

Asian Pacific Islander Student, Staff, and Faculty at Cal State East Bay

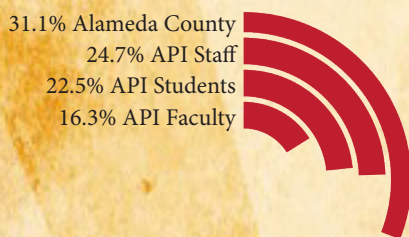
We are an Asian American Native American Pacific Islander-Serving Institution (AANAPISI). Our Asian Pacific Islander (API) student body is highly diverse with 28 ethnicities including Hmong, Indo Chinese, Native Hawaiian, as well as those represented by the flags below.



However, the Model Minority Myth flattens this diversity and causes some to believe that API students, staff, and faculty are overrepresented and that API students should not be counted as URM (Underrepresented Minorities: includes Black, Latinx, and Native American students), obscuring the need for support.

Not Over-Representing Our Communities

Alameda County's population is 31.1% Asian, but only 22.6% of the domestic student body, 24.7% of the staff, and 16.3% of the total faculty are API.

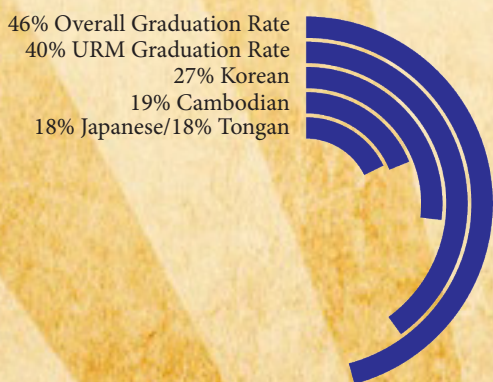


This translates into 25:1 API Faculty to API Student Ratio overall and 46:1 ratio of API Students to Full-Time Tenure/Tenure-Track API Faculty.



Model Minorities? Graduation Rate Differences

While some API groups exceed URM and GI2025 graduation rates at Cal State East Bay, such as Fijian, Pakistani, Chinese, and Asian Indian Freshmen, and Nepalese, Myanmarese, Fijian, and Japanese Transfers, other groups within the API umbrella fall below the URM graduation rates for freshmen and transfer students.



Freshmen 6-year Graduation Rates



Transfers 4-year Graduation Rates

So what can we do?

Dismantle the Model Minority Myth that harms API students, staff, and faculty.

Reexamine who is counted as URM for targeting student success initiatives so that none of our students are left behind.

Consider how we can better understand and support our API staff and faculty. One step to consider is disaggregating ethnic data to show diversity as is done already for our student data.

Data sources and credits

API Student Data: https://data.csueastbay.edu/#/outcomes/equity/api_freshmen
 API Faculty data: https://data.csueastbay.edu/#/apr/program_data/faculty_diversity
 Quick Enrollment facts: <https://www.csueastbay.edu/ir/quick-enrollment-facts.html>
 Infographic by APIFSA: Asian Pacific Islander Faculty & Staff Association

https://data.csueastbay.edu/#/outcomes/equity/api_transfer
 API Staff data: <https://data.csueastbay.edu/#/personnel/diversity/staff>
 Flag and user icons by Freepik, except China flag by Good Wares, at Flaticon
 Infographic design by Diana K. Wakimoto created February 2021