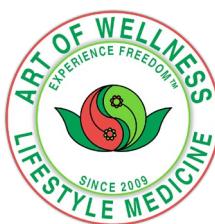


# Webinar Summary



## Addressing Asian Hate Crimes, Implicit Bias, and Micro-aggression

The objective to the presentation is to:

- To contextualize the recent rises of Asian hate crimes.
- To create an open and safe space (brave space) to have hard conversations about racial attitudes in America.
- To explore one's blind spots.
- To have increased awareness of what is implicit bias.
- To have increased awareness of what is micro-aggression.
- To learn how to response to the recent hate crimes, implicit bias, and micro-aggression.

To understand the recent hate crimes toward AAPI, we must understand what is racism, systemic racism, discrimination, White supremacy, and model minority myths.

**Implicit Bias** is also known as unconscious bias, refers to beliefs or attitudes that are activated automatically without an individual's awareness. They are often hidden and may not align with a person's conscious values or belief system. **Micro-aggression** is a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority). Remarks can be behavioral or speech. A micro aggression can be intentional or accidental. It is a form of discrimination. Convey a message that the person does not belong whether to a country, workplace, or situation.

### **How to response to discrimination and hate crimes?**

- Don't internalize the negative message.
- Recognize that it's part of the person's ignorance (meaning the person's environment and past experience shape their thinking and behavior)
- Share your experience with those that you feel safe and can relate to you.
- Responding to micro-aggressions is challenging, and people may require encouragement from loved ones and support groups.
- At workplace, a mediator might be needed to address the conflict and come to a common goal.

### **Speaker Bio:**

Yan Q. Huo is a Tri-lingual, bi-cultural Asian American, specialty as a licensed psychotherapist and nutrition specialist. She has 22 years of mental health experiences working with all various populations, acute and chronic illness. She also has her master's degree in Couple and Family Therapy, helping individuals and families heal and improve communication. She specializes in trauma and addiction treatment and cross cultural/diversity training. She has a decade of experiences working with refugees and asylees from Southeast Asian countries with the collaboration of interpreters. She appears as a guest lecturer for various graduate programs in the greater Philadelphia area addressing appropriate AAPI Mental Health treatment. She supervises Master level clinician for licensure and was an advisor for Asian American master's thesis at Drexel University. She is also a consultant for corporate training for various topics, including Implicit Bias and Microaggression.

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