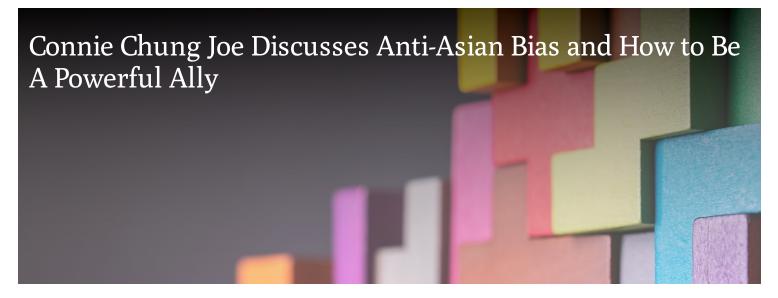


BLOG



APRIL 16, 2021

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 <u>here</u>.

1 Min Read

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