

0:02

>> Good morning, good evening, wherever you are in the part of the world that you're joining us from. My name's Anthony Chow. I'm the director of San Jose State University's School of Information.

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Thank you for joining us and welcome to our celebration and recognition of Asian American, Native Hawaiian,

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and Pacific Islander History Month. This longer title helps establish some

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of the immense diversity in our community. Chat is on, so please take a moment to share and chat

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where you're joining us from. It's always great to see that diversity.

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It gives me and the iSchool great pleasure to support equity, diversity, and inclusion in all of its beauty and power.

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And I want to thank our outstanding speakers and panelists for taking the time to join us today.

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The theme of today's symposium is self-care, challenge, and solidarity, and this is a part

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of our EDI symposium series sponsored by the iSchool. All of our EDI symposium recordings, and transcripts,

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and resources, are available in our EDI iLibrary and please subscribe to our brand new EDI YouTube channel.

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And Alfredo, if you wouldn't mind just drop that in the chat.

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You'll -- that way, you can be notified on each of the new EDI symposium recordings and transcripts

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that we post each month. For today's session, if you have a question, please use the Q&A feature,

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and someone from our distinguished panel will answer it. Also periodically, we will make chat available as we have now,

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and also at the end of the session for additional questions and comments.

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Today's symposium is, of course, very personal for me. In college, at San Francisco State, I was very active

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in the community and ultimately became president of the San Francisco Chinese American Democratic Club.

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And ran for school board in 1994 as the Asian candidate for school board in San Francisco.

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After that unsuccessful bid, my wife and I returned home to Florida to start a family and I lost touch with advocating

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for Asian American issues in many ways. And part of me hoped that being in a biracial relationship

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with mixed-race children would someone leave the color of my skin behind me.

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Alas, this certainly didn't happen, especially being in an environment where there were very few

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that looked like me. The stares, the racial slurs coming from crowds of people,

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from cars, and of course, the various acts of racial discrimination against my children were constant.

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Worst of all, it all happened in silence in misalignment between the normalized racism towards me and my family

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and the norms of society. Much of this discrimination and racism occurred in public spaces.

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At a meeting that ultimately determined that we were going to homeschool our children, I had a principal tell me she did not understand why I was

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upset that my daughter was bullied. And faced with discrimination from her classmates

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because she was one of the top students in the class. Two years ago, as the pandemic began,

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our house in North Carolina became a focal point for five instances of teenagers ringing our doorbell

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at all hours of the day. And leaving nasty notes, trash, rotten eggs, on our doorstep.

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Today, despite the constant reminders of some of our community and the mass media that people that look

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like me and my children --

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-- is in some ways not normal,

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we still have the power to move forward. We are still resolute and in many -- in so many ways, happy,

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joyful, law abiding, and extremely productive members of society. We do, however, live our lives knowing

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that something is likely going to happen to one of us out of the blue and that is just part

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of the burden of being AANHPI. We can, and must, and I'm confident that we will,

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do better for us today, and especially our children, and our grandchildren, and the children after that.

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Also, I want to be clear that success, whether it be financial, academic, etc., does not completely protect any person of color.

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A quote from my former chancellor who I had the privilege to work with very closely at UNC Greensboro, such an impressive person that is black

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and the most powerful person at that university. He told me one day, "Anthony,

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I'm still a black man once I walk off this campus." Today marks another opportunity to discuss the very real situation being faced

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by the AANHPI community, which is very diverse.

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It's an opportunity to celebrate all of the contributions but also in some ways share the silent suffering faced

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by many in our community. I'm so honored and impressed by all of the outstanding speakers

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that have taken the time to join us today. We'll begin with the keynote address and discussion with Annie Pho, the '22-23 president of APALA,

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of the Asian -- which is the Asian Pacific American Librarians Association. And Alanna Aiko Moore, who is the APALA executive director.

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And we'll follow that with an outstanding panel discussion about priorities facing the AANHPI community

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and how libraries can best support our community. Everyone, please join me in welcoming Annie and Alanna,

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our fearless leaders of APALA. Ladies, the Zoom floor is yours.

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>> All right, thank you so much for that wonderful introduction, Anthony, and I know both Annie and myself send big hugs

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for everything you and your family have had to endure. I'm going to go ahead and share my screen

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and hand it over to Annie.

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>> All right. Great. Welcome, everyone, to our keynote talk, which is titled,

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Self-Care, Challenges, Solidarity: Asian American Women leaders. The format of this keynote is a conversation

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between Alanna and myself. We're really excited for this opportunity

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to speak with you all today. And I want to just take a moment to thank Dr. Anthony Chow

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for sharing his personal journey, his vulnerability with us, and also for this opportunity to speak.

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And also, a big thank you to the San Jose State iSchool, and also, wishing everybody a happy Asian American,

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Native Hawaiian, and Pacific Islander Heritage Month. So with that, we can go ahead and get started.

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>> Okay, so it is finally Friday. I know so many of us have been getting through the week,

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getting through the month. A lot of times during May, we have more expectations placed upon us or our communities.

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So I'm very grateful to be here with all of you today, and if you want to take a minute and just pop

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into the Slido how you're doing today, we'd love to see/hear it.

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It should populate. If it doesn't populate, I do apologize.

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It should be working. So it's just in one word how are you feeling today. I feel excited and I'm also feeling a little bit fatigued.

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I guess that's two words. How are you doing today, Annie? >> I'm feeling pretty fired up

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and also a little bit feeling tired, as well, but I think we have a good session up ahead today.

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>> Yeah, I think so many of us do feel that exhaustion, that fatigue, that tiredness, also,

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mixed with optimism, right? We definitely need to make the space for rest and rejuvenation.

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So thank you so much for dropping in how you're feeling today. And I feel like this is a good way for all of us to know that,

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you know, we're not alone in feeling a lot of these things, and we are, again, so grateful

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to be here today with all of you.

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So we'd like to start today with a land acknowledgement and recognizing that the Indigenous people

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who are the original inhabitants of the land that all of us are on were dispossessed of their land.

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Through violence, through murder, through deceptive processes, and colonialism. And since, you know, since these things are often --

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land acknowledgements are often done without action.

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Annie and I have made a donation today to the National Indigenous Women's Resource Center

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in support of the land that we are on.

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>> And I am situated on Huchiun, the unceded Lisjan Ohlone territory,

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now known as the East Bay in the San Francisco, California area. >> And I am situated on the ancestral and unceded land

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of the Kumeyaay people, the traditional caretakers of the land and surrounding ecoscape past,

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present, and future. >> And we have also shared some resources in the chat for folks

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to learn more about whose land you are on. All right, so the next section is just more about introductions

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about who we are as the speakers of this. Just a couple of notes for today.

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We will be using the terms Asian American and AAPI interchangeably throughout this talk,

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but we are using these terms with intention. So Alanna and I both identify as Asian American and so

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when we are referring to ourselves, we will be using the phrase Asian American.

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But when we are talking about the work of APALA, APALA being the Asian Pacific American Librarian Association,

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we will also be using AAPI. And the reason why we want to be intentional about our language is that sometimes people do use AAPI

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when they actually mean Asian American. And that can inadvertently erase the experiences and expertise

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of Pacific Islanders and not necessarily engaging them. And so, you know, with that in mind,

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saying AAPI can also be a way of building solidarity between our two -- well, not our two -- between our communities.

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And also acknowledging that these communities, our communities, are very, very diverse and we will definitely talk more about that in a little bit.

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So again, my name is Annie Pho, she/her. I am the current APALA president and I'm also the head

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of Instruction Outreach at the University of San Francisco. I've been a librarian now for about ten years,

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which is pretty wild for me to reflect back on. I don't know how time passes by so quickly.

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And I've also served on the APALA executive board in a variety of roles before trying on the president hat.

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Alanna, I think you're muted. >> Thank you. My name is Alanna Aiko Moore

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and I'm the current Asian Pacific American Librarians Association executive director.

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And like Annie, I've also been involved with APALA for many years as a past president, member at large,

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and on various committees. I am also gobsmacked that I've been a librarian for 15 years.

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And I currently do work at the University of California San Diego as the head of Community Engagement

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and Inclusion and the Ethnic Studies librarian. And in this role, I work to create belonging

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for our diverse populations and work on projects to make our library more inclusive to BIPOC,

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queer, and other students. And librarianship is actually my second career. My first career was in nonprofit social justice organizations.

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So a little introduction to APALA, since we're doing introductions. The Asian Pacific American Librarians Association was

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founded in 1980 and it is dedicated to really creating opportunities within our myriad

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of communities, right? We are not a monolith. To really create dialog between Asian American, Native Hawaiian,

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and Pacific Islander library workers and those who serve those communities. Creating opportunities to do programming,

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have difficult conversations, exchange ideas, advocate, network, and build our leadership.

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And we currently have just under 700 members and we've recently also started having local chapters, as well.

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>> All right, so the next section is just a little bit more about our journeys as leaders.

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So, yeah, Alanna, how has your background informed your approach to leadership?

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>> Thank you so much for that question, Annie. So a little bit about my background. So I grew up in Hawaii

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as a fourth-generation mixed-race Japanese American. I was a settler and guest on illegally colonized land.

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And that is something that I think a lot of folks who live in Hawaii choose not to acknowledge or recognize

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and the myriad of folks who go visit or engage in tourism do not recognize that, as well.

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Super-important to support and give back to the Native and Indigenous people there.

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I left the Islands and went to college in the continental United States on a scholarship,

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and while in college, came out as bisexual, but I now identify as queer.

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I am also neurodivergent. I have invisible disabilities that impact me kind of on a daily basis.

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And, you know, I also have quite a bit of privilege. I have the privilege of being light-skinned.

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I have the privilege of being cisgender. I have the privilege of currently being able-bodied and middle class.

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And I have the privilege of, despite having huge student loans, I do have the privilege of having gone to college.

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Among all of those identities, my most important identities are those of a queer parent and as

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that of a partner to my wonderful trans spouse. And this is a photo of us from earlier this month

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on our first trip to Disneyland, which we gave to the kids as a thank you for being so diligent

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about masking throughout the whole of the pandemic. And long after many of their classmates had long forgotten a

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face covering. And I do share this picture, as well, to raise visibility and to show that there are queer Asian parents.

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There are queer Asian families, and that we do exist, and we do procreate, and have children,

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and we are really happy. So this is my definitely my most important identity.

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Reflecting on my background and how that informs my leadership.

16:02
So the picture here is of two lemons. The one on the left is what we imagine to be

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like the lemon you buy in the grocery store or that your neighbor who's the awesome gardener gives you,

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right? It's perfectly round. It's a beautiful yellow, deep yellow color.

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The skin is smooth. And the lemon on the right is the one that grows

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on the tree in my yard. And in a lot of ways, I feel like this is really on brand because, you know, this lemon has

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like got a really thick skin. The -- it's kind of lumpy. The color's like kind of more like a whitish yellow.

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And to some folks, it may feel like this lemon doesn't belong, right? It's not a lemon, but I have to say like, you know,

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as someone holding intersectional identities, I've often struggled with feeling like I was not enough,

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right, not enough, don't belong, don't fit in. And over time, growing into myself, this transformed

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into a passion to really fight for other people who feel like they didn't belong. And that's how I got involved in social justice work

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in my first career, which I've carried that through librarianship, right? And so like looking at these lemons, there's not just one way

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to be a lemon, you know? There's not just one way to be a leader. There's not just a certain type of person that gets

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to be a leader, someone from a specific race or a specific gender that gets to be a leader. Even if we don't look or act
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like what people think a leader is, you know, as part of the AAPI community, we do belong and we have so much
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to contribute to the profession. Leadership, to me, is about community.
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I was raised to care about the community. I was raised with although I am mixed race, raised with a lot
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of -- in a large Japanese family with a lot of traditional Asian values. I was raised to care about the community, and
the family,
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and to really notice and call attention to other people's success, and they in turn would lift you up.
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And this is in some ways kind of a polar opposite to kind of a white, Western style that's very individualistic
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and competitive. So I openly reject that. I try to create space for lots of voices, genuine dialog,
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attention to multiple identities, acknowledgement of power and privilege. And really engaging in self-reflection
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and social activism is a huge part of how I identify as a leader.
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>> So I'm -- >> What about you? Are there any cultural values that inform your leadership?
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>> Yeah, definitely. So just a little bit more about my background.
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I am a Vietnamese American cisgender, able-bodied woman, a child of refugees, and a settler and guest on this land.
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A lot of my early life, I also didn't feel like I belonged anywhere.
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I grew up in Orlando, Florida as a young child, which is a diverse city, but at the time,
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I was one of very few Asian kids at my school. I was constantly reminded by everyone that I was not from here.
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When I was ten, my family moved to Northern California, Sonoma County, specifically, where again,
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I was one of very few Asian kids at my school. And where I grew up there was even less diverse than Florida.
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So I really spent a lot of time at the library, spent a lot of time reading about other people's stories,
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just learning about other people's worlds. And like that kind of helped build out my understanding
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of like empathy, and also, imagination. So yeah, growing up, the public library was a safe space
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for me and my siblings. My mom being an immigrant, she loves a good deal,
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so when she found out that the library was this place where you could go and get free books, free movies, free
babysitting.
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She would just leave me and my siblings there for hours while she went to the store or whatever,
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which I'm pretty sure most library workers do not appreciate. My mom was actually really strict and overprotective.

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And so I think this is also a testament to how she saw the library as this like place where she could kind of leave us there, but yeah, I mean,

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spending a lot of time there. This is also where I found a lot of help

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for my homework assignments. Again, my parents, English is not their first language, and so with my schoolwork and things like that, this was a --

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this particular library, this -- the picture that I'm showing here. Is actually a picture of the library branch where I would go

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to when I was a young kid. It actually doesn't exist, anymore, because they've remodeled, but yeah,

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it was through my time here, and also in high school, I volunteered at the same library. Which in turn for my free labor, my library fines

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and my family's library fines were forgiven, so that was like really made my mom happy.

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But yeah, it was like through this work here that I learned the value of the library to a community

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and how powerful it is to connect people to information. And as well as the importance of like a warm space

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where kids can just read, and learn, and like read to earn free pizzas, for example.

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But yeah, these are the kinds of things that inspired me to be a librarian.

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So other cultural values that inform my work. So being raised in a Vietnamese household, I very much learned early on that family, community,

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and mutual aid, are really, really important. So again, my parents are refugees. They came here with nothing in their pocket,

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and so this mentality that if somebody has enough money to eat, then you make sure that the resources that you have,

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that you feed everybody else. You help everybody else around you that you can help.

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And so I think those were definitely values that were instilled in me as a young person.

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This picture here is a picture of my parents preparing a Vietnamese-style hotpot. As many of you are probably know, it's a communal meal

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and the Vietnamese style, we like to roll it up into spring rolls, too. And I think this kind of says a lot

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about the culture where I was raised. So, you know, this idea that everybody pitches in because you got to do the work so that you can eat.

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And also, no matter where you are, whether you're at home or if you're away from home that you also have to keep the community in mind.

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And so I think the way that I was raised doesn't always serve me well in more Westernized environments where individualism is rewarded.

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And I think that is a tension that I have to balance as a leader. Other frameworks that inform how I approach leadership,

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I very much pull from feminism and feminist values, which emphasizes the collective, empathy, emotional intelligence.

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And also trusting intuition, as well as the ideas that you lift as you climb.

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I don't believe that leadership is about being the loudest person in the room. I don't think that leadership means that you have to do everything.

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It's also about using your positional authority to give space and agency to other people to shine

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and also be leaders in their own right, which is a great transition into our next section.

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What have we learned? So --

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>> All right. So if you want to continue this,

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I'm curious like on your leadership journey, are there things you've learned serving in APALA

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in various leadership roles? Oh, wait. You want to go first?

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Sorry. >> Yeah, you go first and then I'll go after. >> Okay, no problem. So I've had times in my workplace

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where I didn't have opportunities to grow or I kind

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of hit a wall trying to move up or, you know, hit that bamboo ceiling. And so what really saved me were places like APALA,

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places that actually saw all of my potential, all of the things that I could contribute and really believed in me.

24:00

And, you know, APALA immediately was like, "Yeah, why don't you join a committee and make sure you can chair it?"

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And, you know, maybe I had never chaired a committee before, but APALA's like, "You can totally do it.

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No big deal." And so I think it's like through those experiences and that belief I was able to build my leadership skills

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and my facilitation, project management, program planning.

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And I was allowed to do all this while being my whole self.

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Which I think a lot of us who work in primarily white institutions, which librarianship is,

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it can be dangerous to come to work with your full authentic self. And so being in that space,

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I think has been really amazing and really healing.

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I've built strong relationships and I've also learned so much

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about all of the different groups, the hundreds
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of different cultures and groups that are living
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under this umbrella of AAPI. And, you know, during these challenging times that Anthony,
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you know, referred to, these times with like an increase in anti-Asian hate crime.
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Being in this community of folks where you don't have to explain why what happened was awful is it's a gift
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and it's a boon. And to be able to grieve together, to be able to hold quiet space together, I think is --
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has been an incredible thing about serving in APALA
26:02
and being able to make those spaces for other people.
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Because as we know, within AAPI communities, there's not enough attention to mental health.
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We don't talk about it enough within our communities.
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There's a lot of stigma for taking lifesaving medications
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or for going to therapy. And a lot of times when we do make those steps to try
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and get support or help, a lot of places aren't set up with materials in other languages.
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Or with providers that are able to understand our culture and really provide that kind of support.
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So I feel like I've learned so much from APALA around advocacy and solidarity.
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What about you? >> Yeah, I think I would second a lot of what you said. I think APALA, for me, has been what I
consider, you know,
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my first like professional home. I think it's a space where in other workspaces where I feel
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like there are silences around the issues that face like Asian Americans. I think that within APALA, I don't think I have
to do
27:17
that same level of explanation. But I think in my term as the APALA president, I have definitely learned some really big
lessons.
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So first lesson is no more social events or anything at tiki bars. You know, as Alanna mentioned earlier,
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APALA has really grown in numbers. And we really need to be more intentional about how we engage
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with all of the members within APALA, especially with our Pacific Islander colleagues. And I don't have to be a
member of, you know, a different like ethnic group or I don't have to be Pacific Islander to be able to listen, and learn,
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and be intentional, to make sure that APALA is serving everyone. And not necessarily like disregarding people. So I
think that's also something that, you know, I have learned and really thought a lot about.
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And I think that this is really a challenge in AAPI spaces. You know, APALA is kind of a catchall space for Asian Americans and Pacific Islanders. Which again, is a really large, diverse group with very different sometimes competing interests,

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very different backgrounds. And, you know, when you're the president, it's a -- it's technically a three-year term, but like you're year as president goes by really, really fast. And I have learned that it's really important

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to center my values and the work that I do. Because sometimes a lot of things do come up that you don't anticipate.

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And it's a good reminder to kind of come back to like what grounds you and what moves your work forward

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as you work through some of the challenges that come up. And then the final lesson learned here is that, again,

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this is 100% volunteer-run organization and we just are not going to be perfect.

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The group project can work -- like break down, this is a huge group project, right? So sometimes somebody misses a detail

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that actually is quite significant. Maybe someone doesn't feel comfortable in speaking up and then things just like move along until it's too late

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and somebody has been harmed by one of our actions or inaction. And I think it's really important to learn

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from our mistakes and also recognize, again, with a volunteer organization, sometimes people are really maxed out on their capacity.

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And also, that burnout is very real, as we saw in the poll earlier. A lot of people are feeling really tired right now.

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And so I think kind of balancing letting people have the space

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to take care of themselves so that they're not burning out and also trying to balance the work

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that we think is really, really important. >> A hundred percent.

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I really agree.

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>> So the next part is more about barriers and challenges.

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>> So this is another opportunity for us to hear from you.

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What do you think are some of the challenges faced by women-identified leaders who fall

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under the Asian American Pacific Islander umbrella? We have some ideas, but we also would --

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know a lot of you have been marinating on this, as well. What do you think are some of the challenges?

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We mentioned earlier the bamboo ceiling, which I neglected to actually define for folks

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who may not be familiar with that term. But the bamboo ceiling might be an example of a challenge.

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It's a term that was defined by Jane Hyun and it really refers the combination of individual,

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cultural, and organizational factors that impede career progress to kind

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of those higher levels, right? And it's subjective factors like this person lacks leadership potential.

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They have awful communication skills. They're things that can't actually be quantifiable, right?

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So we have stereotypes about our upbringing. Stereotypes of what we can and cannot do.

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Gross middle-aged white men hitting on us. Disgusting tropes of dragon lady kind of against

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that subservient geisha, yeah. Imposter syndrome is such a big one for so many of us.

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Being raised to be quiet and defer to others. You know, the stereotype that we're passive, we're doormats.

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We're supposed to manage everything but yet not actually lead. Not being taken seriously.

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It can be difficult to know when you have a valuable contribution or if you're misreading the situation.

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The expectation to do so much emotional labor, right?

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The sexualization. That's coming up a lot, right? Being not Asian enough

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if you can't speak your cultural language.

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Pressures to answer questions about your culture. That's the worst. Or being asked to use your language

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in a professional setting when that's not what you were actually hired for. You know, the lack of room for professional growth

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and upward mobility is something that comes up a lot. There was a leadership symposium last year that was cosponsored

32:00

by the Chinese American Librarian Association and APALA. And there was a large discussion around barriers

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for professional growth and upward mobility, how frustrating that can be for so many people. And I would be happy to share the link

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to that in a bit, as well. Lots of micro aggressions. The constant othering or feeling foreign, not American enough.

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And, you know, also the concept that kinfolk are not skin folk,

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folks who other, you know, women or even Asian women who make it to the top.

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And want to hold on to that power and not help lift anyone else up, right?

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Or having a full-time job and not being able to engage in all of that extra stuff, right?

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Yeah, so much good stuff here and I just want to thank you all

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so much for communicating. And I think this one is pretty salient, too.

33:00

People want to harvest your ideas and they appreciate your intelligence but enough

33:06
to promote you or make you a leader. So thank you so much. And yeah, if you're not the loudest
33:12
or the most quote-unquote "assertive," you may not be seen as a leader, as well.
33:18
Annie, do you have anything to add before we move on to the next slide? >> No, I think a lot of what folks are putting
33:25
in this resonate with me. And I think it's like the not being the loudest
33:31
and most assertive and then if you are, you fall into that dragon lady trope, so you kind of can't win either way.
33:38
>> Yeah, definitely, and also, you and I talked often about kind of that model minority stereotype,
33:45
which a lot of folks are referring to, as well. Thank you so much and we will make sure to share a copy
33:51
of these slides with everyone that have all of these anonymous comments in, as well.
34:00
>> Yeah, I mean, keeping all of this in mind, how do we push back against some of these challenges?
34:07
>> So I actually have some ideas about this. Like a lot of you who work contributing
34:14
on the previous slide, I've often been told that the way I talk isn't assertive enough.
34:19
My voice is too soft, too high pitched, it goes up at the end of a sentence. It sounds like a question instead of a
statement.
34:26
I've been told multiple times that I should get voice coaching because the way that I talk is weak,
34:31
it's unsure, it's not confident. I should speak more firmly. And for a long time, that really destroyed my confidence,
right?
34:42
But I thought a lot and kind of the way that I talk is the way that I was raised.
34:47
It's a deliberate and cultural way to get consensus and check in with others, right? The lilt at the end of my sentences
checks for agreement.
34:55
It leaves room for discussion instead of making a statement or a decision that is final.
35:00
So I think that sometimes doing that self-reflection and realizing like that what someone is telling you is
35:08
like wrong is actually like the best way, the right way. It's just like those lemons, right?
35:15
My lemon, my lumpy lemon makes the best lemon candy, because the skin is so thick that when you boil it
35:23
and coat it in sugar, it is amazing. So I think that, you know, realizing that the spaces weren't built for me
35:29
but that I don't have to change because a space wasn't built for me, right? I'm perfect the way that I am.
35:35
I think realizing that we all belong, I don't need to assimilate. None of you need to assimilate, or give up your culture,
or ways of being.
35:42
And I think what's inspiring to me is seeing so many other Black Indigenous people of color around me

35:49

who are choosing to unapologetically be themselves. Walk through the world loud and proud, creating space

35:56

for everyone, and I find that really, really inspiring. I think other ways I push back are by finding places

36:03

to lead even if it's not my formal workplace, finding balance, continuing to learn and grow.

36:10

Realizing that when I make mistakes, when I own them and commit to growing and doing better, it just is it's the best way to move through the world.

36:19

And finally, finding joy in my daily. So, you know, my kids really center me.

36:24

These beautiful, amazing kids who are, you know, children of queer, Asian parents who are moving

36:32

through the world, you know, proud as can be to be our kids. And I think finding that joy is really important.

36:45

So, Annie, I'm curious for you, you know, reflecting on intersectionality, which has come up a lot

36:52

in our conversations today. And reflecting on what else do you think is at play

36:57

when we encounter these types of barriers and challenges?

37:03

>> Yeah, I mean, I was thinking about, you know, what does it mean when people tell you, "Oh, you shouldn't speak with a lilt at the end of your sentences."

37:10

I mean, a lot of that is very coded and gendered, right? So and I think this like conformity towards like,

37:18

what is it, like masculinity or whiteness is a -- like branding that as what's seen as leadership or visionary.

37:28

You know, we think this is the kind of thing that we need to like untangle. And just touching upon the like model minority stereotype

37:35

and a lot of what folks have said, just being seen good enough to do the work but seen good enough

37:41

to be a visionary or a leader. And where I think a lot of Asian American women get stuck in middle management and not a leader beyond that.

37:48

I think that very much is, you know, goes back to that bamboo ceiling. And I think that we actually have to say this, too.

37:56

That there is a certain way that Asian American women are perceived in the workplace and in this society that is extremely misogynistic,

38:03

extremely toxic, and harmful. And we have seen evidence of this in the violence, and mass shootings, and murders of Asian American women

38:11

over the last couple of years. And so what do we need to dismantle? I think we need to dismantle white supremacy

38:17

and its work culture characteristics, and also, while we're at it, we can also dismantle the patriarchy.

38:24

Because I think these are all of the things that are harming us. And not just us. I mean, this really harms like society, in general.

38:31

But that's a great transition into our next section.

38:37

>> Hundred percent. Okay, so we are going to go just a little bit over time

38:44

but I think that's okay. We'll be all right. So self-care for Asian American women.

38:55

Let me see. Let's move into this section and --

39:05

I am -- I'm wondering, Annie, like what motivates you, despite all the anti-Asian hate, the stereotyping

39:14

and model minoritizing at work. What motivates you to engage and care about issues affecting our communities?

39:24

>> Yeah, I wanted to share a couple of inspirational quotes from an Asian American disability activist, Alice Wong.

39:32

If we could just -- great. So this quote reads, "We contain multitudes as Asian Americans

39:38

and our lives are not linear, neat, or monolithic. There's so much diversity, brilliance, and nuance within the umbrella of Asian Americans

39:45

that most people still do not know or understand." And this was actually recently featured

39:50

on the 18 Million Rising Instagram account, and I am also going to share a link

39:57

to Alice Wong's most recent book, *The Year of the Tiger*. And I really look to Alice's work to really keep

40:05

in mind intersectionality within our affinity spaces and to be reminded to center the folks

40:12

who traditionally have been left out, right? So I think, again, as Alice talks about,

40:18

the sort of diversity and like nuance even within our own communities as like something that I think is really important to keep in mind.

40:26

And I want to share the next quote. And why I continue to engage,

40:31

I think that Alice also really illustrates this well. So I'll just read this quote really quickly.

40:37

"I never intended to be an activist but my life has always been political. I cannot escape it.

40:43

I have lived every day since I was a child who had to grow up fast, a child of immigrants advocating for herself

40:49

to teachers and doctors. When I became older and understood white supremacy, ableism, and structural oppression,

40:54

I realized the fight was not just for myself. But for everyone marginalized and devalued by institutions,

41:00

systems, and practices. It is the epitome of privilege when people say they are nonpolitical."

41:06

And I think going back to the feminist values that really inform my work, the personal is political.

41:14

You know, I don't feel like I have a choice, okay? This is my livelihood and if I have the ability to speak up

41:20

and advocate, then it is my responsibility to advocate for other people, too, who are marginalized.

41:28

And I'm going to also share some more links to Alice's work in the chat. But, yeah, I think moving on to the next question that I have

41:38

for you, Alanna, you know, just bearing in mind all

41:43

of the current events that have been impacting our communities. How do you have emotional boundaries and take care

41:48

of yourself when you're processing the grief of all of these events? Especially when there are silences or things are not acknowledged

41:54

in our workplaces, in our libraries? >> Yeah, that's such a great question

42:00

and I think it can be really hard when a lot of the hate and violence seems to be directed at you

42:06

or those you care about. And when that is compounded by the silence

42:12

within our library spaces, the lack of acknowledgement can really add to that feeling

42:20

that so many of us have of being invisible, right? Right now, I mean, I think a lot about the anti-Asian violence,

42:30

but I'm also thinking a lot about the anti-trans hate and legislation, as well, since my partner is trans.

42:38

And I think, again, that's that intersectionality, right, of I'm not trans, I'm queer, my partner's trans,

42:47

and it definitely impacts how we move through the world. You know, we think a lot about when we go places

42:55

like will this be safe for someone who's trans. Will this be safe for someone who's Asian?

43:02

Will this be safe for someone who is woman-identified? And, you know, for so many of us, that's so much work, right,

43:09

to just when you want to just go out and be in the world. I think that, you know, being able to kind of have a community

43:20

of folks to grieve with, but also a community of folks

43:25

to celebrate our queer Asian joy with, has been so lifesaving to me. We have a lot of queer AAPI in our lives, other queer AAPI

43:37

who also have children, and I feel like, you know, I don't know. It sounds so cliché but I do feel

43:46

like those children are going to change the world, you know. And I feel like having that community to grieve

43:53

and rage together, and to celebrate the joy, and to celebrate the future, you know, is super-important.

43:59

I also have been getting really into, which I know so many of you are already into, reading BIPOC fantasy and sci-fi.

44:06

Which is really just recreating, you know, worlds where we thrive, not just survive, but thrive,

44:13

and that has just been really revolutionary and amazing. And then I also think that, you know, when we talk

44:19

about self-care, a lot of times within our communities, you know, it's seen as an indulgence, right?

44:26

And so many of us were raised with these work ethics, right, and that individual indulgence is not okay.

44:34

And when we think about self-care as an individual indulgence, that conversation really excludes systemic institutional

44:40

oppression, right? And since we don't acknowledge structural oppression or inequity, you know, in libraries, a lot of times.

44:49

That we're really missing out how self-care is a vital tool for survival and a preservation tactic for us, right?

44:56

It helps retain us in the field. It's an ethical priority. It's critical. And, you know, we are all facing these additional hurdles

45:04

of racism, micro aggressions, tokenism. You know, we're code switching at work. You know, we racial battle fatigue, and so we need to talk

45:11

about self-care, whatever that looks like for you, right? Maybe it's like, you know, going for a walk.

45:17

Maybe it's reading sci-fi. You know, the other day, I sat in my kid's wading pool because it was sunny, and no one was home,

45:24

and I pretended I was at a fancy resort. Whatever that looks like to you, we really need to kind of remove

45:30

that stigma of taking care of ourselves because I can't fill up anybody else's cup if my cup is empty.

45:41

>> Yeah, thank you for that. So just our last portion of our talk is about BIPOC solidarity.

45:51

So I think, Alanna, I'm just really curious what does it mean to stand in solidarity with BIPOC?

45:58

>> I could talk about this for an hour, but I'll wrap it up in a minute.

46:04

So as many folks we know, APALA is just one of six national associations of librarians of color.

46:11

As an organization, we work hard to support the other associations of librarians

46:17

of color while acknowledging that, you know, different issues are going to impact each

46:24

of our communities differently. But that we can still support our struggles.

46:33

I also think it's something to allude

46:40

to something Annie said earlier within our own APALA umbrella, our own AAPI community.

46:45

You know, we're not a monolith. How can I stand with folks within our community

46:52

who have different struggles than, you know, folks from, you know, East Asia?

46:58

Or folks who have more privilege like folks who are multiracial and what have you?

47:03

How can we all together work towards anti-racism and dismantling white supremacy in our libraries, you know?

47:12

We are definitely stronger together than we are separately.

47:18

And, you know, Annie and I have talked a lot about some of the things happening in Florida.

47:24

Where there is definitely very strategic wedges being driven

47:30

between, you know, the African American community and the Asian American community, you know.

47:35

By having the governor mandate that AAPI history can be taught in school but Black history, African American history, cannot, right? It's a deliberate choice to try and divide our groups and I think we need to be more strategic and use all

47:41

of our intelligence and smarts to really just say, "No, like that's not what's happening," right? We are definitely stronger together.

47:49

>> Thank you for that. And in closing, we just wanted to leave you all with a quote

47:56

from Mariame Kaba, who said that hope is a discipline. So hope is something that you can practice even though,

48:05

you know, sometimes it is really hard to access. So we understand that doing this work can be really dispiriting.

48:13

It can be really exhausting. It can be really sometimes very risky. But I believe that we do this work because we have hope,

48:20

hope that we can work towards a collective like and betterment for our own futures.

48:26

Despite the setbacks that we may face and despite setbacks that we perceive even with the little bits

48:32

of progress that we do make. And I think just knowing that when you feel tired, when you're exhausted, that being in solidarity

48:40

and having community with each other means that somebody else can also lift you up. Or help you when you need it and I hope

48:46

that we can all be inspired to try to help that person, too,

48:51

when they need that help. And I think before we end, we did want to just acknowledge some of the things

48:59

that Alanna was talking about, some of the really oppressive and scary politics that are happening in our country.

49:04

Especially in Florida where they have politicized and criminalized learning about critical race theory,

49:09

African American history, books about people of color. And now basically criminalizing being queer and trans.

49:17

And so I am also going to share a few links in the chat to support specifically trans people in Florida.

49:27

Again, for all of us that practice hope and to also, you know, build community and help each other.

49:36

So with that, that is the end of our official talk. Sorry for being five minutes over.

49:42

Alanna and I are available via e-mail if you have questions, and then if you have any other questions, you can put them

49:50

in the Q&A and then we will type out the answers. But yes, thank you, again, for your time,

49:56

and also, this opportunity. >> Thank you so much, Annie and Alanna.

50:02

Such words of wisdom. Thank you for the courage to share all that you've learned,

50:08

all of your experience, so many great ideas, and cool use of technology.

50:14

I love the dynamic word clouds and bringing us into your discussion.

50:19

So we do have time for some questions, so let's open it up to questions.

50:27

So feel free to use the Q&A. Annie and Alanna could answer those question.

50:35

So we do have one question. What are the other five BIPOC library associations?

50:42

>> So it looks like Annie is furiously typing the answer.

50:47

We have the Chinese American Library Association, the American Indian Library Association, REFORMA for Latinx

50:57

or Hispanic-speaking folks, Black Caucus of the American Library Association.

51:04

And the Joint Council of Librarians of Color is also one of the national associations of librarians of color.

51:11

>> Fantastic, Alanna, and – >> Most of us are also members of the Joint Council

51:19

of Librarians of Color, which puts on a fabulous conference every four years,

51:24

three years. >> Wonderful. Thank you, Alanna. And Ray would be mad at me if I didn't mention I'm also on –

51:31

a board of director of the Chinese American Library Association, which does very, very excellent work.

51:37

>> Yay. >> Thank you. So other questions? We have a few more minutes before we move

51:44

into the next panel discussion.

51:52

Okay, well, so, let's see. So we have a comment.

51:58

"Especially as leaders, how do you distinguish between knowing when you may be misreading a situation

52:03

and when you're simply reading a situation from your own othered lens?"

52:11

>> I think that's a good question. I think, I mean, we didn't really touch on like micro aggressions.

52:18

But I think when you spend your whole life feeling othered, I think it's easy to have doubts

52:24

about you're perceiving a particular situation. And I think that's where having a peer or a friend

52:32

that you can run something by just to say. "Oh, hey. This is what's going on. Like am I perceiving this this way

52:39

or is this actually what I think it is?" And I think just getting that validation.

52:44

But, I mean, the other part of this, too, is like, you know, because we were socialized and, you know,

52:50

normalizing micro aggressions and things like that. I think that self-doubt is just ever-present

52:56

and that's something that not all people have to experience that. And it's just something in particular that I think people

53:03

of color have to face, especially in our field. So that's just one thing that I know I do.

53:10

I don't know, Alanna, if you have anything to add there. >> Yeah, I would definitely say having other people you can call

53:18

up and be like, "This thing happened." And they can say, "No, that was really messed up.

53:24

You're not imagining it." Because I think a lot of times, it can make you feel bananas when you are being micro aggressed

53:30

or other on a daily basis. It can make you -- it can skew your sense of reality, right, and you can start to doubt yourself and your own intuition.

53:38

I think a lot of times when you are reading a situation a certain way, it's that way.

53:44

And like Annie said, you know, being told by other folks like that's not really what happened or you're overreacting,

53:52

it can cause you to doubt yourself, as well. So I think having folks that you can ask

53:59

and I also just I really believe in trusting your own intuition. And, you know, I say that knowing that it took me years

54:06

to actually get to a place where I could actually hear that voice and listen to it.

54:11

Because there's so much outside noise telling you that you're not enough or you don't belong.

54:19

>> Excellent, Alanna. Okay, well, why don't we go ahead and move on to the next panel discussion.

54:26

Just delighted, again, for the amazing leaders that have stepped to the plate to discuss

54:35

and share their experience. So we have three amazing panelists, Patty Wong,

54:43

former ALA president, of course many other things that she will share with you. Terry Park with the Asian American Foundation,

54:52

and of course, also a lot of other amazing experience. And Lily Chen, former partner in crime with me in North Carolina

55:01

and fellow rabble-rouser who will also share with you her experience. And also is expecting a grandbaby anytime now,

55:09

apparently, Lily, and so congratulations on that. So let's go ahead and jump in to our panel discussion.

55:17

So let's start with could you please provide a brief bio

55:23

of yourself? And why you felt it was important to join today's panel discussion in recognition

55:29

of Asian American, Native Hawaiian, Pacific Islander Month? And let's start with Lily.

55:37

>> Thank you so much, Anthony, for inviting me. I am super-excited about this conversation.

55:46

To this month, obviously is an Asian PI Month. Also is a Mental Health Awareness Month, Nurses' Month,

55:54

and let me just say, of course, we just celebrated Mother's Day, right, so a belated happy Mother's Day

56:00

to all and grandmothers. Today, I think I -- this is related to the Asian American history education.

56:09

I think that the role that I play mostly is as a mother of five children and a soon to be grandmother of two,

56:17

as well as a [inaudible] mental health advocate. So I'm also a nurse educator, as you alluded to,

56:24

so I'm a nurse faculty member at North Carolina Central University and a community organizer.

56:30

Yeah, that's about me. Thank you. >> Thank you, Lily.

56:36

Terry? Patty? >> Terry, do you want to go first?

56:45

>> Sure. So my name is Terry Park. I'm the Education and Narrative Change Program Officer

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at The Asian American Foundation. TAAF has been around for about two years, so we're a new foundation.

56:57

And the work that I do oversees two pillars, so in education,

57:04

we're advancing K through 12 AAPI history in as many states as possible.

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As well as building a network of professional development providers to share high-quality curriculum to as many educators,

57:19

including teachers to deliver that AAPI history in K through 12 classrooms.

57:24

As well as supporting higher ed efforts, so trying to build up Asian American and Pacific Islander studies programs

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in the US. And that's more at my background. I was a professor of Asian American Studies

57:38

for about eight years. I was a teaching-focused professor in about eight institutions across the US

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from Ohio, to Massachusetts. And most recently, the University

57:51

of Maryland College Park where I was a faculty member in their Asian American Studies program.

57:57

So, yeah, higher ed is -- and education in general,

58:02

is a deep passion of mine, something I've been doing for a while. And then I also oversee our narrative change pillar,

58:09

so that's the other side, the other identity that I hold. Before academia, I was an actor, performance artist.

58:16

I did a solo show off-Broadway that explored my Korean American identity, second-generation Korean American identity as someone

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who grew up in Salt Lake City, Utah. And how that identity was shaped by my parents' experiences during and after the Korean War.

58:33

And so it addressed issues of intergenerational trauma, war, and race.

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And so a lot of those topics and themes informed my academic work. And so, yeah, I'm really excited to be here, really honored to be

58:48

with the panelists as well as the speakers. I just want to say that was an incredible, incredible talk

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and really, for me, modeled a kind of a feminist presentation

58:59

where it's not just one person talking to an audience. I loved the dialogical aspect of it, how interactive it was.

59:09

So, yeah, really excited to be here and I live on Ohlone territory, otherwise known as Oakland, California.

59:17

Thank you, and I'll kick it over to Patty. >> Thanks, Terry.

59:22

That was great. Actually, I think one of the things that brings us all together is our continual learning

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from one another about not only the diversity of communities that we live and serve.

59:34

But who we are and how much we have to share together. I identify as third-generation Californian Chinese American

59:41

with roots in Hawaii. I've been a librarian for 39 years now and I think all my entire professional career

59:52

and probably my life has been based on identity and communication.

1:00:00

And how to share the richness of that and not be defensive about everything.

1:00:06

But I've been the first in so many things, in so many communities.

1:00:11

I currently serve as the city librarian for Santa Clara City Library, so and I'm very proud of the fact

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that actually we're about 42% Asian here. And there's the reason with – part of the reason why I wanted

1:00:24

to come up to serve in this community. One of my critical roles, as Anthony mentioned,

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has been that I am the first Asian American president of the American Library Association. And that is the first in over 150 years.

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So that's not a tall order, but I think part of the reason why

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so many of the great articulation of our five national associations of librarians

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of color and the Joint Council of Librarians of Color. Is because ALA did not look like us and continues

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to not necessarily look like us. It's precisely because of that precedent about why I'm here.

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I have been both reviled and appreciated because of who I am.

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But the thing I think that inspires me the most is seeing the faces of my community, of people who look like me, who are inspired

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and motivated because of what I represent. And that's a big responsibility, but it's also a delight

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to be able to serve my community as well as I can. And that, indeed, helps lift

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and support others, so I'll stop there. >> Thank you, Patty.

1:01:45

Thank you, Lily and Terry, as well, for all that you do, and again, joining us, today.

1:01:51

So the next discussion topic is in many ways the model minority myth.

1:01:58

So the traditional stereotype is that members of the AANHPI community are all highly-educated, affluent,

1:02:05

in general, don't need as much help as the other underrepresented minorities.

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So let's discuss your thoughts about this and we'll start with Terry.

1:02:19

>> Yeah, so I mean, I think in, you know, a lot of ways, Alanna and Annie addressed this topic in their talk.

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The ways that, well, first of all, how, you know, there are certain privileges in certain segments

1:02:37

of the Asian American community and I think we, you know, need to recognize those privileges.

1:02:45

So, for example, for me, I'm a cisgender man. I'm East Asian American, Korean American.

1:02:52

I come from a middle to upper-middle class household. I grew up partly in San Jose, actually,

1:02:59

before my family decided to move to Salt Lake City, Utah, for some reason.

1:03:05

But, yeah, in a lot of ways, my upbringing exemplifies the model minority myth, right?

1:03:13

We did have some class privilege. At the same time, that doesn't inoculate us from other kinds of discrimination.

1:03:21

You know, Anthony, you shared some of your stories, your vulnerabilities.

1:03:26

For me, I have a memory of being five or six years old

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in San Jose waiting for my mother, my immigrant Korean mother, to pick me up from school.

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And I remember as she approached me, she called my name out,

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and she's not a fluent English speaker, and I remember seeing a couple of white kids nearby laugh at my mother.

1:03:51

And even as a five-year-old, six-year-old, I knew exactly why, why they were mocking my mother.

1:04:00

And it just shattered me. And in that moment, I learned that my mother was not normal,

1:04:11

did not belong to San Jose, to California, to the US, and by extension, I didn't belong.

1:04:19

And so I think one of the insidious parts of white supremacy, no matter your class level,

1:04:26
ethnic background. Is it can -- those ideals
1:04:31
of who should belong can be internalized to the point where you decide to hate your own mother.
1:04:37
And that's what I learned to do. I think from that point on, and especially in Salt Lake City,
1:04:43
Utah, which is predominantly white, predominantly conservative, predominantly Mormon.
1:04:49
I understood that my belonging was contingent on whiteness
1:04:56
and my entrance into whiteness, which I tried so hard to do,
1:05:01
constantly knocking on the door of whiteness. And I just -- and I couldn't gain admission.
1:05:08
And I remember blaming my mother for that reason, right? So, yeah, I mean, I just wanted to share that personal story
1:05:19
and also recognize that there are significant communities
1:05:25
within the AAPI umbrella that do not match the model minority myth.
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That are not Crazy Rich Asians. That aren't going to the Harvards, and Stanfords, and MITs.
1:05:36
That do not have intergenerational wealth. And so I think we need
1:05:42
to highlight how the model minority myth is exactly that, right? For especially Southeast Asians, refugee communities,
1:05:51
certain pockets of South Asians, excuse me, as well as certain East Asian Americans, right? In New York City, the
group
1:05:58
that experiences the highest poverty rate are Chinese Americans. So I think we need to disaggregate the data
1:06:05
and have a more complex understanding of the inequities within the AAPI community.
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So we can have these tough conversations on our privileges and on the power imbalances.
1:06:21
>> Thank you, Terry, and I think you just reiterated why shallow labels really are incorrect and invalid, right,
1:06:29
and I think we -- and I appreciate you sharing that, as well, your experience, Terry. Lily? Patty?
1:06:35
>> Yeah, Terry, thank you so much for sharing your experience.
1:06:41
As a mother, right, as I alluded before, as a immigrant
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from China, as a graduate student. So what I experience was that I didn't know what was going
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on with my children when they were experience micro aggression, even being bullied.
1:07:05
One of my children has been bullied for ten years. I didn't even know because I didn't grow up here
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and I didn't experience -- I didn't have these experiences. So as a immigrant first-generation parents,
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we didn't know what was going on with our children. And that -- because of that experience they have

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and that I can share later on and they have impact on their mental health.

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I also work as a school nurse for over ten years, so I saw -- I remember one incident I work in high school that one

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of the children, Asian children, got caught with using drugs.

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He was just shaking uncontrollably, shaking uncontrollably, and we haven't said anything

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yet in the health office. So finally, he say, he goes, you know, "My parents are going to kill me."

1:08:03

Because the expectation of the model minority perpetuate internalized on them

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that they are even though her parents may not be -- have their parents, we love our children the best we could,

1:08:19

right? But it's just the expectation and of the model minority myth internalized on them.

1:08:28

And you realize how these incidents is going to affect him.

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So in another limitation or negative consequences

1:08:41

of when the children -- because we know that we are not -- like I'm not very good at math, right? Because a lot of our children not necessarily academically

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excelling, but they expected to. So what that means is that when they're really struggling, it's,

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"Oh, you know, you're supposed to be smart. You should be getting this." So so many of my friends' children, they're struggling. They're applying or they're wanting to get extra help

1:09:04

in school and they're not because, you know, "You should be fine." So our kids actually just suffer in silence.

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And lastly I want to say is as a nurse in terms of health data, that is so incredibly important.

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That and actually the status report out of the [inaudible]

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that released last year and they say that they couldn't even get any Asian American data.

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Terry, you're a researcher, right, of health disparity because we're so underrepresented, understudied.

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They couldn't even have the data to show the health disparity in Asian Americans [inaudible] outliers, right?

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So these all as result of the structural racism and including model minority and we're doing fine.

1:09:49

You're not supposed to get sick. And if you're getting, so there's a lack of health data. And, you know, we all know this part of the reason is only 0.17%

1:09:58

of the National Institute of Health funding goes to the AAPI communities and 0.7, you know,

1:10:04

I learned that from the past summit. Thank you so much for a fantastic summit. Less than 0.7% of the philanthropy money goes to AAPI.

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How do you expect us to have the resources to pay attention to our own community?

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And that's what I experienced was the first year I just finished my first Ph.D. study in the University

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of North Carolina Chapel Hill. It's that all the studies were 20 years old.

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They're using the secondary data analysis. I couldn't find too much of data to illustrate the struggles

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of our own community in terms of mental health. So I decided I wanted to do original research, collect my --

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the first primary data. So these are the some of the things that I think that have the model minority really have an impact

1:10:53

on a personal level, community level, as well as societal level.

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>> Thank you, Lily. And Patty, I just want to say you are an incredible role model and I want you to know what you've accomplished

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in many different directions is inspiring to us all, so I just wanted to share that. But go ahead, Patty.

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>> Thank you. Thank you, Terry and Lily, for sharing both personal, but also your professional endeavors in terms of the study

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of our community, and the richness, and depth. And actually, lack of attention I think is what you're sharing,

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because there is already this assertion that the AANHPI community is doing well.

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You know, regardless of whether we like it or not,

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that model minority myth, we need to actually disassemble it ourselves. And otherwise, there's going to be this increasing disparity.

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What we know to be true is actually Pacific Islanders and Native Hawaiians actually are the most economically

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challenged with the greatest health disparities. So you can't keep combining groups together like that.

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I think one of the things that frightens me all the time is that because we have learned over time to lean

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in to these fairly racist notions

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of the federal government including all of these peoples together. And because that's where money's coming from.

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That's where opportunities are coming from. We continue to lean into that minority methodology

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that actually we're all the same when we are not and we need to actually challenge, I think,

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those notions quite a bit, actually. I -- and actually develop maybe our own methodologies

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for actually representing. It means we have to count our own people. It means we have to assert in different ways.

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It means that we have to publish and make room for all of those things. And I think one of the things that Anthony asked us to do is

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to think about how libraries can make that difference. Libraries can actually support, and articulate,
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and bring together different levels of leadership and research, and work with you, Lily, and Terry, and Anthony,
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for really articulating. I'm so glad that we're part of this because we need to start becoming our own scholars in terms
of the work
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that needs to be done. And inviting community to be part of that because part
1:13:37
of that is the education of all of our communities to do this well and to take some responsibilities, I think,
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in terms of changing the narrative.
1:13:52
>> Thank you so much to all three of you. We could spend hours talking about each of these prompts,
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but let's go ahead and move on to the next one. So the next one is really addressing the increase
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in violence head on. So what do -- what does the panel feel is behind the
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increase in violence, xenophobia, and overall discrimination being felt by some members
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of the AANHPI community? And I'll share that the doorbell ringing and the trash
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on the doorstep, I think as Alanna and Annie mentioned, you know, I'm not even sure if it was specific
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to me being Chinese American. However, we're pretty confident it is because, of course,
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the increase, you know, and the time period that it occurred. So what's some of the causes you feel are behind this
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and also what can people do to help? We'll start with Patty. >> Thanks, Anthony.
1:14:55
I think actually since all of us have mentioned different experiences in our lives,
1:15:02
I believe actually it's been with us for a long time, not just now. I do think that there's -- that the increase though
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and the increase of awareness is due to more people reporting, which is essential.
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So for all those people listening, please encourage your team members to say something.
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But I think the increase is due to social media, to misinformation about our COVID experience,
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political rhetoric, racism. I encourage everyone to do the following, which is, of course,
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and I took this directly from the Stop Asian Hate website, but I think it pertains to everyone.
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We need to report. We need to educate. We need to engage. We need to be an upstander in the work and I know that
sort
1:15:53
of is the common theme that I'm threading through my answers but I do think that it's so critical for us
1:16:00
to not let this opportunity pass us by. And we need to stand up for what we believe in.

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I do think that libraries can do a number of things, actually. In terms of their programming, in terms of their connections,

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in terms of the celebrations that we bring, in terms of becoming more aware,

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in terms of actually establishing the reading list. I'll tell you there's one story.

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There's also things that we do to each other and so I'm going to just share one thing. I was in – I don't mind saying this out loud.

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I was working for the city of Oakland as a student intern actually during my library school days.

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And a wonderful teacher from our local immersion Chinese school

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came to me and said, "I want a list of all of the great Chinese American and Asian American books

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for kids because they're not able to see themselves." And I said, "Fantastic." So I went about and put it together.

1:17:01

And she said, "There's a couple that you're missing." And, you know, I wasn't a stack person.

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I was an intern, so frankly, it got to be a little elevated because she wanted to chastise me.

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And I had left off two stories and I'll share them with you

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because I think they epitomize – and people may not remember these, but back in the day,

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these were published in the 1930s. The Story of Ping was one of them

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and then The Five Chinese Brothers was the other, not the new version we've got, but the old version.

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And I said to her, "Let's take a look at these books and see what they say to the children in your classroom."

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And when she looked at them, she said, "They're Chinese folktales." And I said, "Well, number one, they're not Chinese folktales.

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They are American versions of things that actually were perpetuated as Chinese because they needed

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to have, you know, they needed to have a function, and a ground, and an anchor. But look -- let's look at the illustrations

1:18:06

and what do they say to your children?" I said, "They are stereotypical.

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They have – the individual characters participate in things that are extraordinary and also lazy and dumb,

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and there's some characters," I said, "are very not positive. And so what you want to do is share the best

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with your children, not just because they have Asian characters."

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And so, you know, we were able to actually get to yes there. But what I'm sharing with you is that sometimes we need to take

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that time to educate even the people who are closest to us in the field. Because we don't all grow up and we don't --

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we're all learning together. So I share that with you as how libraries and library staff can make a difference in the choices

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that they make, in the dialogs that they present, in the programs that we can share.

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Because one group uplifts others, so anyway, I'll stop there. I know that the others have a lot of great things to share.

1:19:06

>> Thank you, Patty. Lily? >> Thank you so much, Patty.

1:19:13

I, you know, again, as a parent, I would love to have more books

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on Asian American history. My oldest child, again, I had no idea, so when she went

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to college and I think the second year, so we had conversation and she really started very emotional.

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And she asked that, "Mom." I said, "I had no idea. I thought that Chinese American history started when you

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and dad came to this country in the 1980s because we learned nothing about our history in the school."

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And we live in Chicago, so one of the suburbs.

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I'm not going to name you which one, right? It was considered as one of the best schools district

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and my children really had a superb education, right? Nothing about it.

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So I cannot emphasize enough what you're doing and so that my grandchild and grandchildren will be able

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to learn since preschool. And so now my daughter has a lot of books about Asian history,

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about Chinese American history, about minority [inaudible] and reading to her, my granddaughter,

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my lovely little granddaughter. So that's what I was hoping.

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>> That's wonderful, Lily, and I think, too, what everyone is saying that's so important is having raised three.

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My youngest is 20 now, it's very tiring, and go into the library,

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go into the bookstore, if those books aren't easily convenient, as well. Oftentimes, it's not going to be part of the collection

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that you purchase for your kids, so -- or borrow from your kids. So, yeah, very important points from all three of you.

1:21:02

And Terry, again, thank you for TAAF, for the work that you all are doing, because it is addressing strategically,

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you know, such a need across the lifespan. To then, I think as Patty said, we need to tell our own stories.

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We need to set the record straight. >> Absolutely, and I, yeah, it's very moving to be a part

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of this panel, and to hear from Lily, and Patty, and everyone else here.

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So, yeah, at TAAF, we want to normalize

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and institutionalize AAPI history in all 50 states. So that we're not reduced to a paragraph, or a sentence,

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or some throwaway page, but to show both AAPIs and non-AAPIs

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that AAPI history is American history. That's a mantra that we've been repeating.

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And I would go even further than that. I feel like that's not enough.

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I would want to also emphasize that AAPI history is intrinsically a part

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of Black history, Latinx history, Native American history, LGBTQ+ history.

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That these histories cannot and are not segregated

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but that they are deeply intertwined and intersectional. And so we cannot lift up our own communities without working

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in solidarity, in coalition with other communities in order

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to combat the divisive nature of the model minority myth. And it's really honoring the legacy of the birth

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of Ethnic Studies at San Francisco State College, at UC Berkeley in the late-1960s as part

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of the Third World Liberation Front, right, that wanted belonging.

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But also questioned the terms of that belonging. And so I think that's something we need to do, right?

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We should assert our belonging, but also at the same time, redefining what are we belonging to.

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Lily mentioned that we had a summit a few weeks ago in New York City and among the many great panels,

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we had one on the Status Index Report. And I highly recommend folks check out our website,

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check out the Status Index Report. It speaks to the need to document our own data, right?

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And one of the panelists, Paul Watanabe, a great professor

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at U Mass Boston, along with Russell Jeung, who cofounded Stop AAPI Hate.

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You know, they both said, you know, we live in a country of mass incarceration, mass deportation.

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And so if that's what we want to belong to, then maybe I want

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to remain a perpetual foreigner, right? It was a pretty I think disruptive and radical statement, but I think it's something

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that we really need to reckon with, right? Not just simply assimilate into a society ridden with inequities

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but to transform those inequities so that America is a place of belonging for all of us

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and not just for some of us. And so that's what we're aiming to do

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in our education work at TAAF. I think, you know, that's our North Star and --

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-- yeah, I'll just end it there. >> And let me just, I guess, concluding thought

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on this topic is that the cup half full is that I think because of the increase in violence and xenophobia.

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So many of us are now pushing back and refusing to remain silent any longer.

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And I think that as Patty well stated, it was there all along. And to be candid, we know that these acts

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of violence are just a tip of the iceberg and it does reflect, unfortunately, how some of our neighbors,

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etc. think about us, right? And so I think the one positive, many positives,

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but one of the biggest positives is we're having this conversation now. TAAF was formed and we're just not going

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to be silent any longer, right? And I think that I'm very excited about the possibilities

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that we have for Lily's great, great grandchildren, hopefully mine, at some point, as well, so thank you.

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Now let's talk about mental health. So mental health, of course, is a challenge,

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an issue in all communities, but I think it is also as part of the model minority myth and also part of some of the culture

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of some of the ethnic groups at AANHPI. So let's talk about mental health.

1:26:02
So mental health is also starting to become more of a discussion in our community. What are some of the issues around mental health being faced

1:26:08
by members of the AANHPI community? And let's start with Lily.

1:26:16
>> Thank you, Anthony. I'm so glad we're finally talking about something I'm so passionate about.

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So as we talk about model minority myth, right, we talk about history.

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We talk about the underrepresentation

1:26:38
in our community and what that does to our health or mental health.

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You know, you can't have health without the mental health, right? This part of wellness is that we have increased mental health

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crisis across the board, but especially in AAPI community because of the factors I -- we just have collective addressed.

1:27:08
The issue is that facing our community is

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that I think it's awesome we talk about anti-Asian hate. We break the silence like a situations like right now

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and we share our stories, recognize intersectionality of our community, as a whole.

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What we haven't talked much about even with TAAF,
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just allow me to be honest, and even with a lot of organizations, that we have not talk about feeling
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and the effects of this anti-Asian hate. These horrible things happen to us, how that affect
1:27:48
to our health and mental health. And racism is a strong predictor,
1:27:56
one of the strongest predictor of mental health. We know that our community is suffering
1:28:02
and our kids are suffering. Then we did a national survey
1:28:08
at the Chinese American convention 2022 that I'm part of United Chinese American.
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This national coalition for Chinese American organizations dedicated to civic engagement, youth development,
1:28:21
and heritage sharing, right? So we had the national convention in DC last year
1:28:27
that we did a survey about it's not like a TAAF, a status report, right, but it is something.
1:28:33
It's still data that 43 of our children, of the youth, that experience mental health symptoms.
1:28:41
And majority experience a micro aggression, racism.
1:28:47
It's very consistent with the national data, whether it be the status report of Committee 100 that came out.
1:28:53
But I haven't seen much about the solution and about the resources are dedicated.
1:29:01
We know that there's a problem and it's intuitively we know that, but what about the resources that dedicated to
improve
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that mental health our children, our youth, right? I have, I think, this is one of the biggest challenge.
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And piggyback on what I have shared before, that we don't have enough resources from the mainstream,
1:29:23
the NIH or the philanthropy, right? So I think this is the biggest challenge, but we can't –
1:29:31
suicide is the leading cause of death in Asian American youth 15 to 24.
1:29:37
Yet Asian Americans are three times less likely
1:29:42
to seek mental health services than white and lagging behind all minority groups.
1:29:49
You have – you know that. We know that we are a community, we're trying to save face. We have culture barriers.
1:29:55
We have a language barriers. We have a provider mismatch. Even when we get help and then we don't perceive as
helpful,
1:30:03
so we have these suicide the leading cause with less likely help. What is left for the community members?
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We cannot just wait until the bilingual providers are being

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trained and -- or the mainstream providers are being -- having to train of our culture sensitivity training,
1:30:21
all of that. As a community organization, that's my most important hat as an advocate.
1:30:27
We must do something to help our kids because of this gap. So I don't want to just leave you guys or leave the audience
1:30:35
with this grim outlook for the mental health. I want to share with you that I think a lot
1:30:41
of community organizations, including NAMI Chinese, including UCA WAVES that I'm the project director for.
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WAVES stands for wellness, advocacy, voices, education, and support, that I just have a keynote speech
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at the [inaudible] on how we operationalize WAVES. That we did mental health diversity training.
1:31:04
We overcame so much barriers. We got federal funding from the SAMHSA
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and we making a documentary film about Asian Americans' families experience with mental health.
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We have Chinese American families. We have families coming from LGBTQ.
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We have families from the Sikh community. It was just so empowering, so empowering,
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to hear the collective trauma that we often experience at the same time.
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And realizing we just cannot sit and wait. Everybody can do something about it for the parents and for all
1:31:43
of the people in audience, simply as the parents would just say. "How are your children doing? How are you feeling?
1:31:49
How's your school life?" Simple things like that, just active listening, empathetic listening.
1:31:55
They don't need you to be their teacher. They need you to love them, right? As an advocate, TAAF, or Anthony, all of you here,
1:32:03
we just need to advocate for more resources. We have a bigger pie so that all we can get our resources.
1:32:12
And so anyway, I can talk forever, you can tell, but I'm going to stop right there. I just am really what you're doing here
1:32:20
and what conversation here is really allowing me to have a voice to advocate for our community and that we need
1:32:27
to continue to do that. >> Thank you so much, Lily. And so just to pile on the TAAF, I'm just kidding, Terry.
1:32:34
But I will share with you that the pivotal moment that I shared earlier about pulling our children
1:32:40
out of elementary school. Is that for the first time ever in their lives they were telling me they started to hate school
1:32:48
because of how they were being treated at school, right? And my conversation with the principal convinced me
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that I had to pull them out of school because all she was talking about was academic performance, right?
1:33:01
And so they were not understanding the fact that being Asian American or BIPOC came

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with other issues, right? And that's why -- and to be candid, I think that's why a lot of other people homeschool, as well,
1:33:14
because there's that disconnect. It's -- it need -- and so I just wanted to throw that out that,
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Terry, I think building on what Lily said, even if you're doing well in school, there are other issues, right?
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And, of course, as parents, we love our children. It's not just academic success only.
1:33:31
It's that they're happy, and healthy, and they're not coming home telling us that what's wrong
1:33:36
with being Asian, right? So, anyway, but Terry, Patty?
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>> Yeah, I just really appreciate this conversation and the expertise.
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Lily, thank you so much for lifting up the challenges
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of mental health within our communities. And I think we can all do better, both AAPIs
1:34:00
and non-AAPIs, to not just advocate for more resources,
1:34:06
but culturally-competent resources. Because, you know, as a former educator, former professor,
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I had lots of students come to my office hours. Because they didn't trust the counselors
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at their campus clinic because they weren't trained to understand the specific needs, and histories,
1:34:28
challenges, of Asian Americans. And so a lot of us professors became --
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are de facto therapists, and that's not our job, that I can't hold enough space for my students,
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as much as I would want to. So we need those tailored resources, right,
1:34:51
and I think we can all advocate for those resources at our campuses, at our communities.
1:34:59
I also wanted to add that -- and this kind of touches on, again,
1:35:06
the amazing talk by Alanna and Annie about patriarchy
1:35:11
and the need to dismantle patriarchy within our communities.
1:35:17
You know, I think another pernicious stereotype that's specifically aimed at Asian American men is
1:35:24
that we're not masculine enough, right? We're not manly enough.
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That's a stereotype that's haunted us for decades, for centuries, especially in film and television,
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from Long Duk Dong in the 1980s, to, I mean,
1:35:43
there's so many stereotypes, right? That's become normalized, the fact that we are asexual, emasculated.
1:35:51

And for me, as a young, Asian American man growing up in Utah, I felt that. I knew that, and it -- I didn't understand it, at the time,

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but I think it was a mental health issue. It made me feel awful about myself.

1:36:04

I didn't want to be Asian American and I did everything to prove my masculinity primarily through sports, right?

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And, you know, sort of equating being American and being white as dominating, dominating the basketball court,

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the baseball field, dominating other women. And I think we're seeing the rise in the past few years

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of a rightward turn for some Asian American men who feel

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that lack of masculinity. And then they see the men's rights activist movement

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as a space where they can feel like a real man with incredibly harmful consequences, right?

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For people who identify as women within our communities

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and outside our communities. And so I think as cisgendered men,

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we need to really pay attention to these harmful discourses so that we don't perpetuate hierarchy

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within our communities, within our families. Because it could be so disruptive and to show other models of masculinity,

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that there's not just one way of being a man, but that I think there are models within our families,

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within our communities. That emphasizes collaboration, collectivity, that moves away

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from individualism, that says it's okay to cry, to be vulnerable, to be empathetic, to go to therapy.

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It's okay to go to therapy. Actually, it's great. I go to therapy. I love therapy. I can't get enough of therapy and I think we're seeing more

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of that in film and television a little bit. I think we need to lift that up more. I think Jeremy Lin is actually a great example

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of an empathetic Asian American masculinity, right? I think he's cried in press conferences and he was --

1:38:05

he received a lot of flak for that, for just sharing his emotions. I think we need to honor that kind of masculinity

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within our communities. >> Fantastic, Terry. Lily, you had a comment, and then we'll go to Patty.

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>> Yeah, I'm so sorry. You know what? I wanted to think about what Terry say. You know, Sammy Lu [assumed spelling] came to your summit, right?

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So he was so open. Because I cannot emphasize enough the breaking of silence. You -- I think you say something along the lines like, you know,

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"My parents, you know, this and that, and I just go to therapy," or just make it very light. I said, oh, that Sammy [assumed spelling], you go!

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You know, I think it's really important because I have a son, too, right? So we don't want to that I think we owe our emotions.

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It's okay to feel sad. It's okay to cry. It is okay to let your, you know, I was talking

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to Edward [assumed spelling]. It's okay to feel angry. We are entitled to have feelings, emotions, even though we may not have the language

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to describe it, but it is normal. We recognize that and that's great. Sorry, that's it.

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>> That's actually a wonderful addition, Lily. Thank you both for being so honest, and open,

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and persuasive, to our community listening that we need to take action.

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Here's my comments on a few things. I think we are getting to a point

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where everything personal is political and every one of us has a responsibility to take some action, whatever that may be.

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You know, I think -- I agree, Lily, totally, we need more resources. I also think that we need to be a little bit more imaginative

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about what we can do locally. So one of the things I'm going to challenge all the library people, because there's going

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to be a lot of library people in the audience, to do, is to think about organizational change.

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We need, as a community, to be youth development organizations. We cannot rely on other people alone to take

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that responsibility on. Every young person is an at-risk person and they need to know

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that we are there to support them. You know, it could start with something as simple as looking

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at the 40 assets and actually being mindful that that young person needs -- if you could just remember their name.

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If you could just smile. If you could just make sure that they feel connected.

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I'll give you an example. When we were in -- and it's a collective. It's not just the library. It's everybody around us.

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When we were -- when I was working at Davis and Yolo County as the librarian, I will tell you the worst day

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in my life was when we had to go. When the kids got word of where they were going

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to go to college. And collectively, the Sheriff's Department, and PD,

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and the library had to go to the railroad tracks to make sure that none of our kids walked on to the tracks

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because they didn't get into the school. Because there was that much pressure. So I'm not saying, you know, so that's part

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of that whole model minority myth and a lot of pressure that we put on our children, a lot of pressure they put

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on themselves, but for what, right? So I think we have to understand,

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and there's cultural nuances to everything, but I would strongly encourage all of our library folk

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out there, but even in your own institutions. That you become youth development institutions

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in addition to that wonderful mission that you support right now. Because all of our young people need that support.

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But if there's cultural development along with that, that makes it that much richer, and that means, of course,

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that mental health is so important. Mental health is a public health issue.

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And, of course, what we know is that race is the strongest predictor of life success, including public health and mental health.

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And so if we combine all of those ideas, and thoughts, and actually are able to articulate

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to our community, that's even better. I will say that one of the things that I love

1:42:08

that New York did when all of their seniors were actually having a hard time and they were trying to teach self-defense.

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Is that the public library raised their hand and said, "You can come in and use our space for free." Because that was just a resource.

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So I thank all of you for the brave space that you're making for the conversation.

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And the more space that we can offer to this and the shared space, the better. But I definitely think mental health is not only one

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of the most taboo subjects among many of our AAPI communities.

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We need to talk about it. We need to safeguard it. We need to make sure that it's safe.

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If it comes not just commonplace but acceptable within our own communities and our cultures that we make room

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for it, that we make it easy to obtain. That means that maybe we, you know,

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libraries can actually provide some space for some of those things. We have, you know, we have telehealth,

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which but I don't know that we do that much around, you know, health when it comes to mental health communities.

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Anyway, I'll stop there, but I think that there's a lot of things that we can do. I solely appreciate the difficulty that it's in

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and the crisis of the nature of everything, but I do think that we can think collectively

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of some solutions and working together. >> Thank you all.

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And so, Patty, and Terry, and I, are in conversations with ALA to talk about trying to address together some of these things.

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So and Lily, I think we may need to invite you into that conversation, as well. It also amazes me how quickly two hours go

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by when you have the privilege of talking to so many wonderful people and having

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such poignant discussions. But we have two more prompts left that we're going to try to get to. I'm going to switch the order to kind of follow

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up with what Patty was saying. So what can libraries do to best support the AANHPI community

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moving forward? And, of course, Patty gave a good example, so let's continue on that. And what about non-AANHPI members in terms

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of helping address or not continue to perpetuate stereotypes? So kind of a two-parter and we'll start with Patty.

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>> I think I've actually said quite a bit, but, you know, there's one thing that I want to make sure

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that we don't leave off the table. And that is the complexity of being

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within the AANHPI community is also that we are also mixed.

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And so I wanted to bring that up because that's actually spoken about by a number. My children also are mixed, and I will tell you,

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it's a different milieu. It's a different kind of experience. It is not the same as -- so I wanted to actually kind

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of showcase that because my kids are already talking about how can we create some activism around,

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you know, we use the word hapa. But it really is any children who are of mixed who actually have a very --

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and they're worried about their future because they are treated differently and they treat each other differently.

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And, anyway, what they had suggested to me is actually that we create more open space for forums like this

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so that community can start to talk about it. And that, you know, especially around, you know,

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other ways that we can create more equity. One other way that I didn't talk about is digital equity and,

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you know, libraries are great places to meet, and to provide programs, and to feel --

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and the collections, certainly. But what we know to be true is that a lot of our population is still not --

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they don't have the same access that other people do and that I mean by digital access.

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Most of the community that -- community success and even engagement, getting jobs,

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applying for anything, requires digital access. And in so many parts of the country, we don't have robust,

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free, easily-accessible, high-speed Internet access. And I know that may not be on the top of your thinking

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about what libraries need to do, but it is on my part, that digital equity is key to the success of our community.

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And especially around our AA Native Hawaiian and Pacific Islander community.

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So I hope that libraries will continue to expand the broadcasting and also the access to materials

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and equipment in such a way that is also culturally resonant

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and also equitably based. We need to find out where those holes are in our community

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to make inroads, and to be right there to provide the resources, and to advocate for that at all levels.

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So that's just another way. I'll pass it on. >> Thank you very much, Patty.

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Terry? Lily?

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>> I'm not a librarian. I -- but I deeply appreciate the work of librarians and the space

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of libraries, everyone here. Yeah, I don't want to say much,

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especially if folks have questions, but just to echo what folks said,

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especially around how AANHPIs, we're not a monolith. And so just to prioritize ensuring books

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and other materials that are specific to the experiences

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of Southeast Asians or South Asians, adoptees, multiracial Asian Americans.

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And relying on the expertise of the folks within those communities, right? And, you know, kind of like what Patty described earlier

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with that 1930s book, not all AAPI resources are great.

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A friend of mine who's a librarian and a professor, Sarah Park Dahlen, she told me

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about a recent children's book written by a Korean American. And so on the surface, it seems great,

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but apparently the book makes fun of Korean food, kimchi,

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the sort of odor of Korean food. And how that gets racialized

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to make Korean Americans feel horrible about themselves. Like that was written by a Korean American,

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so it's not a guaranty, right, that resources, books,

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from our communities live up to a good portrayal

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of our communities, right? So that vetting still needs to be there, but yeah. I'll end it there.

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>> Thank you so much, Patty. I would just add one point. That as a community organizer, right, as I am from Chicago

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and a number of our own organizations in UCA chapters,

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community partners, they self-organize and donated, like Chicago Public School.

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They donated about like 2,000 Asian books last year, two years ago.

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So and then this year, as well, in Naperville, where I came from – wow. I just gave away the school district, I guess, but anyway,

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is a great school district and then there's a Chinese American for Action and they also organize book drive.

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Just the community I know and I was very a part of it, too, that I think they're realizing there's incredible power

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in the community-based organizations. They are very much eager to be part of the narrative change

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by doing everything you can. So I would encourage the libraries in collaborating and reach out to the community organizations.

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This really I think not only in to the AAPI history, and also in mental health advocacy, in civic engagement.

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And these are really the mover and shakers, not, I mean, academia, yes.

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It is important. It takes a village, but the real power are coming from the grassroot organizations.

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And so always I would encourage everybody to reach out, to collaborate, and harness that power, harness that resources,

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and also that passion. >> Wonderful.

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Thank you, Lily. Thank you to all three of you. So final question really quickly. Then we can entertain some questions,

1:51:04

is so to all the non-AANHPI members that are here now or will watch the recording.

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What do you want to know – what do you want them to know about you and the community?

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What are some leaving thoughts that you might want to impart to non-AANHPI people?

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And we'll start with Terry. >> Is that question about us,

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specifically, or us as a community? >> Well, I'd say you, first, and then I think as a community

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from a, you know, a nonmember, what would be some kind of leaving thoughts you'd want to share with them?

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>> I mean, one thing that pops up is even though I identify

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as Korean American, Asian American, even though I have a Ph.D. in these things,

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I don't know everything. I don't know everything about Korean America.

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I'm still learning, and that there are different ways to be Korean American, different ways to be Asian American

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or Pacific Islander, and it's constantly unfolding. And I think that's the exciting part is that we're always redefining the project

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and it's a political project of Asian America Pacific Islander,

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and I think that's the work of librarians. I think it's the work of all educators.

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I think it's the work of artists, right, to really push the boundaries, to question the terms

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of what it means to be Korean American, Asian American, etc. So that we're constantly centering

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and uplifting those identities that are marginalized, queer identities, disabled identities, etc.,

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within our own communities. So I'm an expert, but also not an expert.

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There are, you know, lots of experts within our communities and, yeah. >> Thank you, Terry.

1:53:05
Lily? Patty? >> I would say that I really appreciate Annie

1:53:11
and Alanna talking about as AAPI women leaders and I cannot emphasize personally the importance

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of self-care. Because we need to have self-compassion and so that when we are full and then we can extend the
greatest

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compassion to others, especially doing this very, very difficult work. Sometimes it can be very discouraging

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but extremely challenging, so take care of yourself. On the community level, I really, really,

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really wish everything we do, we can have a very strong coalition

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that we can be very inclusive of all the sectors that are involved.

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So we can only be stronger when we are together. So a conversation like this, I think this is

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such a powerful statement of that coalition and that kind of conversation. I think that not only that, it's going to be

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so much more effective, efficient, when we not reinvent the wheels in every sector.

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So that's something I know they taught older and it's so much easy to say that, but it's still my hope and dream.

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>> Thank you, Lily. Patty? >> You know, I lean into a little bit of when Alanna

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and Annie were talking earlier and asking us how we felt at the beginning of this.

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And I will say, part of me is questioning all the time. But I think one of the words

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that I would use again now is not only passionate

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but invigorated and feeling very positive about the work

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that we've done today. Because it is work. It continues to be work as we -- none of this is easy, right,

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and for some of us, it takes years to develop over time. I encourage everyone who's -- to be part of that work, to
engage,

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to not be afraid, to take some brave space. And, you know, to continue to communicate and to work,

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as Lily said, in as a coalition in collaboration with one another. Because we can only go forward.

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You know, I was asked to write a little bit of something for what the libraries of 2035 would look like.

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And this was weighing on my mind a lot is that we have a lot of struggles and we seem to keep on working

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in a circle a little bit but we need to get beyond the circle. It needs to kind of go upward and onward.

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So I'm encouraged and buoyed by the conversation today and I look forward to working with all of you.

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>> Wonderful, and then let me just throw out a quick thought. I would say to all BIPOC and non-BIPOC members

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that you must not stand for or allow discrimination,

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racist comments at the dinner table or in public areas, to go unchallenged.

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I think, again, I'm a big fan, Terry, of Jeremy Lin. He shared examples of how as a Harvard basketball player,

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he would be at the free throw line, and racial epithets would be thrown at him for everyone

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in the gymnasium to hear, and nobody said anything. And I also played basketball, not nearly as good

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as Jeremy Lin, and that happened to me, as well. And at that moment, I lost a lot of respect for my coach

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and my players for not standing up for me when that happened, right?

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And so that's what I would say is that we all can work together, but definitely the majority

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in particular, you have the power to stop it if it's happening. Because it's very difficult if you are being the victim

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to say anything, at the moment, so. With that being said, I want to give –

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please let's give everyone a round of applause, a digital round of applause, for all of their time and expertise.

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I can't thank everyone for their time, their energy, and I think as Patty said it best, it's work, right,

1:57:24
and I think we all feel both excited, but also probably tired because of all that we shared today.

1:57:31
I also want to thank all of our hardworking and dedicated staff that make this possible.

1:57:37
Vivian Zuo, our events coordinator; Alfredo Alcantar, who's with us and our campus administrator and Zoom guru;

1:57:45
Yori Tocanogua [assumed spelling], who is our EDI staff writer, student writer. Steve Hargadon with Library 2.0, who shared this

1:57:53
with his massive following; Nicole Purviance, our director of marketing and their significant role.

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It's important to also illustrate how much work goes into trying to make sure we have successful gatherings like this.

1:58:07
So thank you for joining us. The full transcript, and recording, and summary of today's event will be posted soon

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in our EDI library. Also I wanted to share with you three events coming up,

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so Pride Month led by keynote speaker Deb Sica will be Wednesday, July 5th, from 10:00 AM to 12:00 noon.

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Juneteenth Day, which will be June 20th, actually, will be poet, history -- historian, scholar,

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advocate Binnie Tate Wilkin on June 20th from 10:00 to noon.

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And then finally, our Hispanic Latino symposium will be led by Loida Garcia-Febo, also a former ALA president.

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Final note, in order to support EDI, you must allocate time and resources to doing the hard work to make it a reality

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in your respective environments. If you have some privilege, use some of that privilege for this.

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It's not easy at all but well worth the effort to attain a higher level being together for us.

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We cannot and should not remain silent. Racism towards us is really not our problem but the problem

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with the perpetrators themselves. I do think things are getting better but more work must be done.

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We are one of the most diverse nations in the world and the positive sides of this far outweigh the negative.

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I ask that all of us continue to use our voice and actions to help make the world a better place for us.

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Thank you, again, for joining us. Our future, your future, is in your hands and shape it

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as you would like to help to make a better place while you're at it. Have a wonderful day.

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Thank you.