

Connie Chung Joe Discusses Anti-Asian Bias and How to Be A Powerful Ally

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Winston welcomed Connie Chung Joe, Chief Executive Officer of Asian Americans Advancing Justice – Los Angeles, for a discussion on how to be a powerful ally for members of the Asian American Pacific Islander (AAPI) Community.

She described the history of anti-Asian bias in America as well as the alarming increase in violence against Asian Americans who are being blamed for the global Covid-19 pandemic. Connie also discussed how the myth that the AAPI community is a “model minority” group pits them against other communities of color, and she urged everyone to work together to address racial bias.

Connie described an effective strategy called the *Five D's*, to safely and effectively intervene if you are a bystander to acts of racial bias:

1. **Distract** – Try to break the moment by doing something to distract the harasser.
2. **Delegate** – Find someone in authority to intervene.
3. **Document** – Videotape the incident and offer the recording to the victim. Do not post it online without their permission.
4. **Delay** – Ask the victim if they want you to stay with them until help arrives.
5. **Direct** – Speak up about the harassment if you feel safe doing so.

You can learn more about the *Five D's* of bystander intervention or sign up for free training [here](#).

This special presentation was sponsored by the Diversity & Inclusion Committee and the Winston Asian Leadership Initiative (WALI). Learn more about Winston & Strawn's diversity initiatives [here](#).

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