGTON: Okay.

2 Ms. Cunningham?

3 MS. CUNNINGHAM: Thank you.

4 I would agree. I'm also pleased to be here  
5 today for the same reasons that Patricia and Gino have  
6 mentioned.

7 I'm with VITRO. We were founded here in the  
8 county. We've been in the 44 years ago. We are an  
9 engineering and technical firm. Most of our clients are  
10 federal agencies. Therefore, we fall under Executive  
11 Order 11246 signed by President Johnson in 1965 and  
12 have had active affirmative action planning and  
13 programs as a result of that for nearly 20 years,  
14 including Upward Mobility since 1978 and so forth.

15 In terms of our employment demographics, I  
16 have data from July 31, a week and a half ago. We have  
17 4449 employees around the world, but locally we employ  
18 2249. Sixty-one of those are in the District, 298 in  
19 Northern Virginia. Here in the county we currently  
20 employ 1890 persons.

21 Due primarily to defense cuts those numbers  
22 are down rather dramatically from only five years ago.  
23 Five years ago we employed 3500 here in the county, a  
24 46 percent drop in the county. And our total  
25 employment has dropped 29 percent across the country.

1           In spite of that, our representation of Asian  
2 American employees, though small, has grown  
3 fractionally. We are 2.5 percent Asian American here  
4 in the county; 3.1 percent overall.

5           Again, in terms of overall demographics for  
6 all minorities and other protected classes, we think  
7 we're in pretty good shape. We're ahead of goal in  
8 over two-thirds of our measurements, but our  
9 measurements are based on 1980 census data.

10           We really have no clue how well we're doing  
11 against today's world, because we don't yet have 1990  
12 census data other than the raw statistics. That's a  
13 problem.

14           Outreach, as Patricia mentioned, is another  
15 problem. Finding qualified minorities, women and  
16 persons with disabilities. Specifically for this  
17 presentation I looked at our recent recruiting efforts.  
18 From minority outreach agencies we have received 10  
19 resumes of Asian American persons in the last 4-1/2  
20 years.

21           We interviewed two of them. We hired both of  
22 them. We would like more.

23           We've done better, especially lately, through  
24 conventional general recruiting techniques -- the  
25 advertising, the career fairs, employment agencies,

1 having interviewed 17 Asian Americans locally in the  
2 last year and a half.

3 Of those 17 we've hired half, 8; five in the  
4 county, two in Northern Virginia, one in the District.

5 Almost equally successful is our college  
6 program in which we actively recruit the campuses for  
7 qualified women and minorities. In the last two hiring  
8 years out of the college program we succeeded with five  
9 Asian Americans, which represents 8 percent of our  
10 total college hires.

11 So we hope that our demographic numbers are  
12 climbing through the proper kinds of efforts. It will  
13 take a little time to be sure of that, however.

14 We continue to recognize that as a company  
15 dedicated to affirmative action we can't stop our EEO  
16 efforts at the interview room door. The next  
17 consideration is upward mobility, or the lack of it, as  
18 indicated in Labor's report on the glass ceiling  
19 initiative that came out last August, a year ago.

20 This report, as you know, studied nine  
21 Fortune 500 contractors. We are a contractor owned by  
22 a Fortune 500 company. We ought to parallel some of  
23 the findings in the report, and we do.

24 Like our counterparts in the report we do  
25 share these characteristics. We have multiple

1 ceilings. They are lower than Labor originally  
2 thought. And we have only recently implemented formal  
3 tracking of development, appraisals, compensation and  
4 incentive programs.

5           However, unlike some of the counterparts in  
6 the study, our EEO Director, Kathy Hall Lyons, Vice  
7 President of Human Resources, is most definitely  
8 included in high level selection decisions. I am  
9 included from the standpoint of assessing affirmative  
10 action adverse impact potential of virtually all  
11 personnel decisions.

12           This report also references shunting or  
13 steering minorities and women towards staff positions.  
14 In a technical company like ours, that's hardly the  
15 fast track. Maybe we did do that once upon a memory. I  
16 myself in 1968 was shunted, but that was in 1968.

17           Actually, not only has that practice long  
18 since ceased at VITRO, if anything the opposite may be  
19 true. But that could be that our recent recruiting  
20 needs have been mostly technical.

21           Specifically, yes, we have several ceilings,  
22 and here's where they are. I looked at the  
23 administrative side of the house; I looked at the  
24 technical side of the house. Total minorities on the  
25 administrative side of the house have a glass ceiling

1 at the upper management level. Total minorities are  
2 adequately represented at middle management, but that's  
3 as high on the administrative side.

4 Middle management, incidentally, where I am,  
5 is the glass ceiling for Asian Americans and women. I  
6 have a little bit of blood from breaking the glass  
7 ceiling.

8 On the technical side it's much lower, and  
9 that's a problem. On the technical side, minorities,  
10 including and/or focusing on Asian Americans, either  
11 way, and women, are not represented adequately at even  
12 the level one supervisor level.

13 I have looked down into the primary  
14 nonsupervisory feeder groups and the secondary  
15 nonsupervisory feeder groups looking for the ceiling.  
16 And as indicated in the Labor report, we do parallel  
17 two more findings. Several ceilings. Ceilings are  
18 lower on the technical side. But on the technical side  
19 minorities, including Asian Americans have made more  
20 progress than women in general on the technical side.

21 So VITRO does parallel the counterparts  
22 studied in the glass ceiling initiative in some of the  
23 findings.

24 Turning from that report to the report that  
25 brings us together today, I do see that the several

1 stereotypes listed in the report, listing Asian  
2 Americans as the model minority, unaggressive and  
3 having underdeveloped communications skills.

4           We have 2.5 percent Asian Americans here in  
5 the county. That translates to 47 persons. Therefore,  
6 I'm not comfortable generalizing from so few data  
7 points.

8           In VITRO, Montgomery County, what limited  
9 experience -- you mentioned that -- what limited  
10 experience we have indicates that Asian Americans'  
11 difficulties and successes appear to be at the  
12 individual level, just as with many other employees,  
13 especially as regards the glass ceiling. I think the  
14 problem is paucity of numbers.

15           On the other hand the Commission's report  
16 does reference clustering Asian Americans into  
17 technical positions. So I looked at the VITRO numbers  
18 from that standpoint also. Here in the county we are  
19 63 percent technical in general.

20           In our Asian American community, however, we  
21 are 78 percent technical. And I think that's probably  
22 outside the two standard deviations.

23           So are we clustering? Maybe. Trying to  
24 figure out what possible reasons there might be for  
25 this evidence of clustering, I found two potentials.



1           Recent recruiting, especially in the college  
2 program, has been for technical positions. We've hired  
3 very few administrators of any description. That could  
4 be a reason.

5           Another reason might -- might be in the  
6 availability data that we have to work with. But  
7 again, it's 1980 data, so we're not sure if that's a  
8 valid reason or not.

9           The report repeatedly cites LEP, limited  
10 English proficiency. Our recruiters have encountered  
11 some Asian Americans with some oral communication  
12 difficulties, but we don't feel that's hampered our  
13 recruiting because we've hired over a quarter of those  
14 we've interviewed since 1989. What we want is to  
15 interview more.

16           We do believe that some of the stereotypes  
17 listed in the Commission's Report may exist in many  
18 people's minds. And this morning has been evidentiary  
19 of that. But we also feel that we're making some  
20 progress.

21           Here are some of the things we are doing.

22           Just a year and a half ago our glass ceilings  
23 were a notch lower in nearly every category than they  
24 are based on the July 31 numbers. So we've made  
25 movement there.

1           We've instituted an aggressive affirmative  
2 action education program. Had affirmative action for a  
3 number of years; not much education. We have an  
4 affirmative action education program not only here but  
5 in our larger field offices.

6           I myself have developed and given several  
7 presentations to upper management based on the glass  
8 ceiling. We're just about to develop a high potential  
9 program and to formalize better our upward mobility  
10 program as a feeder group to the high potential  
11 program.

12           We have launched a cultural diversity  
13 awareness program that is currently working its way  
14 down through the management ranks to the employee level  
15 and over 100 people have been through that program  
16 since it was launched in March.

17           Six months ago we implemented a sexual  
18 harassment awareness training program company wide.  
19 We've had 88 executives and 787 supervisors and  
20 employees across the country go through that program.

21           Of note here, not only because that is a  
22 problem and it is addressed in the report, but one of  
23 our senior vice presidents participated in the  
24 validation of this program. Our executive vice  
25 president attended the first session, and our chief

1 executive officer attends next month's session.

2           Therefore, we cannot agree more with the  
3 statements in this report on page 155 about the  
4 importance of management support and management  
5 visibility in these and similar programs.

6           In reading the Commission's entire list of 44  
7 recommendations, I find that with a little wordsmithing  
8 24 of them, not just 11, could apply to employers. Most  
9 of the 24 I marked deal with reviewing personnel  
10 practices for inadvertent bias, educating -- as  
11 Patricia and Gino have mentioned -- educating majority  
12 and minority populations and dealing swiftly and fairly  
13 with abuses.

14           At VITRO, in particular, number one, we have  
15 no English only workplace policy. We administer no  
16 employment tests other than a typing test. We think  
17 that's a good idea and should be considered elsewhere.

18           We monitor our affirmative action status  
19 monthly with regard to women, total minorities and  
20 black Americans, because, as Patricia pointed out,  
21 according to the census data that we have, black  
22 Americans represent a significant portion of the local  
23 population.

24           But that's 1980. Therefore, I cannot  
25 underscore enough how much we agree with your

1 Recommendation 30, "Get the data out."

2 We also monitor our glass ceilings. We  
3 initiated that practice shortly after Labor released  
4 the glass ceiling report.

5 The Commission's Recommendations 23, 24 and  
6 25 deal with professional certification and with  
7 employer sanctions under IRCA. By extension, this  
8 touches a special nerve for us. We're a contractor to  
9 the federal government. Therefore, we must require  
10 security clearances for many of our positions.

11 This puts us at the mercy of the Defense  
12 Investigative Service, which has recently suffered in  
13 the courts, Huynh v. Cheney, for denying a clearance  
14 solely on the basis of an applicant's national origin.

15 I would recommend that DIS reevaluate its  
16 criteria for granting or denying clearances. It would  
17 be a help to us.

18 In line with Recommendation 26 we have a very  
19 strong policy against all forms of harassment,  
20 including sexual harassment. Employee Relations is in  
21 my department. When we receive an allegation we  
22 promptly investigate and strictly discipline when cause  
23 is found up to and including discharge.

24 However, to paraphrase Recommendation 27,  
25 we're continuing our awareness training program because

1 we are concerned that perhaps we're not hearing all the  
2 complaints.

3           Therefore, to echo what Gino was saying about  
4 outreach in terms of face to face contact, trust  
5 building, just recently our Employee Relations group  
6 supervisor has started in fact that very thing; walking  
7 around talking to the folks one on one.

8           And finally, we remain very concerned about  
9 outreach. We don't know why we're receiving so few  
10 resumes from Asian Americans, especially from Asian  
11 Americans through minority outreach agencies. Out of  
12 ignorance, perhaps, my recommendation is to suggest  
13 that such agencies perhaps intensify their recruitment  
14 efforts.

15           Affirmative action is the method by which we  
16 achieve the state called equal employment opportunity.  
17 And affirmative action means doing more than what's  
18 required by the letter of the law. It means acting on  
19 the spirit of the law.

20           And that's why I'm so glad to see this  
21 happening today and so flattered to have been invited.  
22 And I thank you.

23           CHAIRMAN WHITTINGTON: Thank you, Ms.  
24 Cunningham.

25           Ms. Coren.

1 MS. COREN: Thanks. I'm Ellen Coren,  
2 Executive Director of the Montgomery County Chamber of  
3 Commerce. We are a county wide business advocacy  
4 organization in Montgomery County. We have around 600  
5 businesses that are members.

6 We're pleased to say that VITRO Corporation  
7 is one of our more active members, as is the Montgomery  
8 County government. We actually have several  
9 departments in Montgomery County that are members, as  
10 well.

11 We're also honored to have been invited here  
12 today. And in conversation with Ed last week and when  
13 we were just talking about putting this together I was  
14 wondering what I could offer to this group, because  
15 quite frankly the Chamber has a great interest in any  
16 issues that affect economic development, and therefore,  
17 affect the quality of life in Montgomery County.

18 And we see as one of our responsibilities  
19 ensuring a sound economic base which means ensuring a  
20 sound job base so that everybody has an opportunity to  
21 live a good life in the county.

22 Glass ceiling issues are issues that the  
23 Chamber as an organization is not really familiar with.  
24 We haven't taken those issues up, and especially as it  
25 regards Asian Americans, we just are not experts in

1 that area.

2 But this doesn't mean that our members are  
3 not interested in those issues, as evidenced by VITRO's  
4 comments today. But it certainly has not come to the  
5 Chamber's attention specifically.

6 So I'm happy to be here just to be here for a  
7 learning capacity and see what the issues are that we  
8 can take back to our membership. That's basically my  
9 purpose here today.

10 What I'd like to do for a few minutes,  
11 though, is tell you a little bit about the Chamber,  
12 what our mission is and then what our comments are on  
13 your report. And our comments are not so much specific  
14 as Tina's were on the specifics of your  
15 recommendations, but more on your general approach to  
16 the business community and trying to encourage breaking  
17 that glass ceiling.

18 The Chamber's mission basically is very  
19 simple. It's to advance and promote the interests of  
20 the business community in Montgomery County and to  
21 contribute to the quality of life in the county through  
22 community service. And we have targeted through one of  
23 our community service objectives the school population.  
24 We're trying to do what we can to prepare our workforce  
25 for the future. And there we see a lot of opportunity.

1           For example, we have the Adopt a School  
2 Program in Montgomery County where we match businesses  
3 up with schools in the county to mentor the students  
4 and prepare the students for the workforce.

5           We also run a tutoring program and a homeless  
6 shelter in Montgomery County to try to work with those  
7 kids that are in a shelter and homeless through no  
8 fault of their own, to try to act as mentors to them  
9 and also help them through their school work.

10           And we also provide other -- a vast array of  
11 volunteer opportunities to our members through what we  
12 call the Business Action Initiative, which basically  
13 serves as a clearinghouse. And we actually provide  
14 peer counsellors for our members who want to get  
15 involved in volunteer activities.

16           We have other members that are already doing  
17 certain kinds of volunteer work that act as mentors to  
18 them or peer advisors and give them information.

19           And the reason I'm describing these programs  
20 to you is not so much because they have to do with the  
21 glass ceiling, but because they're similar in approach  
22 to what I saw in the glass ceiling initiative, and that  
23 is, resolving problems through voluntary and  
24 cooperative approaches. And that is what I wanted to  
25 speak to you specifically about today.



1           We were particularly interested in -- I guess  
2 your glass ceiling initiative was split into four  
3 steps. And the last two steps are the ones I'd like to  
4 comment on: Encouraging the volunteer efforts of the  
5 business community, and then Public recognition and  
6 reward.

7           We have found in working at the Chamber and  
8 in working with all these volunteer programs and others  
9 that our employers act in good faith. And if it's  
10 brought to their attention that their activities are  
11 discriminatory in any way and that employer is shown  
12 how to correct that behavior, he or she will take the  
13 necessary steps, much as what Tina described that VITRO  
14 was doing after identifying some problem area.

15           And we've found that the employers are very  
16 open to the cooperation and voluntary efforts and they  
17 definitely do learn from example, which is what's  
18 happening through our Business Action Initiative.

19           Our members actively seek advice on any  
20 number of issues and issues areas that come before  
21 them. So we encourage the Commission to continue on  
22 the voluntary aspects of helping the businesses comply  
23 with discrimination laws.

24           Businesses also love to be recognized in  
25 public, and who doesn't. And that's where the second -

1 - or I should say the fourth step of your program comes  
2 into play, which is the public recognition and reward.

3           And the Chamber has done something similar.  
4 We've learned the same thing. We have a program called  
5 the Beyond Business Award, which recognizes employers  
6 for outstanding community service. And we have our  
7 members submit entries to the Chamber and we have an  
8 outside panel of judges that actually reviews these  
9 applications or these entries, including the NAACP and  
10 the Community Ministries, elected officials.

11           And we did this because we like to lead by  
12 example. We'd like our members to see what other  
13 businesses are doing. In a way it's peer pressure. In  
14 another way it's just letting them see what  
15 opportunities are out there. And we've had a great  
16 response to the program. It shows a tremendous  
17 eagerness of the business community to do good work and  
18 share what they've learned.

19           So we urge you to continue in that direction  
20 also by continuing to recognize those companies that  
21 are doing well in those areas.

22           I was pleased to note in the report, I guess  
23 towards the conclusion, that the businesses reacted  
24 very positively to the recommendations that were made  
25 to them.

1           And that again shows that when specific  
2 problems are pointed out to them that they will make  
3 good faith efforts to respond and adjust.

4           Patricia -- is it? Patricia Proctor made a  
5 good point when she talked about the efforts that have  
6 been made to comply with the Americans with  
7 Disabilities Act and that is a technique, the whole  
8 outreach project, in compliance with the ADA.

9           Those same techniques can be used to try to  
10 promote these issues on discrimination and the glass  
11 ceiling. And we found that all to be quite effective.  
12 And those opportunities are certainly available through  
13 the Chamber to educate our members on that issue,  
14 whether it's through seminars, articles in our news  
15 monthly. There's a variety of options.

16           So I again would encourage you to continue in  
17 that regard with voluntary and cooperative efforts.

18           And again, I'm happy to be here and  
19 interested in seeing what else we can learn today.

20           CHAIRMAN WHITTINGTON: Thank you, Mr. Coren.

21           Okay. We're ready for questions from the  
22 committee members.

23           Are there questions? Mr. Nierenburg.

24           MR. NIERENBURG: Mr. Renne, --

25           MR. RENNE: Yes.

1           MR. NIERENBURG: -- you used a couple of  
2 expressions which generate some concern that perhaps  
3 you'd like to comment on. You used the word paranoia  
4 and you used it several times.

5           To me, paranoia is a stigma. To me, paranoia  
6 is a description of an illness. And I find in  
7 listening an indignation, the struggling barriers and  
8 the tearing down, but I don't hear an acceptance of  
9 cultural differences. I don't hear a sensitivity. I  
10 don't hear an understanding.

11           And then, if I go this next step, you mention  
12 the paucity of Asian Americans to go into the fire  
13 department and the police department. And again,  
14 pointing at that as -- I don't know if it's an  
15 explanation. I know it's a real fact.

16           But if you know anything about the eastern  
17 cultures and the Eastern philosophies, it is an  
18 unnatural position for people from that part of the  
19 world to go into those professions. It's just  
20 unnatural. It's just part of their nature.

21           And I don't think anything we're going to do  
22 is going to change people and put themselves into  
23 situations which may call for aggressiveness or  
24 physicalness which is not in their nature.

25           So again, I'm just -- I want to understand

1 more of the experience of this issue of sensitivity,  
2 not paranoia, but a recognition and an acceptance of  
3 these cultural differences or attitudes.

4           It's culture within culture is what I'm  
5 listening for and those expressions concern me,  
6 especially if we're here to produce recommendations for  
7 corrective action, meaningful actions.

8           The last comment I have, it's amazing, and  
9 this is not a criticism, Patricia, if I may, but it's  
10 very interesting to me how we drop out 43 million  
11 Americans who are disabled, who are a minority, who may  
12 capture different elements of color, but we drop it out  
13 as the major minority in America.

14           People who are in government agencies working  
15 this area also drop it out. It's an amazing  
16 distinction that I hear and I just want to share that,  
17 not just with you, though.

18           MS. PROCTOR: I'm not sure I follow that  
19 comment.

20           CHAIRMAN WHITTINGTON: It's not necessary.  
21 What I'd really like to get out of the committee here  
22 is some direct questions to the panelists, and I'm not  
23 really getting that.

24           I will say it again, to try to get some  
25 questions from this committee to the panelists.

1           Other questions that the committee members  
2 have? Mr. Seyedin.

3           DR. SEYEDIN: I think we heard some concerns  
4 in the first panel, and I think I see in the second  
5 panel an attempt to answer some of those questions.  
6 And I think most of these concerns have so far gone  
7 unanswered.

8           And I'd like to ask some questions more in  
9 depth questions of these particular individuals who are  
10 in charge of making those or have attempted to solve  
11 those problems.

12           In addition to the panel's concern, I'll  
13 mention I've had a number of phone calls from  
14 individuals, particularly those employed by various  
15 county agencies, the government or state quasi-county  
16 agencies where they would tell me that first they don't  
17 have the opportunity to get into the system.

18           Job descriptions are usually written in such  
19 a way that prevents them from actually getting in  
20 before they can move up within the system.

21           Once they're in it seems that no matter what  
22 type of a job they applied they don't seem to get  
23 picked for promotions. I've had a number of  
24 individuals.

25           I'm aware of at least one case where an

1 individual with a Ph.D. from an American university, a  
2 very fine American university, other graduate degrees,  
3 who is an Asian American has been unable to find  
4 suitable employment within any one of these county  
5 agencies and presently or currently works as a Grade 4  
6 whereby he's qualified for at least a Grade 13 or 14  
7 within the system.

8           That person doesn't want to come forward and  
9 talk about it. He's too proud -- for all the reasons  
10 that Pat very eloquently pointed out why they don't  
11 want to come forward.

12           But you mentioned in your presentation that  
13 if you don't know about the problem you can't fix it.  
14 I think one of the things that has been pointed out  
15 here is that perhaps it is your job to find out what  
16 the problems are, to find a mechanism to reach out to  
17 those individuals and make them speak, by whatever  
18 mechanism you can put in place; confidentiality,  
19 hotlines or whatever it is.

20           And what I'm suggesting here is that I don't  
21 believe the county government, the college, other state  
22 agencies in this county have done a sufficient job of  
23 helping open those doors where we can find out the  
24 problems.

25           Before you can actually put a mechanism in

1 place to solve the problem, what are you planning on  
2 doing in order to help those people come forward or to  
3 really find out the problems?

4 MS. PROCTOR: I offered in my presentation  
5 that certainly the numbers alone would indicate that we  
6 have a problem with the glass ceiling phenomenon with  
7 Asians and all minorities. And that is something that  
8 through the various things I mentioned, the networking,  
9 the education, the -- we've got a manager's roundtable  
10 now that is looking at how we can facilitate their  
11 movement.

12 They're first level supervisors, they're  
13 manager. How do we facilitate their movement into  
14 higher level positions.

15 But in general when we're talking about just  
16 access to the county, and once in, promotions, I'm  
17 hoping that with increased emphasis on recruitment --  
18 we talked sometime about having individuals from  
19 various ethnic origins be a part of a recruitment team.

20 We've not been able to put an actual position  
21 in place or positions in place in employment to do  
22 that, but each time we have a special emphasis like the  
23 public safety recruitments, we try to get individuals  
24 of various ethnic groups to be a part of that  
25 recruitment effort.



1           I also hope that I -- I attempted to explain.  
2   It's the recognition that Asians don't view public  
3   safety positions as an occupation of choice. We  
4   recognize that. And so that in our estimation explains  
5   why our numbers are low.

6           We would like to see those numbers increase  
7   because it would certainly help community relations.  
8   It would help our organization by having more  
9   individuals from the various groups involved in that.

10          Several years ago the whole issue of sexual  
11   harassment could possibly be compared to what Asian  
12   Americans go through in the employment setting in terms  
13   of not wanting to come forward. A survey was done,  
14   confidential survey, for us to get a feel for what  
15   extent of the problem existed.

16          And perhaps we need to do that for  
17   individuals who were not by their very nature inclined  
18   to come forward so that we can see how big is our  
19   problem or how big is the perception of our problem.  
20   And that might be one way of doing it.

21          DR. SEYEDIN: I have one follow-up question..

22          You used the word or the term wordsmithing.  
23   I'd like to elaborate on that. Let me tell you how I  
24   perceive what I thought you said. When you sat down  
25   with 21 applicants and help rewrite their resumes they

1 qualify for certain jobs. Is that what you're saying?

2 When you're talking about wordsmithing, what  
3 do you mean?

4 MS. CUNNINGHAM: Specifically, sir, I was  
5 referring to the list of 44 recommendations in the  
6 Commission's report, 24 of which I felt could with some  
7 rephrasing be broadened to apply to employers rather  
8 than simply the more narrow groups to which they were  
9 directed.

10 And it was those recommendations that I  
11 personally was wordsmithing to apply to us at VITRO to  
12 take as action items, either to continue or to  
13 initiate.

14 And I apologize if I miscommunicated.

15 DR. SEYEDIN: No. I just didn't listen good.

16 MS. CUNNINGHAM: Okay.

17 CHAIRMAN WHITTINGTON: Were you finished, Mr.  
18 Seyedin?

19 DR. SEYEDIN: Yes, I am.

20 CHAIRMAN WHITTINGTON: I had the feeling that  
21 Ms. Proctor was going to be picked on during this  
22 session. (Laughter.)

23 In fact, Dr. Seyedin asked one of the  
24 questions that I wanted to ask you because you did talk  
25 about recognizing there were few Asians. And I was

1 going to ask you if there is a recognition of this,  
2 what is the agency doing to alleviate that kind of a  
3 problem.

4 But you also mentioned that when you talk  
5 about upward mobility, there's a perception of a  
6 linguistic barrier. And I guess my question to you  
7 would be that there are many people who have those kind  
8 of perceptions, but what is your agency doing to verify  
9 those perceptions as being true? That the linguistics  
10 are a barrier to an Asian American becoming a  
11 supervisor.

12 MS. PROCTOR: Well, I made the comment saying  
13 that I have had some experience consistent with your  
14 findings in your report that language has been  
15 perceived by some as a barrier. How large of a problem  
16 that is, I don't know.

17 I'm talking about one or two or three  
18 comments that have been made to me.

19 Our attempt to address that is certainly when  
20 you're hearing those comments you deal with it right  
21 then and there in terms of trying to inform and  
22 educate. But our organization has ongoing cultural  
23 awareness and sensitivity training that is available.

24 It's not mandated but it is available for our  
25 employees to attend.

1           I accept that we need to do more in terms of  
2 issues related to Asian Americans. And we recently  
3 have an Asian American employees' group that has  
4 formulated. And I fully anticipate them being a  
5 resource for informing the administration of problems  
6 that they perceive and also helping us to arrive at  
7 solutions to those problems.

8           CHAIRMAN WHITTINGTON: Okay. And let me  
9 follow with another question because one of the things  
10 that also was mentioned is that your office had an  
11 Asian Affairs Office?

12           MS. PROCTOR: Within our County Executive's  
13 office.

14           CHAIRMAN WHITTINGTON: Okay. In an earlier  
15 panel we heard that there were not -- that Asians were  
16 not willing to come forward with their complaints.  
17 Does the Asian Affairs Office get many complaints from  
18 the Asian community?

19           MS. PROCTOR: Could I let them speak for  
20 themselves. They're here.

21           CHAIRMAN WHITTINGTON: Sure.

22           MS. PROCTOR: Ms. Ruby Rubens is here and also  
23 Mr. Tran. I saw you come.

24           I would mention that Ms. Chau mentioned  
25 earlier of her direct access to Ruby Rubens.

1                   CHAIRMAN WHITTINGTON: I've heard him before,  
2 so go ahead.

3                   MR. PHSONG K. TRAN: I am from the County  
4 Executive Office in charge of Asian Affairs in the  
5 county. I am cultural liaison with the Asian community  
6 and I would say that I know most of the important  
7 problems that the committee has and that the community  
8 would like me to communicate to the government.

9                   In terms of complaints in the county, we do  
10 have very clear procedures about how to complain  
11 grievance by county government personnel. And  
12 therefore, sometimes I heard about a problem.

13                   And my job is to communicate this problem to  
14 the person in the county. Sometimes I have to handle it  
15 personally when it comes up if it's not a direct  
16 grievance, but if it's something complaining about the  
17 way, the manner that either the supervisor or the head  
18 of the department handles the person.

19                   And I have to say that in a few cases that  
20 the Asian Affairs Office have been handling during the  
21 past few years, we have been successful to the  
22 satisfaction of the employee.

23                   And I have to mention also that the county  
24 senior manager level is not all the time stubborn when  
25 we succeed. I explain the case very clearly, as my

1 friend, the gentleman from the union has been  
2 witnessing this year. The county level, even the  
3 department level will listen to reason and will accept  
4 the mistake and apologize.

5 Thank you very much.

6 CHAIRMAN WHITTINGTON: Are there other  
7 questions of the panel?

8 Sure. Go ahead.

9 MS. RUBENS: Let me just make one additional  
10 comment. I'm Ruby Rubens, Special Assistant to the  
11 County Executive and my area of matters with him  
12 include minority and multicultural affairs.

13 And two points that I heard -- I apologize  
14 for being so late coming here, but I've had to  
15 represent the Executive at a community policing  
16 steering committee all morning and wanted to be here  
17 with you.

18 But two things have happened in the last  
19 couple of years since this administration has been in  
20 place that has stymied us in our ability to make the  
21 kind of progress that we know is desirable and that we  
22 have steps in place to do that, but for these very  
23 severe fiscal constraints that have required that we  
24 put a hiring freeze, first of all.

25 There was a freeze on hiring so that from the

1 recruitment efforts and the things in place that we  
2 could conceivably do to try to ameliorate some of the  
3 situations that you're identifying today, we've had to  
4 put on hold to some extent. Because as we have begun  
5 to have reductions in force, to downsize -- and you  
6 know this is happening all over the country both in  
7 public and private sector -- we are limited to filling  
8 positions from the inside.

9           And how are we going to cope with the kinds  
10 of problems that you're talking about today -- and I'm  
11 sure, of course, our union people are aware of this and  
12 they've told us of some of the kinds of things that we  
13 need to do, but as long as we're in that particular  
14 mode, unfortunately we are somewhat stymied as to how  
15 much recruitment and outreach we can do from the  
16 outside.

17           So it doesn't help at all for us to be in to  
18 accomplish the kind of things that we want to  
19 accomplish.

20           Secondly, I supervise the Office of Minority  
21 and Multicultural Affairs with the three liaison  
22 officers, one of whom is Mr. Tran, dealing with Asian  
23 Affairs.

24           The kinds of complaints and handling of those  
25 that you talk about, we do have some mechanisms in

1 place internally to do that outside of a formal  
2 grievance system. And that has been very effective.

3 We have taken it upon ourselves to meet one  
4 on one with each of the department that we feel don't  
5 have the kind of representation and balanced employee  
6 staffing that we see as absolutely critical in this day  
7 and time.

8 So we've met one on one with a number of the  
9 department heads to sit down and talk about the kind of  
10 complaints, not necessarily cases of employee grievance  
11 or discrimination, but in managerial kinds of attitudes  
12 and good or bad employee relations, on setting the  
13 climate for a multicultural workforce and helping them  
14 to understand the resistance or the reluctance of  
15 minorities, especially Asian employees, in  
16 participating and coming forth to express their  
17 concerns and what they perceive to be barriers.

18 And we have had very good response. We're  
19 working with some of the department heads and some of  
20 them are mid-managers and supervisors, to try to  
21 sensitize them and to come closer to where we feel we  
22 ought to be.

23 We're not there yet but I feel it's very  
24 promising that we have scheduled regular meeting from  
25 our Office of Minority and Multicultural Affairs to



1 talk one on one with the departments to see what they  
2 can do to help improve the climate within those  
3 departments.

4 CHAIRMAN WHITTINGTON: Mr. Binkley asked the  
5 other panel prior to your arrival a question about  
6 housing complaints among Asians.

7 Can you respond to his question?

8 MS. RUBEN: I can somewhat. Before taking  
9 this position I was the County Fair Housing Coordinator  
10 and also had oversight for all our testing, as well as  
11 our liaison with that Human Relations Commission with  
12 regard to housing complaints.

13 Of course, the protected class of race is  
14 still of course the highest number where those  
15 complaints occur. But in the numbers of, again, formal  
16 complaints that come forward, the Asian population was  
17 not among the highest in terms of the complaints.

18 We were finding that race itself or national  
19 origin did not present for the Asian population the  
20 same housing barrier as it did for African Americans  
21 and Hispanics.

22 And we were doing some work in trying to find  
23 out whether that was because they were not experiencing  
24 the same level of discrimination or what we talked  
25 about earlier, the reluctance to come forward and make

1 those, or the ability to identify when it has occurred,  
2 when he has happened to them.

3 And I think that part of it, the education  
4 part of it, is what we've been working on, to try to  
5 make citizens recognize when unlawful acts have been  
6 perpetrated. And this is part of the battle. Many  
7 Asians do not recognize when the occurrence has  
8 happened.

9 CHAIRMAN WHITTINGTON: Even though many of  
10 the Asians may not have reported it, would it be fair  
11 to say that there were specific areas in which Asians  
12 were not welcome where they were populated?

13 MS. RUBENS: In Montgomery County it's a  
14 little bit difficult to say because of the housing  
15 costs and the limit on moderate and affordable housing.

16 Where we have higher socio-economic in the  
17 population there has apparently been no barrier to open  
18 housing to purchasing. We have a dispersal of Asian  
19 Americans throughout the county, but depending upon  
20 economic ability to pay we have seen again across the  
21 board for all minorities the inability to access  
22 affordable housing at the same level and that kind of  
23 thing.

24 MR. TRAN: Actually, I would like to answer,  
25 but it might seem very strange to you. The highest

1 concentration of Asian population is in the Potomac-  
2 Bethesda area.

3 CHAIRMAN WHITTINGTON: Yes. I understand  
4 that. Good.

5 Dr. Wickwire?

6 DR. WICKWIRE: I have a question that in some  
7 sense probably has already been answered, but I was  
8 wondering. In terms of your efforts that are made to  
9 get people in policymaking and decisionmaking roles to  
10 accelerate the lifting of the glass ceiling, where does  
11 the resistance come from primarily from them? What is  
12 it they're resisting really?

13 Is it on moral grounds, economic? Is it race  
14 or whatever -- generally, what is it, generally? I  
15 don't know whether all of you want to take a shot at  
16 that.

17 MS. CUNNINGHAM: Do you want to flip for it?  
18 (Laughter.)

19 MS. PROCTOR: I don't know that -- I mean, no  
20 one's going to articulate that to you. The persons who  
21 are in the positions to make the selection decisions,  
22 they're not going to tell you, especially if it's for a  
23 discriminatory reason, that that's why they're doing  
24 it.

25 DR. WICKWIRE: But what do you think in this

1 case? Do you think it often is?

2 MS. PROCTOR: I think it often is  
3 discrimination.

4 DR. WICKWIRE: Just discrimination, straight  
5 out.

6 MS. CUNNINGHAM: Our situation is a little  
7 bit different. I think that our situation, the not so  
8 wonderful position we find ourselves in today, though  
9 it is getting better, is one of historical origin.

10 The vast majority of our earliest workforce  
11 came to VITRO straight from the United States Navy.

12 DR. WICKWIRE: That tells you right there.

13 MR. OKURA: That's the answer. That's enough  
14 said.

15 CHAIRMAN WHITTINGTON: Were you finished, Ms.  
16 Cunningham?

17 MS. CUNNINGHAM: Excuse me?

18 CHAIRMAN WHITTINGTON: Were you finished?

19 MS. CUNNINGHAM: Not quite.

20 CHAIRMAN WHITTINGTON: Oh, I'm sorry.  
21 Because I had called on someone else.

22 MS. CUNNINGHAM: Excuse me. I'm sorry.

23 I have not encountered anything that I could  
24 construe to be even subconscious discrimination lately,  
25 but I am talking only very recently, because my

1 personal experience with VITRO personnel decisions is  
2 not but four years, so I cannot speak farther back than  
3 that.

4 I am finding an honest effort to look for and  
5 move up qualified minorities, women and persons with  
6 disabilities. Our numbers are small, and I think the  
7 reasons for that, as I stated earlier, are historical  
8 employment patterns.

9 You had a question?

10 CHAIRMAN WHITTINGTON: No. She wanted to  
11 respond to the same question.

12 MS. COREN: Yes, I did.

13 Of course, VITRO is a very large employer in  
14 the county, although unfortunately they've shrunk. But  
15 they're still pretty large. But the majority of the  
16 employers in Montgomery County are small.

17 And as you get into the smaller levels, even  
18 100 employees or less, you don't necessarily have  
19 someone such as Tina or Patricia that is an expert in  
20 this field that can sensitize them.

21 So I think in many cases you're dealing with  
22 a situation where the person doesn't realize what they  
23 are doing. They just don't have the awareness. They  
24 haven't been sensitized.

25 And were those issues to come to their

1 attention, I think they might initially register  
2 surprise that they did not realize what the effect of  
3 what they were doing is. And of course that's what we  
4 look at in the end is the effect of the action.

5           And so I think a lot of times it's a lack of  
6 awareness, a lack of education or sensitivity.

7           DR. WICKWIRE: Well, what do you do to  
8 educate them? Do you have programs to do something  
9 with them?

10           MS. COREN: Well, I think what you all did in  
11 your initiative with our corporations seemed to be very  
12 effective. And that was, they went -- I don't know who  
13 it was from the Commission that actually went to those  
14 corporation and studied all different aspects of their  
15 practices and showed them the problematic areas.

16           And I think that can be done, but you can't  
17 go case by case of course with every business. There's  
18 22,000 businesses in the county.

19           But I think when you talk about outreach, a  
20 mass education effort, something through the Chamber or  
21 through country government, through the Office of  
22 Economic Development, who knows. There are many  
23 vehicles in which to communicate on a broad scale with  
24 businesses and try to sensitize them.

25           So I think that's probably the way to go.

1 CHAIRMAN WHITTINGTON: Okay. Josh and Ed.

2 DR. MURAVCHIK: I know I am not of the same  
3 view as some who've spoken, Ms. Proctor. I don't  
4 believe that numbers alone show anything ever.

5 And I think it's a tremendous mistake to look  
6 at numbers of people by various biological categories  
7 and different jobs and to infer anything from the  
8 numbers alone.

9 What I would like to know is do any of the  
10 panel know of cases of documented discrimination, job  
11 discrimination against Asian Americans in the county,  
12 and if so, how many, what kinds?

13 What do we have in the way of hard  
14 informational experience, not numbers and not  
15 impressions of insensitivity or lack of sensitivity or  
16 failing to have been sufficiently sensitized or  
17 whatever?

18 MS. PROCTOR: Our numbers are very few in  
19 terms of formal complaints or informal complaints from  
20 employees. I've been dealing with a situation recently  
21 of an employee who is having a tremendous time with his  
22 supervisor and culturally he could not challenge that  
23 supervisor and protect his rights.

24 And my efforts were to counsel him on his  
25 rights. And the situation was bad enough that we had

1 to help him get another job. But he still was not  
2 about to take that complaint to the Human Relations  
3 Commission and make it a formal complaint.

4 I took my findings to my director who is  
5 dealing with the department head, but the actual  
6 numbers are very small.

7 And my comments about numbers were that if  
8 you look at the sheer numbers you see that the  
9 representation is small. And that's really the point  
10 that I was trying to make. It small for all minority  
11 groups when you're talking the higher level positions.

12 DR. MURAVCHIK: Right. But some people would  
13 infer from that that suggests that some pattern of  
14 discrimination is going on. I don't. The numbers alone  
15 don't necessarily mean there's some pattern of  
16 discrimination.

17 There are many different things that could  
18 account for those numbers and the numbers might reflect  
19 a pattern of discrimination but to know that you'd want  
20 to see some other kinds of evidence of discrimination  
21 and that's what I'm interested to find out.

22 I'm sure there must be some but I'd like to  
23 get some idea of how much we've actually been able to  
24 document.

25 MS. CUNNINGHAM: We've had one complaint of



1 national origin discrimination. She felt she was being  
2 discriminated against because of her national origin,  
3 being born in Iran, yet she's not one of our 47 Asian's  
4 of course, because she signed herself up as Caucasian.

5 But national origin discrimination is  
6 national origin discrimination.

7 That particular issue turned on work  
8 performance and quite candidly, that issue was also  
9 resolved by a transfer but for different reasons.  
10 There was merit on both sides of the story, as there  
11 often is, in terms of the supervisors' concerns over  
12 lack of work performance and the employee's concerns  
13 over harassment.

14 That's the only case that I've had.

15 CHAIRMAN WHITTINGTON: Mr. Okura, and then we  
16 have to move because time is fleeting.

17 MR. OKURA: Just one comment on numbers.  
18 Numbers can be used. I happen to be a statistician, a  
19 psychologist, et cetera. But numbers can be used any  
20 way you want. And we defend all of our actions on this  
21 kind of interpretation of numbers.

22 However, getting back to a more basic  
23 question, I happen to be a resident of Montgomery  
24 County, Bethesda, Maryland. I was somewhat active in  
25 the political arena when the new government came into

1 being in this last election and so on.

2 And at that time suggestions were made in  
3 terms of an Asian Pacific American Advisory Committee  
4 to the Executive, Mr. Potter.

5 Has anything ever come of that?

6 MS. PROCTOR: I'm not sure. Do you all know,  
7 Ruby?

8 MS. RUBEN: To the extent that --

9 MR. OKURA: I know what the answer's going to  
10 be, but all right.

11 MS. RUBEN: Well, not specifically, Mr.  
12 Okura. To the extent that we already had two existing  
13 advisory kinds of setups it was not sure, and we didn't  
14 have the appropriate follow-up, as to whether a third  
15 dimension would really be a value added kind of thing.

16 And let me just explain to you what I mean.

17 With the Asian Affairs liaison element in our  
18 OMMA office, we felt a part of that could be covered,  
19 but we also have an Ethnic Affairs Committee which is a  
20 formally appointed Executive/County Council advisory  
21 board, and we have particularly done outreach and  
22 recruited a significant additional number of Asian  
23 Pacific members.

24 And to that extent we were hoping that we had  
25 kind of covered that base. If this has not proven to

1 be appropriate or what was in mind, maybe we need to  
2 have some follow-up and talk about it, but we certainly  
3 have moved, I think, toward two entities that could  
4 fill that gap.

5 MR. OKURA: There are 42 advisory committees  
6 or commissions within the Montgomery County setup and I  
7 happen to be on two, but based not on ethnicity or  
8 anything else, but on mental health and substance abuse  
9 which happens to be part of my 50 years of experience.  
10 So I'm on both of those.

11 And when I bring up the question about one in  
12 the area of Asian Americans, the answer is, again,  
13 we're squeezed for financial, et cetera, and those are  
14 the reasons given.

15 The only thing that I allude to that Arthur  
16 mentioned in terms of the presentation from AFL-CIO,  
17 the paranoia puts us all in a negative frame of mind.  
18 There is no paranoia. The system is there and we know  
19 the system does not respond or does not provide access.  
20 And the whole matter of behavior, the whole matter of  
21 attitudes is what we're talking about.

22 The basic attitude of equality, the basic  
23 attitude of people of different colors can be just as  
24 equal as anyone else, whether they're white, black,  
25 yellow or brown. And it's hard to measure but there is

1 a basic attitude and the whole matter of behavior that  
2 seems to still persist.

3 CHAIRMAN WHITTINGTON: Mr. Okura, did you get  
4 your question answered?

5 MR. OKURA: I got my question answered.

6 CHAIRMAN WHITTINGTON: Okay. Because we have  
7 to move.

8 Okay. Ed.

9 MR. DARDEN: My question is about commitment.  
10 One of the things we wanted to find out here is  
11 whether, particularly in the government's areas of  
12 responsibility there is also a commitment.

13 And earlier when we were talking about some  
14 of the group representatives, they seemed to describe a  
15 sense in the Asian American communities that there  
16 isn't much real commitment to civil rights enforcement.  
17 And from that sense comes the expectation that they  
18 wouldn't be protected if they came forward with  
19 complaints, and so therefore you don't see that.

20 What has government done to really  
21 demonstrate that it has a commitment in civil rights  
22 enforcement and what else do you intend to do?

23 MS. PROCTOR: Well, we've got a long-standing  
24 affirmative action EEO program in the county that  
25 predated this administration, but the current

1 administration has certainly indicated their support of  
2 our activities to continue in the area of affirmative  
3 action, and specifically making our organization  
4 accessible to everybody who is interested in seeking  
5 employment with us and participating in our programs.

6           We have an arm of the government which is our  
7 Human Relations Commission who I believe upholds and  
8 enforces the civil rights laws of the country and of  
9 the county. We continue to -- one of our initiatives  
10 this year is to update our affirmative action plan,  
11 make that a priority, and to continue to build upon the  
12 various types of training that we have in the whole  
13 area of EEO and affirmative action, as I've spoken  
14 before.

15           That's basically the focus, in addition to  
16 the activities that the Multicultural Affairs Office is  
17 involved in. It's an approach from many different  
18 efforts that we're trying to take, and receiving input  
19 from our various groups that provide feedback to us,  
20 the Commissions, we're always receptive.

21           I think we take pride in the fact that we  
22 will listen to anyone and listen when an open ear to  
23 take those criticisms back and put them into action.

24           MS. CUNNINGHAM: I can testify to all of  
25 that.

1 MS. RUBEN: As well as Montgomery County has  
2 one of the best hate violence legislation laws in the  
3 state and in the nation and it is a model for national  
4 legislation. We do keep statistics. We have fairly  
5 close relationships with our department of police and  
6 our own public safety agency to identify anything that  
7 could be labeled as a hate violence act.

8 And with legislation that does protect the  
9 victim as well you had, in the few instances that we  
10 had acts of hate violence directed toward Asians, they  
11 has been public information provided in terms of  
12 conviction and prosecution of those persons who have  
13 perpetrated those acts.

14 So it's been very visible and is a national  
15 model.

16 CHAIRMAN WHITTINGTON: Thank you very much.  
17 I see the two hands, but I want you to recognize that  
18 I'm a fanatic for time. Some of us have to travel 3-  
19 1/2 hours to get home this evening and I'd like to get  
20 out on time.

21 I'm going to ask the two of you -- I'm going  
22 to recognize you, but before I do that I'm going to ask  
23 you to make your comments very short and to the point.  
24 And before I do that I would also like to recognize the  
25 presence of the President of Montgomery College, dr.

1 Bob Parilla.

2 (Applause.)

3 DR. PARILLA: Thank you.

4 CHAIRMAN WHITTINGTON: So with those comments,  
5 if you would very quickly. I'll let you speak, and  
6 then we will adjourn for lunch.

7 MS. WILDE: I would like to follow up on Dr.  
8 Okura and Ed Darden's question. It's a combination of  
9 the two, the commitment of Montgomery County Executive  
10 to act upon affirmative action.

11 I know that right after he was elected there  
12 was a flurry of activities asking for Asian American  
13 communities to come up with advisory committee. There  
14 was one formed informally and there was a questioned  
15 asked to that advisory committee.

16 The question was, we do not have any  
17 department heads who are Asian Americans. There are  
18 two vacancies that are occurring. Can you recommend  
19 qualified personnel. And resumes were collected;  
20 recommendations were given; and no actions were taken  
21 upon by the Executive.

22 In fact, although members or all the  
23 applicants were passed over. And now I understand that  
24 that informal advisory committee is also done away  
25 with.

1           In view of that very specific instances, I do  
2 have to question the commitment of this administration  
3 in the county government to equalize the glass ceiling  
4 effect. Are they really into breaking this glass  
5 ceiling? Out of 19 personnel, 1.7 percent of personnel  
6 within the county government, you will note that none  
7 of them are department heads.

8           And why were any of these people not  
9 considered for these positions? Are you really  
10 committed to breaking this glass ceiling?

11           CHAIRMAN WHITTINGTON: Thank you. If you're  
12 speaking to the appropriate people that are here, they  
13 can respond. Not today, but -- (laughter)

14           MS. VI BALUYUT: By way of introduction, my  
15 name is Vi Baluyut, and I live in Montgomery County. I  
16 came because I'm very interested in civil rights issues  
17 and in the glass ceiling issues.

18           I started my career with the U.S. Commission  
19 on Civil Rights as an Equal Employment Specialist, so  
20 I'm very familiar with all the 44 recommendations that  
21 are included in this book. And in fact, I waived that  
22 book at the White House briefing on May 4th, 1992 when  
23 we had leadership White House briefing here in  
24 Washington, D.C.

25           And one of the persons who received that book



1 was Wayne Budd, who is the Deputy Attorney General in  
2 the Civil Rights Division of the Attorney General's  
3 office. And I said -- and I think Mr. Okura was there.  
4 And I said, "The U.S. Commission on Civil Rights has no  
5 enforcement authority. We can only report on the  
6 issues, but you have enforcement authority, Mr. Deputy  
7 Attorney General. I think you should do something  
8 about these issues that we have been talking about  
9 since 1979 when we had the first civil rights  
10 consultation on Asian Pacific American issues at the  
11 hearing in Washington, D.C."

12           So I mention this because I think most of us  
13 are familiar with these issues, but they keep  
14 resurfacing.

15           And then also, I travel in my work for the  
16 Commission and the issues of Montgomery County, Asian  
17 Pacific Americans, are the same in California and in  
18 Hawaii.

19           Now the reason I spoke up this morning is  
20 because I wanted to find out if in Montgomery County  
21 where I live, and I'm very interested in the local  
22 issues of Montgomery County, I wanted to find out if  
23 they have considered breaking the glass ceiling by  
24 trying to appoint an Asian Pacific employment manager  
25 in their -- well, I guess as part of their affirmative

1 employment program.

2 In the federal government -- and I speak with  
3 a little authority on this because I am the Chair, the  
4 current Chair --

5 CHAIRMAN WHITTINGTON: What's your question,  
6 Miss, because I really want you to get to the question  
7 so that we can --

8 MS. BALUYUT: Yes. My question is if  
9 Montgomery County could perhaps put in place the  
10 appointment of an full-time Asian Pacific employment  
11 program manager to correct these problems of  
12 underrepresentation, to do recruitment, hiring and  
13 training, to train future supervisors and managers to  
14 move up in county government positions. That would  
15 probably -- it's probably a correct step in the right  
16 direction, because in the federal government, as Chair  
17 of the Asian Pacific American Council, we are doing the  
18 same thing.

19 We have a glass ceiling initiative that is in  
20 this booklet. We're trying to get Congressional  
21 resolutions and maybe an Executive Order to get the  
22 President to issue such an order similar to the 16  
23 point program of the Hispanics that was issued by  
24 President Nixon in 1970.

25 So that maybe all these problems of the glass

1 ceiling could be corrected, having a person in place in  
2 the state, local and federal government.

3 CHAIRMAN WHITTINGTON: Thank you very much.

4 I'd like to take this opportunity to thank  
5 the panel for their presentations. I'm very glad that  
6 the representatives of Montgomery County government  
7 were here because some of the comments that you have  
8 heard would help you address some of the problems of  
9 the Asian community here in Montgomery County.

10 At this time I'm going to adjourn this  
11 meeting until 2:00 o'clock, and we'll have lunch.

12 (Whereupon, the luncheon recess was taken at  
13 12:34 p.m.)

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1 Allegheny County; Mr. Arthur Nierenburg, Dr. Seyedin  
2 from Montgomery County here; Mr. Ed Darden, staff  
3 member; Dr. Aries; DeWayne Whittington, Chairperson;  
4 Mr. John Binkley from the Commission staff; Josh  
5 Muravchik; Pat Okura; and Dr. Chester Wickwire.

6 Those are the committee members who are  
7 present. Several are not here today.

8 Our forum is composed of four panels. We had  
9 two of those panels to make presentations this morning.

10 This afternoon we have two panels left and  
11 the panel that is before us this afternoon is a panel  
12 which will deal with racial tensions involving Asian  
13 Americans, hate crimes, public schools, police-  
14 community relations.

15 Each one of the panelists will have 10  
16 minutes to make a presentation. At the end of the  
17 total panel presentation the members of this committee  
18 will ask questions of the panelists.

19 Because of our limited time we will not  
20 accept any questions from the audience at this time.

21 The first speaker of this evening's panel is  
22 Dr. Oliver Lancaster, Director of the Office of Human  
23 Relations, Montgomery County Public Schools.

24 Dr. Lancaster.

25 DR. LANCASTER: Thank you for the opportunity

1 to share some of my viewpoints and experiences with you  
2 about racial tensions involving Asian Americans, hate  
3 crimes and hate activities.

4 First of all, I would like to congratulate  
5 the Commission on Civil Rights for their February 1992  
6 Report on Civil Rights: Issues Facing Asian Americans  
7 in the '90s. I found the report to be highly  
8 informative for educators.

9 As I read it I was continually making the  
10 observation that more educators in MCPS, Montgomery  
11 County Public Schools, should have the opportunity to  
12 review the historic information, discuss it and  
13 dialogue across racial and ethnic lines.

14 It also became obvious that the basic lessons  
15 taught by the report should be appropriate infused into  
16 the K-12 curriculum. The modifications for the  
17 classroom that I would recommend have more to do with  
18 the need to include greater balance and broader and  
19 more positive perspectives to bring the kind of  
20 appreciation and understanding that any staff member or  
21 graduate of MCPS should possess as a matter of course.

22 Considering the paucity of resources these  
23 days my recommendation is that the Commission assist  
24 public schools and communities in bringing adults and  
25 students up to speed with the background and outlooks

1 that can do so much to circumvent the  
2 misunderstandings, disrespect and tensions that feed  
3 the negative forces of hate, violence, isolation and  
4 distresses that we see boiling often just below the  
5 surface on a daily basis.

6           The Commission could be of great service if  
7 it would specifically use its good offices to encourage  
8 the state and federal level researchers and scholars  
9 who compiled this excellent report to create a series  
10 of training opportunities and seminars for key school  
11 officials, teachers and community leaders on the  
12 contents, the implications and the natural extensions  
13 of this work.

14           Delays in getting this done will leave  
15 thousands of students and adults in the dark, often  
16 struggling to compile and digest a myriad of works,  
17 many of those much inferior to the work that is  
18 indicated by this report.

19           During the last several years the Montgomery  
20 County Public Schools had made a significant effort to  
21 directly address the matter of total inclusion of the  
22 Asian Community.

23           One of the roles of my office is to work  
24 toward involving communities in school affairs and  
25 decisionmaking. Another role is to take full advantage

1 of existing resources in addressing and preventing  
2 serious incidents, particularly hate violence and  
3 negative school climate.

4 Part of that role included promoting positive  
5 interactive relation between the various groups in the  
6 schools and the school system. An analysis of serious  
7 incidents during the last two years, cross-cultural  
8 incidents involving Asians and hate violence, are very  
9 rare.

10 Hate graffiti and derogatory remarks about  
11 Asians are almost nonexistent in most school  
12 situations. The most serious situations of which I'm  
13 aware, a series of fights between a number of Asian  
14 boys on one side and African Americans and white on the  
15 other side, was found to be largely due to poor  
16 orientation about life in MCPS on the part of the Asian  
17 students and lack of knowledge of Asian community and  
18 students on the part of the traditional population,  
19 student and adult.

20 The principal addressed the situation  
21 aggressively and the problem subsided almost  
22 immediately, and both sides were willing to communicate  
23 and resolve their differences.

24 Incidentally, this achievement was done in  
25 joint partnership with the Human Relations Commission



1 and the Multicultural Office of the county and the  
2 Vietnamese Mutual Association. All of those were  
3 effective resources that were available to the school.

4 Our office has been involved in several cases  
5 of conflicts between boys within the Asian community.  
6 In one instance a shop teacher had placed two Asian  
7 boys at the same work station. They were new to the  
8 country and unfamiliar with school procedures.

9 The teacher had little or no knowledge of the  
10 background or orientation of the boys, and pretty much  
11 considered them as Asians. When arguments and fighting  
12 continued it was brought to the attention of the  
13 teacher that although both boys were Asian, one was  
14 Cambodian and the other Vietnamese, and each had highly  
15 developed political ideologies.

16 Changes were made in that situation and the  
17 problems began to subside.

18 This concern about individual and cultural  
19 uniqueness is serious. We're often informed of  
20 students having their feelings hurt, even to tears,  
21 because a teacher or bus driver or other students have  
22 called them Chinese when they may have been Filipino or  
23 Japanese when they may have been Korean, et cetera.

24 This problem creates tensions,  
25 misunderstandings, damages egos and can lead to

1 unnecessary conflict and distress. The problem can, of  
2 course, be ameliorated with better education of all  
3 adults and students. The concern of recognizing  
4 uniqueness is not limited to the Asian community. None  
5 of these problems, of course, are.

6 I have found in discussions with Asian  
7 students that they can easily get caught in the middle  
8 of traditional white/black conflicts. Some Asian  
9 students have been hurt because they are accused on one  
10 side of trying to be black and on the other side of  
11 trying to be white.

12 This situation is often frustrating and  
13 confusing, especially to students at the secondary  
14 level.

15 It is also true that Asian students who are  
16 new to this nation often have little to form opinions  
17 and points of view about other groups beyond what they  
18 have learned from the media. And we all know how  
19 distorted some of those conclusions can be.

20 I should add that my office also handles  
21 Equal Employment Opportunity matters for MCPS. There  
22 are many formal and informal complaints that we address  
23 on a daily basis. Our reports to the Superintendent  
24 and to the Board of Education have underscored the fact  
25 that Asians rarely formally complain about anything.

1           Grievances, administrative complaints, EEO  
2 complaints, issues of bias or injustice in regard to  
3 Asians have to be addressed pro-actively because the  
4 complaints will rarely provide a platform for necessary  
5 changes and action so that improvement can be brought  
6 about.

7           It has become clear to us that personal  
8 relationships and regular informal communications and  
9 contacts have been more valuable or most valuable in  
10 helping to avoid and resolve problems that may arise in  
11 regard to Asians, staff members and students.

12           Asian civic and support groups have been  
13 invaluable in dealing with the matters of tension,  
14 involvement in problem-solving at MCPS. The support of  
15 Mr. Cuong of the Human Relations Commission, Phsong  
16 Tran of the county Multicultural staff, have been  
17 constant resources and they provide us with guidance  
18 and counselling in identifying issues and in addressing  
19 those issues.

20           The groups like the Korean schools and  
21 churches, the Organization of Chinese Americans, the  
22 Vietnamese Mutual Association, Pan Asian Women, Asian  
23 American Educators Association and other groups that  
24 work with our schools and the Board of Education  
25 administration are without a doubt absolutely necessary

1 for us.

2           It is my considered opinion that there is no  
3 way that the public schools can continue to make any  
4 significant impact on improving relationships and  
5 developing strategies for problem-solving without  
6 direct involvement of well placed Asian staff members  
7 in partnership with other members of the staff and the  
8 community.

9           The 0.9 percent of Asian administrators and  
10 the 1.7 percent of Asian teachers cannot provide the  
11 foundation necessary to meet the challenges for the  
12 remainder of this century as we move from nearly 13  
13 percent Asian students to a much large increase as the  
14 years go by.

15           I have several, what I consider to be  
16 practical recommendations.

17           One. Create an available consulting resource  
18 for districts that do not have staff and resources to  
19 address concerns aggressively. Failing that, at least  
20 develop a pool of referable resources for teachers,  
21 boards of education and administrators by locale.

22           Two. Make your recommendation to modify  
23 certification options a place on the fast track. What  
24 I'm saying is in the report there is a comment on  
25 certification.

1           That recommendation should be on the fast  
2 track because we're losing a lot of time and a lot of  
3 outstanding educators who come to us but cannot get  
4 certified and get into the classroom and provide the  
5 support and the leadership that we need.

6           Three. Develop guidelines and models for  
7 community organizations to support school systems in  
8 involving Asian parents and communities.

9           Four. Refer to my point on the availability  
10 of seminar resources, the suggestion I made about this  
11 report. I'm sort of underscoring the need to have both  
12 the federal government and the state government provide  
13 us with some resources to teach or to prepare people to  
14 go out and share the information that is in the civil  
15 rights report.

16           Five. Assist schools in personnel searches  
17 and preparing Asian staff for promotional  
18 opportunities. Many school people need the guidance  
19 and the models.

20           And six. Share your expertise in various  
21 municipalities to duplicate hearings such as these on  
22 the matter of the education of Asian Americans dealing  
23 with hate violence and promoting involvement.

24           So what I would like to see is what you are  
25 doing now to provide some help to local municipalities

1 in creating these same kinds of situations in these  
2 locales so that those local officials can hear directly  
3 from people, perhaps at a lower level, what is going on  
4 on a day to day basis and do some things about it.

5 Thank you for the opportunity. And of  
6 course, I'll be here for the questions.

7 CHAIRMAN WHITTINGTON: Thank you, Dr.  
8 Lancaster.

9 Mr. Duthinh.

10 MR. DUTHINH: Hi. My name is Cuong Duthinh. I  
11 am the Community Relations Specialist from the Office  
12 of Human Relations Commission, and I'm here  
13 representing Mr. Alan Deane, who is the Executive  
14 Director, who happens to be out of town today.

15 Speaking of the hate crimes against Asians  
16 in Montgomery County, in 1991, out of a total of 195  
17 incidents there were 9 incidents of hate and violence  
18 against Asian Americans officially reported to the  
19 police.

20 In 1992, on January 1st to the end of July  
21 last month, our statistics show 16 incidents have  
22 already been reports. Of the complaints involving  
23 commercial property, the incidents enumerated vandalism  
24 and intimidation. Residential cases included assaults,  
25 vandalisms and harassments.

1           School incidents consisted of fights and  
2 beatings by several assailants as Dr. Lancaster just  
3 mentioned.

4           Besides these officially reported cases, many  
5 other Asian Americans are victims of hate and violence,  
6 but are reluctant to appeal to the authorities. They  
7 are unfamiliar with the justice system, have a language  
8 barrier and fear of retaliation.

9           The Office of Human Relations Commission has  
10 held several community meetings and also conducted  
11 frequent outreach efforts to identify the problems  
12 faced by Asian Americans and their causes, and to  
13 gather opinions on appropriate actions that could or  
14 should be taken to address the problems.

15           Our findings are multifaceted. Racial  
16 tensions between Asians and non Asians arise primarily  
17 from a combination of economic hardship and dramatic  
18 culture and language differences.

19           Asians are different from either the American  
20 black, white or Hispanic community. They wear  
21 different clothes. They eat different foods. Have  
22 different lifestyles. Culture and languages are also  
23 different from other groups.

24           Due to the deficiency in the English language  
25 and their lack of understanding of American culture and

1 customs, many Asian Americans are forced to be isolated  
2 from the community's cultural, educational and civic  
3 life. They cannot make friends with their neighbors  
4 easily, not to mention participation in community  
5 affairs.

6           The hostility that Asian Americans have met  
7 in this country has been in large part a direct result  
8 of the national advertising campaign against Asian  
9 imports. This effort is perceived by many people as a  
10 racist complaint because there have not been similar  
11 attacks on imports from other countries such as German  
12 or British automobiles.

13           There exists some level of anti-Japanese  
14 feeling due to the economic recession, particularly  
15 because of strong competition in the automobile and  
16 electronic industries. And all Asians are likely to  
17 suffer from anti-Japanese feelings.

18           Most non Asians do not differentiate among  
19 the diversity of Asian groups. Also, the increasing  
20 Korean small business ownership and allegations of  
21 preferential treatment in federal lending and  
22 assistance practices have contributed to the level of  
23 tension.

24           This is frequently translated into a general  
25 anti-Asian feeling. Anti-Korean actions are primarily



1 focused on their presence in the business community,  
2 while action against other Asians, particularly in the  
3 Southeast Asian newly arrived, occur where they live.

4           These newcomers are mostly settled in low  
5 income neighborhoods already experiencing inter and  
6 intra group tensions. Many of them are placed with no  
7 choice and are faced with a dilemma. When they receive  
8 public assistance they are seen as parasites in the  
9 community. When they receive employment they are  
10 accused of taking jobs away from others.

11           It must be recognized also, that while an  
12 incident may be interracial, it is not necessarily a  
13 racial incident. Other non race related factors may  
14 have precipitated the event.

15           The Office of Human Relations Commission does  
16 acknowledge that racism and discrimination still exists  
17 in our society. To combat these problems, among other  
18 activities, our efforts include:

19           Education through speaking engagements and  
20 workshops.

21           Intervention in communities experiencing  
22 tension from prejudice, provocation and harassment.

23           Recruitment, training and coordination of the  
24 network of neighbors, network of teens, a county wide  
25 support effort for victims of hate and violence.

1           Implementation of training programs for other  
2 agencies concerning hate and violence, sexual  
3 harassment and human relations.

4           We also have the Partnership Fund to provide  
5 compensation to victims of hate and violence for the  
6 restoration and replacement of the victim's property.

7           The Human Relations Camp Program for high  
8 school students from diverse racial, religious and  
9 ethnic backgrounds to increase understanding and  
10 tolerance within the Montgomery County community.

11           And last but not least, the Language Minority  
12 Program to help the police officers to have a good  
13 understanding about minority students, and minority  
14 students to know about police work and police officers  
15 as people.

16           That's what our office has as programs and we  
17 also recommend to the Commission as well.

18           Thank you.

19           CHAIRMAN WHITTINGTON: Thank you, Mr.  
20 Duthinh.

21           Chief Edwards, please.

22           MR. EDWARD: My name is Clarence Edwards.  
23 I'm Chief of the Montgomery County Department of  
24 Police.

25           The Department of Police recognizes that the

1 demographic profile of the county is changing. And in  
2 response to this issue we're actively recruiting  
3 members of all racial groups to assure that the  
4 department is sensitive and responsive to the changing  
5 community needs.

6 Asian members of this community are actively  
7 recruited. I'm happy to report that over the past year  
8 we've been much more successful in recruiting Asians  
9 than had previously been the case.

10 We hired 56 police officer candidates July  
11 6th of this year. Of the 56, the breakout in terms of  
12 race was as follows. We hired 16 white males, 13 white  
13 females, 15 black males, 5 Asian males and 2 Hispanic  
14 males. Prior to that we had eight Asians on the  
15 department, seven Asian males and one female.

16 I've been Chief of Police since September of  
17 1991 and I have set as a goal the inclusion of persons  
18 of all races on this department. Currently, Asians  
19 comprise 1.6 percent of the sworn police personnel in  
20 this department.

21 Our recruitment strategies include, but are  
22 not limited to attendance at various different  
23 Washington metropolitan area colleges, job fairs and  
24 community organizations and military installations. I  
25 personally have gone out into the Asian community.

1           I'm a member of the Organization of Chinese  
2 Americans, because I felt that that was an organization  
3 that could help and assist me in my recruitment  
4 efforts.

5           I'm encouraging my various different district  
6 commands who are responsible for various geographical  
7 areas in the county to actively participate with the  
8 Asian community and all other communities in this  
9 county.

10           We're using the mass media as a means of  
11 communicating our sincerity in recruitment efforts.  
12 We're also using personal contacts and I'm setting  
13 goals within the department by asking each of my  
14 commanders what have they as individuals done to assure  
15 people that are on the department that they feel  
16 comfortable and that we're being fair to them and to  
17 also gain assistance in our recruiting efforts.

18           We recognize that language is a barrier and  
19 we know as a police department we cannot be effective  
20 if we do not have people who have certain foreign  
21 language capabilities, as well as having an  
22 understanding of the various different cultures that  
23 police officers in this county are not going to be  
24 encountering.

25           In furtherance of that, we participate in the

1 Montgomery County school systems, ESOL program, or  
2 English for speakers of other languages. This program  
3 has been very productive, I think, in that it has given  
4 us some insights into cultures and it has given people  
5 who are coming from foreign countries some idea of the  
6 differences between law enforcement in this country and  
7 law enforcement in their countries of origin.

8           One of the things that we're proposing to do  
9 now is to extend our future recruit schools so that we  
10 can have a week of instruction in Asian history, Asian  
11 culture, African American history, African American  
12 culture, and also in the Hispanic culture and language.

13           That in my belief will do a lot to bring  
14 people together. I've been a police officer for almost  
15 29 years now and what I've seen is the biggest  
16 differences that exist between people in this country  
17 is a failure to understand each other.

18           So I'm going to do everything I can as Chief,  
19 and I feel I have the support of my staff in bringing  
20 people together to gain the understanding that's  
21 necessary for this police department to provide quality  
22 service to this community.

23           We currently provide 4.5 hours of Human  
24 Relations Commission training to recruit classes, and  
25 an additional 3.5 hours of cultural diversity training.

1           I'm of the opinion that with the changing  
2 demographics in this county, this state and this  
3 nation, that that's an inadequate amount of training,  
4 so I'm going to do everything that I can to increase  
5 the training.

6           And we're bringing people from those various  
7 different communities so they can explain their explain  
8 their issues, their concerns and what their cultures  
9 are all about. And by doing that I'm hopeful that come  
10 of the problems that other communities have experienced  
11 that we can avoid here.

12           Additionally, -- and I'll just use the  
13 Wheaton-Glenmont District. We have five patrol  
14 districts and this is going on in just one district.  
15 The district captain has established a liaison with the  
16 Asian Affairs Coordinator for the Wheaton Government  
17 Center. He's a member of the Board of Directors of the  
18 Wheaton Chamber of Commerce which is working with Asian  
19 businessmen in his area.

20           They've established scooter/walking patrols  
21 in the Wheaton business district targeting the  
22 development of a relationship with Asian businessmen.

23           He has established a relationship with the  
24 Korean community which has included meeting with Korean  
25 church leaders, lunch with the Korean community, an

1 open-house with the Korean Baptist Church, which  
2 included drug awareness programs, crime prevention,  
3 traffic safety, recruiting, Korean crime, motorcycle  
4 and canine demonstrations and a tour of our command  
5 bus.

6 We've set up specific tours of the station in  
7 Wheaton for members of the Korean community, and on one  
8 particular Sunday we had over 200 people participate in  
9 that program.

10 We have a Crime Watch Group for Asian  
11 neighborhoods or neighborhoods where you have a large  
12 concentration of persons of Asian descent. We have  
13 volunteer assistance for Asian crime victims. We're  
14 targeting home invasion as a crime, because that  
15 appears to be the principal crime that Asians in this  
16 county are subjected to.

17 We are working very closely with the Asian  
18 community to develop some type of police-community  
19 intelligence network that hopefully in the future will  
20 reduce the number of those type offenses.

21 Thank you.

22 CHAIRMAN WHITTINGTON: Thank you, Chief  
23 Edwards.

24 Mrs. Roberts?

25 MS. ROBERTS: Good afternoon. I am Josephine

1 Roberts, Executive Director of Rockville Human Rights  
2 Commission.

3 I thank you for this opportunity to speak to  
4 you about our experience with racial tensions involving  
5 Asian Americans.

6 Rockville is the second largest city in  
7 Maryland, with a population of 44,835 people. The  
8 Asian population constitutes almost 10 percent, 9.8  
9 percent, of Rockville citizenry, with 4,394 people,  
10 according to the latest census report.

11 From 1980 to 1990 there has been a  
12 significant percentage increase in the Asian population  
13 in Rockville. In 1980 the census revealed that there  
14 were 2,282 Asians in Rockville, or 5.2 percent of the  
15 Rockville population.

16 In 1990 the number increased to 4,394. This  
17 is a 92.6 percent increase in Asian members in our  
18 community.

19 Rockville has the third largest Asian  
20 population in Montgomery County, preceded by the  
21 Wheaton-Glenmont area, with the highest concentration  
22 of Asians at 5,961, followed by Potomac with 5,085.

23 Our Human Rights Commission is one of two  
24 Human Rights agencies in Montgomery County. I would  
25 like to briefly outline our relationship with the



1 Montgomery County Human Rights Commission.

2           The Montgomery County Human Rights Commission  
3 processes discrimination complaints that occur within  
4 Montgomery County, with the exception of complaints  
5 arising within the Rockville City corporate limits.

6           Rockville City has exclusive jurisdiction  
7 over complaints that arise in the city in the areas of  
8 employment, housing, public accommodation, education,  
9 city services and programs, and law enforcement.

10           Of course, the State Commission and the EEOC  
11 have concurrent jurisdiction in Rockville. All  
12 complaints of hate violence are handled by the  
13 Montgomery County Human Rights Commission. The  
14 Rockville Human Rights Commission generally receives  
15 hate/violence intake via the city Police Department.

16           In preparing for this forum I spoke to our  
17 Chief of Police, Terry Treschuk. He stated that there  
18 have been no major reports regarding incidents  
19 involving Asians. However, when they do arise they are  
20 followed through both the Rockville and the Montgomery  
21 County Human Rights Commission. He did say that there  
22 appears to be some Asian against Asian incidents.

23           Our police department instituted  
24 approximately three years ago a community oriented  
25 policing philosophy, which is designed to remove the

1 barriers that exist between the community and police  
2 officers so they can work together.

3 Chief Treschuk reported that the program has  
4 been successful for the most part, but not as  
5 successful as he would like it to be in the Asian  
6 community. All of our officers have received some form  
7 of sensitivity training and so have major city staff  
8 employees.

9 The Chief is interested in working with the  
10 Asian community and he encourages their participation.

11 In reviewing our preliminary intake dated  
12 back to January 1, 1990, there have been only a handful  
13 of discrimination complaints brought by Asians. An  
14 interesting one involved an Indian and a person from  
15 Bangladesh.

16 The complaining party alleged that the  
17 incident involving public accommodation arose as a  
18 result of old conflicts from their conflicts of origin.  
19 Of approximately 10 complaints received in the 32 month  
20 period, four charges have been filed. Two involved  
21 persons of Vietnamese origin, one of Indian origin and  
22 one of Japanese origin. Two of the cases were  
23 dismissed on a no cause finding, and two cases were  
24 successfully negotiated.

25 Our Commission does not know why we receive

1 fewer intakes from Asians than other minority groups.  
2 As a result we have emphasized the need for outreach to  
3 this community.

4           Unfortunately, we have lost two Asian members  
5 of our Commission in the last year. We hope to gain an  
6 Asian member soon, however. In the meantime we are in  
7 the process of printing up a brochure in Chinese,  
8 Japanese, Vietnamese and Korean.

9           Although our staff size is very small and we  
10 have no Asian staff member, we have not had a need to  
11 seek an interpreter for a complaint so far.

12           At this point we do not know whether the lack  
13 of complaints by Asians is due to a lack of outreach or  
14 something else, but we hope to find the answers.

15           We are anxious to talk to and reach out to  
16 the Asian community, but we need contacts and we are  
17 encouraging people to come forth.

18           Thank you.

19           CHAIRMAN WHITTINGTON: Thank you very much,  
20 Ms. Roberts.

21           I thank the members of the panel. At this  
22 time we will ask the panel to respond to questions from  
23 the members of this committee.

24           Who wants to be the first person?

25           DR. SEYEDIN: Since you're here from the

1 School Board I guess you're the only one I can pick on,  
2 or at least ask some questions.

3           You referred to role models in your  
4 presentation and I happen to be one of those people who  
5 firmly believe that role models make a difference.  
6 Children, youngsters as they grow up, they have to have  
7 a role model to look up to.

8           Traditionally in the African American  
9 community the method is what you have is the sports  
10 role models. That's why so many more African American  
11 children are involved in sports than other communities.

12           That may or may not be true. It may be a  
13 myth. But certain the lack of role model in the school  
14 environment does not encourage Asian Americans to excel  
15 to the level they should.

16           Also in your presentation you mentioned that  
17 the percentages, numbers represented in the school  
18 system in those positions where they would fill their  
19 role model position is not what it should be.

20           I'd like to know what process, mechanism,  
21 plan, is in place to remedy that situation. I'd like  
22 to know how far do we have to go before we reach that  
23 level where in good conscience we can say we are  
24 providing the role models necessary to those students.

25           And at the same time, there was an issue that

1 was addressed by an earlier panel today whereby the  
2 individuals in charge of equal opportunity primarily  
3 indicated that they were bound because of federal  
4 regulations to use 1980 census statistics, which really  
5 aren't accurate today because the society has changed  
6 so drastically in the last five years.

7           And if the reporting system is based or if  
8 your goals and objectives are based on 1980 statistics,  
9 is there a change that you would recommend that needs  
10 to take place perhaps nationwide, perhaps starting at  
11 the federal government level so that we can react in a  
12 much more timely fashion to the changes in demographics  
13 than waiting 10 years.

14           We're waiting 1990 census now and I think by  
15 the time we respond to that we'll be looking for the  
16 year 2000.

17           So I'm kind of concerned. We didn't get to  
18 address it with the earlier panel, but I would like to  
19 see if you could address both of those concerns of  
20 mine.

21           DR. LANCASTER: I address more often local  
22 data than census data. Census data is good for  
23 determining what the general trends are in some overall  
24 kinds of conclusions.

25           But it is interesting to note that in

1 Montgomery County the Asian population of students has  
2 increased by 175 percent since 1980. So that's like  
3 4,000 to 13,000 something. And that means the system  
4 has to do a lot of turning around, a lot of reaching  
5 out and a lot of pro-activity in order to establish  
6 relationships that never existed before.

7           And I guess I just want to say that we've  
8 spent years in meetings with people reaching out --  
9 breakfast, cocktails, formal meetings, seminars,  
10 presentations and whatnot, to establish relationships.

11           What I discovered very early on when we first  
12 started was most of the relationships had to be  
13 established between Asian groups themselves because  
14 they often did not know each other because they come  
15 from so many different background.

16           And that being established, then you could  
17 take the additional kinds of steps.

18           I agree with your point of view on role  
19 modeling. I didn't use that phrase because I think I'm  
20 thinking of it in much broader terms. I think I said  
21 that teachers are 1.7 percent in the teaching staff in  
22 Montgomery County and administrators are 0.9 percent,  
23 and students are close to 13 percent.

24           There is a tremendous discrepancy. What I've  
25 discovered is -- and I can tell this because I did have

1 Asians who were working with me on some of the things  
2 that I was doing. And when I lost that capability it  
3 was almost impossible to make the same kinds of  
4 contacts and stay in touch the way I'd like to.

5           And I think that principals, I think that  
6 support service type people, administrators of all  
7 descriptions need to have on staffs on a daily basis  
8 people of Asian background, varied Asian backgrounds,  
9 in order to really do the kind of outreach, understand  
10 what's going on and be one step ahead of where the  
11 needs are.

12           So role modeling, yes, but administration,  
13 teaching, organization, restructuring and whatnot is  
14 just as important -- perhaps in the long-run more  
15 important than just role modeling.

16           And incidently, role modeling is outstanding.  
17 We have had to rely on external organizations. There's  
18 a group called ACAM -- don't ask me about the acronym  
19 right now, but they do a lot of mentoring. The  
20 Organization of Chinese Americans have done a  
21 tremendous outreach.

22           And the problem I talked about earlier where  
23 the black and white on one side and the Asians on the  
24 other side were fighting, I got a cal one Saturday  
25 morning from Chau. And Chau made the point to me. He

1 said, "Oliver, when there is a problem, let me know.  
2 We will take care of our own problems."

3 And very shortly after that she and other  
4 members of the Vietnamese community were in that school  
5 to help educate the staff and the principal. And that  
6 school has moved right along and has been doing very  
7 well.

8 So that relationship, external, is critical  
9 because people are not inside the system, no matter how  
10 hard we work.

11 And incidently, another little piece of data  
12 is that for the last year there were 10 African  
13 American new teachers selected. There were 18 Asian  
14 teachers, but not one male, not one male, which is a  
15 very interesting kind of problem.

16 So the problems do face us and if you'd take  
17 a look at the data, there is a need for some rapid  
18 change and some support from outside the system, from  
19 the community point of view, and outside Montgomery  
20 County from a state and federal point of view.

21 CHAIRMAN WHITTINGTON: Josh.

22 DR. MURAVCHIK: Further on this, what kind of  
23 data do you have about the academic performance of the  
24 Asian American students in the Montgomery County  
25 schools?



1 DR. LANCASTER: We have a lot of data on  
2 that. And I heard your comment this morning and I  
3 wanted to underscore something in relation to it, or at  
4 least pinpoint something about your points.

5 Yes. If you take the Asian community en  
6 masse it looks really good. But if you deal with it  
7 based on ethnic or cultural background or national  
8 history, you come up with some drastically different  
9 data.

10 This is pointed out also in the Commission  
11 report that you have. And I think for those of us who  
12 do the model minority thing, we make a serious mistake  
13 if we lump all of the Asians in one pot. We've got to  
14 look at the individual groups and find out what  
15 challenges they face.

16 I didn't look at the data so much but I  
17 remember a conversation. I don't know whether it was  
18 Pat Okura. Someone said, "Oliver, take a look at San  
19 Francisco." Years ago, you know, there was a different  
20 story. Maybe the story like it is here. But now the  
21 dropouts and the problems and whatnot are mostly Asian,  
22 much more so than black or Hispanic or Caucasian.

23 So that says to us, if we look at the West  
24 Coast, we'd better get our game together or we're going  
25 to be anesthetized by this model minority thing.

1 DR. MURAVCHIK: Are you saying that in our  
2 Montgomery County system that they're widely disparate  
3 performance --

4 DR. LANCASTER: National. It's national, not  
5 just here; yes.

6 DR. MURAVCHIK: What?

7 DR. LANCASTER: There is, but we do not keep  
8 our data -- we do not keep specific data by ethnic  
9 background or by national background.

10 DR. MURAVCHIK: How do we know that they're  
11 disparate then?

12 DR. LANCASTER: Well, if you know the  
13 communities, you're involved in the schools, you know  
14 who may be Southeast Asian and who may be Japanese or  
15 who may be Chinese or whatever and you can make those  
16 conclusions by sort of extrapolating what your  
17 experience is.

18 But there is no formal data kept by the  
19 Department of Educational Accountability, the office  
20 that does all of our data, that is based on national or  
21 ethnic origin of Asians. In fact, there's none related  
22 to geographical background of African Americans either,  
23 whether they're Caribbean background or from the South  
24 or North or Africa.

25 CHAIRMAN WHITTINGTON: Incidentally, Oliver,

1 Edwards.

2 I was delighted to hear the numbers in terms  
3 of your force, number of Asians on it. The question I  
4 have, are they mostly in office positions or in the  
5 enforcement, because in my 20 years living in  
6 Montgomery County I don't think I've ever seen an Asian  
7 officer out on the street or patrolling or anywhere  
8 else.

9 MR. EDWARDS: I made reference to people who  
10 were sworn officers. And the 13 persons that we have,  
11 we have 12 Asian males and one Asian female. They're  
12 are in a sworn capacity.

13 One of the things in response to your  
14 question is --

15 CHAIRMAN WHITTINGTON: Well, let's pursue  
16 this a little further because I'm not sure that all of  
17 us understand.

18 In a sworn position?

19 MR. EDWARDS: That means that you're talking  
20 about a person who has the authority to make arrests, a  
21 police officer.

22 CHAIRMAN WHITTINGTON: But they're not on the  
23 street as officers?

24 MR. EDWARDS: They're on the street. People  
25 who have arrest authority are generally not in an

1 office.

2 CHAIRMAN WHITTINGTON: I understand.

3 MR. EDWARDS: We're spread out so until you  
4 may not see them, but they're there.

5 CHAIRMAN WHITTINGTON: I guess what he was  
6 really trying to say -- because you could be a person  
7 who is not uniformed. But he has not seen on in  
8 Montgomery County and you're saying that they are in  
9 Montgomery County?

10 MR. OKURA: Or in Bethesda, anywhere.

11 MR. EDWARDS: They are in Montgomery County.

12 CHAIRMAN WHITTINGTON: Okay. Now, go ahead.

13 MR. EDWARDS: And we have seven shifts and  
14 five stations so people could be working any hours. We  
15 have people who do work in sometimes undercover  
16 capacities, so you may not know a police officer when  
17 you see them.

18 CHAIRMAN WHITTINGTON: But some of them are  
19 in uniform?

20 MR. EDWARDS: Yes.

21 CHAIRMAN WHITTINGTON: You had another  
22 response?

23 MR. EDWARDS: In response to the question  
24 about using outside agencies, I approached Dr. Paul  
25 Vance, the School Superintendent, about three weeks

1 ago, and we're going to undertake a joint venture where  
2 we're going to bring an individual into the community  
3 in November. This individual is going to deal with  
4 conflict resolution and interpersonal violence.

5           People from every population group in this  
6 county will be invited to participate because it's our  
7 joint belief that we have to come up with some way of  
8 dealing with the violence that is now occurring in the  
9 schools and will perhaps begin to occur in the streets  
10 by getting people to better understand each other and  
11 to develop relationships with various different groups  
12 prior to any trouble.

13           So that's one joint venture that we've  
14 undertaken.

15           CHAIRMAN WHITTINGTON: Thank you.

16           Let me ask a couple of questions.

17           First, though, Dr. Lancaster, tell Paul I  
18 didn't think Montgomery County had any problems like  
19 this. (Laughter.)

20           What are you doing in Montgomery County to  
21 increase the number of Asians in administrative levels?  
22 You've talked about principals needing someone. What  
23 about the composition of your administrative staff in  
24 Montgomery County?

25           DR. LANCASTER: I did say administratively

1 it's 0.9 percent. But there are several people that  
2 have been sort of on the fast track being moved into  
3 training opportunities. And Personnel and the  
4 administrators are trying to get them to the point that  
5 they will be made principals or supervisors, et cetera.

6           There are one or two supervisors. There are  
7 one or two principals, and there are one or two  
8 assistant principals and one or two acting assistant  
9 principals. But there's a whole process that has to be  
10 gone through.

11           And the point that Chau made this morning,  
12 that maybe we need to take a look at some of the  
13 standards of selection that we have because I really  
14 feel that in promoting Asians, those of us who've been  
15 in the American kind of system for so long have these  
16 characterizations or profiles that we're trying to  
17 match. And people from another culture may not match  
18 that profile but can be just as effective.

19           But when they get evaluated or reviewed,  
20 sometimes we use the old standard or the traditional  
21 standard and miss some outstanding capabilities that  
22 they may have and don't give it weight or value as much  
23 as it should have.

24           And I think that their supervisors and  
25 sometimes their peers add more pressure to them based

1 the same thing that happened in San Francisco is now  
2 happening in Boston.

3 DR. LANCASTER: I was Deputy Superintendent  
4 in Boston and I saw that happening. We have plenty of  
5 warning. The point is whether we will get something  
6 done about it.

7 CHAIRMAN WHITTINGTON: Dr. Wickwire.

8 DR. WICKWIRE: I'd like to raise a question,  
9 but I'm basing this in part upon my experience in Latin  
10 America. I've been going to Central America, for  
11 instance, the last 12 years and working with human  
12 rights in El Salvador and Guatemala and Nicaragua and  
13 so on.

14 One of the things that was interesting to me,  
15 especially in the early '80s in El Salvador when a  
16 number of us were working trying to do something about  
17 human rights, we discovered there were probably three  
18 or four human rights groups in El Salvador and San  
19 Salvador.

20 Now one of them, the governmental human  
21 rights group was one to which not very many people  
22 went. There was one that was operated by the church,  
23 the Catholic church. And one of the reasons why --  
24 and I think you raised the question why do you have few  
25 cases.

1           I'm not saying this really applies, but in  
2 any case the makeup on the board of the governmental  
3 human rights group, one of them was a Colonel Nuila who  
4 was head of the fairly dreaded national security, the  
5 national police. Another one was a Monsignor Delgado  
6 from the Catholic church who was known as being very  
7 sympathetic to the military violations there involved  
8 in human rights.

9           And so it was understandable why people  
10 didn't go there. And I'm not saying that you would be  
11 perceived of as not sympathetic, but I don't know  
12 whether those of you who are Afro-American ever feel --  
13 or Asian Americans -- feel that you're looking for  
14 another side of the pie than the Asian Americans are.

15           I'm not saying that that would be the case  
16 and I don't know if that would ever be the case that  
17 people might raise questions about are you going to be  
18 fair to them.

19           The other thing I wanted to say, how much do  
20 you really use nongovernmental organizations. I think  
21 for instance in Latin America, Central America, the  
22 nongovernmental organizations, the churches, other  
23 groups, have been so significant in terms of doing  
24 something about correcting problems in terms of human  
25 and civil rights.



1           And still a final question I would have is  
2 just about minorities. How do we get to know each  
3 other?

4           In Baltimore I'm very active with the  
5 Interdenominational Minister's Alliance which is  
6 primarily black, and I was President of that for a  
7 period of time, and also trying to work with the Korean  
8 Americans and others.

9           How is that we're going to bring people  
10 together so that it's not only when persons are  
11 confronted with problems that they get to know each  
12 other and you have the face to face contacts? What are  
13 we doing about this? What more can we do to do things  
14 at other levels than maybe we do in a very formal way?

15           How much are we able to do to move things  
16 ahead in a kind of a natural way that would move the  
17 process of understanding and improve relationships  
18 along?

19           CHAIRMAN WHITTINGTON: Dr. Wickwire posed  
20 three questions. Did you want to address those to any  
21 specific person or any member of the panel want to  
22 respond to those?

23           MS. ROBERTS: I would just like to mention  
24 that our Human Rights Commission has members of the  
25 community. I am the only person from the city

1 government on the Commission, but most of the 11  
2 members are from the community and they have various  
3 backgrounds.

4 CHAIRMAN WHITTINGTON: I think one of the  
5 questions that he asked has been answered. But maybe  
6 you may want to reiterate the response to that.

7 The last question was are any of you using  
8 any outside agencies to help with the kinds of  
9 situations.

10 DR. LANCASTER: The schools, of course, do.  
11 Civic groups of all descriptions, organizations of  
12 every description, as well.

13 One example is -- or one point is in that all  
14 of this is new, relatively new to the way things work,  
15 it takes a pioneering kind of effort to bring us to the  
16 point where people recognize, respect and make the most  
17 use of the resources out there.

18 For instances, the largest Asian group in the  
19 schools in Montgomery County is Korean. There has been  
20 very little relationship between the schools officially  
21 in involving the Korean community.

22 We have taken some small steps but last  
23 Summer we began communication with the Korean Baptist  
24 Church on Georgia Avenue. Made sure that the  
25 Superintendent's affair for Human Relations was in that

1 church.

2           It opened a whole new door and there are many  
3 new relationships between different offices and  
4 different organizations within the system with the  
5 Korean community. It's almost like step by step. And  
6 that's one of the reasons I made a recommendation that  
7 this Commission could do a lot in helping to develop  
8 guidelines for doing that kind of outreach that would  
9 be applicable in Montgomery County and other places.

10           For instance, they enjoyed themselves so much  
11 -- in the first group I had about 60 or so people  
12 there. Then the Superintendent moved every  
13 administrator and supervisor into a session in that  
14 church. They opened their arms. And then I think  
15 they've had to slow down because we're using them so  
16 much and there's so much interaction.

17           I was interested to see that the Chief is  
18 also using that church. So I think you've got to move  
19 like that. If you don't have the facilities in the  
20 governmental agencies, and you don't, I can use the  
21 Human Relations Commission, I can use the Multicultural  
22 office in the county. But you really have to step  
23 outside of the normal structure.

24           CHAIRMAN WHITTINGTON: Okay. Question?

25           MR. OKURA: I have a question to Chief

1 on the fact that they don't fit the mold.

2 CHAIRMAN WHITTINGTON: You talked about the  
3 problems of certification.

4 DR. LANCASTER: Yes.

5 CHAIRMAN WHITTINGTON: What are the problems  
6 in the certification area?

7 DR. LANCASTER: A number of teachers or  
8 educators come here from various countries, Hispanic as  
9 well as Asian, and some other countries. And based on  
10 the rules in Maryland, they have to go through  
11 unbelievable obstacles in order to get certification to  
12 be a teacher.

13 And many people who have fantastic  
14 experiences in other countries come in and to get in  
15 the system, they're somehow stuck with being an aide or  
16 a building service worker or something like that and  
17 then hope to move up. And they meet obstacles there  
18 sometimes as well.

19 And sometimes it takes years. They've got to  
20 take additional courses.

21 I've seen people with doctorate degrees from  
22 other places who come here, and because of the high  
23 bound approach to certification, they cannot get to  
24 first base in becoming even the lowest level teacher.

25 CHAIRMAN WHITTINGTON: But that is not

1 peculiar only to Asian, then?

2 DR. LANCASTER: No, no. I said Hispanics.  
3 Those are the two that we're most interested in. But it  
4 doesn't happen as much or as severely with European  
5 countries. It usually happens with Asians and  
6 Hispanics that I see most of the time. I'm sure it  
7 must happen. I know it does happen to other countries.

8 CHAIRMAN WHITTINGTON: Then that's a problem  
9 that needs to be dealt with with the State Department  
10 of Education?

11 DR. LANCASTER: Yes. The wheels have been  
12 turning because I know that Montgomery County has  
13 informally taken positions on it, but there doesn't  
14 seem to be enough juice to get it off the dime.

15 That's what this Commission could help do.

16 CHAIRMAN WHITTINGTON: Well, I don't know,  
17 because that's the State Department of Education. It's  
18 autonomous, and whatever they say is the same as state  
19 law, so it would have to come through the legislature  
20 and not this -- we're only advisory. We're not the  
21 Commissioners.

22 DR. LANCASTER: Well, it's according to how  
23 strong your advice is. It might go a long way.

24 CHAIRMAN WHITTINGTON: Well, the state has  
25 taken a position -- the new state board has taken a

1 position for an easier route to certification for  
2 anybody right now.

3 Another question that I was going to address  
4 to you is what are the kinds of situations that you  
5 referred to earlier which are boiling but they have not  
6 exploded?

7 In your initial remarks you said there are  
8 some situations boiling below the surface and those are  
9 the kinds of things we have not been able to have  
10 presented to us today, specific incidents of those  
11 kinds of things.

12 Can you just -- a little bit, not much.

13 DR. LANCASTER: An issue that was made  
14 earlier about the model minority thing is one of them,  
15 because a lot of youngsters come in, they can't meet  
16 those expectations because they've never been in school  
17 or they've been to school only briefly and they have  
18 language difficulties. But yet, they have these high  
19 expectations and they meet all kinds of crises because  
20 of that.

21 I've seen Asian students sit and talk about  
22 being caught between black and white in that mixture  
23 that's been so volatile for so long. And some choose  
24 sides. Some try not to choose sides. And in a way  
25 they almost have to choose sides to survive.

1           And as the numbers increase and as the  
2 variety increases, the economic variety, economic class  
3 variety, I'm almost sure that that volatility will take  
4 spark and flame.

5           And the point that I was making about the  
6 same problems that were faced on the West Coast -- and  
7 Pat says in Boston -- those things are happening here  
8 now that happened there maybe 10-15 years ago. And we  
9 have not uncovered them and begun to address them with  
10 the kind of resources necessary to avoid the same kinds  
11 of problems later on.

12           CHAIRMAN WHITTINGTON: Traditionally,  
13 Montgomery County is in the forefront in in-service  
14 kinds of activities for the public school systems.  
15 What kind of in-service are you providing for your  
16 staff which will help them deal with the kinds of  
17 problems that Asians bring to the school system or that  
18 you're having, sensitivity for your administrators and  
19 for your teachers.

20           DR. LANCASTER: The Board of Education in  
21 1979 made an issue about having at least a day and a  
22 half for everybody in the system on human relations  
23 issues, but it was based on black more than anything  
24 else. Later on Hispanics were added and then Asians.

25           In the last several years we have pushed

1 training for staff and other people about Asian  
2 cultures and backgrounds and their adaptation in the  
3 United States.

4 I know with Chau and our board member, Alan  
5 Chung and a number of other Asians, we began to seed  
6 them into situations where they could train staff and  
7 be on committees and actually help educate the whole  
8 picture.

9 We have a course that every teacher, every  
10 professional must take in order to be certified in  
11 Montgomery County. It's called H.R. 17, Human Relation  
12 17. And a certain dimension of that, a large part of  
13 it deals with Asians. And we feed people through that  
14 so that anyone coming in, administrator, teacher or  
15 whatever, can get trained.

16 We also have a course for extra credit for  
17 teachers on Asian life and culture that we try to  
18 cultivate and we teach it every other semester. There  
19 are workshops going on all the time.

20 If you walked in here the last week of  
21 August, in dozens and dozens of schools in Montgomery  
22 County you will see courses or experiences or exercises  
23 related to familiarizing teachers and communities with  
24 the issues of education of Asians as well as education  
25 of blacks and Hispanics.



1 DR. MURAVCHIK: Chief Edwards, did I  
2 understand you to say near the end of your remarks, or  
3 maybe in a response to a question a few minutes ago,  
4 that there's in your judgment an increase in inter-  
5 group incidents of violence in the schools?

6 MR. EDWARDS: No. I didn't mean to imply  
7 that there is an actual increase in inter-group  
8 violence, but I take a pro-active approach. And I've  
9 lived and worked in Washington, D.C., Boston, New York,  
10 Miami, and I know that as the demographics of an area  
11 change you have to do things in advance, in  
12 anticipation of problems.

13 So what I'm trying to do is set up some type  
14 of program in conjunction with the public schools so  
15 that we can be ahead of the curve rather than behind  
16 the curve.

17 DR. MURAVCHIK: I know we've had over the  
18 last few years a couple of incidents with little groups  
19 of skinheads. There's an Asian American young man who  
20 I know who was beaten up in Sligo Creek Park, and some  
21 vandalism incidents.

22 Do we have any ongoing organized or semi-  
23 organized groups of that kind that are to your  
24 knowledge functioning in our county now?

25 MR. EDWARDS: The criminal intelligence that

1 I have does not give indication that that is a problem,  
2 but it's something that we constantly monitor because  
3 we realize that whenever you have conflict among groups  
4 that it has the possibility of becoming very serious.  
5 So we try to stay on that.

6 We encourage our beat officers to watch  
7 things; work with the schools; work with recreation.  
8 Our district commander's get out and personally involve  
9 themselves. I involve myself and I try to set the tone  
10 at the top so that the officer on the street knows what  
11 my expectations are with respect to his or her handling  
12 of situations of this type, so that if we do have a  
13 situation that the persons involve know that the police  
14 department goes straight down the line and everybody is  
15 going to be treated fairly.

16 DR. LANCASTER: May I add on to that that  
17 when there's an incident that takes place in the  
18 community, our office gets called by the Police  
19 Community Relations staff. They let us know what took  
20 place and whether it will have any impact on schools.  
21 And sometimes we learn about things and address those  
22 things before even the principal may know about it.

23 So there's a great cooperative relationship  
24 between the police department and the public school on  
25 issues, including those with Asians.

1                   CHAIRMAN WHITTINGTON: Ed, and then Dr.  
2 Wickwire. And I have three questions, if they aren't  
3 answered.

4                   MR. DARDEN: The Asian American sworn  
5 officers, do they encounter the same sort of fear of  
6 authority that other officers seem to experience when  
7 they encounter Asian Americans?

8                   We've heard several speakers say that there  
9 seems to be both in terms of cultural as well as actual  
10 experience among many groups, a sense that police  
11 officers represent a threat. And so even here they're  
12 reluctant to interact with them.

13                   Does that happen as well for Asian American  
14 officers?

15                   MR. EDWARDS: Well, I would suspect that it  
16 would happen. But what we're doing to overcome that is  
17 that we're going into what we call community policing  
18 where police officers are having more contacts with  
19 persons of all groups in non-conflict or non-  
20 confrontational or enforcement type situations.

21                   I have encouraged officers to get out of the  
22 car, introduce themselves to people as they patrol a  
23 particular area, to involve themselves with schools,  
24 involve themselves with various different community  
25 groups so that people see you as something other than

1 an authority figure.

2           Hopefully in the future they'll look to us as  
3 allies and friends. So that's the thrust of my  
4 activities.

5           MR. DARDEN: Well, how do you gear that to  
6 these communities, to the Asian American communities  
7 because of their other -- you know, not peculiarities,  
8 but some of them have a large number of new immigrants  
9 and that sort of thing; people who don't have the same  
10 basic exposure and understanding of our system.

11           How do you gear that community policing to  
12 those communities?

13           MR. EDWARDS: Well, one of the things I  
14 indicated earlier is that we participate in the public  
15 school ESOL program where you have persons who --  
16 English as a second language. And by getting into the  
17 schools and interacting with the school-aged children,  
18 we're hopeful that we can break down that barrier, and  
19 that then those students will take that information  
20 back to their homes.

21           And in many instances we find that they are  
22 the principle negotiators between the government and  
23 governmental agencies and their parents.

24           So if we can make some inroads there, we feel  
25 that in the future we'll have some success, or more

1 success than we've had previously with the communities  
2 who come from backgrounds where the police are not  
3 viewed with favor.

4 MR. DARDEN: That's the current extent of  
5 that?

6 MR. EDWARDS: And then each individual, when  
7 you put the onus on the district commander who's  
8 responsible for a geographical area to go out and to be  
9 active with groups at night, on Saturdays and Sundays  
10 and to try to bring people in.

11 We try to get people to come into the  
12 district stations to see what we have to offer, to talk  
13 about their problems, because we recognize that we do  
14 have a number of barriers that have to be overcome if  
15 we're going to get persons from the Asian communities  
16 and other minority communities to become involved with  
17 the police.

18 DR. LANCASTER: Two years ago the issue of  
19 home invasion that the Chief spoke about earlier was  
20 getting very large publicity in Virginia, first, and  
21 then moved into Montgomery County.

22 The police department got in touch with my  
23 office and an Asian staff member in my office spent a  
24 considerable amount of time during the course of that  
25 year plugging the police department into community

1 leaders and sources in order to help solve that  
2 problem, because the police were not able to really  
3 make that intrusion like they should because of the  
4 language and cultural background.

5 CHAIRMAN WHITTINGTON: Dr. Wickwire.

6 MR. DUTHINH: May I please add something?

7 In addition to what Dr. Lancaster just said  
8 about the invasion of last year, the Human Relations  
9 Commission of Montgomery County which I represented  
10 then also organized many meetings for Asian committees  
11 and the police to have a meeting together and to solve  
12 some misunderstandings and to reassure the community  
13 that they have some authority to back them up, as well.

14 In terms of community policing, as Chief  
15 Edwards just mentioned, our office also has a special  
16 program called Language Minority. We started with the  
17 Park Police when Chief Edwards was a Chief there, and  
18 we hope that in the near future we have it in the  
19 county, as well.

20 Too much minority students fear police  
21 officers. And to have orientation sessions for  
22 students about police work and another separate session  
23 of police officers to understand about the minority  
24 students. Their language barriers, their backgrounds,  
25 cultural background and so on. And finally, we match

1 them together around the program.

2           And as a result of that many students who at  
3 the beginning had fear of the police started to be  
4 interested in police work. And now many of them are  
5 volunteering, working for the Park Police during the  
6 Summertime and some of them are interested in becoming  
7 police officers upon graduation of high school.

8           CHAIRMAN WHITTINGTON: Dr. Wickwire.

9           DR. WICKWIRE: I was thinking of the  
10 statement that Rodney King had made. You know, "Can we  
11 learn to get along?" And I'm just wondering here and  
12 even thinking about the Olympics, what this says to all  
13 of us about how we relate to each other and what maybe  
14 we ought to be doing more of.

15           I don't know here in this county, I guess,  
16 the spots where people might be most apt to meet; an  
17 Afro-American to meet with somebody, an Asian American  
18 or a Latin America. What kind of settings other than  
19 some of the kinds of things that we've mentioned?

20           And I don't know what happens in golf? Is  
21 there discrimination in golf? I'm interested in  
22 playing golf. I don't look like it but I am. What  
23 about golf clubs and things like that? Is there  
24 discrimination against people here?

25           And one thing I'd like to say, Mr. Chairman.

1 I've been very impressed by the whole program and  
2 especially by this panel. Very progressive. I think  
3 very positive. I think this is -- you know, what we're  
4 doing here is really significant and should bear fruit  
5 in the future. But I don't know whether somebody wants  
6 to respond to what I threw out.

7 DR. LANCASTER: Do you belong to a country  
8 club?

9 DR. WICKWIRE: No, I don't.

10 CHAIRMAN WHITTINGTON: He's saying are there  
11 barriers for Asians?

12 DR. LANCASTER: I know. I'm just -- because I  
13 play golf, too.

14 DR. WICKWIRE: You're kidding me. You said,  
15 "No, I don't belong to one."

16 MR. DUTHINH: I also notice that there is not  
17 many Asians playing golf. I myself don't know what  
18 golf is about either. }

19 DR. LANCASTER: There are many out there.  
20 There are many. The number has increased tremendously.

21 MR. DUTHINH: Yes. But for the mass  
22 population, there are not many. For the elite; yes.  
23 For people who are very successful; yes. But for the  
24 mass of people, no.

25 And when you look at the Asian population at



1 large in the county, we are not going to Potomac area  
2 of Chevy Chase area and see how successful they are and  
3 see that Asians are successful in general. We are  
4 looking at the areas where people are in need, where  
5 needy people are. And those are numerous. The  
6 population is very large.

7           And you cannot say that those are model  
8 minorities and those are struggling with their daily  
9 survival and would have any time or any means of  
10 playing golf. Not many Asians are playing golf.

11           DR. LANCASTER: Not many of those African  
12 Americans playing golf, either.

13           CHAIRMAN WHITTINGTON: Mary Louise.

14           MS. JONES: This is for Dr. Lancaster. I  
15 believe you indicated that you would like to see this  
16 body conduct a series of training seminars. In light  
17 of what we've just heard, I would like to know what is  
18 it that this advisory group can do that you don't  
19 already have the capability of doing.

20           CHAIRMAN WHITTINGTON: Well, let me -- before  
21 you answer that question, let me make it very clear to  
22 you, because you did say that you'd like this group to  
23 conduct some in-service things.

24           We can't do that.

25           MS. JONES: Right. We were going to get to

1 that.

2 DR. LANCASTER: I don't think I said -- it  
3 might have been heard that way. I don't think it's  
4 exactly the way I said it. I think I was suggesting --  
5 I'd have to find it -- that this group use its good  
6 offices to encourage other people, federal and state,  
7 to provide those kinds of resources.

8 For instances, this training session that we  
9 have, we've had to scale back a lot. And I think a lot  
10 of school systems have had to scale back.

11 CHAIRMAN WHITTINGTON: A lot.

12 DR. LANCASTER: And if there was some central  
13 source of knowledgeable people, particularly those  
14 people who wrote this book -- report, they could be  
15 available on occasion to provide their resources to the  
16 local schools and educators and communities. It would  
17 be very, very useful.

18 CHAIRMAN WHITTINGTON: Well, let me give you  
19 a good resource right off the top of my head, and  
20 that's the Justice Department. For conflict resolution  
21 the Justice Department has excellent resources.

22 DR. LANCASTER: I understand that. But this  
23 report is something special, I think, and people who  
24 worked on that, I'd like to know who they are so that  
25 we can tap into them.

1 CHAIRMAN WHITTINGTON: All right.

2 DR. LANCASTER: They might live in Montgomery  
3 County.

4 CHAIRMAN WHITTINGTON: Did you finish, Mary  
5 Louise?

6 MS. JONES: Yes.

7 CHAIRMAN WHITTINGTON: Okay. Mr. Seyedin,  
8 and then I'll get you.

9 DR. SEYEDIN: I just want to mention, of  
10 course, I live in Montgomery County and I'm very proud  
11 of the work the public school system does and I'm  
12 especially proud of the work that the police force does  
13 under the leadership of Chief Edwards.

14 I think it's a model police force and  
15 certainly something that could be duplicated nationwide  
16 and worldwide, for that matter. There's a lot other  
17 departments can learn from --

18 MS. CHAU: Sorry. We can't hear you.

19 DR. SEYEDIN: I'm sorry. I was just praising  
20 our police force and suggesting that I think they have  
21 accomplished certain things that could be duplicated  
22 nationwide and other departments certainly have a lot  
23 to learn from them.

24 I think the comment was made that this group  
25 is very progressive and positive, and I think that's

1 certainly a good start of being active or pro-active  
2 rather than reactive to situations.

3 I have one very specific question, Chief.  
4 You mentioned that you have 13 sworn officers who are  
5 Asian Americans. The question I have, of course, do  
6 you see that as a sufficient number that can serve the  
7 Asian American community -- serve and protect in a true  
8 sense, or do you think we need additional Asian  
9 American sworn officers.

10 And if that's the case, how many more do you  
11 feel we should have, over what period of time, and how  
12 would you go about accomplishing that particular  
13 objective?

14 MR. EDWARDS: Okay. I've set as a goal the  
15 recruitment of one-third of each class will be  
16 minorities. And that will be comprised of Asian  
17 Americans, African Americans and Hispanics. The  
18 demographics of this county are changing to the extent  
19 that the police department has to change with it. It  
20 has to be reflective of the population that it serves.

21 So that's going to be a continuing goal of  
22 mine. And I review the recruitment policy. I ask for  
23 weekly reports. We now have 56 recruits in school. I  
24 have requested a weekly report. I've set up mentoring  
25 programs for those persons coming from minority groups

1 who traditionally have had difficulty negotiating  
2 recruit school.

3 I have African American groups that are  
4 helping some of the African Americans -- who welcome  
5 anyone into it who have an interest. I have persons  
6 from the Asian community who are supportive and who've  
7 promised to assist those persons. And I've done the  
8 same thing for the Hispanics.

9 I think it's that type of approach that will  
10 help us and perhaps guarantee the success and will show  
11 people outside of the department that we are sincere in  
12 our efforts in trying to recruit.

13 And then as people see people, then perhaps  
14 people will be more willing to become police officers.

15 CHAIRMAN WHITTINGTON: Mr. Binkley.

16 MR. BINKLEY: I have a couple of questions  
17 for Chief Edwards.

18 Your previous remarks, or most of your  
19 remarks have been related to the operation of your  
20 department. And I was wondering if you are aware or  
21 even keep records of what we refer to as hate crimes.  
22 And even if you don't have numbers, a perception of  
23 hate crimes against Asian Americans.

24 And if there are some and you're aware of  
25 them, how does that compare in terms of hate crimes

1 against Jews, African Americans or Hispanics or other  
2 people in the community?

3 MR. EDWARDS: The Department of Police works  
4 very closely with the Human Relations Commission, their  
5 hate violence committee. I'm a member of that  
6 particular panel.

7 And as was pointed out earlier in '87 we had  
8 nine acts of hate violence against Asians. We had 43  
9 against persons of Jewish ethnicity; 56 blacks, seven  
10 Hispanic, nine white.

11 In '88 it was 51 for blacks, 48 for Jewish  
12 people, 12 for Asians, one for Hispanics and 15 for  
13 white.

14 In '89, 67 for blacks, 45 for Jewish people,  
15 seven for Asians, 16 for Hispanics, 17 for white.

16 In 1990 we had 114 for black, 77 for Jewish  
17 people, 15 for Asians, 15 for Hispanics, 29 for white.

18 And in '91 it was 77 for blacks, 40 for  
19 Jewish people, nine for Asians, seven for Hispanics and  
20 26 for white.

21 And to date in '92, we have 45 for blacks, 22  
22 for Jews, 16 for Asians, nine for Hispanics and 16 for  
23 white.

24 So looking at this from '87 to '92 we see the  
25 Asians not being at the top, but we can see some

1 increases. But the concern that I have is that perhaps  
2 it's underreported. It could be that because of some  
3 of the fears and apprehensions that people have that  
4 they're not coming forth to report it.

5           So we try to review incident reports to  
6 extrapolate conditions that may actually be hate  
7 violence that are not readily apparent. So we have one  
8 person who's dedicated to reading reports, questioning  
9 officers as a follow-up, and in some instances checking  
10 with citizens who've been the victims to see if in fact  
11 there are circumstances that were not reflected in the  
12 reports.

13           MR. BINKLEY: I have another question.

14           CHAIRMAN WHITTINGTON: Go ahead.

15           MR. BINKLEY: A question to Mr. Cuong. The  
16 Commission's report lists among other kinds of problems  
17 lack of political participation by Asian Americans,  
18 generally nationally. This is not in your direct line  
19 of work, but as a spokesperson, perhaps -- and I didn't  
20 ask this of the panelists this morning -- you could  
21 respond to your knowledge.

22           Is there participation in terms of efforts to  
23 get people registered to vote, to get them to go to  
24 vote and any kind of participation that you're familiar  
25 enough with to comment on, please?

1           MR. DUTHINH: As I said in my presentation,  
2 most Asian people have problems even making friends  
3 with their neighbors because of the language barrier,  
4 because of differences in culture and customs.

5           So no mention of community affairs. That the  
6 reason you didn't see too many Asians participating in  
7 the political events. It's not just in the United  
8 States actually. It's a part of our culture, as well.

9           In many Asian countries, not many people are  
10 really interested in political life and just a small  
11 part of the general population is. So being here, not  
12 only the same culture we carry over here, but in  
13 addition to that with all the obstacles and barriers we  
14 got from being in the initial society, that's the  
15 reason not many of us are participating in the  
16 political life.

17           Speaking about the voting, for example, it's  
18 true. I understand that lately there is an increase of  
19 people registering for vote. And the increase is a  
20 result of many efforts of civic associations and  
21 nongovernmental organizations.

22           But at the beginning as you probably already  
23 know, Asian people, family comes first. Family and  
24 business come first, and political life after that.  
25 That's the general mentality of Asian people.



1 DR. LANCASTER: I think you would find it  
2 enlightening to talk to Alan Chung, who is the only  
3 elected Asian in Montgomery County, and he's the Vice  
4 President of the School Board. And he went through an  
5 entire process over several years in developing the  
6 political power to become a Board member.

7 Alan will straight out tell you that he  
8 formed a coalition with the NAACP leadership and he  
9 learned a great deal as to how they function. And he  
10 put a number of coalitions together to get an  
11 overwhelming vote to become a member of the Board.

12 So it is happening. Alan is Chinese. It is  
13 happening and I'm sure they could give you, both Alan  
14 Chung and an fellow named Roscoe Nicks who --

15 MR. BINKLEY: I know Roscoe.

16 DR. LANCASTER: -- who will tell you chapter  
17 and verse how that process took place.

18 CHAIRMAN WHITTINGTON: Dr. Aries.

19 DR. ARIES: In the follow up to Chester's  
20 question, "Can we get along?" Last night on Channel  
21 26, the Public Broadcasting station, Bill Moyers had a  
22 follow-up in Los Angeles, an excellent program. And  
23 the thought occurred to me last night that this would  
24 be something that particularly each of you persons on  
25 the panel here might want to get a copy of, showing

1 some very positive things that are happening in LA  
2 following the riots.

3 Now a question to Chief Edwards.

4 Chief, you did mention a certain number of  
5 hours that you were having for training for recruits  
6 and then cultural training later on in the department.  
7 Is this your formal Police Community Relations or do  
8 you have a formal Police Community Relations program  
9 ongoing for the whole police force?

10 MR. EDWARDS: That's the recruit training.  
11 We have a block of training in your annual in-service  
12 training which persons who are either sergeant,  
13 lieutenant or an officer on the street has to attend.

14 And what I want to do is to -- as I indicated  
15 earlier -- develop this three week block of training  
16 for recruits where they basically are immersed for one  
17 week in one particular culture and then they move on to  
18 the next, then take from that block a condensed version  
19 which we can put into a block of training during our  
20 in-service program for those persons who are not  
21 recruits.

22 DR. ARIES: Because the relationship between  
23 --- as you know well, between the police and the  
24 community is essential for the community to have trust  
25 in the police and vice versa. And part of the fear

1 that Asian Americans and others have towards the  
2 stereotyped police can be dissolved or reduced, the  
3 fear, by explosion to the police of the various items  
4 we're talking about here; cultural differences, et  
5 cetera.

6 MR. EDWARDS: I see that as a two-way street.  
7 I think the police need the exposure, too, because we  
8 all come from diverse backgrounds and very few of us  
9 are aware of some things that could create problems  
10 with other people.

11 For instances, police have an arrest position  
12 sometimes if it's a felony offense where you will order  
13 someone to get on their knees and put their hands  
14 behind their head. Well, in South and Central America  
15 when a police office officer tells you to get on your  
16 knees and put your hands behind your head it may be  
17 something a little different than what we plan on  
18 doing.

19 So police officers who are dealing with  
20 individuals from cultures from South or Central  
21 America, they have to be cognizant of that. Because  
22 although you may have a felony situation which would  
23 warrant you to take extraordinary precautions, if you  
24 put a person in that position and in their mind they  
25 believe that you're going to harm them, then they're

1 doing to do something and it will just get worse.

2 So those are the type things that we want to  
3 address.

4 Another example. There was a murder that  
5 resulted -- or a series of murders that came out of a  
6 robbery in California. I believe the persons involved  
7 were -- they were Asian. I don't know whether they were  
8 Thais or Cambodians.

9 But anyway, they were trapped by the police  
10 in this particular building and the mother was the head  
11 of the household. And in this particular culture, it's  
12 been explained to me that this person, her word was  
13 law. She arrived on the scene and asked the police  
14 could she intervene, and they wouldn't do it. And as a  
15 result a lot of people got killed. Where if you'd had  
16 a better understanding of that culture, you would have  
17 known what authority she had when she got on the scene  
18 and you would have perhaps used her.

19 CHAIRMAN WHITTINGTON: Chief, I want to  
20 compliment you on your apparent sensitivity. Of  
21 course, we expect that after 29 years of service.

22 Let me ask you a couple of questions, because  
23 we've had some differences of opinion and I applaud you  
24 for the efforts you've made in recruiting members of  
25 your force from the Asian community.

1                   What kind of difficulties do you have in  
2 recruiting members from the Asian community, because we  
3 have heard that they don't see public safety -- that's  
4 not high on their priority list.

5                   MR. EDWARDS: Well, I believe just from my  
6 knowledge, it's just like -- and I don't want to say  
7 just Asians, but if you look at African Americans. If  
8 you send your child to college, very few are going to  
9 be saying, "Go be a police officer."

10                   And I think that holds true with a number of  
11 cultures. So you have to kind of -- you look at people  
12 who perhaps are in the military, perhaps are going to  
13 community college who have had some other work  
14 experience where they were kind of doing it themselves  
15 as opposed to the parents doing it for them and seek  
16 those type persons out.

17                   So we're mindful of those type of concerns  
18 and where some families don't want anyone in their  
19 family to be a law enforcement officer. So we're  
20 pointing in that direction but we also think that by  
21 having closer contacts with the various different  
22 communities and having them see us as people and not as  
23 just an authority figure that perhaps we can break down  
24 some of those barriers.

25                   CHAIRMAN WHITTINGTON: What do you do

1 specifically to assure that your commanders in the  
2 various districts carry out the same kind of policies  
3 and procedures that you've established which will  
4 address the issues of the Asian Americans?

5 MR. EDWARDS: Well, I think as I indicated,  
6 the tone is set at the top.

7 CHAIRMAN WHITTINGTON: Right.

8 MR. EDWARDS: And then you follow that up by  
9 -- for instance, I have a printout that indicates the  
10 number of officers I have of the various different  
11 ethnic and racial groups. Then I further look at the  
12 different assignments.

13 And if you have a particular area where you  
14 see no one or everyone is of one particular group, then  
15 you say to that commander, give me some explanation as  
16 to why this is and you establish some time lines for  
17 them to do what they have to do and you make that a  
18 part of their performance.

19 CHAIRMAN WHITTINGTON: Even though we have  
20 heard that the Asian community is very reluctant to  
21 bring forth any complaints, I'm sure -- in fact you've  
22 mentioned that in your statistics there had been a few.  
23 What kind of complaints do you generally get from the  
24 Asian community?

25 MR. EDWARDS: The information that we get,

1 personal attacks, acts of vandalism. You get some type  
2 forms of religious discrimination, some type  
3 stereotyping where people try to type some person.

4 I think it runs the gamut. The same  
5 experience that other minorities have had, I suspect  
6 Asians would have something very similar.

7 CHAIRMAN WHITTINGTON: Is there another  
8 member of the panel who would like to ask a question?  
9 I mean -- not the panel, the committee.

10 Mr. Okura.

11 MR. OKURA: Just the fact that your statistics  
12 show that there's been a steady rise. And with the  
13 demographics of Asians coming into Montgomery County,  
14 I'm sure that you expect an increase in this whole area  
15 in terms of not only hate crimes but we've seen it all  
16 over the country.

17 It hasn't hit Montgomery County up until now,  
18 but I think we're going to see more and more of this  
19 because with a population of a certain percent, like  
20 Los Angeles -- there's double the amount of Asian  
21 violence and hate crimes and so on.

22 Are you anticipating and is there some  
23 preventive measure that you're taking to avoid that  
24 rise?

25 MR. EDWARDS: Well, I think having police

1 officers in closer contact with persons in the  
2 communities, in the schools, in the recreational areas,  
3 and just -- you know, you have to try to talk people  
4 through certain things. When you have different  
5 people, the first thing you see in a person is a  
6 difference and then you have to work by that.

7           You look at a person and you see he's  
8 different or she's different from you and you work  
9 beyond that and you look for things that you have in  
10 common. And you'll find in most instances -- at least  
11 it's been my experience, that you have more in common  
12 with people after you get to know them than you  
13 originally thought.

14           CHAIRMAN WHITTINGTON: Others?

15           (No response.)

16           I'd like to thank the panel for your  
17 presentations. They've been very helpful to us. And  
18 if there are persons either in the audience or members  
19 of the panel who would like to submit information to  
20 the Committee or the Commission, you can forward that  
21 to Mr. Darden at the Commission in Washington.

22           I'd also like to take this opportunity to  
23 thank the President of this college and Mr. Seyedin  
24 particularly for arranging the facility for us to have  
25 this forum.



1           We will be composing a report and when that  
2 report is available it will be disseminated. We will  
3 try to make sure that those persons who have  
4 participated as panelists will receive a copy of that  
5 report.

6           DR. SEYEDIN: Mr. Chairman, with your  
7 permissions, I have been looking out in the audience  
8 and there are a number of individuals who've sat here  
9 all day and participated in the program but were not a  
10 member of a panel.

11           I was wondering if some of them may care to  
12 introduce themselves and let us know why they're here.

13           CHAIRMAN WHITTINGTON: Sure. We've had some  
14 people, I know, all morning and all afternoon.

15           Is there someone who wants to let us know the  
16 organization that you're representing? Particularly, I  
17 see an officer on the left who has been here all  
18 morning and all afternoon.

19           MR. RAWLINS: My name is Officer Alan E.  
20 Rawlins. I'm with the Rockville City Police Department.  
21 I am the Community Relations Officer for the department  
22 itself and I was just interested in seeing what went on  
23 with the Advisory Committee, what was going on today.  
24 That's why I'm here representing the department.

25           CHAIRMAN WHITTINGTON: And of course, some of

1 you have not met Mr. Mitchum. Do you want to stand?

2 MR. MITCHUM: My name is Henry Mitchum. I'm  
3 with the Community Relations Service, Department of  
4 Justice. Similar to the officer here, I'm here to see  
5 how relations are in the field, what's going on in the  
6 area. I've worked in the area about 15-20 years and it  
7 seems fairly consistent.

8 I applaud Chief Edwards and his predecessors,  
9 too, for the progress that's been going on in  
10 recruitment. It's very enlightening.

11 MR. BINKLEY: Ask him if he's got a copy of  
12 your report. The Community Relations Service, Chief  
13 Edwards, a few years ago put out an excellent report on  
14 police community relations, and you're probably  
15 familiar with it.

16 CHAIRMAN WHITTINGTON: There's a gentlemen in  
17 the back who's been here all morning.

18 MR. COATS: Yes. My name is Francis Coats.  
19 I'm the Director for Affirmative Action for Montgomery  
20 College and of course I'm here because I deal with  
21 issues not only on the college basis but I'm on some of  
22 the committees that Dr. Lancaster is on and Chief  
23 Edwards is on. And of course, these issues are of real  
24 concern to us.

25 When you look at the demographics as it has

1 been so fully elaborated on today, we've got a lot of  
2 work to do. But there are resources in the county that  
3 can do that. So I'm looking forward to working to that  
4 end.

5 CHAIRMAN WHITTINGTON: The gentleman to your  
6 right. That's you.

7 MR. MCGRAY: I'm Scott McGray. I'm  
8 representative of Montgomery College, Office of Human  
9 Resources, and I'm just here to hear some of the issues  
10 that are facing the Asian community.

11 CHAIRMAN WHITTINGTON: Okay. There's a young  
12 lady who wasn't here this morning in the black dress.

13 MS. ROLIN: I'm Meg Rolin from Cable News 21  
14 in Rockville. I'll be doing a story this evening.

15 CHAIRMAN WHITTINGTON: Oh. We needed to know  
16 who the media were.

17 Young lady in the blue dress, in back of Dr.  
18 Lancaster.

19 MR. BINKLEY: That's Gloria Zumey from our  
20 staff.

21 CHAIRMAN WHITTINGTON: Oh, she's staff?  
22 That's the first time I've seen her. Okay.

23 MS. ZUMEY: I'm Gloria Zumey. I'm a  
24 writer/editor with the U.S. Commission on Civil Rights.

25 CHAIRMAN WHITTINGTON: Thank you very much.

1 We have met everyone else here and we appreciate your  
2 coming. As I said at lunch, I believe that the day has  
3 been as beneficial to those of you in the audience and  
4 those who have participated as panelists as it has been  
5 for us.

6           Listening to the comments from the various  
7 panelists I think each of you recognize that you have  
8 done a lot, but there is yet a lot to be done. But the  
9 thing that impresses me and I suppose the members of  
10 this committee is that all of you have shown a  
11 willingness and an attempt to continue to improve. So  
12 we thank you for that.

13           With that, I will say that the forum is  
14 adjourned for today and we're on time. Thank you.

15           (Whereupon, the proceedings were adjourned at  
16 3:45 p.m.)

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REPORTER'S CERTIFICATE

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CASE TITLE: FORUM ON CIVIL RIGHTS ISSUES FACING ASIAN AMERICANS IN MONTGOMERY COUNTY, MARYLAND

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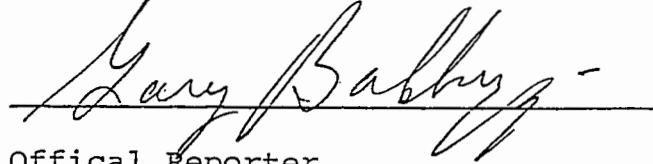
HEARING DATE: AUGUST 12, 1992

LOCATION: ROCKVILLE, MARYLAND

I hereby certify that the proceedings and evidence are fully and accurately recorded in the attached transcript from the tapes and notes reported by me in the above case before the:

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