



Bay Club Diversity Task Force

DIVERSITY & INCLUSION EDUCATION SERIES

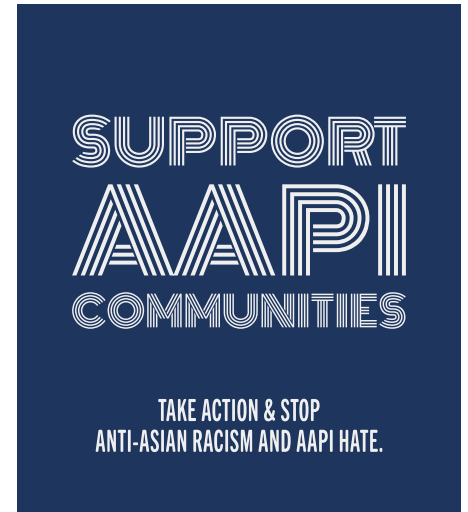
April 2021: Xenophobia

The Bay Club Education Series was created to provide resources and tools on important topics related to Diversity, Inclusion, and Belonging, as well as provide a space for dialogue.

This month, we focus our efforts on supporting our Asian American and Pacific Islander (AAPI) communities. Since the onset of the pandemic, the US has seen an uptick of xenophobia and anti-Asian hate crimes. Our goal is to raise awareness, provide a safe space for associates to process their feelings, have open dialogue on matters they are conflicted about, and determine how we can navigate these times together. We want our associates and our members to know that we care about them and that they're not alone.

All associates are welcome and encouraged to participate in the conversation.

Questions? Contact:



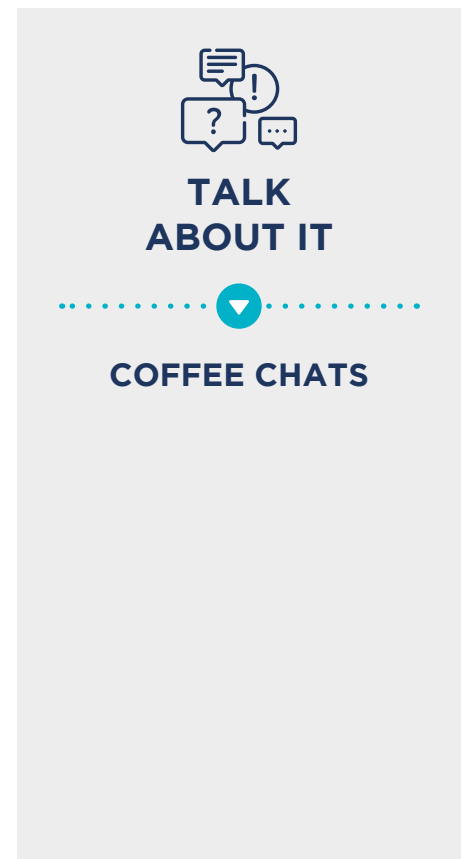
KEY WORDS & DEFINITIONS

- **Xenophobia** is fear, hostility, dislike, or prejudice against people of different cultures.
- **Othering** describes the action of defining or labeling individuals or groups with negative characteristics or as not fitting into the “norm.”
- **Allyship** is the active and consistent practice of emphasizing social justice, inclusion, and human rights by using one’s power and privilege to advance an oppressed or marginalized group’s interests.

RESEARCH RESOURCES

Click on the links below to read or watch.

- **Read:** [*How to support Asian American colleagues amid the recent wave of anti-Asian violence*](#) — Jennifer Liu
- **Watch:** [*“Other”: A Brief History of American Xenophobia*](#) — Densho



Associates with questions about the Education Series or content are encouraged to first contact their immediate supervisor or Club’s Task Force team member. In the event this is not the most logical option, you may direct questions or concerns to the Diversity and Inclusion Team at listening@bayclubs.com, or the Human Resources Department at HR@bayclubs.com or 888.830.7160. Please note that this is an anonymous Human Resources number.