

Dear Wing Luke Museum Executive Team,

I. INTRODUCTION

We, the signed staff below, are addressing the Wing Luke Museum's Executive Team actions regarding the *Confronting Hate Together* exhibit.

We are addressing actions of Executive Leadership including:

1. Misuse of Executive Power in bypassing the Community-based process for exhibits and failing to execute established processes of reviewing and vetting partnerships through the Interdepartmental process.
2. Nurturing a partnership and publishing an unvetted exhibit that is in opposition to the full scope of communities experiencing oppression and marginalization that Wing Luke Museum claims to represent including **Southwest Asian and North African communities (SWANA)**.
 - a) Executive Leadership approved language ("antisemitism is often disguised as anti-Zionism.") that attempts to justify colonialist and white supremacist ideas under the guise of "local storytelling."
3. Burdening front-of-house and public-facing staff without warning or consultation by asking them to bear the brunt of public response to these harmful statements and partnerships, and to represent opinions that they have expressly stood in opposition to.

The below signed staff agree that the actions of the Executive Leadership regarding the CHT exhibit not only conflict with Wing Luke Museum's mission and values, but will result in:

1. Loss of credibility
2. Damage to community trust and loss of the museum's standing as a safe space for the marginalized and oppressed.
3. Aligning the museum with Zionism which is an ideology rooted in white supremacy and colonialism.

II. STATEMENT

In the face of the ethnic cleansing of the people of Palestine, the Executive Leadership has chosen to amplify organizations that frame Palestinian liberation and critiques of Israel as "terrorism" and antisemitism.

By platforming Zionist ideology, Wing Luke Museum Executives do *not* empower our staff, many of whom identify as Asian American, Native Hawaiians, and/or Pacific Islanders (AANHPIs) to tell their stories and histories in their own voices. Through proposed solutions of FAQs and staff facilitations, the onus is placed on staff to navigate community backlash and to be complicit in platforming this harmful ideology and narrative.

III. CALL TO ACTION

We ask that the Executive Leadership:

- Remove any language in any WLM publication and question any partnerships that attempt to frame Palestinian liberation and anti-Zionism as antisemitism.
- Acknowledge the limited perspectives presented in this exhibition. Missing perspectives include those of Palestinians, Arabs, and Muslim communities who are also experiencing an increased amount of violence, scapegoating, and demonization as Zionist forces continue the genocide in Palestine.
- Require CAC review of all pop-up exhibits including a community review of the revised *Confronting Hate Together* exhibit content.
- Center voices and perspectives that align with the museum's mission & values by platforming community stories within an anti-colonial, anti-white supremacist framework.

IV. BENEFITS OF ACTION

By meeting these demands, the museum reaffirms its mission of being a welcoming, safe space for marginalized communities and building bridges with communities not currently represented in the museum **including SWANA communities**. Members of staff can and should have difficult conversations with organizations of different viewpoints when we are firm in our convictions of anti-colonialism and anti-white supremacy.

V. CONCLUSION

We, the signed staff below, stand as 26 ambassadors to Wing Luke Museum who provide the public with the very sense of safety, belonging, and compassion that the Wing Luke Museum is known for.

We have the responsibility to our community (including our staff) to say no to organizations that **do not** align with our vision and mission and **do not** consider our staff's capacity.

We, the signed staff below, have been and will continue to monitor the actions of the WLM Executive Leadership, and hope that the Executive Team will respond to our requests prior to the opening of the Confronting Hate Together exhibit.