

Webinar Hosted by
Asian Americans/Pacific Islanders in Philanthropy
(AAPIP)



Moderator



Patricia Eng President & CEO AAPIP

Speakers

- Karen Narasaki, Consultant to Bauman Foundation
- Christine Chen, Founder & Director, APIA Vote
- Karthick Ramakrishnan, Founder & Director, AAPI Data
- Sunny Shao, Researcher, AAPI Data

Moderated by Patricia Eng, President & CEO, AAPIP



Speaker



Karen Narasaki

Consultant to Bauman Foundation and Fair Representation through Redistricting



Karen K. Narasaki

Consultant to Bauman Foundation and Fair Representation through Redistricting

AAPIs: Census 2020 and Redistricting 2021



Why Does the Census Matter?

- Congressional apportionment—how many seats a state has in the U.S.
 House of Representatives also affects Electoral College
- Civil Rights and voting rights enforcement bilingual ballots
- Redistricting: growth and expansion of AAPI community
- Federal funds given to states for the next 10 years (\$1.5 trillion per year)
- Basis for most federal and other data surveys and reports, including ACS

What are the challenges?

- This is the first census where the internet is the primary option; concern about the digital divide and about hacking
- The Census Bureau has fewer local offices and is behind in its hiring and training which can only be done on-line
- The Census Bureau was severely underfunded early on so it was not able to do a sufficient dress rehearsals and testing
- Distrust of government has sky rocketed. Trusted messengers are key but they need resources and info. Confusion lingers from successful fight over citizenship question.
- The Census Bureau is doing outreach and advertising in fewer languages (5 Asian instead of 13).

Why is the Census Important for AANHPIs?

- Census Bureau estimates that 16 million were not counted in the 2010 Census.
- AANHPIs have been undercounted for decades, putting families, neighborhoods and communities at a disadvantage.
- Today, roughly 1 in 5 Asian Americans and one third of NHPIS live in hard to count census tracts. 1 in 6 have never participated in the U.S. census.
- Communities that are especially in risk of being undercounted include those that have limited English speaking skills and/or are low income.
- Geographic Diversity: Largest populations continue to be in the traditional places but fastest growing are emerging populations in other areas of the country, such as the South.

300+ Federal Spending Programs \$1.5 trillion per year

- Medicaid Reimbursement and Medicare
- Title I Education for Local Education Agencies
- Highway/Transportation
- Community Development Block Grants
- TANF
- Special Aging Programs
- Rural programs
- Workforce Innovation and Opportunity Act
- Food Stamps
- Housing Programs

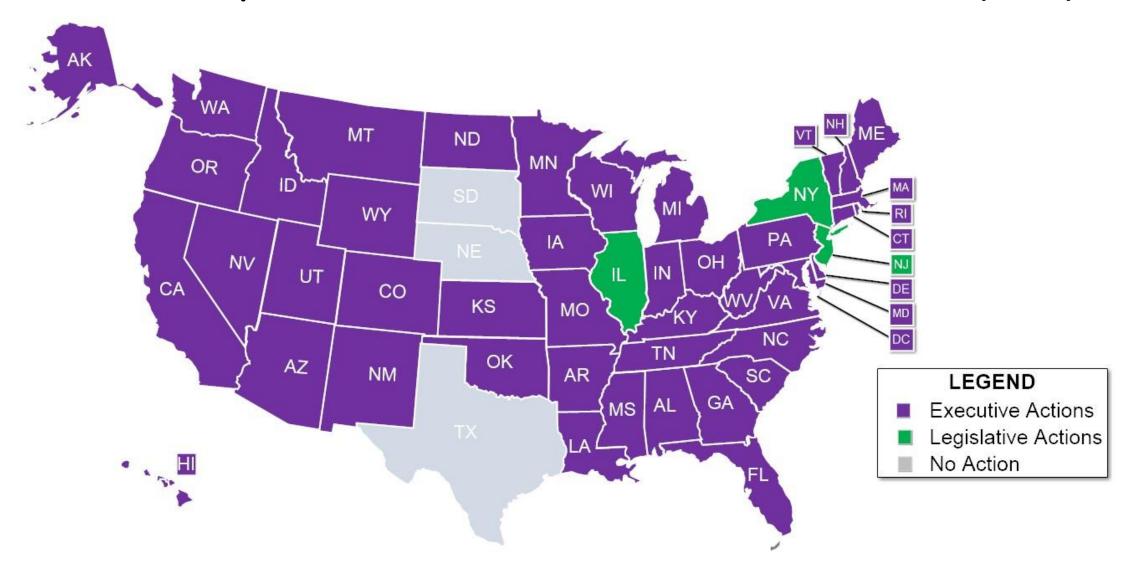
Asian American Check Boxes

	White – Print, for example, German, Irish, English, Italian, Lebanese, Egyptian, etc. ✓		
	Black or African Am. – Print, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc. ⊋		
	American Indian or Alaska Native – Print name of enrolled or principal tribe(s), for example, Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.		
		_	
=	Chinese		
=	Filipino),	
_	Filipino Korean Samoan Asian Indian Japanese Chamorro Other Asian – Print, for example, Pakistani, Cambodian, Tongan, Fijian,),	
=	Filipino Korean Samoan Asian Indian Japanese Chamorro Other Asian – Print, for example, Pakistani, Cambodian, Tongan, Fijian,),	

Top Ten Areas by Asian American Pacific Islanders Population Sizes

- Los Angeles Metropolitan Area
- New York City Metropolitan Area
- San Francisco/Oakland Metropolitan Area
- Honolulu Metropolitan Area
- San Jose/Sunnyvale/Santa Clara
- Chicago Metropolitan Area
- Washington DC Metropolitan Area
- Seattle Metropolitan Area
- Houston Metropolitan Area
- Dallas-Fort Worth Metropolitan Area

States Complete Count Committees/Commissions (CCC)



States providing government funding

- CA: \$187 million
- IL: \$30.5 million
- NY: \$20 million
- WA: \$16 million
- NJ: \$9 million
- OR: \$7.5 million
- CO, MD and NV: \$5 6 million
- GA, NM: and MN \$3 4 million

- AL, ND, UT, VA, WI, WV: \$1-1.5 million
- HI: \$750,000
- **AK:** \$600,000
- RI and MI: \$500,000
- MT: \$100,000

Government actions for GOTC

- State and local complete count committees/commissions
- State, county and city census funding
- Using 3-1-1 hotline to educate residents about the census
- Directly or working in partnerships with foundations, providing funding to service and outreach organizations who are trusted voices
- Setting up kiosks with tablets for public libraries and state agency clients to use to answer the census
- Distributing posters to public facing agencies and directing them to create outreach plans; paid ethnic media campaigns
- Engaging corporations, schools, libraries, hospitals and tribes
- Working with schools for outreach to parents and students

Census Bureau: HTC Asian Audiences



Modes: Focus on print, radio, digital, shopping centers etc.

Language: Chinese, Vietnamese, Korean, Filipino, and Japanese

(NOTE: No targeting of AAPI media that is in English. In 2010 did 13

Asian languages)

Little to no focus on South Asian and Southeast Asian (except Vietnamese) communities.



Native Hawaiian/Pacific Islander

Modes: Strong focus on radio, events in Hawaii, and digital

Language: English (except beautiful music video)

Spotlight: Audience segmented by geography (in Hawaii vs. continental US)

Little outreach to NHPI communities in continental US No Pacific Islander languages used

2020 Census Language Access Advertisements and outreach materials will include materials in:

English, Spanish, Chinese, Vietnamese, Korean, Russian, Arabic, Tagalog, Polish, French, Haitian Creole, Portuguese, and Japanese [on-line forms as well]

Language guides (translated unofficial form with instructions + video guide to form) and glossaries will be available in:

Spanish, Haitian Creole, Bengali, Romanian, Tamil, Tigrinya, Igbo, Chinese, Portuguese, Greek, Telugu, Navajo, Ilocano, Marathi, Vietnamese, Japanese, Amharic, Burmese, Hungarian, Dutch, Sinhala, Korean, Italian, Somali, Punjabi, Hebrew, Croatian, Slovak, Russian, Farsi, Thai, Lao, Malayalam, Bulgarian, American Sign Language, Arabic, German, Gjurati, Hmong, Swahili, Twi, Tagalog, Armenian, Khmer, Albanian, Yiddish, Lithuanian, Polish, Hindi, Nepali, Turkish, Indonesian, Yoruba, French, Ukrainian, Urdu, Bosnian, Serbian, Czech

Philanthropy has made counting the traditionally undercounted a top priority

- National funding collaborative raised over \$80 mm from 86 foundations with grants to over 190 grantees to support policy work, litigation, research briefs, messaging development, get out the count national infrastructure and local efforts in half of the states;
- State and local funders are active in 45 states
- Groups worked on government funding, operations targeting HTC, challenging citizenship question, promoting census jobs, deep canvassing, events, social media, ethnic media, supporting technical assistance and coordination, translated materials, printing, psas, social media content, digital organizing, pledge to be counted campaigns, events, organizing, texting, communications campaigns
- Civil rights groups are setting up census hotlines and attorney networks and a coalition pledging to ensure government does not violate laws safeguarding confidentiality to reassure nervous households concerned about misuse of information.

Key National Hubs





































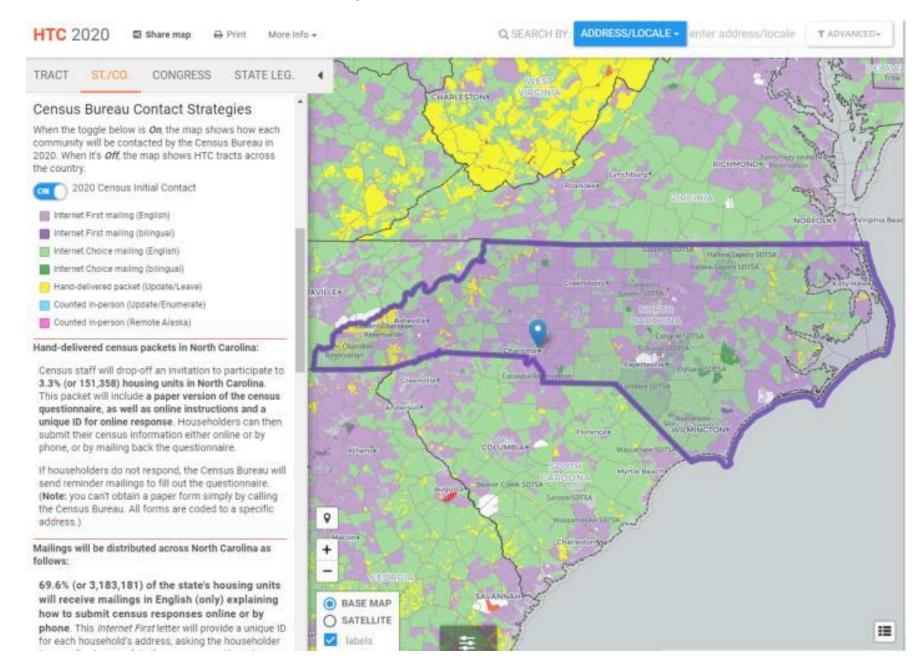


Census Equity Fund

- Raised \$9.5M for Grantmaking
- Four+ Rounds of Grants to Date:
 - Grants to 60+ groups
 - ➤ In 25 states: AL, AK, AR, AZ, FL, GA, HI, KY, LA, MS, MT, NC, NM, ND, NV, NY, OH, OK, PA, SC, SD, TN, TX, NY, VA & Puerto Rico
- Considering Spring 2020 Approach



www.CensusHardToCountMaps2020.us



What census resources exist?

- There are over a dozen national groups with materials in many languages using tested messages.
 - https://censuscounts.org/
- There are a plethora of toolkits for cities/counties, for libraries, for faith based, for LGBTQ, for community service agencies, People of Color; immigrants
- There is a national complete count committee to address the undercount of young kids https://countallkids.org/
- There are census coalitions and Asian American organizations in a majority of the states that you can work with
- Asian Americans Advancing Justice: https://www.countusin2020.org/

- Funders Census Initiative has toolkits and listserv and learning community https://funderscommittee.org/working-group/4/
- There is an interactive map by CUNY of hard to count https://www.censushardtocountmaps202
 O.us/
- There is federal program \$\$ data by GWU "counting for dollars" by state, with some information by metro/county by POGO

https://gwipp.gwu.edu/counting-dollars-2020-role-decennial-census-geographicdistribution-federal-funds

https://www.pogo.org/census-project/

Redistricting: A Reminder

- Census Every 10 years
- Congressional Apportionment Based on Census Population Totals
- Redistricting Draw New Districts –
 Congressional, State, Local
- Drawing the Lines Process Different in States
- It's a big deal Determines
 Representation & Resources
- Gerrymandering Skews Process

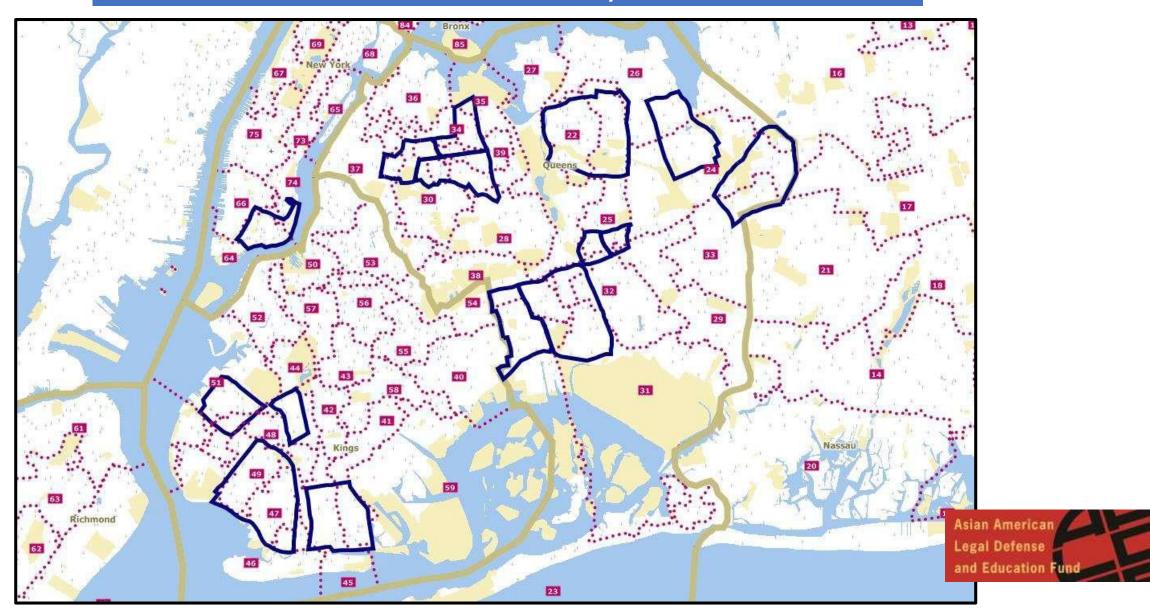
PROBLEMS:

- Racial Gerrymandering
- Partisan Gerrymandering
- Bi-Partisan Incumbent
 Protection
- Dividing Communities of Interest
- Only Citizens as Population

OPPORTUNITIES:

- Build Community Power:Strengthen Voices
- Map Communities of Interest
- Maintain and Build on Organizing Capacity Created by Census Investment
- Facilitate Coalition Building and Power Sharing

Asian American Communities with 2010 NY State Assembly Boundaries



Fair Representation Through Redistricting

For More Information on Redistricting:

- Gary Bass, Bauman Foundation (Co-Chair), gbass@baumanfoundation.org
- Sanjiv Rao, Ford Foundation (Co-Chair),
 s.rao@fordfoundation.org
- Cathy Duvall (Initiative Manager), ckduvall@gmail.com
- Amy Dominguez-Arms (Consultant), amydarms@gmail.com

Thank you

Contact: Karen K. Narasaki

Karen@NarasakiJustice.com

Speaker



Christine Chen
Founder & President
APIA Vote

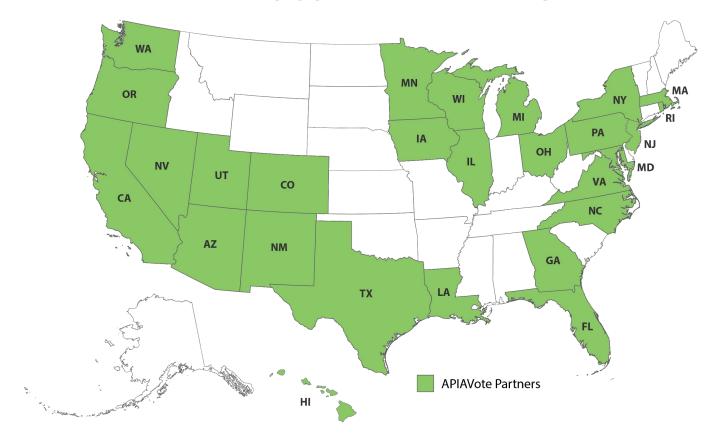




Best Practices of Census Outreach

Christine Chen
Executive Director, APIAVote
cchen@apiavote.org
February 12, 2020

APIAVote PARTNERS



Norman Y. Mineta Leadership Institute Trainings



NORMAN Y. MINETA LEADERSHIP INSTITUTE

The Norman Y. Mineta Leadership Institute (NYMLI) is a national training program that empowers Asian American and Pacific Islanders in their communities.



The morning workshop will teach leaders and volunteers enhanced voter registration, volunteer recruitment, and voter turnout tactics.

The afternoon training will cover how the Census impacts AAPI communities, how to talk about its importance, and how to ensure a complete count.

Join us for a fun and engaging day to learn how YOU can make sure your local community is counted in 2020!

Schedule of Trainings & To RSVP: http://www.apiavote.org/events

Jun 1: New York

Jun 8: Seattle

Jun 15: Las Vegas

Jun 22: Novi, MI

Jun 29: Houston

Jul 13: Austin

Jul 14: Dallas

Jul 27: Atlanta

Aug 3: Salt Lake City

Aug 5: Nashville

Aug 10: St. Paul, MN

Aug 11: Las Vegas

Aug 17: Carson, CA

Aug 24: Columbus

Aug 24: Phoenix

Sep 14: Miami

Sep 15: Orlando

Sep 18: Hilo and Kailua-Kona

Sep 19: Maui

Sep 20: Molokai & Kauai

Sep 21: Philadelphia

Sep 21: St. Louis

Sep 22-25: Oahu

Sep 28: Albuquerque, NM

Sep 28: Des Moines, IA

Sep 28: San Diego

Oct 5: Orange County, CA

Oct 5: Madison, WI

Oct 19: Edison, NJ

Oct 26: San Jose

Oct 28: Oakland

Nov 9: Aurora, CO

Nov 16: Portland, OR

Dec 7: Los Angeles

Dec 22: Camden, NJ

Jan 2020: Fairfax, VA & Chicago

Jan 18: Jersey City, NJ

EXAMPLES OF SUCCESSFUL MODELS

Washington Census Alliance

- Over 70 POC-led and serving organizations across Washington state, representing African American and immigrant, Latinx, Indigenous, AAPI, and other communities
- Successively pushed state legislature to allocate \$15M for 2020 census outreach and education through sustained lobbying effort
- Success demonstrates value of early and proactive cross-racial/cross-community organizing with intentional focus on funding most underrepresented groups

WE ALL COUNT.

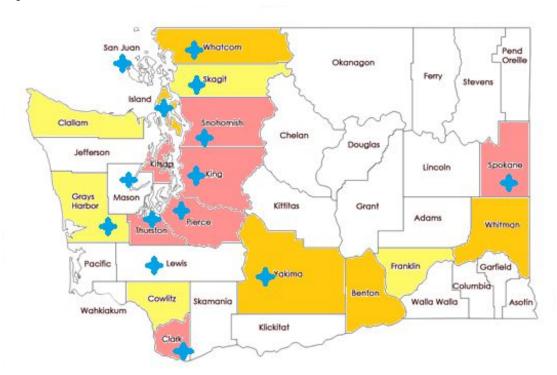
Whether we're brown, black or white, an accurate census will bring more money for our schools, roads & hospitals.

WASHINGTON CENSUS ALLIANCE



WA AAPI Complete Count Network

- 22 partner organizations across Washington State
- 54+ languages and 15 counties supported
- Funded with \$500k from the \$15M set aside by state government, managed by ACRS
- Working collectively to ensure AAPI organizations and communities across the state can:
 - Receive funding needed to conduct outreach with trusted messengers
 - Access existing resources
 - Give feedback to census bureau
 - Address gaps in outreach coverage (geography, language, etc.)



2018 Population Estimates from U.S. Census Bureau's American FactFinder (Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties – April 1, 2010 to July 1, 2018)

Light yellow = at least 1,000 AAPIs | Orange = at least 3,000 AAPIs | Pink = at least 10,000 AAPIs

Blue stars = counties where Network partner organizations will focus their census outreach, education, and support efforts



We have over 70 API organizations and business joined our AACCC





We don't miss any opportunities to speak out and to reach out to our communities

Travis County is allowing the AAPI CCC to spend \$50,000 for printing needs & ad buys. This coalition also received \$35,000 from United Way & Faith in Public Life.

GEORGIA AAPI CCC

- Statewide hub for ethnic-specific CCCs and less formal groups
- Education about Census
- Marketing (outreach, events, media, social media, speakers bureau)
- Assisting to complete the Census form
- Connection to Census Bureau staff and state/county/ local CCCs
- Create opportunities for community members to get hired
- CONTINUITY IN LEADERSHIP: Led by Asian American Advancing Justice – Atlanta and Center for Pan Asian Community Services who led efforts in 2010 as well



www.AAPICensusGA.org

OUTREACH INCLUDES:

- Autumn Festivals
- School Events
- Elections
- Lunar New Year
- Commemorations
- Religious Festivals
- Grand Openings
- Events that reach the masses

ENGAGING W/ GOVT BASED CCCs

Georgia's Governor's CCCs Counties (Examples)

- DeKalb County
- Gwinnett County
- Cobb County

Cities (Examples)

- Norcross, Duluth, Clarkston, Atlanta
- Doraville, Chamblee, Brookhaven

Ethnic Specific CCCs:



Amharic – አማርኛ
Arabic – العربية
Bengali – বাঙালি
Burmese – မြန်မာစာ
Chinese (Simplified) – 中文(简体)
Chinese (Traditional) – 中文(繁體)
English
Gujurati – ગુજરાતી
Hindi – हिन्दी

Japanese - 日本語

Khmer – ភាសាខ្មែរ Korean – 한국어 Lao – ພາສາລາວ Nepali – जेपाली Punjabi – ਪੰਜਾਬੀ Somali – Af-Soomaali

Thai – ภาษาไทย
Tigrinya – กิจิติ Vietnamese – Tiếng Việt

EXAMPLES OF POSSIBLE GAPS

DALLAS

- Lack of cohesive AAPI coalition and leadership leading census outreach efforts
- No funding provided to AAPI organizations
- City of Dallas awarded outreach to AAPI community to contractor but no one knows what they are doing
- The little interest is mostly coming from volunteer based organizations

VIRGINIA

- Lack of cohesive AAPI coalition and leadership leading census outreach efforts
- The little funding from state is being used to create PSAs possibly and use via social media
- Some small grants were provided to 5-6 AAPI groups but targeting a very specific population
- Overall lack of outreach being planned for overall AAPI population

OPPORTUNITIES TO ASSIST IN SCALING UP

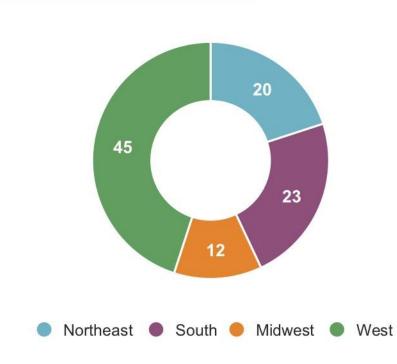
- General awareness in the broader AAPI community vs hard to count populations within AAPI community
- Role of volunteer based organizations
- Building out a broader and more diverse AAPI coalition
- Building a sense of responsibility of all AAPI organizations and community leaders and not only those who received funding
- Organizations that were not prepared to apply for census funding
- Need for resources to simply print outreach materials

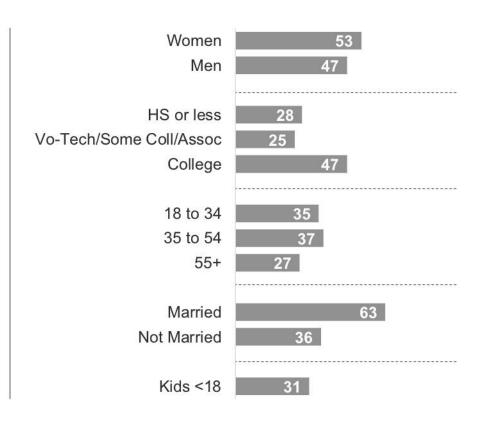


Anchor Collaborative Census Messaging Research

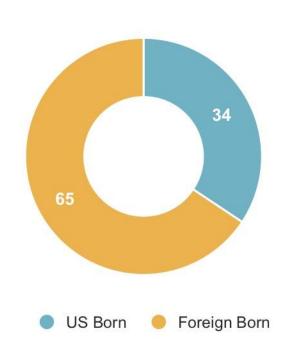
October 2019

AANHPI Adults

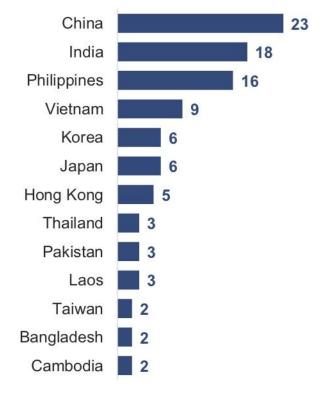




AANHPI Adults

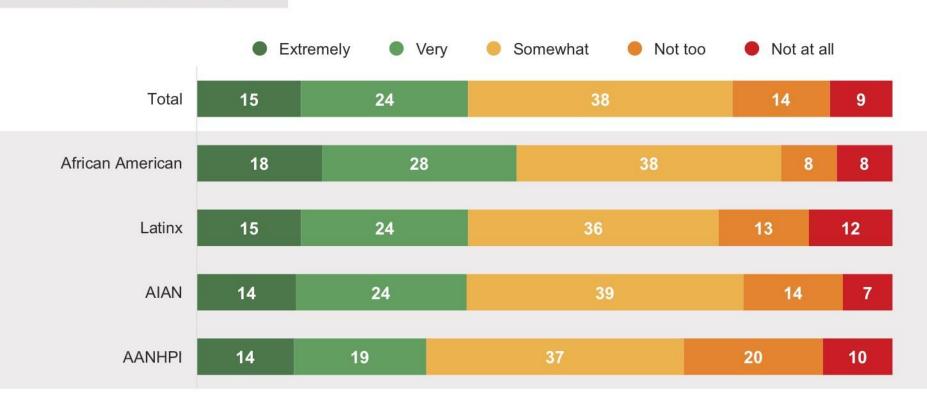


Country of Origin



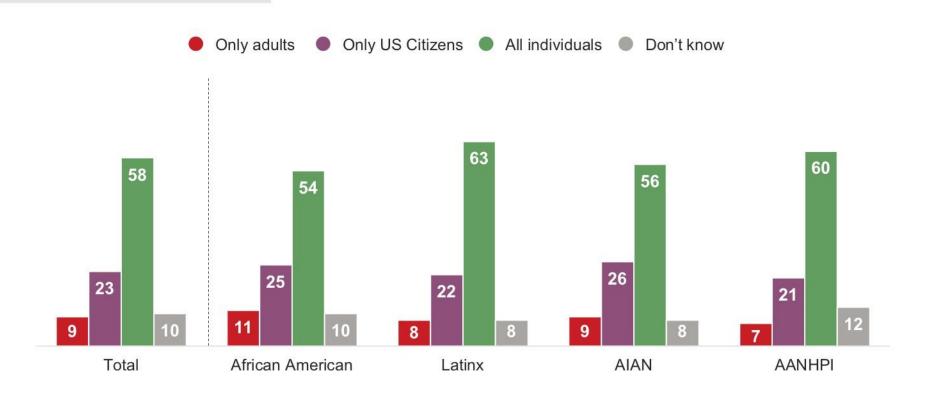


How familiar are you with the U.S. Census?



Census Knowledge

To the best of your knowledge, who participates in the 2020 U.S. census?

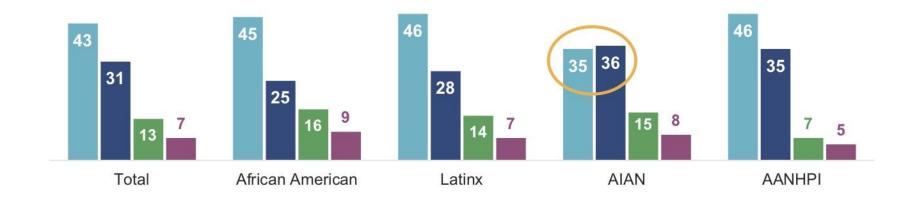


Many Prefer Answering The Census Through Non-Online Means, Especially AIAN Adults

Census Methods

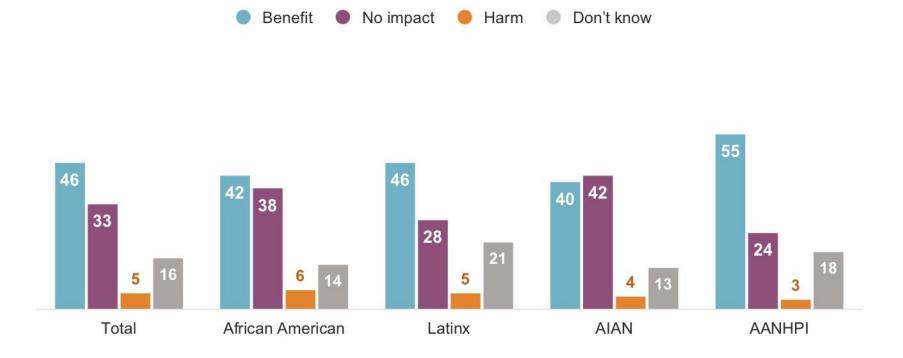
If you had to participate in the 2020 U.S. Census, how would you prefer to answer the questions asked of you and your household?







Do you believe the 2020 U.S. Census will benefit your community, harm your community, or have no impact on your community?



The Census Bureau & Family Are Credible Sources

Trusted Messengers

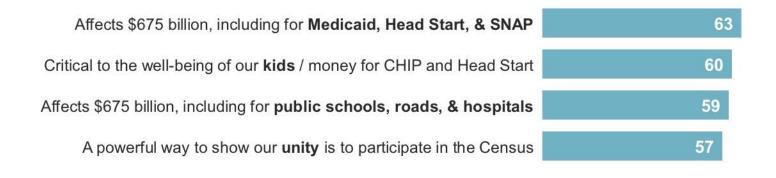
Who would you trust the most to give you correct information about the Census? Select up to two.

		Af Am	Latinx	AIAN	AANHPI	
The Census Bureau	50	47	48	47	57	
Family members	26	28	22	24	30	
Local community org	15	16	16	12	14	
Your local library	13	11	18	13	10	
Your elected leaders	13	16	13	14	10	
Local newspaper	11	10	9	12	13	
Teachers	8	8	12	10	4	
Religious leaders	8	9	6	10	7	
Health care providers	7	9	7	8	5	
Your neighbors	5	4	5	6	4	
Co-workers	4	4	4	4	4	

AANHPI Adults

% Makes me much more likely to participate in the Census

Top Messages



Bottom Messages Makes sure election officials provide language assistance to voters

Communities of color get left behind / less of a voice in our political system

52

Used to determine seats per state in the U.S. House of Representatives

50

Communities of color get left behind / fewer dollars for public services

Family & Unity Slogans Work Across Audiences

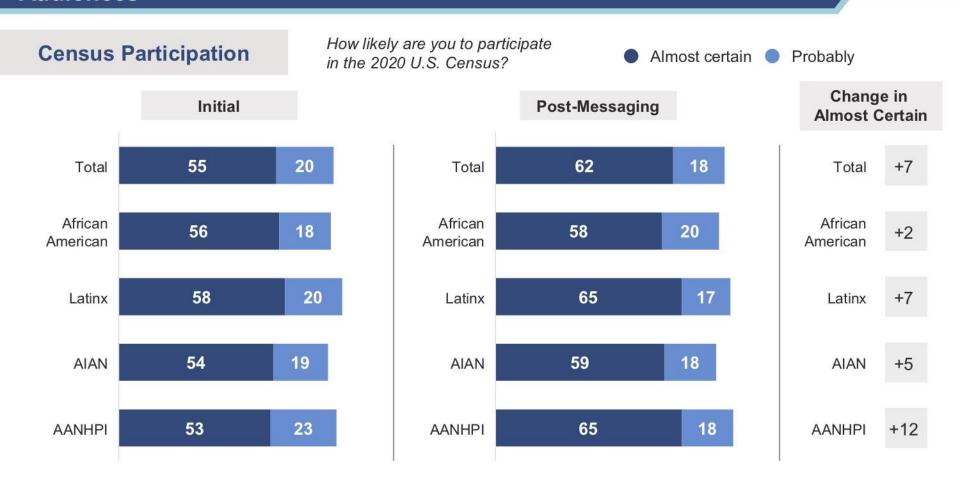
Top Slogans

% Like the slogan a lot

Census Index

	Af Am	Latinx	AIAN	AANHPI	High	Medium	Low	Movers
My family matters, my family counts.	60	69	57	68	74	60	52	64
Whether black, white, Latino, Asian, or American Indian - we all count. Be counted.	62	66	54	64	72	63	47	58
No matter who you are, you count. Be counted.	59	57	50	63	68	61	38	56
My family counts on me. I'll make my family count.	56	62	51	53	66	54	44	54

Messaging Moves More To Participate, Particularly Latinx & AANHPI Audiences



Top testing messages in favor of participating in the census focus on Family (Note w/ Children)

Top Tier Positive Message Language Very Total (Ranked by Very Convincing) Very Convincing

[FAMILY*] Census data is critical to our families' future and the next generation. It helps us get the health care, transportation, schools, affordable housing, and higher education that our families need to get a good start and be successful.

42 79

[FAMILY - CHILDREN FOCUS*] Census data is critical to our children's future and the next generation. It helps us get the health care, transportation, schools, affordable housing, and higher education that our children need to get a good start and be successful.

11 81

Top testing messages in favor of participating in the census focus on Family (Note w/ Children) (Cont.)

Top Tier Positive Message Language (Ranked by Very Convincing)

Very Total
Convincing Convincing

[HELPED IN PAST] The 2010 census showed that in one major city, the Asian American community had doubled in the previous ten years. This led to a 50 million dollar increase in federal dollars for schools, hospitals, and services for our kids. Filling out the census can have real benefits for our community.

38 **76**

[RESOURCES] Census data is used to determine not only federal government funding for programs and services, but businesses also use it to decide where to invest and create jobs. Filling out the census makes sure that you, your family, and your community get a fair shot at those resources.

38 78

those resources.

[VISIBLE*] We want to make sure that Asian American communities, which are growing every day, are not invisible. Filling out the census will ensure our community is counted, heard, and visible.

37 76



There's Power In Being Counted

Count Us In 2020 Resources

Translations (23 Languages)

Key:

Blue - online & phone response available

Green - Only Census Bureau Language Assistance Guide available

- Chamorro
- Chinese Simplified
- Chinese Traditional
- Chuukese
- Gujarati
- Hawaiian
- Hindi
- Hmong
- Japanese
- Khmer
- Korean
- Lao

- Marshallese
- Nepali
- Palauan
- Punjabi
- Samoan
- Tagalog
- Thai
- Tongan
- Urdu
- Vakaviti
- Vietnamese



www.CountUsIn2020.org

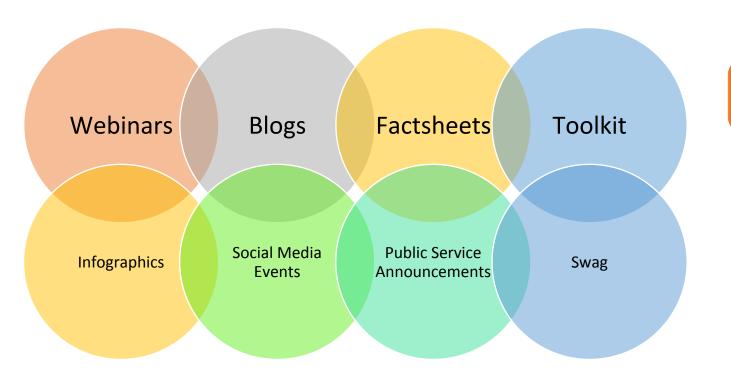
Visit Asian Americans Advancing Justice's new census website for our resources, partner resources, press releases, latest news, social media, and more!

Everyone counts.

There's power in being counted.

There's Power In Being Counted





There's Power In **Being Counted**



Webinars

There's Power In **Being Counted**

- Census FAQs
- How are People Counted in the Census?
- Communications Messaging Deep Dive
- The Race Question
- Engaging the AANHPI Faith Community
- Digital Tools –CommunityConnectLabs
- Fundraising
- Engaging the LGBTQ AANHPI Community

- 9. Digital Tools Hard to Count Map
- Citizenship Question –Next Steps
- Organizing, Engagement, and Census Bureau and Partnerships
- Census & Data
- **Engaging College Students**



GOTC Factsheets

There's Power In Being Counted

- 2020 Census: Timeline
- 2. What Does the 2020 Census Ask Me
- 3. How Do I Respond to the 2020 Census and What Does it Ask Me?
- 4. Census 101 (Community Member Focus)
- 5. Census Outreach 101 and What Community-Based Organizations Can Do
- 6. How the 2020 Census Affects Your Community
- 7. Counting Your Family and Young Children
- 8. Engaging Your Friends and Family in the 2020 Census
- 9. Language Resources and How to Get Assistance
- 10. Census Confidentiality and the Citizenship Question
- 11. The Internet Response Option in the 2020 Census
- 12. How to Identify a Census Taker



APIAVote's Multilingual Census Videos

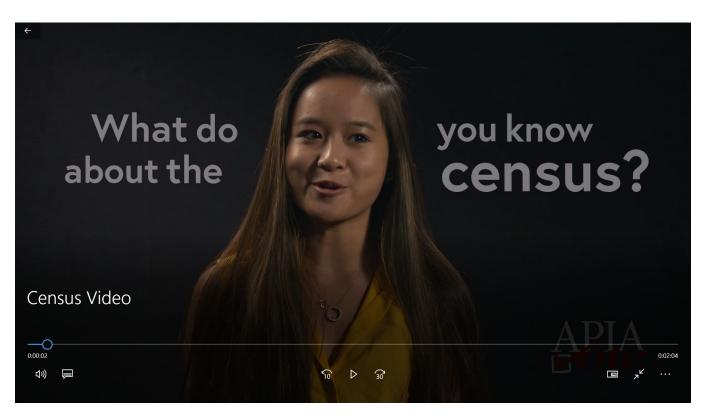
PUBLIC SERVICE ANNOUNCEMENTS and VIDEOS: (23 LANGUAGES)

Produced by APIAVote

- Census 101
- How to Fill Out the Census Tutorial



YOUNG VOICES



ETHNIC PRESS AD BUYS FOR CENSUS

Going beyond what the U.S Census will provide

- Chinese
- Korean
- Vietnamese
- Filipino
- Japanese



The 2020 Census will shape your future.

Every 10 years, the United States counts everyone living in the country on April 1, no matter where they are from, what language they speak, or why they are in the country. The count includes children and newborn babies, citizens and noncitizens, and temporary residents.

Responding is important for your family and community.



The information collected in the census will inform the distribution of more than \$675 billion in federal funds each year. These funds impact critical services, including education, health care, senior centers, and public transportation.



Communities rely on census statistics to plan for a variety of needs, including new roads, schools, and emergency services.



Businesses use census data to decide where to build factories, offices, and stores.

Responding is easy.

Beginning in mid-March 2020, every household in the United States will receive a notice to complete the 2020 Census online, by phone, or by mail. The form asks a handful of basic questions and will be available in many languages. From May – July 2020, census takers will visit households that have not yet responded. A census taker can assist if you need help completing your form.

Responding is safe.

Your personal information is confidential and protected by law. Your responses can only be used to produce statistics. They cannot be used for law enforcement purposes or to determine your eligibility for government benefits.

For more information, visit:

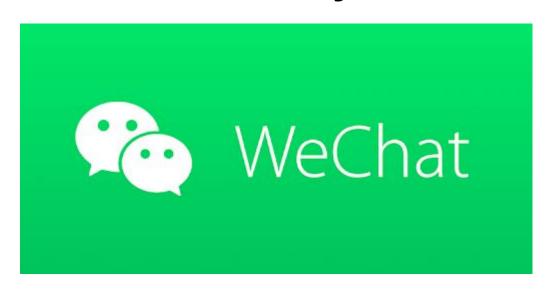
2020CENSUS.GOV

Shape your future START HERE >



D-OP-AS-EN-128

WeChat Census Campaign Fact vs Myth





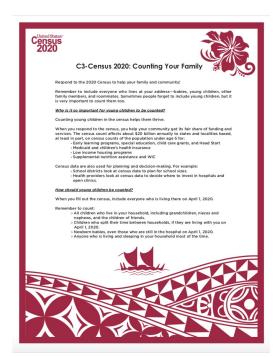
EPIC was established in 2009 by a group of young Pacific Islander (PI) leaders who recognized the urgency to address the growing needs of PI families. With experiences ranging from grassroots organizing to higher education administration, these young leaders prioritized building a strong and unified advocacy voice for PIs; collecting disaggregated data that illustrated the needs of PI families; and establishing a pipeline of strong leaders who can be advocates and influencers in, and on behalf of, the community.

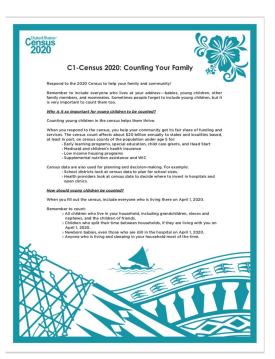
EPIC will produce:

- Factsheets on Census 101, Why It's Important, How To Get Involved, etc.
- NHPI-specific social media toolkit
- Videos and factsheets in Chamorro, Chuukese, Marshallese, Native Hawaiian, Palauan, Samoan, Tongan, and Vakaviti

Language Assistance: NHPI Materials Production







SEARAC Census Fact Sheets—Translations Now Available!

https://www.searac.org/census/

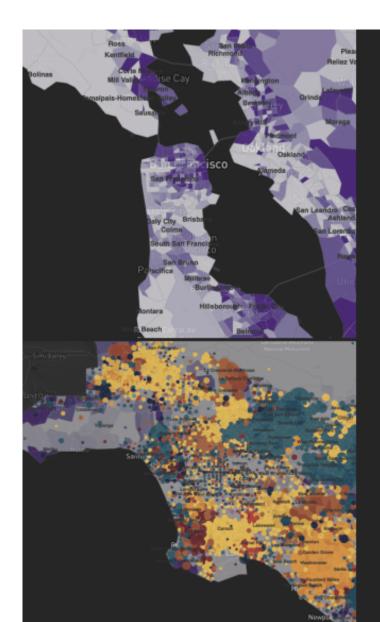
Factsheets tailored for Southeast Asian American immigrants, elders, children, and young adults.

Factsheets in Khmer, Laotian, Hmong, Vietnamese, and Mien available.

*A Frequently Asked Questions section is included!





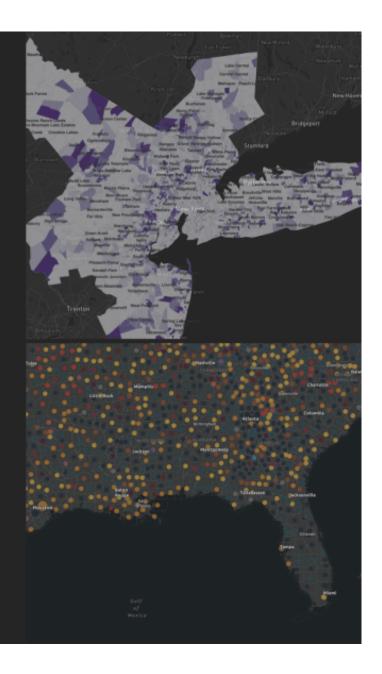






2020 Census and Beyond

The Geography and Diversity of Asian Americans and Pacific Islanders



Speaker



Karthick Ramakrishnan

Founder & President AAPI Data

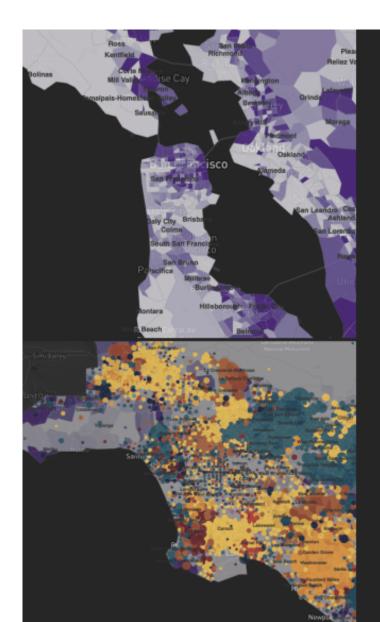


Speaker



Sunny ShaoResearcher
AAPI Data



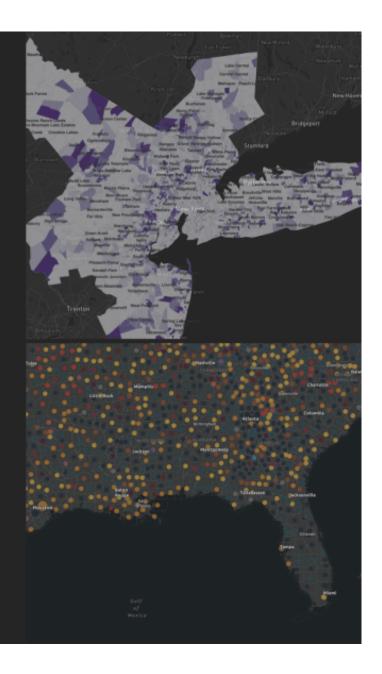






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Questions?

Thank you for joining us!



Asian Americans/Pacific Islanders in Philanthropy

