

STAND WITH ASIAN AMERICANS (SwAA)

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When the Machine Comes for the Model Minority: A Civil Rights Perspective on the Rise of AI and Its Impact on AANHPI Workers*

AI is reshaping the American workplace. Asian American workers are among the most exposed, and they deserve more than to be treated as replaceable.

Almost everyone has an opinion about artificial intelligence (AI)² right now, and everyone has reason to worry. You may have heard that AI is already reshaping our societies, and you may also have heard that it is already costing people their jobs. For workers in the Asian American, Native Hawaiian, and Pacific Islander (AANHPI) communities, especially those who have built careers in technology, the anxiety is not abstract. They are watching the industry they helped create talk openly about a future that needs fewer of them.

At Stand with Asian Americans (SwAA), we hear that concern directly through our work. We are the nation's first civil rights organization focused on fighting anti-Asian discrimination in the workplace, and the questions and concerns that reach us are evolving with the times. A year ago, they were mainly about workplace discrimination, harassment, and retaliation. Increasingly, they are layered with uncertainty about the future of AI in the workforce: *Was I terminated because of AI? Is my job at risk of being automated? Will I be the first to go because I am the most junior and most easily replaced? And if any of this is true, is it about technology, or is it about who I am?*

These are valid concerns, and they deserve an honest response. This piece addresses some of them by offering what light we can, drawing on the information available and industry observations today. We share what the data currently shows about AI and layoffs, the good, the bad, and the uncertain, and then explain why AANHPI workers are particularly vulnerable to AI risk. We do not hold ourselves out as experts on AI, and we are not here to fuel panic. We are here to advocate for and offer ourselves as a resource and source of support for AANHPI workers who are disproportionately impacted by the rise of AI.

What the Data Currently Says About AI and Jobs

The full implementation and impact of AI are still unfolding. While AI technology itself may be neutral, how it is deployed and used can have nuanced implications and unintended consequences.

In the workplace, AI is said to serve one of three purposes: replacing human work outright, streamlining it so people can focus elsewhere, or enabling work that was not possible before.³ Most real-life implementations of AI blend all three, yet outright replacement tends to make headlines.

There is reason to be optimistic about AI, based on historical trends: new technology has tended to create as many jobs as it destroys. An analysis of the U.S. Census data found that about 60% of workers today hold jobs in occupations that did not exist in 1940, which means most employment growth over the past

¹ We thank our legal intern, Charlotte Kim, for her support with research.

² Artificial intelligence (AI) is a broad field that also encompasses technologies, such as robotics, machine vision, and predictive analytics. The focus of this article is on generative AI, and in particular to the large language models (LLMs) that power widely used tools such as Anthropic's Claude and OpenAI's ChatGPT.

³ David Rice, *AI in the Workplace: Practical Applications, Real-World Examples & Adoption Guide*, PEOPLE MANAGING PEOPLE (Mar. 18, 2026), <https://peoplemanagingpeople.com/workforce-management/ai-in-the-workplace>.

eight decades came from new, technology-driven roles.⁴ Information technology, for example, produced webpage designers, software developers, and digital marketers—occupations that did not exist a generation earlier.⁵

According to an analysis by the National Foundation for American Policy, companies like Amazon, Meta, Google, Microsoft, and Apple are applying for a significant number of H-1B visas for occupations connected to artificial intelligence.⁶ Moreover, the World Economic Forum projects that AI and information-processing technologies will create roughly 11 million jobs while displacing about 9 million by 2030, and that AI and machine-learning specialists will be among the fastest-growing roles.⁷ Through this lens, the rise of AI resembles an industrial revolution more than a mass-unemployment event.

The impact, however, depends heavily on the type of work. One widely cited estimate finds that roughly a quarter of current U.S. work tasks could be automated by AI, with the highest exposure in administrative and legal roles and the lowest in physically intensive fields such as construction.⁸ The jobs most affected are concentrated, and they are not evenly distributed across the workforce, as we discuss further below.

The Layoffs Are Real, and AI Is Increasingly the Reason Given

The optimistic scenario comes with the assumption that companies will consider their workers as a strategic priority rather than an afterthought as they adopt AI technology and weigh the cost of their existing workforce. Even where AI augments rather than replaces existing duties, more work does not necessarily mean more meaningful work, and the productivity a company gains may translate into higher expectations for the employees who remain. New and hybrid roles may emerge over time, but during the transition, workers are asked to learn and integrate new technology on top of their existing duties.

Further, workers are already being replaced en masse because of AI, so concern about job stability is not hypothetical. According to a report, of roughly 45,363 confirmed tech layoffs worldwide through early March 2026, about 9,238, or 20.4%, were explicitly attributed to AI and automation by the companies themselves, a sharp rise from 2025, when AI was cited in fewer than 8% of layoff announcements.⁹ In June 2026, Forbes reported that the technology industry had shed more than 123,000 jobs for the year, with AI the single most-cited reason.¹⁰

The pattern is perpetuated by the industry's largest names. Oracle disclosed roughly 21,000 job cuts even after reporting strong quarterly earnings, describing the reductions as a reallocation of resources toward

⁴ Joseph Briggs & Devesh Kodnani, *The Potentially Large Effects of Artificial Intelligence on Economic Growth*, GOLDMAN SACHS (Mar. 26, 2023) (citing U.S. Census data analyzed by economist David Autor, Caroline Chin, Anna M. Salomons, and Bryan Seegmiller in their study, *NEW FRONTIERS: THE ORIGINS AND CONTENT OF NEW WORK*, 1940-2018. No. w30389. National Bureau of Economic Research, 2022),

<https://www.gspublishing.com/content/research/en/reports/2023/03/27/d64e052b-0f6e-45d7-967b-d7be35fabd16.html>.

⁵ *Id.*

⁶ *NFAP Policy Brief: AI and H-1B Visas*, NAT'L FOUND. FOR AM. POLICY (Feb. 2026),

<https://nfap.com/research/nfap-policy-brief-ai-and-h-1b-visas/> (more than 80% of labor condition applications, or LCAs, certified for new H-1B visas in FY 2025 for Amazon, Meta, Google, Microsoft and Apple were for occupations connected to artificial intelligence).

⁷ World Econ. Forum, *Future of Jobs Report 2025* (Jan 7, 2025),

https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf.

⁸ Briggs & Kodnani, *supra* note 4.

⁹ Marcus Chen, *Tech Layoffs 2026: How AI Is Driving the Biggest Workforce Shakeup in a Decade*, TECH INSIDER (Apr. 19, 2026), <https://tech-insider.org/tech-layoffs-2026-ai-workforce-impact>.

¹⁰ Mary Whitfill Roeloffs & Zachary Folk, *AI Cost 21,000 Jobs at Oracle This Year—And More Layoffs Could Be Coming*, FORBES (June 23, 2026),

<https://www.forbes.com/sites/maryroeloffs/2026/06/04/tech-industry-loses-123000-jobs-this-year-ai-is-the-most-cited-reason-for-layoffs>.

AI data-center capacity rather than a response to financial weakness.¹¹ Salesforce eliminated thousands of customer-support roles as its chief executive credited AI agents with handling roughly half of customer interactions,¹² and Intuit, PayPal, Snap, and others have announced comparable AI-linked cuts.¹³ Meta has been among the most explicit, reducing thousands of positions while redirecting resources toward AI, and its chief executive, Mark Zuckerberg, said he expects much of the work now done in technology, including coding assistants to software engineers, to be handled increasingly by AI systems.¹⁴

Moreover, some reductions raise distinct legal questions. Microsoft, for instance, offered a buyout to senior director level and below employees whose age and years of service totaled 70 or more,¹⁵ a structure that warrants scrutiny for potential age discrimination.¹⁶ The effects also reach beyond technology payrolls: as cuts concentrate in hubs such as Seattle and the San Francisco Bay Area, they ripple into housing markets, commercial real estate, and local businesses.¹⁷

In many of these cases, companies are cutting not because they are struggling, but because they anticipate a future in which fewer human workers and more AI infrastructure generate higher returns.

AI-Related Layoffs are Nuanced

Attributing a layoff to AI is rarely straightforward and is more nuanced than what headlines may suggest. Some of what we are seeing is a delayed correction to pandemic-era over-hiring. Through 2023 and early 2024, technology companies were largely laying off workers that were added during the pandemic boom.¹⁸ Some cuts are described as “strategic resource reallocations” rather than role elimination (Amazon’s roughly 14,000 job cuts in October 2023 were framed as shifting resources toward AI infrastructure).¹⁹ The overall economic downturn in the U.S. should also be considered in conjunction with the impact of AI on the workforce.

Additionally, not every worker views AI as a threat. In one survey, about 32% of people in information technology jobs said they expect AI to help them more than harm them.²⁰ Many AANHPI workers in technology may also see themselves as skilled adopters well-positioned to benefit from being AI pioneers.

¹¹ Katie Teague, *Tech Layoffs 2026: Nearly 165,000 jobs cut at Oracle, Meta, Microsoft, Samsung and more companies*, YAHOO (July 6, 2026), <https://tech.yahoo.com/general/article/tech-layoffs-2026-more-than-150000-jobs-cut-at-meta-linkedin-salesforce-intuit-and-more-144545224.html>.

¹² Scott Budman, *Salesforce CEO Confirms 4,000 Layoffs ‘Because I Need Less Heads’ with AI*, CNBC (Sep. 2, 2025), <https://www.cnbc.com/2025/09/02/salesforce-ceo-confirms-4000-layoffs-because-i-need-less-heads-with-ai.html>. <https://www.goodepends.in/news/salesforce-layoffs-2026-another-round-of-tech-job-cuts-agentforce-ai-mulesoft-marketing-cloud-teams-1514449.html>.

¹³ Teague, *supra* note 11.

¹⁴ Mike Isaac & Eli Tan, *Meta to Cut 10% of Work Force in A.I. Push*, N.Y. TIMES (Apr. 23, 2026), <https://www.nytimes.com/2026/04/23/technology/meta-layoffs.html>.

¹⁵ Teague, *supra* note 11.

¹⁶ See also Daniel Wiessner, *Meta workers say AI layoff system targeted employees on medical leave*, REUTERS (July 14, 2026), <https://www.usatoday.com/story/money/legal/2026/07/14/meta-ai-disability-discrimination-lawsuit/90922246007/> (Meta has just been sued by recently laid off employees who allege that Meta used AI systems to choose who to let go and that those systems disproportionately targeted those on medical, parental or family leave. If true, Meta would be liable for violating several state and federal laws).

¹⁷ Chen, *supra* note 9.

¹⁸ *Id.*

¹⁹ *Id.*

²⁰ Rakesh Kochhar, *Which U.S. Workers Are More Exposed to AI on Their Jobs*, PEW RESEARCH CENTER (July 26, 2023), <https://www.pewresearch.org/social-trends/2023/07/26/which-u-s-workers-are-more-exposed-to-ai-on-their-jobs>.

Nevertheless, such optimism and the underlying risk are not mutually exclusive. Our concern is not that AI exists, but that, without adequate attention and guardrails, its impact will be felt unevenly, particularly by the AANHPI workforce.

AANHPI Workers Are Especially Exposed to AI-Driven Displacement

The occupations most exposed to AI are disproportionately held by AANHPI workers. A 2023 study by the Pew Research Center analyzed workers' exposure to AI (i.e., the degree to which AI could help with or completely perform a worker's most important activities) and found that Asian American workers were more exposed to AI than any other racial group.²¹ A 2024 working paper from the U.S. Department of Treasury also identified Asians as not only more likely to work in occupations highly exposed to AI than other racial or ethnic groups but also much more likely to have earned a degree in a field that is highly exposed to AI (with the positive or negative effects of such "exposure" left undetermined).²² While exposure alone may not determine whether AI complements or replaces a worker's job, a significant share of the AANHPI workforce holds jobs that are more likely to be automated than augmented.

Many of the very occupations that have driven AANHPI economic mobility are now the ones most directly in AI's path. According to the Pew report, Asian workers have, on average, the highest levels of formal education and are more likely to hold analytical, technology-intensive roles.²³ Those are precisely the jobs where AI is most capable. Fields such as budget analysis, data entry, and software and web development, which tend to be well paid, credential-intensive, and closely tied to technology, can be easily replaced by AI technology because much of the work is routine, codifiable, and output-based. Such tasks are easier to automate outright compared to occupations where AI functions more as a complement to human judgment.

The exposure is not limited to high earners because the AANHPI workforce is not monolithic. Khánh Vũ, CEO and executive director of Society of Asian Scientists and Engineers, observed that those who arrived during the technology boom have benefited enormously, while others, including many who came as refugees or through different immigration pathways, are more likely to work in lower-wage, blue-collar jobs.²⁴ Those roles may face less generative-AI exposure today, but as automation extends into robotics and physical labor, many may become vulnerable, as well. The result is a squeeze from both ends of the income distribution, with lower-income Asian workers at particular risk of being left behind.

The harm is not limited to displacement. A report from February 2026 documents how AI is already reshaping the working life of AANHPI individuals in less visible ways, such as automated hiring tools that can screen out qualified candidates, algorithmic management systems that monitor and rank workers, and AI-driven misinformation that disproportionately reaches community members with limited English proficiency.²⁵ For workers already navigating language barriers and unfamiliar systems, these tools can compound disadvantage rather than reduce it.

²¹ *Id.*

²² Matt Schendstok & Sydney Schreiner Wertz, *Occupational Exposure to Artificial Intelligence by Geography and Education*, U.S. DEP'T OF THE TREASURY, OFFICE OF ECONOMIC POLICY (Apr. 2024), <https://home.treasury.gov/system/files/136/AI-Combined-PDF.pdf>.

²³ Kochhar, *supra* note 20.

²⁴ Sakshi Venkatraman, *Asian American Workers Could be the Most Heavily Affected by AI*, NBC NEWS (Aug. 4, 2023), <https://www.nbcnews.com/news/asian-america/asian-american-workers-heavily-affected-ai-rcna98179>.

²⁵ Angel Lin & Elyssa Goswick, FROM TRANSLATIONS TO CHATBOTS 6, 20–22, ASIAN AMS. ADVANCING JUST. (Feb. 2026), https://www.advancingjustice-aaajc.org/sites/default/files/2026-02/From%20Translations%20to%20Chatbots%20AANHPI%20Perspectives%20on%20AI_3.pdf.

Without intervention, the gap is likely to widen. The McKinsey Global Institute warns that wage polarization will intensify unless reskilling keeps pace, even under optimistic growth scenarios.²⁶ For a community concentrated in both high-exposed knowledge worker roles and more physically demanding fields that are at risk of outright replacement, this two-sided exposure means wage polarization is likely to compress the AANHPI wage distribution from both ends simultaneously--eroding the knowledge-worker gains that have driven upward mobility while offering no cushion to workers in physically exposed roles. Thus, for the AANHPI community, wage polarization threatens not just individual livelihoods but the community's overall standing.

Compound Challenges for AANHPI Workers: DEI, Immigration, the “Forever Foreigner” Stereotype, and Bamboo Ceiling

For AANHPI workers, the disruption caused by AI adds to the longstanding hurdles the community has faced throughout history and is compounded by recent challenges.

Recent scrutiny and challenges against diversity, equity, and inclusion (DEI) programs, including at several major technology employers, have weakened protections and support structures that many underrepresented workers have relied on, at the very moment AI is reshaping who gets hired, retained, and promoted. For AANHPI and other underrepresented communities, these forces do not act in isolation, and the workers most exposed to automation are often the same ones now left with the fewest institutional safeguards. In March 2026, SwAA wrote to Meta to inquire about its rollback of DEI initiatives in light of the current political climate, and, as of publication, has received no response.²⁷

A large share of technology's foreign-born workforce holds H-1B visas,²⁸ and the sector employs a far higher concentration of visa holders than most others, so tech layoffs fall on them disproportionately. For a worker on a visa, a layoff is not only lost income; it can mean lost legal status, which pressures people to take up almost anything that comes our way to remain in the country. When AI is used to justify shrinking the very teams where visa holders are concentrated, that precarity deepens.²⁹

²⁶ Eric Hazan, *et al.*, A New Future of Work: The Race to Deploy AI and Raise Skills in Europe and Beyond, MCKINSEY GLOB. INST. (May 21, 2024),

<https://www.mckinsey.com/mgi/our-research/a-new-future-of-work-the-race-to-deploy-ai-and-raise-skills-in-europe-and-beyond>.

²⁷ Rachel Lee, *Formal Inquiry Regarding the Status of Meta Prosper and AAPI Equity*, STAND WITH ASIAN AMERICANS (Mar. 12, 2026), <https://standwithasianamericans.com/wp-content/uploads/2026/07/Stand-with-Asian-Americans-Inquiry-Letter-to-Meta-March-2026.pdf>.

²⁸ *Characteristics of H-1B Specialty Occupation Workers, Fiscal Year 2025 Annual Report to Congress*, U.S. DEP'T OF HOMELAND SEC., U.S. CITIZENSHIP & IMMIGR. SERVS. (Apr. 24, 2026),

https://www.uscis.gov/sites/default/files/document/data/fy25_h1b_characteristics_congress_signed_04242026.pdf (Of the H-1B petitions approved in FY 2025, 70 percent were for beneficiaries whose country of birth was India, indicating a high concentration of approvals in a single foreign labor market. The second most common country of birth was China, accounting for approximately 12 percent of all beneficiaries.); Carolyn Im, Alexandra Cahn & Sahana Mukherjee, *What We Know About the U.S. H-1B Visa Program*, PEW RSCH. CTR. (Mar. 4, 2025),

<https://www.pewresearch.org/short-reads/2025/03/04/what-we-know-about-the-us-h-1b-visa-program> (The composition of H-1B visa recipients in 2023 was roughly 73% born in India and 12% in China).

²⁹ See Patrick Thibodeau, *Meta's H-1B Layoffs Challenge Visa Holders and U.S. Workers*, TECHTARGET (Nov. 10, 2022), <https://www.techtargget.com/searchhrsoftware/news/252527158/Metas-H-1B-layoffs-challenge-visa-holders-and-US-workers> (quoting immigration scholar Ron Hira's statement that laid-off H-1B workers' "desperation means having virtually no bargaining power with prospective employers" and that they "will make huge sacrifices just to stay in the country legally, including [accepting] lower wages and substandard working conditions"); see also Stacey Vanek Smith, *This AI Expert Has 90 Days to Find a Job — Or Leave the U.S.*, NPR (Jan. 15, 2023), <https://www.npr.org/transcripts/1148903790> (reporting that at Meta, "about 1 worker in 5 is on a work visa" and describing an H-1B holder's 90-day scramble to find new sponsorship after a layoff, including applying to nearly 75 jobs).

It is worth noting that Asian American workers and Asian workers on visas are not the same population, and most of the people casually labeled “foreign workers” in STEM are, in fact, naturalized U.S. citizens.³⁰ Yet, the two groups are bound by a shared vulnerability and by a shared stereotype.

The reframing of skilled immigrants as disposable feeds directly into the “perpetual foreigner” or “forever foreigner” stereotype: the assumption that Asian workers are interchangeable and never fully belong. According to Stop AAPI Hate, the use of anti-South Asian slurs in online spaces associated with targeted violence rose 115% between January 2023 and December 2025, and the Center for the Study of Organized Hate found that posts on X featuring anti-Indian slurs and “deport Indians” narratives drew some 280 million views over roughly two months last summer.³¹ As the public conversation about H-1Bs is increasingly overshadowed by hate speech, and as officials repeat misleading claims that obscure how many of these workers are citizens, the result is a climate of exclusion that the AI story only intensifies.

These pressures compound an imbalance that predates AI. While AI itself may not create a bamboo ceiling, it may bolster one that already exists. Similar to the glass ceiling, the bamboo ceiling refers to the cultural, interpersonal, and organizational barriers that deter many Asian American professionals from reaching senior leadership, even in fields where they are well represented in lower ranks. Asian workers make up more than half of Silicon Valley’s technical workforce yet remain underrepresented in leadership, holding roughly 25% of leadership roles at Meta and 27% at Apple despite years of diversity commitments.³² A community that is well represented among the workers but not among the decision-makers has little say in the very automation choices now being made about its jobs.

The Cost You Cannot See on Balance Sheet

There is also a human cost that rarely appears in productivity metrics. Organizations racing to adopt AI often overlook the psychological toll it takes on the employees who remain, and researchers warn that ignoring that toll can erode motivation, stifle innovation, and drive burnout, potentially offsetting the gains AI was meant to deliver.³³

That toll takes several forms. Over-reliance on AI can dull critical-thinking skills and leave workers feeling that their own expertise is eroding. Systems that dictate the pace and shape of work can strip away a sense of control and reduce the collaboration that once made work social. For many, leaning on AI raises quieter anxieties about professional credibility and about whether the tool sits comfortably with the values of their profession. For a community already carrying “model minority” and “workhorse” expectations and the pressure to overdeliver without complaint, these burdens compound existing strain rather than easing it.

There are some mitigative measures. A Harvard Business Review report points to some practical suggestions: preserving moments of human judgment before deferring to an AI tool, keeping AI systems explainable, involving employees in decisions about how their work is automated, and normalizing AI use openly rather than leaving it a private source of stress.³⁴ We need to acknowledge that successful AI adoption is a psychological challenge as well as a technological one.

³⁰ Nat’l Ctr. for Sci. & Eng’g Stats., *The STEM Labor Force: Scientists, Engineers, and Skilled Technical Workers, Foreign-Born STEM Workers*, NAT’L SCI. BD. (May 30, 2024), <https://nces.nsf.gov/pubs/nsb20245/figure/LBR-13>.

³¹ Amy Qin, *How the Visa Debate for Foreign Workers Fuels Racism Against South Asians*, N.Y. TIMES (Feb. 16, 2026), <https://www.nytimes.com/2026/02/16/us/politics/h1b-visa-debate-racism-south-asians.html>.

³² Jie Gao, *Anti-Asian Racism: A Hurdle for American Tech Innovation*, GEORGETOWN UNIV. (Nov. 7, 2022), <https://gssr.georgetown.edu/the-forum/topics/race/anti-asian-racism-a-hurdle-for-american-tech-innovation>.

³³ Guy Champniss, *The Psychological Costs of Adopting AI*, HARVARD BUS. REV. (May 1, 2026), <https://hbr.org/2026/05/the-psychological-costs-of-adopting-ai>.

³⁴ *Id.*

Our Call to Action & Recommendations

Taken together, the picture is neither utopian nor apocalyptic. AI may create new opportunities, but it is already eliminating real jobs, and its burdens fall with particular weight on AANHPI workers. That combination of real promise, real harm, and disproportionate exposure is precisely why the response cannot be left to chance. What follows are recommendations for those who control the trajectory of AI growth, policymakers, and employers on responsible AI use, implementation, and governance.

To Companies Developing and Deploying AI:

- **Be mindful of historically marginalized communities when AI touches hiring.** AI learns from existing data, and that data can carry the very biases that these systems then scale.³⁵ Any use of AI in recruiting or evaluation should be reviewed for disparate impact before it decides who gets through the door.
- **Track ethnicity data and act on it.** Disparate impact cannot be examined without the appropriate data. Companies should track disaggregated data beyond the ethnicity data mandated by the EEOC. The 2023 Bureau of Labor Statistics report on labor-force characteristics by race and ethnicity offers a useful baseline, including the share of AANHPI workers in white-collar roles.³⁶
- **Treat AANHPI talent as talent, not overhead.** This community is highly exposed to AI but also highly skilled in it and already working closely with these tools. That is an argument for redeployment and reskilling, not for treating these workers as the easiest to cut.
- **Guard against protected-class discrimination in how AI is implemented.** Restructurings, buyouts, and “voluntary” separation programs built around age or tenure can carry real legal risk. Employment decisions driven or informed by AI must comply with anti-discrimination law and must not become a backdoor to demoting or removing older workers or other protected groups.

*To Legislators and Policymakers:*³⁷

- **Modernize civil rights protections.** Employment decisions informed or driven by AI should be squarely covered by existing anti-discrimination law, with disparate-impact testing required before deployment rather than litigation after the fact. The same standard should apply to the systems that the government itself procures and deploys, including tools used in hiring, benefits determinations, and immigration adjudication. Civil rights should be a first-order consideration as AI policy is written, not an afterthought.
- **Enact comprehensive consumer privacy legislation.** AI systems are built and fed on personal data collected often without clear or meaningful consent over how the data is used upon collection. High-risk uses, particularly in law enforcement and immigration enforcement (e.g., biometric data behind facial recognition), warrant strict limits given their documented error rates for Asian faces and the consequences of a wrong match.
- **Clarify developer liability for preventable harm.** Companies that build these systems should bear responsibility for foreseeable harms their tools cause, rather than leaving that cost and liability with the workers and consumers on the receiving end.

³⁵ See e.g., Daniel Wiessner, *Workday Must Face California Lawsuit Over AI Bias in Job Screening Tools*, REUTERS (June 22, 2026), <https://www.reuters.com/legal/government/workday-must-face-california-lawsuit-over-ai-bias-job-screening-tools-2026-06-22/>.

³⁶ *Labor Force Characteristics by Race and Ethnicity, 2023*, U.S. BUREAU OF LAB. STAT. (Dec. 2024), <https://www.bls.gov/opub/reports/race-and-ethnicity/2023/home.htm>.

³⁷ SwAA is a non-partisan organization that does not endorse any party's platform. We are calling for policy attention on civil rights in relation to AI.

- **Ensure language access in AI disclosure.** AI-generated content should carry accessible labeling in multiple languages. Limited-English-proficiency community members, including many in AANHPI and immigrant communities, are among those most exposed to AI-driven misinformation and scams, and disclosure that exists only in English does not reach them.

To Employers and the Broader Community:

- **Educate and train the workforce on AI.** Provide training on best practices of AI tools, have open conversations about how the company uses AI and how workers can use AI mindfully, implement clear guidelines and policies around AI use, including maintaining confidentiality and proprietary information, and emphasize human output and input over AI-generated information. SwAA offers workplace Know-Your-Rights (KYR) and inclusivity training to support this.
- **Fund the human infrastructure, not only the machines.** Protect funding for the human workers and not just AI technology. Prioritize training and retooling individuals in roles heavily impacted by AI deployments rather than outright replacing them with AI. Provide human-centered resources that workers may rely on, such as mental health support, training, and career advancement programs and opportunities.
- **Support the organizations doing this work.** Community organizations need funding and technical capacity to continue studying the impact of AI and to advocate for the people most affected. Donations to SwAA's Workplace Justice Fund directly support free legal help, education, and advocacy for Asian workers facing discrimination.
- **Track & understand the data.** For those seeking to track AI-related layoff trends, California recently launched a first-in-the-nation AI-Unemployment Tracker through the California Policy Lab at the University of California, linking AI-exposure measures to unemployment-insurance claims data.³⁸ New York was the first state to update its state WARN system to require employers to disclose AI-driven job losses, and other states are following suit.³⁹

To AANHPI Workers: You Are Not Replaceable, and You Are Not Alone

AI is neither villain nor savior, but it is a powerful tool, currently at the whim of a powerful few making choices about efficiency, returns, and what counts as essential. Progress need not be stalled, but AANHPI workers, who helped build the very technologies now reshaping their industries, should not be treated as the disposable cost of that progress.

At SwAA, we pair that concern with hope grounded in reality: this community is skilled, adaptable, and already leading much of the work AI is transforming. Used well, that is exactly the talent employers should invest in, not discard. The outcome is not yet decided, which is precisely why we are speaking up now.

If you are a worker navigating an AI-related layoff, or any form of workplace discrimination, **we are here for you.** We provide legal support, workplace inclusivity training for employers and workers alike, and connections to mental-health and other community resources for Asian workers. As we navigate these uncharted waters and the ongoing challenges facing the AANHPI community, please know that **you are not alone, and we are here for you.**

³⁸ California Policy Lab, *California AI-Unemployment Tracker*, Univ. of Cal. (June 25, 2026), <https://capolicylab.org/california-ai-unemployment-tracker>.

³⁹ Laura Danielle Smolowe, *et al.*, *The Growing Patchwork of State AI Laws: What It Means for Employers*, AKIN (May 27, 2026), <https://www.akingump.com/en/insights/alerts/the-growing-patchwork-of-state-ai-laws-what-it-means-for-employers> (noting that other states with laws related to AI-based discrimination include: Connecticut, Illinois, Colorado, California, and Texas).

Stand with Asian Americans (SwAA) is America's first legal civil rights organization focused on fighting anti-Asian workplace discrimination through the power of law, education, and community. Learn more about our mission and work at www.StandWithAsianAmericans.com.

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