



**ASIAN PACIFIC AMERICANS IN MICHIGAN  
AND THE ANTI-AFFIRMATIVE ACTION  
BALLOT PROPOSAL  
“PROPOSAL 2”**

**A TOOLKIT FOR GRASSROOTS  
LEADERS**

**SEPTEMBER 2006**

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## PURPOSE

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

This toolkit is designed to serve as a resource to both Asian Pacific American and non-Asian Pacific American leaders in Michigan as they educate various communities throughout the state about the likely impact that the 2006 anti-affirmative action Michigan ballot proposal would have on Asian Pacific Americans.

Oftentimes, there are misconceptions about how Asian Pacific Americans fit into the issue of affirmative action; this can serve as a guide to those that are uncertain about how to answer those questions.

The message about affirmative action to Asian Pacific American communities themselves corresponds to the overall message to all of Michigan, about the benefits of affirmative action and the need for such programs today. However, it was made clear at a June 2006 community leader training that there is a need for a compilation of statistics and arguments related to Asian Pacific Americans and affirmative action, specifically related to fields such as employment, contracting, and health. We also know that each Asian Pacific American ethnicity has its own characteristics and community needs; therefore, relevant statistics and arguments were needed for South Asian, Southeast Asian, and other Asian Pacific American ethnic groups.

Thank you to Amy Tai, law student at American University, for her hard work and dedication to making this toolkit a success!

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## Background

# Asian Pacific American Caucus of Michigan United Supports Affirmative Action

December 12, 2005

**The Asian Pacific American Caucus opposes discrimination, and supports affirmative action programs to advance equal opportunity and access for women and people of color in public education, contracting and employment.** Affirmative action programs, including recruitment, outreach, and training initiatives offered to qualified women and minorities, including Asian Pacific Americans, remedy past discrimination, fight present-day disparities, and promote diversity in our society. For Asian Pacific Americans, these programs are both positive and necessary.

### **“MODEL MINORITY MYTH”**

There commonly exists the false concept that all Asian Pacific Americans are a successful "model minority" in every aspect of American life, and therefore, do not need any assistance in achieving social, academic, or professional success. This dangerous myth is false, divisive, and harmful to the Asian Pacific American community and all other communities.

The "model minority myth" ignores the diversity and needs of the Asian Pacific American community. The term "Asian Pacific American" refers to individuals of more than twenty-four ethnicities and a range of socioeconomic class status and generation status. The "model minority" image of Asian Pacific Americans—as overachievers who have achieved the American dream—denies past and present discrimination against Asian Pacific Americans in such forms as hate crimes, racial profiling, glass ceilings, and employment discrimination. As reported in last week's new Gallup Poll results, 31% of Asian American respondents have faced incidents of employment discrimination, the largest percentage of any racial or ethnic group.

In 1982, Detroit witnessed the brutal baseball bat beating death of Vincent Chin, a Chinese American man, by two white autoworkers blaming the Japanese, and wrongly, Chin, for the suffering of the U.S. car industry. In 2005, the aftermath of the urination on and racial slurs targeted toward a young Asian couple in Ann Arbor revealed the common recurrence of anti-Asian incidents and crimes affecting young Asian Pacific Americans. Hate crimes—from before 1982 and continuing after 2005—must remind us that Asian Pacific Americans do indeed face discrimination; the promotion of the "model minority myth" only serves to deny this fact and at times, actually creates a climate that leads to more hate and hostility.

Lastly, the "model minority myth" stirs a sense of competition and resentment between other people of color, especially Blacks and Latino/as, and Asian Pacific Americans. The use of this stereotype explicitly places the Asian Pacific American community as a wedge group between other people of color and whites. This false characterization places the burden of the effects of disparities upon people of color, especially Blacks and Latino/as, rather than calling

attention to the institutionalized biases that cause disparities in education, health care access, and other economic opportunities. **Communities of color must work together to address these issues; the nature of Michigan United as a coalition serves as a reminder that we must be committed to education and dialogue about various myths and realities about each of our communities, in order for groups to truly be working together in partnership.**

### ***APAs FACE DISPARITIES***

It is important to recognize that although we as Americans have come a long way in battling discrimination and addressing disparities, we still have far to go and many of these disparities continue for many groups, including Asian Pacific Americans. The examples below are a reminder of the continued need for affirmative action and equal opportunity programs.

- 26% of Laotian Americans, 24.3% of Hmong Americans, and 28% of Cambodian Americans have had some college education, compared to 51.8% of the total United States population.
- Asian Pacific American college faculty have one of the lowest tenure rates of all racial and ethnic groups. The highest ratio of non-tenure track appointments—more than 30%-- belongs to Asian Pacific Americans.
- In the private sector, Asian Pacific Americans make up 7.3% of the professional workforce, but only 2.8% of the administrative or management personnel. White Americans make up 82.6% of all professional positions but hold 87% of management positions.

Knowing that these disparities exist, the subsequent question is whether or not affirmative action has benefited Asian Pacific Americans. The answer is "yes."

### ***AFFIRMATIVE ACTION HAS BENEFITED APAs***

Affirmative action has been successful in increasing the representation of Asian Pacific Americans in higher education. Without affirmative action, Asian Pacific Americans lose out on those opportunities.

- In ten years, the percentage of Asian Pacific Americans who received bachelor degrees increased from 3.8% in 1990-1991 to 6.3% in 2000-01.
- Before Proposition 209 banned affirmative action in California, Asian Pacific Americans made up 18.3% of the University of California law schools' class (1994-1996). Afterward, Asian Pacific Americans dropped to 17.4% of the class. White enrollment jumped from 59.8% to 71.7% in state law schools.

Affirmative action in public employment and contracting has helped level the playing field for Asian Pacific Americans. Since California adopted its civil service affirmative action programs in 1977, Asian Pacific Americans achieved labor force parity in 11 of 19 state job categories.

Diversity in the classroom and workplace ensures a more inclusive environment, better discussions, and better decisions, leading to students and workers who are "more motivated and better able to participate in a heterogeneous and complex society." Everyone, including Asian Pacific Americans, benefit from the school and workplace diversity that affirmative action helps

to ensure.

### ***CALL FOR EDUCATION AND COALITION-BUILDING***

**The Asian Pacific American Caucus of Michigan United is committed to educating Michigan voters, within and outside of the Asian Pacific American community, about affirmative action and how the issue impacts Asian Pacific Americans.** The caucus is excited about the opportunity to work in coalition with organizations serving people from all walks of life in Michigan, to ensure that education efforts about affirmative action will reflect the fact that all Michigan citizens, including Asian Pacific Americans, are impacted by this issue and benefit from affirmative action.

This statement reflects the views of, among others, the undersigned individuals and organizations.

Asian American Center for Justice/American Citizens for Justice  
Asian/Pacific American Public Health Association, University of Michigan-Ann Arbor  
Asian Pacific American Student Organization, Michigan State University  
Families With Children From China - Metro Detroit - Board of Directors  
Michigan Asian Pacific American Bar Association  
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Richard Mui, *Educator*, Plymouth-Canton High School  
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Fe Rowland, *Director*, Paaralang Pilipino  
Reverend Robert D. Rowland  
Bharat S. Sanghvi, *Vice Chair*, Michigan Asian Indian Family Services  
Sarita See, *Assistant Professor*, Asian/Pacific Islander American Studies, University of Michigan-Ann Arbor  
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## Talking Points: Asian Pacific Americans and Proposal 2

**An out-of-state group has proposed an anti-affirmative action ballot proposal.** It would amend the Michigan Constitution to immediately eliminate state and local government outreach and affirmative action programs that offer women and minorities equal access to education, jobs and contracts.

**We must safeguard opportunities for our families and future generations, in the areas of health, the economy, and pay equity.** This proposal would roll back progress Michigan has made in opening the doors of opportunity to women and minorities, exploiting the troubled economic times facing our state.

- The state of Michigan is tied for last in gender pay equity; women earn just 67 cents for every dollar men earn.
- Compared to white households, Bangladeshi American households earn 14.3% less; Hmong American households earn 19.3%; Korean American households earn 24.7% less.
- This proposal will:
  - Eliminate outreach efforts to minority-owned small businesses for contracting;
  - End funding for minority health professionals, the Health Asian Americans Project from the Michigan Department of Community Health, and men in nursing programs;
  - Eliminate programs that help women achieve equal pay for equal work, negatively impacting all families;
  - Eliminate housing and lending programs that help make sure women and minorities are treated fairly and without discrimination when applying for homes.

**In other states where this passed, minorities and women have suffered.**

- Contracts to minority and women-owned firms have decreased by more than 25%.
- The number of women professors hired at UC Davis dropped by 39% in just four years after the amendment became law.
- The number of underrepresented minorities, including certain Southeast Asian American populations, plummeted at the best public universities.
- Lawsuits have threatened funding for women's shelters and breast cancer screenings because they were considered gender-specific.

**Michigan's leaders are coming together to oppose this proposal.** The Asian Pacific American community is part of a larger community of 200 organizations.

- Organizations as varied as the Grand Rapids Chamber of Commerce, League of Women Voters, Michigan Catholic Conference, National Association of Women Business Owners, and the AARP oppose the proposal.
- Political leaders opposing the proposal include Republicans Dick DeVos, Michael Bouchard, and Rev. Keith Butler, along with Gov. Jennifer Granholm, Sens. Debbie Stabenow and Carl Levin.
- APA organizations that have joined Michigan United: Asian American Center for Justice, APA Chamber of Commerce, APA Labor Alliance-MI, APA Student Organization-MSU, Assoc. of Chinese Americans, Council of APAs, Council of Organizations of Asian Indians of Michigan, Families with Children from China-Metro Detroit Bd. of Dir., Filipino American Comm. Council, Hmong Community of Metro Detroit, Mam Non, Michigan APA Bar Assoc., Michigan Indo-American Democratic Caucus, National Federation of Filipino American Assoc.-Michigan, Philippine American Community Center of MI

**SOURCE: ONE UNITED MICHIGAN**



## IMPACT OF PROPOSAL 2 ON EMPLOYMENT

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

### Glass Ceiling

- Despite APAs representing a \$94 billion consumer market and the fastest growing minority group from 1960 to 1990, APAs are still limited by a glass ceiling since “they are perceived as superior professionals but not as management material.”<sup>1</sup>
- Less than 0.3% of senior executives in the United States are of Asian descent despite the qualified pool of potential APA managers.<sup>2</sup>
- APA women comprise 0.01% and APA men comprise less than 0.2% of the directors of the boards of the 806 public Fortune companies.<sup>3</sup>
- APAs also face a glass ceiling in federal employment.<sup>4</sup> Only 0.6% APA men and 1.3% APA women are employed as executives, managers, and administrators in public administration.<sup>5</sup>

In Michigan, only 1.1% of the employees in the Department of Civil Service are APAs.<sup>6</sup>

### Jobs

- Only a small percentage of Asian Americans hold executive and upper management positions in the United States.<sup>7</sup>

<b>Ethnic Group</b>	<b>% of specific ethnic group with executive and upper management positions</b>
Cambodians, Hmong, or Laotians	3.3
Vietnamese	4.2
Filipino	5.5
Korean	10.8
Chinese	10.9
Asian	11.1

- Many Asian Americans work in sales, operations, and support or skilled blue-collar positions. For example:<sup>8</sup>
  - 31.7% of Filipino Americans and 31% of Korean Americans work in sales, operations, and support.
  - 53.6% of Cambodian, Hmong, or Laotian Americans and 37% of Vietnamese Americans work in skilled blue-collar jobs.

<sup>1</sup> FED. GLASS CEILING COMM’N, GOOD FOR BUSINESS: MAKING FULL USE OF THE NATION’S HUMAN CAPITAL (1995).

<sup>2</sup> Nat’l Asian Pac. Am. Legal Consortium, Fact Sheet: Affirmative Action and Employment.

<sup>3</sup> *Id.*

<sup>4</sup> *Id.*

<sup>5</sup> FED. GLASS CEILING COMM’N, GOOD FOR BUSINESS: MAKING FULL USE OF THE NATION’S HUMAN CAPITAL (1995)

<sup>6</sup> STATE OF MICH., DEP’T OF CIVIL SERV., ANNUAL WORKFORCE REPORT: THIRD QUARTER FISCAL YEAR 2004-05.

<sup>7</sup> C.N. Le, *Employment & Occupational Patterns* (citing U.S. Census Bureau, 5% PUMS Files (2000)).

<sup>8</sup> *Id.*

- Only 1.6% of Cambodian, Hmong, or Laotian Americans are medical and health care professionals. This is the lowest compared to its Asian American counterparts in the health care profession:<sup>9</sup>
  - 3.9% of Vietnamese Americans
  - 5.5% of Chinese Americans
  - 6.2% of Koreans Americans
  - 11.8% of South Asian Americans
- If the anti-affirmative action ballot proposal passes, there will no longer be outreach programs to encourage minorities and women to enter key fields, such as police, firefighting, and engineering. Scholarships and funding for students of color to enter health fields will also be eliminated. Likewise, there will be no programs to encourage men to become teachers or nurses, where they are underrepresented.<sup>10</sup>

#### *Income*

- The anti-affirmative action ballot proposal would exacerbate the disparate gender pay equity in Michigan where women earn 67 cents for every dollar that men earn. This wage gap ranks Michigan as the second to last state with the largest wage gap between women and men.<sup>11</sup> Furthermore, among the top executive officers at Michigan's major corporations, women earn only 49 cents for every dollar earned by a male officer.<sup>12</sup>

College educated whites earn almost 11% more and white high school graduates earn 26% more than their APA counterparts. <sup>13</sup>
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#### *Discrimination*

- 31% of the APA workforce has faced employment discrimination, the largest percentage of any racial or ethnic group.<sup>14</sup>
- Such data on racial and ethnicity helps to determine whether an employer is hiring, promoting, or firing employees in an unlawful and discriminatory manner.

#### *Why diversity matters?*

- “The skills needed in today’s increasingly global marketplace can only be developed through exposure to widely diverse people, culture, ideas, and viewpoints.”  
-- Supreme Court majority opinion, *Grutter v. Bollinger*, 2003<sup>15</sup>
- “[O]ur board has determined that there is a strong and compelling business case for diversity and the proposal will have detrimental impact on Michigan’s ability compete in the global marketplace... The proposal is not about protecting civil rights, rather it would prevent many useful and effective diversity practices, increase the gender gap in industries already segregated by gender, and jeopardize public-funded universities ability to attract and maintain diverse student populations.”  
-- Grand Rapids Area Chamber of Commerce<sup>16</sup>

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<sup>9</sup> *Id.*

<sup>10</sup> Flyer, One United Mich., Don’t Roll Back Progress: No on 2.

<sup>11</sup> INST. FOR WOMEN’S POLICY RESEARCH, THE STATUS OF WOMEN IN MICHIGAN (2004).

<sup>12</sup> INFORUM CTR. FOR LEADERSHIP, 2005 WOMEN’S LEADERSHIP INDEX.

<sup>13</sup> Nat’l Asian Pac. Am. Legal Consortium, Fact Sheet: Affirmative Action and Employment.

<sup>14</sup> Press Release, U.S. Equal Employment Opportunity Comm’n (Dec. 8, 2005).

<sup>15</sup> 539 U.S. 306, 308 (2003).

<sup>16</sup> Press Release, Grand Rapids Area Chamber of Commerce (Nov. 30, 2005).

## IMPACT OF PROPOSAL 2 ON CONTRACTING AND SMALL BUSINESSES

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

- According to 2002 U.S. Census Bureau data, there were 15,337 APA-owned firms in Michigan, which is 2.1% of all firms in Michigan and 1.4% of APA-owned firms in the United States.<sup>17</sup>
- As of 2002, there are over 1.1 million APA business owners in the United States, which makes up 27.6% of all minority business owners.<sup>18</sup>
- Even though APA businesses represent 4.8% of all U.S. firms, they received only 1.4% of all sales and receipts in 2002.<sup>19</sup>
- **Contracting to minority and women-owned firms has decreased by more than 25% in other states where similar initiatives have passed.**<sup>20</sup>

When the Michigan Disadvantaged Business Enterprise (DBE) program was in place, minority-owned businesses received 554 subcontracts worth 12.7% of federal contracting dollars awarded to the state, compared to 1.1% of the state contracting dollars without the DBE program. In the few months after Michigan ended the DBE program in 1989, minority-owned businesses were shut out of highway construction and received no contracts.<sup>21</sup>

*Why does affirmative action matter?*

- Affirmative action programs help level the playing field so women and minorities have equal access to capital, credit, and connections, which lends to equal business opportunities for all, including APAs.<sup>22</sup>
- For example, in the 1990s, the total number of minority owned businesses grew by 30%, in comparison to the 6% growth rate of all U.S. businesses.<sup>23</sup>
- The Asian Pacific American Chamber of Commerce, Michigan Hispanic Chamber of Commerce, West Michigan Hispanic Chamber of Commerce, Grand Rapids Chamber of Commerce, Detroit Regional Chamber of Commerce and Holland Chamber of Commerce all have signed on as coalition partners of One United Michigan. See [www.oneunitedmichigan.org](http://www.oneunitedmichigan.org) for a full list of Michigan business organizations and chambers of commerce that oppose the ballot proposal.
- Some corporations that practice affirmative action include Ford Motor Company, IBM, Mobil Oil, Merck, NationsBank, Nynex Corporation, Proctor & Gamble, and Xerox.<sup>24</sup>

<sup>17</sup> U.S. CENSUS BUREAU, COMPANY SUMMARY: 2002 ECONOMIC CENSUS (2006).

<sup>18</sup> *Id.*

<sup>19</sup> *Id.*

<sup>20</sup> Alex Fryer, *Private Jobs Elude Black Contractors*, SEATTLE TIMES, August 13 2002.

<sup>21</sup> Nat'l Asian Pac. Am. Legal Consortium, Fact Sheet: Affirmative Action and Employment.

<sup>22</sup> *Id.*

<sup>23</sup> *Id.*

<sup>24</sup> *Id.*

## IMPACT OF PROPOSAL 2 ON GENDER

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

### *Health and Social Services*

- Information disaggregated by race and ethnicity allows health officials and medical providers to identify high-risk populations, which helps allocate resources for the development of early diagnostic and prevention services.<sup>25</sup>
- If the anti-affirmative action ballot proposal passes, it will prevent healthcare providers from accessing and collecting health data that would otherwise help healthcare professions address the unique health needs of the APA community.<sup>26</sup>
- For example, the collection of racial and ethnic data has shown that<sup>27</sup>:
  - **Vietnamese American women are five times more likely to develop cervical cancer than the general population.**
  - Even though Asian women are four to seven times less likely to develop breast cancer than American women, when Asians migrate to the United States, their risk of breast cancer rises by 80% over two decades. Moreover, 36% of APA women have never had a mammogram.
- Gender-specific health programs, such as breast, cervical and prostate cancer screenings will be at risk if the anti-affirmative action ballot proposal passes.
- Programs supporting female victims of domestic violence will be at risk if the anti-affirmative action ballot proposal passes.

### *Employment and Income*

- The anti-affirmative action ballot proposal would exacerbate the disparate gender pay equity in Michigan where women earn 67 cents for every dollar that men earn. This wage gap ranks Michigan as the second to last state with the largest wage gap between women and men.<sup>28</sup>
- Women make up only 5.7% of the highest paid executives in Michigan.<sup>29</sup>
- **The percentage of women in good-paying construction jobs in CA, where a similar initiative was passed, has dropped, while the number of men in those jobs have increased.**<sup>30</sup>
- If the anti-affirmative action ballot proposal passes, there will no longer be programs to encourage men to become teachers or nurses where they are underrepresented. This is particularly harmful to Asian Americans where only a small percentage of them are in the health care profession. For example, only 1.6% of Cambodian, Hmong, or Laotian Americans and 5.5% of Chinese Americans are health care professionals.<sup>31</sup>

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<sup>25</sup> Nat'l Asian Pac. Am. Legal Consortium, Fact Sheet: California Proposition 54.

<sup>26</sup> *Id.*

<sup>27</sup> *Id.*

<sup>28</sup> INST. FOR WOMEN'S POLICY RESEARCH, THE STATUS OF WOMEN IN MICHIGAN (2004).

<sup>29</sup> INFORUM CTR. FOR LEADERSHIP, 2005 WOMEN'S LEADERSHIP INDEX.

<sup>30</sup> THE DISCRIMINATION RESEARCH CTR. & EQUAL RIGHTS ADVOCATES, PROPOSITION 209 AND THE DECLINE OF WOMEN IN THE CONSTRUCTION TRADES.

<sup>31</sup> C.N. Le, *Employment & Occupational Patterns* (citing U.S. Census Bureau, 5% PUMS Files (2000)).

*Contracting and Small Businesses*

- Affirmative action programs help level the playing field so women and minorities have equal access to capital, credit, and connections, which lends to equal business opportunities.<sup>32</sup>
- **Contracting to minority and women-owned firms has decreased by more than 25 percent in other states where similar initiatives have passed.**<sup>33</sup>

When the Michigan Disadvantaged Business Enterprise (DBE) program was in place, minority-owned businesses received 554 subcontracts worth 12.7% of federal contracting dollars awarded to the state, compared to 1.1% of the state contracting dollars without the DBE program. In the few months after Michigan ended the DBE program in 1989, minority-owned businesses were shut out of highway construction and received no contracts.<sup>34</sup>

*Education*

- Only 20% of women in Michigan have four or more years of college education. This means that Michigan ranks 37<sup>th</sup> in comparison to other states.<sup>35</sup>
- “I am particularly concerned that this initiative may have the unintended consequence of negatively impacting programs aimed at helping women in education.”  
-- Dick DeVos, Republican gubernatorial candidate<sup>36</sup>

<sup>32</sup> Nat’l Asian Pac. Am. Legal Consortium, Fact Sheet: Affirmative Action and Employment.

<sup>33</sup> Alex Fryer, *Private Jobs Elude Black Contractors*, SEATTLE TIMES, August 13 2002.

<sup>34</sup> Nat’l Asian Pac. Am. Legal Consortium, Fact Sheet: Affirmative Action and Employment.

<sup>35</sup> INST. FOR WOMEN’S POLICY RESEARCH, THE STATUS OF WOMEN IN MICHIGAN (2004).

<sup>36</sup> Statement from Dick DeVos Regarding MCRI Initiative (Oct. 31, 2005).

## IMPACT OF PROPOSAL 2 ON HEALTH

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

- Race and ethnicity information allows health officials and medical providers to identify high-risk populations, which helps allocate resources for the development of early diagnostic and prevention services.<sup>37</sup>
- If the anti-affirmative action ballot proposal passes, it will prevent healthcare providers from accessing and collecting health data that would otherwise help healthcare professions address the unique health needs of the APA community.<sup>38</sup>
- For example, the collection of racial and ethnic data has shown that:
  - Asian Americans have the highest rates of hepatitis B infection among all ethnic groups in the United States and are at high risk for liver cancer.<sup>39</sup> One out of ten Asian Americans is already infected with the hepatitis B virus.<sup>40</sup> Compared to the U.S. average, hepatitis B is 25 to 75 times more common among immigrants from Cambodia, Laos, Vietnam and China.<sup>41</sup>
  - The primary cause of mortality for South Asian Americans is cardiovascular disease, which has a higher prevalence in South Asian Americans than other Asians and non-Hispanic Whites.<sup>42</sup>

Asian/Pacific Islander women were 1.5 times as likely to have cervical cancer compared to non-Hispanic white women.<sup>43</sup>

- In particular, Vietnamese American women are five times more likely to develop cervical cancer than the general population.<sup>44</sup>
- Even though Asian women are four to seven times less likely to develop breast cancer than American women, when Asians migrate to the United States, their risk of breast cancer rises by 80% over two decades. Moreover, 36% of APA women have never had a mammogram.<sup>45</sup>
- Sudden Infant Death Syndrome (SIDS) was the fourth leading cause of infant mortality death for APAs.<sup>46</sup>
- Gender-specific health programs, such as breast, cervical and prostate cancer screenings will be at risk if the anti-affirmative action ballot proposal passes.
- The Healthy Asian Americans Project (HAAP) at the University of Michigan School of Nursing may also be at risk if the affirmative action ban passes.
- If the anti-affirmative action ban passes, scholarships and funding for APAs and other minorities for public health, medical school, and nursing programs at the public Michigan universities will be cut.

<sup>37</sup> Nat'l Asian Pac. Am. Legal Consortium, Fact Sheet: California Proposition 54.

<sup>38</sup> *Id.*

<sup>39</sup> *Id.*

<sup>40</sup> Am. Liver Found., Hepatitis B and Asian Americans.

<sup>41</sup> The Office of Minority Health, Asian American Profile.

<sup>42</sup> S. ASIAN PUB. HEALTH ASS'N, A BROWN PAPER: THE HEALTH OF SOUTH ASIANS IN THE UNITED STATES (2002).

<sup>43</sup> The Office of Minority Health, Asian American Profile.

<sup>44</sup> Nat'l Asian Pac. Am. Legal Consortium, Fact Sheet: California Proposition 54.

<sup>45</sup> *Id.*

<sup>46</sup> The Office of Minority Health, Asian American Profile.

## IMPACT OF ANTI-AFFIRMATIVE ACTION PROPOSAL 2 ON SOUTH ASIAN AMERICANS

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

### *Demographics*

- With a population of 68,769, South Asian Americans make up 31.3% of the APA population in Michigan.<sup>47</sup>

### *Employment and Income*

- The average median personal income of South Asian Americans is \$26,000.<sup>48</sup>
- Of the South Asian American population in the United States, 11.1% of South Asian Americans hold executive and upper management positions and 11.8% are medical and healthcare professionals.<sup>49</sup>
- Bangladeshi American households earn 14.3 percent less than white households in Michigan.

### *Health*

- Race and ethnicity information allows health officials and medical providers to identify high-risk populations, which helps allocate resources for the development of early diagnostic and prevention services. If the anti-affirmative action ballot proposal passes, it will prevent healthcare providers from accessing and collecting health data that would otherwise help healthcare professions address the unique health needs of the South Asian American community.<sup>50</sup>
- For example, the collection of racial and ethnic data has shown that:
  - Women who have immigrated to the United States from India are more likely to deliver low birth weight infants than white women and women in other ethnic groups, though they receive first trimester prenatal care at about the same rate as white women.<sup>51</sup>
  - The leading chronic health concerns for South Asian Americans are high blood pressure, diabetes, obesity.<sup>52</sup>
  - The primary cause of mortality for South Asian Americans is cardiovascular disease. It has a higher prevalence among South Asian Americans than other Asian Americans and non-Hispanic whites.<sup>53</sup>
  - Tuberculosis is 13 times more common among Asian subgroups such as Indians, Cambodians, Chinese, Laotians, Koreans, Vietnamese, and Filipinos than among the U.S. population.<sup>54</sup>

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<sup>47</sup> APIAVote, Michigan 2004 APIA Voting Profiles.

<sup>48</sup> C.N. Le, *Socioeconomic Statistics & Demographics*.

<sup>49</sup> C.N. Le, *Employment & Occupational Patterns* (citing U.S. Census Bureau, 5% PUMS Files (2000)).

<sup>50</sup> Nat'l Asian Pac. Am. Legal Consortium, Fact Sheet: California Proposition 54.

<sup>51</sup> S. ASIAN PUB. HEALTH ASS'N, A BROWN PAPER: THE HEALTH OF SOUTH ASIANS IN THE UNITED STATES (2002).

<sup>52</sup> *Id.*

<sup>53</sup> *Id.*

<sup>54</sup> The Office of Minority Health, Asian American Profile.

*Why affirmative action matters?*

- “Affirmative action enables people who have talent, skills, and potential to realize their full capacity despite the realities of racism and poverty. Racism and xenophobia have historically limited the options Asian Americans have had in America.”  
-- Purvi Shah, Executive Director, Sakhi for South Asian Women<sup>55</sup>

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<sup>55</sup> Brochure, Asian Pac. Am. Caucus, Michigan United: Strength Through Diversity.



## IMPACT OF PROPOSAL 2 ON HMONG AND SOUTHEAST ASIAN AMERICANS

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

### *Demographics*

- With a population of 5,998, the Hmong American community makes up 2.73% of the APA population in Michigan.<sup>56</sup>
- With a population of 15,232, the Vietnamese American community makes up 6.93% of the APA population in Michigan.<sup>57</sup>
- With a population of 3,846, the Laotian American community makes up 1.75% of the APA population in Michigan.<sup>58</sup>
- With a population of 1,602, the Cambodian American community makes up 0.73% of the APA population in Michigan.<sup>59</sup>

### *Employment, Income, and Glass Ceilings*

- At 53.6%, the majority of Cambodian, Hmong, or Laotian American community work in skilled blue-collar jobs where as only 3.3% occupy executive and upper management positions.<sup>60</sup>
- Similarly, at 37%, most Vietnamese Americans work in skilled blue-collar jobs, and only 4.2% hold executive and senior management positions.<sup>61</sup>
- Only 1.6% of Cambodian, Hmong, or Laotian Americans are medical and health care professionals.<sup>62</sup>
- Only 3.9% of Vietnamese are medical and health care professionals.<sup>63</sup>
- Hmong American households earn 19.3% less than white households in Michigan.
- Indonesian American households earn 42.2% less than white households.
- Thai American households earn 45% less than white households in Michigan.
- Malaysian American households earn 53% less than white households in Michigan.

### *Education*

- Of the racial and ethnic groups in the United States, the Cambodian, Hmong, and Laotian American communities suffer the most in education: 52.7% have not finished high school, and only 9.2% hold a college degree.<sup>64</sup>

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<sup>56</sup> APIAVote, Michigan 2004 APIA Voting Profiles.

<sup>57</sup> *Id.*

<sup>58</sup> *Id.*

<sup>59</sup> *Id.*

<sup>60</sup> C.N. Le, *Employment & Occupational Patterns* (citing U.S. Census Bureau, 5% PUMS Files (2000)).

<sup>61</sup> *Id.*

<sup>62</sup> *Id.*

<sup>63</sup> *Id.*

<sup>64</sup> C.N. Le, *Socioeconomic Statistics & Demographics*.

*Health*

- Vietnamese American women are five times more likely to develop cervical cancer than the general population.<sup>65</sup>
- Compared to the U.S. average, hepatitis B is 25 to 75 times more common among immigrants from Cambodia, Laos, Vietnam, and China.<sup>66</sup>
- Tuberculosis is 13 times more common among Asian subgroups such as Cambodians, Laotians, Vietnamese, Koreans, Indians, Chinese, and Filipinos than among the U.S. population.<sup>67</sup>

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<sup>65</sup> Nat'l Asian Pac. Am. Legal Consortium, Fact Sheet: California Proposition 54.

<sup>66</sup> The Office of Minority Health, Asian American Profile.

<sup>67</sup> *Id.*

**IMPACT OF PROPOSAL 2 ON CHINESE AMERICANS,  
FILIPINO AMERICANS, AND KOREAN AMERICANS**

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

*Demographics of Chinese Americans, Filipino Americans, and Korean Americans*

- With a population of 36,628, the Chinese American community makes up 16.21% of the APA population in Michigan.<sup>68</sup>
- With a population of 23,650, the Filipino American community makes up 10.76% of the APA population in Michigan.<sup>69</sup>
- With a population of 23,650, the Korean American community makes up 11.04% of the APA population in Michigan.<sup>70</sup>

*Employment and Health Care*

- Of the Chinese Americans, 10.9% hold executive and upper management positions, and only 5.5% are medical and health care professionals.<sup>71</sup>
- Only 5.5% of Filipino Americans work in executive and upper management positions compared to 31.7% who work in sales, operations, and support.<sup>72</sup>
- Korean American households earn 24.7% less than white households in Michigan.
- Thirty-one percent of Korean Americans work in sales, operations, and support, where as only 10.8% of Korean Americans occupy positions in executive and upper management.<sup>73</sup>
- Only 6.2% of Korean Americans are medical and health care professionals.<sup>74</sup>

*Health*

- Compared to the U.S. average, hepatitis B is 25 to 75 times more common among immigrants from China, Cambodia, Laos, and Vietnam.<sup>75</sup>
- Tuberculosis is 13 times more common among Asian subgroups such as Chinese, Cambodians, Laotians, Koreans, Indians, Vietnamese, and Filipinos than among the U.S. population.<sup>76</sup>

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<sup>68</sup> APIA Vote, Michigan 2004 APIA Voting Profiles.

<sup>69</sup> *Id.*

<sup>70</sup> *Id.*

<sup>71</sup> C.N. Le, *Employment & Occupational Patterns* (citing U.S. Census Bureau, 5% PUMS Files (2000)).

<sup>72</sup> *Id.*

<sup>73</sup> *Id.*

<sup>74</sup> *Id.*

<sup>75</sup> The Office of Minority Health, Asian American Profile.

<sup>76</sup> *Id.*

## IMPACT OF ANTI-AFFIRMATIVE ACTION PROPOSAL ON PACIFIC ISLANDER AMERICANS

*The anti-affirmative action ballot proposal, proposed by out-of-state California businessmen, will be on the November 2006 Michigan ballot. If passed, the proposal would roll back progress for Michigan's women and people of color. The proposal aims to eliminate affirmative action and outreach programs that target race, gender, ethnicity, color or national origin in public education, public employment and public contracting.*

### *Demographics*

- With a population of 7,434, Pacific Islander Americans make up 3.38% of the APA population in Michigan.<sup>1</sup>

### *Employment and Income*

- The average median personal income of Pacific Islander Americans is \$19,100.<sup>2</sup>
- Of the Pacific Islander American population in the United States, 6.0% of Pacific Islander Americans hold executive and upper management positions, 3.6% are computer, scientific, engineering professionals, and 3.0% are medical and healthcare professionals.<sup>3</sup>
- 16.7% of the Pacific Islander American population in the United States is living in poverty.<sup>4</sup>
- According to 2002 U.S. Census Bureau data, there were only 196 Pacific Islander American-owned firms in Michigan, which is 0.03% of all firms in Michigan and 1.2% of all APA firms in Michigan.<sup>5</sup>

### *Health*

- Race and ethnicity information allows health officials and medical providers to identify high-risk populations, which helps allocate resources for the development of early diagnostic and prevention services. If the anti-affirmative action ballot proposal passes, it will prevent healthcare providers from accessing and collecting health data that would otherwise help healthcare professions address the unique health needs of the Pacific Islander American community.<sup>6</sup>
- For example, the collection of racial and ethnic data has shown that<sup>7</sup>:
  - Pacific Islander Americans generally experience poorer health than the American population as a whole
  - They are more at risk for developing and dying from cancer, heart disease, diabetes, and other diseases.
  - Factors contributing to poor health outcomes among Pacific Islander Americans include cultural barriers, limited access to health care, and poor nutrition and lifestyle.

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<sup>1</sup> APIAVote, Michigan 2004 APIA Voting Profiles.

<sup>2</sup> C.N. Le, *Socioeconomic Statistics & Demographics*.

<sup>3</sup> C.N. Le, *Employment & Occupational Patterns* (citing U.S. Census Bureau, 5% PUMS Files (2000)).

<sup>4</sup> C.N. Le, *Socioeconomic Statistics & Demographics*.

<sup>5</sup> U.S. CENSUS BUREAU, COMPANY SUMMARY: 2002 ECONOMIC CENSUS (2006).

<sup>6</sup> Nat'l Asian Pac. Am. Legal Consortium, Fact Sheet: California Proposition 54.

<sup>7</sup> The Office Of Minority Health, Native Hawaiian & Other Pacific Islander (NHOPI) Populations.

*Education*

- 21.7% of the Pacific Islander American population in the United States has not finished high school. Only 13.6% has college degrees, and 1.7% has an advanced degree.<sup>8</sup>
- Pacific Islanders as a group have scores that are below the national standard in every subject.<sup>9</sup>
- Samoan and other Pacific Islander youth have high dropout rates.<sup>10</sup>
  - Pacific Islanders had the highest dropout rate among all ethnicities in the Oakland Unified School District high schools during the 1999-2000 (2.9%) and 2000-2001 (2.2%) school years.<sup>11</sup>
  - 62% of Pacific Islander dropouts in Utah attribute pregnancy-related issues to dropping out<sup>12</sup>
  - About 70% of Pacific Islander students say they don't enjoy school and about the same percentage say the only reason they stay in school is because of their parents.<sup>13</sup>
- Research also suggests that Samoan American students are subject to stereotyping by teachers who view Samoans as culturally deficient.<sup>14</sup>

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<sup>8</sup> C.N. Le, *Socioeconomic Statistics & Demographics*.

<sup>9</sup> API Fact Sheet: Pacific Islanders/Tongan

<sup>10</sup> NAT'L EDUC. ASS'N, A REPORT ON THE STATUS OF ASIANS AMERICANS AND PACIFIC ISLANDERS IN EDUCATION (2005)

<sup>11</sup> API Fact Sheet: Pacific Islanders/Tongan

<sup>12</sup> Ali Hasnain, *Pacific Islander High School Dropout Rate Large in Utah*, DAILY UTAH CHRON., February 26, 2003

<sup>13</sup> *Id.*

<sup>14</sup> NAT'L EDUC. ASS'N, A REPORT ON THE STATUS OF ASIANS AMERICANS AND PACIFIC ISLANDERS IN EDUCATION (2005)

Asian Pacific American Caucus

# Michigan United

STRENGTH THROUGH DIVERSITY

Asian American Center for Justice /  
American Citizens for Justice

Asian Pacific American Chamber of  
Commerce

Asian Pacific American Labor Alliance-  
Michigan

Asian Pacific American Student  
Organization- Michigan State University

Association of Chinese Americans

Council of Asian Pacific Americans

Council of Organizations of Asian  
Indians of Michigan

Families with Children from China-  
Metro Detroit Board of Directors

Filipino American Community Council

Hmong Community of Metro Detroit

Mam Non

Michigan Asian Pacific American Bar  
Association

Michigan Indo-American Democratic  
Caucus

National Federation of Filipino  
American Associations-Michigan

Philippine American Community  
Center of Michigan

## Don't be Fooled!

A proposed Constitutional Amendment that will be on Michigan's ballot this November will immediately eliminate opportunities for women and minorities to have equal access to jobs, education and contracts.

### We have come a long way. But we have far to go. In Michigan:

- Women earn just **67¢** for every dollar men earn
- African American households earn **39%** less than white households
- Compared to white households,  
Bangladeshi American households earn **14.3%** less.  
Hmong American households earn **19.3%** less.  
Korean American households earn **24.7%** less.

### If this anti-affirmative action amendment passes....

- Programs that help women achieve equal pay for equal work will be eliminated.
- Education scholarships and financial aid for women and minorities will be prohibited.
- Housing and lending programs that make sure women and minorities are treated fairly and without discrimination when applying for home loans and mortgages will end.
- Outreach efforts to minority-owned small businesses for contracting will be eliminated.
- Gender-specific health programs such as breast and cervical cancer screenings will be at risk.

**Michigan United** is a coalition of Republicans, Democrats, business, labor, civil rights groups, social, youth, religious and women's organizations among many others. Join Michigan United to keep Michigan moving forward.

**Don't be fooled!** Learn more about this out-of-state proposal by visiting [www.oneunitedmichigan.org](http://www.oneunitedmichigan.org), and sign up for an e-newsletter to stay informed, or call **877-482-1438**.



Don't **ROLL BACK** progress for women, minorities and Michigan families.

## Asian Pacific American Caucus



Asian Pacific Americans make up **7.3%** of the professional workforce, but only **2.8%** of management. White Americans make up **82.6%** of the workforce but **87%** management positions.

**31%** of the Asian Pacific American workforce has faced employment discrimination, the largest percentage of any racial or ethnic group.

**24.3%** of Hmong Americans, and **28%** of Cambodian Americans have had some college education, compared to **51.8%** of the total U.S. population.

## Asian Pacific Americans and the "Model Minority" Myth...?

There commonly exists the FALSE concept that all APAs are a successful "model minority" in America.

This dangerous myth ignores the differences within the APA community, denies past and present discrimination against APAs (eg. glass ceilings, hate crimes, racial profiling, Japanese internment, etc.), and stirs a sense of competition and hostility with other minority groups.



*"Affirmative action is merely a means to an end. It is an attempt to give all people a chance to achieve the great American Dream."*

*Asian Americans, especially those of us who are close to our immigrant origins, (must) understand that ideal."*

**-Frank Wu, Dean  
Wayne State University Law School**

## How do APAs feel about affirmative action?

Past polls from 1996 and 2000 show that Asian Pacific Americans, across ethnic and party lines, support affirmative action and overwhelmingly voted "no" on the California Proposition 209 that banned affirmative action.

## Asian Pacific American Caucus



[www.oneunitedmichigan.org](http://www.oneunitedmichigan.org)



# 亞太裔美國人與密西根民權法案

## 密西根民權法案的影響

### 這所謂的“密西根民權法案”究竟提議些什麼？

密西根民權法案提議修正密西根憲法，促令立即取消上至州政府下至地方政府有關“正面行動”的計劃。這項提案將由二〇〇六年十一月投票決定。

### “密西根民權法案”將危害的計劃，譬如：

- ． 特殊性別方面的健康計劃，如乳癌、子宮頸癌、攝護腺癌的檢驗。
- ． 留讀計劃：鼓勵婦女及少數民族留校就讀，培訓常被忽視的就業能力，包括數學和科學。
- ． 少數民族繼續大學教育的輔助金及學生貸款計劃。
- ． 鼓勵男人任職護士與教師的計劃。
- ． 公平供給婦女與少數民族住宅與貸款的計劃。
- ． 州政府及地方政府依“正面行動”僱用及契約性僱用員工的目標。
- ． 確保地方上警力多元性的計劃。

## 名言及明顯的數據

- ． 偉恩州立大學法學院院長吳華揚：“正面行動僅是一種達到目標的方法，它在於給所有的人一個實現偉大美國夢的機會。亞裔美國人，尤其是如此接近移民起源的我們，必須了解這個理想。”
- ． 專業職業裡，亞太裔美國人佔了口 7.3%，但是在管理級僅佔 2.8%。
- ． 31%的在職亞太裔美國人，遭受就業上的歧視，是任何種族中之最。

## 正面行動是 ...

正面行動是一重要工具，經由某些人可能無法得到的公平與平等的考量，提供這些人接受教育與就業的平等機會。

### 正面行動 ...

- ． 使種族與性別成為確保所有合格人選都能被考量的元素之一。
- ． 以積極的方式來挖掘合格與多元性的申請者。
- ． 增進不同種族宗教團體間的互動，建立社團結構。



### 正面行動並不...

- . 意謂保障名額。保障名額-----只論某團體配定的人數而不論人選的能力-----是違法的。
- . 意謂偏護不合格的人選。職場的地位或大學的錄取，不能只依據種族或性別。

### 亞太裔美國人對正面行動的看法任何？

二〇〇一年，72%的亞太裔美國人說，他們相信正面行動是件“好事”。

## 對亞太裔美國人的影響

教室內與職場上的多元性，能確保一個更包容的環境，更好的交流討論，達到更好的決定，可以領導學生與員工，更具激發性，更有能力參與一個由不同種族組成的複合的社會。每一個人，包括亞太裔美國人在內，都能獲益於學校與職場的多元性，這正是正面行動所能確保的。

有一種普遍的錯誤觀念，認為在美國，所有的亞太裔美國人都是成功的“模範少數民族”。這個危險的神話，忽略了亞太裔美國人間的不同，也否認了過去與現在，亞太裔美國人所遭受的歧視（即：昇遷的玻璃天花板、仇恨罪行、種族群像、日本集中營等等），進而激起一種與其他少數民族團體競爭與敵視的意識。

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## 속지 마세요!

오는 11 월 선거에 상정된 본 개정안이 통과되면 여성과 소수민족들을 위한 동등한 교육과 구직 및 비즈니스 계약등이 소멸될것입니다.

본 개정안의 지지자들은 이 법안을 "미시간 인권보호"라고 부릅니다. 하지만 이 말은 유권자들을 속이기 위함입니다. 그들은 미시간에 현존하고 있는 동등한 기회를 없애려는 저의를 숨기고 있습니다.

이 개정안을 저지하기 위해 저희는 많은 노력을 해왔지만 앞으로도 갈길은 멀니다. 미시간에서 남성근로자가 1 달러를 벌때 여성 근로자들은 67 센트를 벌니다. 또 한국 가정은 미국 백인 가정보다 24.7% 적은 소득을 올립니다.

어퍼머티브 액션이 폐지되면 다음과 같은 프로그램이 사라질 것입니다.

- 여성 근로자들을 위한 공정한 급여
- 여성과 소수민족을 위한 교육 장학금 및 재정 지원금
- 주택 구입 및 대여를 위해 물기지를 신청할때 여성과 소수민족에게 주어졌던 동등한 기회
- 비즈니스 계약시 소수민족에게 주어졌던 특혜

속지마세요! 본 상정안에 대해 더 알고싶으시면 [www.oneunitedmichigan.org](http://www.oneunitedmichigan.org), 을 방문하시기 바랍니다.

본 웹사이트에서 이-뉴스레터를 신청하실 수 있습니다. 자세한 문의는 877-482-1438 에서 하십시오.



미시간 유나이티드  
다양성에서 나오는 힘

Translated by the Michigan Korean Weekly

## **ĐỪNG ĐỂ BỊ ĐÁNH LỪA!**

Một dự luật sửa đổi hiến pháp sẽ được thông qua lá phiếu tại Michigan vào tháng 11 tới đây nhằm loại bỏ những cơ hội dành cho phụ nữ và những người dân thiểu số quyền bình đẳng về việc làm, giáo dục, và những ký kết hợp đồng.

Những người ủng hộ cho dự luật này gọi nó là “Khởi xướng quyền công dân cho Michigan”. Họ làm thế để đánh lừa mọi người về ý đồ thật sự của dự luật này. Nó sẽ đi ngược lại tiến trình về quyền bình đẳng đã tạo được ở Michigan.

Chúng ta đã đi một đoạn đường dài nhưng chúng ta cần tiến xa hơn. Tại Michigan, phụ nữ chỉ được trả 67 cents cho mỗi dollar mà nam giới kiếm được. 31% bị cáo người Mỹ gốc Á Châu liên quan tới chuyện kỳ thị trong công ăn việc làm, một con số chiếm cao nhất về tỷ lệ phần trăm trong các chủng tộc hay nhóm dân nào.

Nếu dự luật này được phê chuẩn, những chương trình sau đây sẽ bị loại bỏ:

- Những chương trình giúp đỡ phụ nữ đạt được quyền bình đẳng về lương bổng cho cùng một công việc.
- Những học bổng và sự giúp đỡ về tài chánh cho phụ nữ và dân thiểu số.
- Những chương trình cung cấp nhà ở và cho vay dành cho phụ nữ và dân thiểu số được đối xử một cách công bằng và không bị kỳ thị khi xin vay mua nhà và sự thế chấp.
- Những chương trình trợ giúp cho những người thiểu số làm chủ những cơ sở thương mại nhỏ có được những giao kèo hợp đồng.

Đừng để bị đánh lừa! Muốn biết và hiểu rõ thêm về dự luật này xin vào trang mạng [www.oneunitedmichigan.org](http://www.oneunitedmichigan.org) và đăng ký để được cung cấp tin tức, hay gọi số 877-482-1438.