



When the CCHCP's Equity and Inclusion Program conducts workshops on *bias*, we generally define it as "the attitudes and beliefs we have about a person or group on a conscious or unconscious level." We teach that biases are learned and reinforced over the course of a lifetime. At this extraordinary time of pandemic, I feel it is important to remark on a harmful bias that has emerged in 2020. People who are presumed to be East Asian are being ignorantly profiled as coronavirus carriers and targeted with violence.

I wish I were clever enough to have come up with the hashtag #coronabias because it is a fitting name for the condition spreading across our country. Ironically, I am writing this during Asian and Pacific Islander American Heritage Month. Yet, there has been vicious outburst attacking Asian people on public transportation, harassment at Asian owned businesses, outright refusals of service because of assumed ethnicity, and many other shocking acts.

I do not presume to suggest that Equity and Inclusion (EI) trainings inoculate people from such damaging attitudes. Still, we do teach that ingrained, negative biases are a source of hate crimes. In fact, I was drawn to working at CCHCP because our work seeks to eliminate the harmful effects of negative racial biases.

All our work is meant to guide others through EI principles with patience, while sticking to our convictions. Our gentle approach is in appreciation that people must come to their own awareness at their own pace. Nonetheless, sometimes it is important for us to emphatically state where we stand.

CCHCP stands with people of Asian descent who have been forced to add *hate* to the long list of human suffering this year.

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