

1
00:00:00,389 --> 00:00:03,472
(soft digital music)

2
00:00:06,360 --> 00:00:08,230
- Hello and welcome, everyone.

3
00:00:08,230 --> 00:00:10,560
I am Chris Hyams, CEO of Indeed.

4
00:00:10,560 --> 00:00:13,770
And welcome to the next
installment of "Here To Help".

5
00:00:13,770 --> 00:00:16,510
This is our look at how
Indeed has been navigating

6
00:00:16,510 --> 00:00:19,420
the global impact of COVID-19.

7
00:00:19,420 --> 00:00:22,620
Today is June 1st, we are on day 90

8
00:00:22,620 --> 00:00:25,230
of our global work from home.

9
00:00:25,230 --> 00:00:29,000
Now, before we get started,
I want to acknowledge first

10
00:00:29,000 --> 00:00:31,790
that this has been an
extraordinary week in the US

11
00:00:31,790 --> 00:00:33,150
and around the world.

12
00:00:33,150 --> 00:00:34,800

What we've seen over the past few days

13

00:00:34,800 --> 00:00:38,410
and especially this weekend
has been an incredible response

14

00:00:38,410 --> 00:00:40,880
to the recent killings
of black men and women

15

00:00:40,880 --> 00:00:44,260
in the larger context of historical racism

16

00:00:44,260 --> 00:00:47,350
and racial injustice
against the black community.

17

00:00:47,350 --> 00:00:51,660
And I want to acknowledge for
the black employees of Indeed

18

00:00:51,660 --> 00:00:54,920
and everywhere else that these issues

19

00:00:54,920 --> 00:00:57,130
are very likely affecting mental health,

20

00:00:57,130 --> 00:00:58,530
productivity and engagement.

21

00:00:58,530 --> 00:01:01,810
I really hope that
everyone can take the time

22

00:01:01,810 --> 00:01:04,150
to take care of themselves and each other,

23

00:01:04,150 --> 00:01:08,240
and that the rest of us can

be aware and be supportive.

24

00:01:08,240 --> 00:01:11,840
We will be addressing these
issues more directly next week.

25

00:01:11,840 --> 00:01:15,130
I'll have the opportunity to
sit down with LaFawn Davis,

26

00:01:15,130 --> 00:01:17,670
Indeed's VP of Diversity,
Inclusion and Belonging,

27

00:01:17,670 --> 00:01:20,790
for next week's episode of "Here To Help".

28

00:01:20,790 --> 00:01:23,540
Today, we'll be talking
about related issues though,

29

00:01:23,540 --> 00:01:26,270
specifically how racism and xenophobia

30

00:01:26,270 --> 00:01:29,260
during the COVID-19 crisis have affected

31

00:01:29,260 --> 00:01:30,580
the Asian community.

32

00:01:30,580 --> 00:01:34,860
I am very happy today to be
sitting down with Howard Shin,

33

00:01:34,860 --> 00:01:37,150
who is a Global Product
Commercialization Lead

34

00:01:37,150 --> 00:01:39,450

from Indeed's New York office.

35

00:01:39,450 --> 00:01:41,860

Howard is also the America's Co-Chair

36

00:01:41,860 --> 00:01:45,310

of Indeed's Asian Network

Inclusion Resource Group.

37

00:01:45,310 --> 00:01:48,279

Welcome, Howard, and

thank you for joining us.

38

00:01:48,279 --> 00:01:50,730

- I'm glad to be here.

39

00:01:50,730 --> 00:01:55,510

- Let's start with where I

like to start all of these,

40

00:01:55,510 --> 00:01:57,530

which is how are you doing today?

41

00:01:57,530 --> 00:01:58,530

How are you feeling?

42

00:01:59,480 --> 00:02:00,890

- I appreciate this question.

43

00:02:00,890 --> 00:02:04,630

I think the answer varies day-by-day.

44

00:02:04,630 --> 00:02:07,390

Some days, I'm excited to work from home.

45

00:02:07,390 --> 00:02:09,320

Some days, I wouldn't

mind seeing other people

46

00:02:09,320 --> 00:02:10,750
in the office.

47

00:02:10,750 --> 00:02:13,730
But overall, I am extremely grateful.

48

00:02:13,730 --> 00:02:16,520
I have a meaningful job,
I have a great network

49

00:02:16,520 --> 00:02:18,850
of family and friends,
and I have my health.

50

00:02:18,850 --> 00:02:19,990
And I live in New York City,

51

00:02:19,990 --> 00:02:23,800
so things are starting to
open up, I think next week.

52

00:02:23,800 --> 00:02:26,610
So, overall, I'm extremely grateful.

53

00:02:26,610 --> 00:02:27,637
- Great.

54

00:02:27,637 --> 00:02:29,560
Well, we have a lot to talk about today,

55

00:02:29,560 --> 00:02:32,040
but just as a little
context if we can start,

56

00:02:32,040 --> 00:02:35,250
tell us a little bit about
yourself and your role at Indeed,

57

00:02:35,250 --> 00:02:37,550
but also a little of
your personal background.

58
00:02:38,450 --> 00:02:40,470
- I, even though I live in New York City,

59
00:02:40,470 --> 00:02:43,630
I was born in the great state of Texas,

60
00:02:43,630 --> 00:02:45,480
and I went to school in Austin.

61
00:02:45,480 --> 00:02:48,010
Hook 'em horns, shout
out to all my Longhorns.

62
00:02:48,010 --> 00:02:51,340
And I did a program called
Teach For America in Houston,

63
00:02:51,340 --> 00:02:54,900
which is a phenomenal
program that I still continue

64
00:02:54,900 --> 00:02:58,370
to maintain activity with
as an Alumni Board Member.

65
00:02:58,370 --> 00:03:01,220
I was a high school
teacher for three years.

66
00:03:01,220 --> 00:03:03,890
And for those who don't know
what Teach For America is,

67
00:03:03,890 --> 00:03:07,380
it is a program, part of
the AmeriCorps programs,

68

00:03:07,380 --> 00:03:11,260

where they send typically
recent college grads

69

00:03:11,260 --> 00:03:13,910

in a very low-income area of the country

70

00:03:13,910 --> 00:03:15,140

to be teachers.

71

00:03:15,140 --> 00:03:17,130

And so, training for a couple months,

72

00:03:17,130 --> 00:03:19,410

and then you're thrown into a classroom,

73

00:03:19,410 --> 00:03:22,630

and you're expected to teach the greatest,

74

00:03:22,630 --> 00:03:25,780

the newest generation of the minds,

75

00:03:25,780 --> 00:03:27,550

the brilliant minds of the country.

76

00:03:27,550 --> 00:03:29,600

And so, I did that for a few years,

77

00:03:29,600 --> 00:03:32,050

and then, went off to grad school,

78

00:03:32,050 --> 00:03:34,150

and then spent a few years in consulting.

79

00:03:34,150 --> 00:03:38,910

And back in 2018, late
2018, is when I got a call

80

00:03:38,910 --> 00:03:41,630
from Indeed for a role
that I'm in currently,

81

00:03:41,630 --> 00:03:45,890
which is Global Product
Commercialization, or GPC for short.

82

00:03:45,890 --> 00:03:49,230
So, the team is led by our VP, John Fox,

83

00:03:49,230 --> 00:03:52,640
and the role is basically,
our responsibility

84

00:03:52,640 --> 00:03:56,100
is to help grow and scale
the products of Indeed

85

00:03:56,100 --> 00:03:57,220
from a business standpoint.

86

00:03:57,220 --> 00:03:59,450
So, we do everything from ensuring

87

00:03:59,450 --> 00:04:03,740
that the operations of the
products are running smoothly

88

00:04:03,740 --> 00:04:06,450
to identifying new market opportunities,

89

00:04:06,450 --> 00:04:07,920
and everything in between.

90

00:04:07,920 --> 00:04:11,210
We work with our closest
stakeholders in sales,

91
00:04:11,210 --> 00:04:14,140
client success, product, and making sure

92
00:04:14,140 --> 00:04:16,440
that they're successful,
as well, in enabling them.

93
00:04:16,440 --> 00:04:18,560
So, we do a variety of
things, but overall,

94
00:04:18,560 --> 00:04:20,740
we're very focused on the products.

95
00:04:20,740 --> 00:04:23,760
- Great, and so, how about
your own personal background?

96
00:04:23,760 --> 00:04:27,740
- I think if I give some
context on my upbringing,

97
00:04:27,740 --> 00:04:29,120
it would be helpful.

98
00:04:29,120 --> 00:04:34,120
So, my parents came from
South Korea in the early '80s,

99
00:04:35,600 --> 00:04:37,550
very rural Korea.

100
00:04:37,550 --> 00:04:40,160
Basically, if you take a map of Korea

101
00:04:40,160 --> 00:04:45,160
and you go as far south
as you can to the ocean,

102

00:04:45,200 --> 00:04:46,370
that's where my parents came from.

103

00:04:46,370 --> 00:04:49,380
They were country folks growing up.

104

00:04:49,380 --> 00:04:51,760
And so, when they moved to this country

105

00:04:51,760 --> 00:04:54,290
as part of the American Dream,

106

00:04:54,290 --> 00:04:56,060
they brought with them their norms,

107

00:04:56,060 --> 00:04:59,570
and their values and
traditions of Korea with them,

108

00:04:59,570 --> 00:05:03,820
and it was just basically
transplanting part of Korea

109

00:05:03,820 --> 00:05:07,160
into a house in Dallas,
which is where I grew up.

110

00:05:07,160 --> 00:05:12,160
And so, under the roof, I was
living a very Korean life,

111

00:05:12,950 --> 00:05:15,450
the Korean norms, Korean
traditions, Korean values,

112

00:05:15,450 --> 00:05:17,940
Korean language, everything Korean.

113
00:05:17,940 --> 00:05:20,210
But when I stepped outside of the house,

114
00:05:20,210 --> 00:05:23,690
it was very much of an American life,

115
00:05:23,690 --> 00:05:27,830
and I was living this dual identity.

116
00:05:27,830 --> 00:05:30,300
And I think this is common
across a lot of immigrants

117
00:05:30,300 --> 00:05:32,710
or children of immigrants,
where inside the house,

118
00:05:32,710 --> 00:05:36,670
you're expected to be
this perfect Asian, right?

119
00:05:36,670 --> 00:05:38,370
The model minority myth.

120
00:05:38,370 --> 00:05:40,893
And then, when you stepped outside,

121
00:05:40,893 --> 00:05:43,220
you're trying to survive
and be an American.

122
00:05:43,220 --> 00:05:46,633
And I remember in high school and college,

123
00:05:47,710 --> 00:05:50,690
I just wanted to be a normal American kid,

124
00:05:50,690 --> 00:05:52,540

I wanted nothing more than that,

125

00:05:52,540 --> 00:05:55,120
to the point where people would even say

126

00:05:55,120 --> 00:05:56,520
I was whitewashed, right?

127

00:05:56,520 --> 00:05:58,410
And fully admit it and own up to that

128

00:05:58,410 --> 00:06:01,340
has just helped me to
become who I am today.

129

00:06:01,340 --> 00:06:04,340
And it wasn't until my time in TFA

130

00:06:04,340 --> 00:06:07,470
where I was standing
in front of a classroom

131

00:06:07,470 --> 00:06:11,100
of 30 students every period

132

00:06:11,100 --> 00:06:14,530
where I saw so much of
myself in my students,

133

00:06:14,530 --> 00:06:16,930
the disparities that
they're facing economically,

134

00:06:16,930 --> 00:06:21,060
the education inequality,
the low-income communities,

135

00:06:21,060 --> 00:06:23,800
where I realized that

I can use my identity

136

00:06:23,800 --> 00:06:27,560
and my privileged
upbringing to do some good.

137

00:06:27,560 --> 00:06:29,980
And so, that I where one
of my core principles

138

00:06:29,980 --> 00:06:33,340
has really come about which
is to help other people,

139

00:06:33,340 --> 00:06:36,713
to help the underserved and
to help the underprivileged.

140

00:06:37,820 --> 00:06:38,930
- Thank you for sharing that.

141

00:06:38,930 --> 00:06:40,570
Yeah, I don't know if you know this,

142

00:06:40,570 --> 00:06:45,390
my first job actually out of school was,

143

00:06:45,390 --> 00:06:47,880
my wife and I moved to rural Vermont,

144

00:06:47,880 --> 00:06:49,980
I lived in a small town, and
I taught public high school

145

00:06:49,980 --> 00:06:51,190
for two years.

146

00:06:51,190 --> 00:06:53,190
This was before Teach

For America, or actually,

147

00:06:53,190 --> 00:06:54,700
as Teach For America was being created,

148

00:06:54,700 --> 00:06:56,050
so I was not part of that program.

149

00:06:56,050 --> 00:06:59,390
But, I taught special
education, and that experience

150

00:06:59,390 --> 00:07:01,830
of being in a very different community

151

00:07:01,830 --> 00:07:02,920
than one that I'd come from,

152

00:07:02,920 --> 00:07:04,920
and a very different school environment,

153

00:07:06,070 --> 00:07:09,426
even though it was
almost 30 years ago now,

154

00:07:09,426 --> 00:07:12,630
has shaped everything in my
career that's come afterwards,

155

00:07:12,630 --> 00:07:15,620
so it was an incredibly
formative experience.

156

00:07:15,620 --> 00:07:18,630
So, I'd love to shift a
little bit to your work

157

00:07:18,630 --> 00:07:21,890
with the Asian Network

Inclusion Resource Group.

158

00:07:21,890 --> 00:07:24,410

So, we have a series of
Inclusion Resource Groups

159

00:07:24,410 --> 00:07:28,870

here at Indeed to help
with various communities

160

00:07:28,870 --> 00:07:29,703

within the company.

161

00:07:29,703 --> 00:07:32,540

Can you talk a little
bit about the purpose

162

00:07:32,540 --> 00:07:36,310

of the Asian Network,
and how that got started,

163

00:07:36,310 --> 00:07:39,110

and what you all have been focused on?

164

00:07:39,110 --> 00:07:41,580

- So, as you mentioned,
I'm one of the Co-Chairs

165

00:07:41,580 --> 00:07:43,130

for the America's of Asia Network

166

00:07:43,130 --> 00:07:46,590

along with my fantastic
Co-Chair, Sharon Den,

167

00:07:46,590 --> 00:07:47,913

whose located in Austin.

168

00:07:48,830 --> 00:07:53,830

The mission of the group
is to empower Asians

169

00:07:53,990 --> 00:07:57,610
and our allies, and so what
that means is two-fold.

170

00:07:57,610 --> 00:08:00,720
Specifically for the Asian
community within Indeed,

171

00:08:00,720 --> 00:08:04,100
it's providing that voice and that support

172

00:08:04,100 --> 00:08:07,210
making sure that the Asian
community within Indeed

173

00:08:07,210 --> 00:08:10,860
feel a sense of belonging
within the company, right?

174

00:08:10,860 --> 00:08:12,410
And making sure that we're addressing

175

00:08:12,410 --> 00:08:14,720
any of the needs or the
concerns specifically,

176

00:08:14,720 --> 00:08:16,680
such as the coronavirus pandemic,

177

00:08:16,680 --> 00:08:19,870
and the racism and the xenophobia
that has been happening.

178

00:08:19,870 --> 00:08:21,200
And then, for our allies,

179

00:08:21,200 --> 00:08:24,650
folks who don't identify
themselves to be Asians,

180
00:08:24,650 --> 00:08:27,280
it's providing those
tools and those resources

181
00:08:27,280 --> 00:08:30,010
to be successful, and
when I mean successful,

182
00:08:30,010 --> 00:08:32,420
it's being able to have
those conversations

183
00:08:32,420 --> 00:08:34,991
to be well versed and to be knowledgeable

184
00:08:34,991 --> 00:08:37,690
when people are talking
about what is happening

185
00:08:37,690 --> 00:08:38,950
to the community today.

186
00:08:38,950 --> 00:08:42,040
So, we balance the needs of
the both the Asian community

187
00:08:42,040 --> 00:08:44,810
as well as our allies
within the Asian Network.

188
00:08:44,810 --> 00:08:47,440
- You mentioned allyship,
and cultivating allyship

189
00:08:47,440 --> 00:08:49,720
is definitely one of the

most important aspects

190

00:08:49,720 --> 00:08:51,250
of our inclusions resource groups,

191

00:08:51,250 --> 00:08:53,780
and we're going to talk
about that a little bit more

192

00:08:54,640 --> 00:08:55,900
later on in the conversation.

193

00:08:55,900 --> 00:08:59,380
But, let's take a quick step back first

194

00:08:59,380 --> 00:09:01,470
before we dive into the current crisis,

195

00:09:01,470 --> 00:09:03,180
and talk about what
were some of the issues

196

00:09:03,180 --> 00:09:07,963
that the Asian Network IRG was
focused on before COVID-19?

197

00:09:09,210 --> 00:09:12,960
- You know, this might be
extremely naive of me to say,

198

00:09:12,960 --> 00:09:17,390
but it felt like there was
a lot of positive attention

199

00:09:17,390 --> 00:09:20,320
on Asians before the coronavirus pandemic.

200

00:09:20,320 --> 00:09:21,830
You know, if I'm thinking about

201

00:09:21,830 --> 00:09:23,790

what we were seeing in public, right?

202

00:09:23,790 --> 00:09:27,230

There were a lot of social
media bloggers who are Asians

203

00:09:27,230 --> 00:09:31,070

were in a positive spotlight,
we had a front runner

204

00:09:31,070 --> 00:09:34,540

for presidential candidate, Andrew Yang,

205

00:09:34,540 --> 00:09:36,540

the Olympics were supposed to be,

206

00:09:36,540 --> 00:09:38,693

or might still very well be, in Tokyo,

207

00:09:39,997 --> 00:09:41,980

"Parasite" had just won an Oscar,

208

00:09:41,980 --> 00:09:45,640

so we were making some
groundbreaking moments

209

00:09:45,640 --> 00:09:46,993

as an Asian community.

210

00:09:47,870 --> 00:09:51,070

And I think John Cho
put it best in his op-ed

211

00:09:51,070 --> 00:09:56,070

where right now, being
Asian-American feels conditional,

212
00:09:56,160 --> 00:09:59,380
and I would 100% agree with that.

213
00:09:59,380 --> 00:10:01,860
It felt like the things,
not to discredit the things

214
00:10:01,860 --> 00:10:04,090
that we were doing before the pandemic,

215
00:10:04,090 --> 00:10:07,070
but it did feel like some of
those things were superficial.

216
00:10:07,070 --> 00:10:10,100
You know, we were showcasing
different countries,

217
00:10:10,100 --> 00:10:13,240
highlighting different
traditions and norms,

218
00:10:13,240 --> 00:10:16,140
and we were doing happy
hours, 'cause let's face it,

219
00:10:16,140 --> 00:10:17,163
that's very fun.

220
00:10:18,290 --> 00:10:22,060
But, it felt like once
the pandemic happened,

221
00:10:22,060 --> 00:10:24,900
it was a thin ice that just shattered.

222
00:10:24,900 --> 00:10:29,040
And now, we're focused on triage mode,

223
00:10:29,040 --> 00:10:31,880
and really reflecting within ourselves

224
00:10:31,880 --> 00:10:34,180
on what does it mean to be a good ally,

225
00:10:34,180 --> 00:10:36,950
what does it mean to be
a good community member

226
00:10:36,950 --> 00:10:39,740
and stand side-by-side with other groups?

227
00:10:39,740 --> 00:10:44,240
And so, it's definitely shifted
from this positive focus

228
00:10:44,240 --> 00:10:49,240
of nice, shiny stuff, to
really what IRGs should be,

229
00:10:49,450 --> 00:10:51,423
and it's about community and allyship.

230
00:10:52,380 --> 00:10:54,500
- Great, so that's a great transition

231
00:10:54,500 --> 00:10:59,500
to talking specifically
about the impact of COVID-19

232
00:10:59,550 --> 00:11:00,830
on the Asian community.

233
00:11:00,830 --> 00:11:04,170
And so, let's go back to
the sort of earliest days

234

00:11:04,170 --> 00:11:06,420
of the crisis.

235
00:11:06,420 --> 00:11:10,600
Pretty early on at Indeed, as
we were seeing things unfold

236
00:11:10,600 --> 00:11:13,630
around the world, you and some other folks

237
00:11:13,630 --> 00:11:15,740
from the Asian Network helped organize

238
00:11:15,740 --> 00:11:17,850
a coronavirus task force.

239
00:11:17,850 --> 00:11:20,010
So, tell us a little bit
about what was going on

240
00:11:20,010 --> 00:11:22,120
within Indeed at the
time, and what your focus

241
00:11:22,120 --> 00:11:24,000
for this task force was.

242
00:11:24,000 --> 00:11:27,763
- So, I would say late
January, early February,

243
00:11:29,600 --> 00:11:31,430
we had an internal comms sent out.

244
00:11:31,430 --> 00:11:33,993
It was really good, it was proactive,

245
00:11:34,880 --> 00:11:36,610
and it was very factual.

246

00:11:36,610 --> 00:11:39,570

And in the comms, it mentioned I believe

247

00:11:39,570 --> 00:11:42,290

something around Chinese,
like China travel,

248

00:11:42,290 --> 00:11:45,670

travel to and from China,
and some of our members

249

00:11:45,670 --> 00:11:48,607

with the New York City
chapter came to us and said,

250

00:11:48,607 --> 00:11:51,697

"Hey, this might put
some negative spotlight

251

00:11:51,697 --> 00:11:54,170

"on China and the Asian community."

252

00:11:54,170 --> 00:11:58,070

And so, we sent out a
survey to our members

253

00:11:58,070 --> 00:12:00,530

to see if there was a sense
of xenophobia and racism

254

00:12:00,530 --> 00:12:03,290

that they were feeling,
not just within indeed,

255

00:12:03,290 --> 00:12:05,290

but even in the greater community.

256

00:12:05,290 --> 00:12:08,100

And the results were, it
was actually that yes,

257

00:12:08,100 --> 00:12:11,140
the majority of folks were
feeling some sense of xenophobia,

258

00:12:11,140 --> 00:12:13,070
and there was a fear of
the negative attention

259

00:12:13,070 --> 00:12:15,020
that would come about.

260

00:12:15,020 --> 00:12:19,190
And, you know, shout out to
Paul Wolf and Lauren McCaffrey,

261

00:12:19,190 --> 00:12:21,200
they've been great partners in all this

262

00:12:21,200 --> 00:12:25,520
in making sure that future
communications have empathy,

263

00:12:25,520 --> 00:12:27,670
a sense of empathy for
the Asian community.

264

00:12:28,920 --> 00:12:33,140
And so, when the pandemic
really started to come about

265

00:12:33,140 --> 00:12:35,480
and we started to see more instances

266

00:12:35,480 --> 00:12:38,820
of racism and xenophobia
happening to the Asian community,

267

00:12:38,820 --> 00:12:41,653
and on our internal Slack channel,

268

00:12:42,950 --> 00:12:45,250
some of our members were
talking about how in Austin,

269

00:12:45,250 --> 00:12:47,400
they were in public and
they were getting yelled at.

270

00:12:47,400 --> 00:12:49,000
And that was the line.

271

00:12:49,000 --> 00:12:52,730
For me, that was, I feel
responsible for our members,

272

00:12:52,730 --> 00:12:55,740
and when something is
happening to Indeedians

273

00:12:55,740 --> 00:12:58,107
and our members, that was
when I thought to myself,

274

00:12:58,107 --> 00:13:01,330
"We need to do something
tangible and actionable."

275

00:13:01,330 --> 00:13:03,800
So, that's when we formed this task force,

276

00:13:03,800 --> 00:13:07,750
and it's a group of amazing volunteers

277

00:13:07,750 --> 00:13:10,340
who've stepped up proactively to make sure

278
00:13:10,340 --> 00:13:12,567
that we're taking the right next actions

279
00:13:12,567 --> 00:13:14,390
and the action steps.

280
00:13:14,390 --> 00:13:17,350
So, part of it was the coronavirus panel

281
00:13:17,350 --> 00:13:21,040
that they helped put together,
a leadership speaker series,

282
00:13:21,040 --> 00:13:24,960
putting together a resource
doc that has links to articles

283
00:13:24,960 --> 00:13:27,180
of why things are happening,

284
00:13:27,180 --> 00:13:29,800
donations to the local
communities, et cetera,

285
00:13:29,800 --> 00:13:31,500
and then partnering with other allies,

286
00:13:31,500 --> 00:13:32,910
other IRGs, as well.

287
00:13:32,910 --> 00:13:36,110
So, this group of
individuals are just amazing.

288
00:13:36,110 --> 00:13:40,170
They're doing things next
to their day-to-day jobs,

289

00:13:40,170 --> 00:13:42,960
and just really making sure
that Asians within Indeed

290
00:13:42,960 --> 00:13:45,340
feel supported right now.

291
00:13:45,340 --> 00:13:49,730
- Yeah, and to me, it was
really just a perfect example

292
00:13:49,730 --> 00:13:53,020
of the role that IRGs can
play within the company

293
00:13:53,020 --> 00:13:58,020
to help raise awareness, and
to help give an opportunity

294
00:13:58,070 --> 00:14:01,120
for more people to be better allies.

295
00:14:01,120 --> 00:14:04,240
It's one of those
interesting things where,

296
00:14:04,240 --> 00:14:08,113
for most of us, it's probably
hard to find a neighborhood,

297
00:14:09,190 --> 00:14:12,140
certainly in Austin, that is
as diverse as our company is.

298
00:14:12,140 --> 00:14:14,360
Maybe in New York or some other cities.

299
00:14:14,360 --> 00:14:17,430
And so, for most people,
the office is actually

300

00:14:17,430 --> 00:14:20,000
one of the most diverse
environments that they have.

301

00:14:20,000 --> 00:14:23,650
And to be able to see
firsthand what's going on

302

00:14:23,650 --> 00:14:26,220
and how other people you
know are being effected

303

00:14:26,220 --> 00:14:28,530
can really change the way
that we look at the situation

304

00:14:28,530 --> 00:14:30,010
as a whole.

305

00:14:30,010 --> 00:14:32,130
So, one of the things you mentioned

306

00:14:32,130 --> 00:14:34,720
and that was definitely helpful, I know,

307

00:14:34,720 --> 00:14:38,623
for myself and other
folks at Indeed is the,

308

00:14:39,580 --> 00:14:43,210
your IRG organized a panel last month

309

00:14:43,210 --> 00:14:46,157
with the title "I am not a
Virus: A Discussion on the Impact

310

00:14:46,157 --> 00:14:48,220
"of COVID-19 in the Asian Community".

311

00:14:48,220 --> 00:14:51,370

This is a really powerful conversation.

312

00:14:51,370 --> 00:14:53,640

Can you tell us a little
bit about some of the issues

313

00:14:53,640 --> 00:14:55,240

that were raised in that panel?

314

00:14:55,240 --> 00:14:58,560

- Yeah, the purpose of the panel

315

00:14:58,560 --> 00:15:01,823

was to really educate people
on what is happening today.

316

00:15:02,870 --> 00:15:06,420

We're getting a lot of questions
on why this is happening

317

00:15:06,420 --> 00:15:07,733

and how we can support.

318

00:15:09,089 --> 00:15:10,427

And so, we organized this panel,

319

00:15:10,427 --> 00:15:15,000

it was a phenomenal group of
speakers, four individuals,

320

00:15:15,000 --> 00:15:17,880

one was a professor from
San Francisco State,

321

00:15:17,880 --> 00:15:20,950

two community leaders, and we had

322
00:15:20,950 --> 00:15:22,410
a national best-selling author.

323
00:15:22,410 --> 00:15:24,560
And these were just well versed experts

324
00:15:24,560 --> 00:15:27,010
who are just constantly
interviewed publicly

325
00:15:27,010 --> 00:15:30,230
by various news channels, and
LaFawn Davis was kind enough

326
00:15:30,230 --> 00:15:32,030
to moderate that, as well.

327
00:15:32,030 --> 00:15:36,150
And so, we talked, it was a
very raw discussion, organic,

328
00:15:36,150 --> 00:15:39,063
and we talked about why
xenophobia's happening today,

329
00:15:39,910 --> 00:15:42,410
what this pandemic has exposed,

330
00:15:42,410 --> 00:15:46,110
what other people can do to
support Asians right now,

331
00:15:46,110 --> 00:15:49,320
and people shared personal stories, too,

332
00:15:49,320 --> 00:15:52,630
stories that I think a lot of
Asians can relate to today.

333
00:15:52,630 --> 00:15:54,150
And so, overall, the discussion

334
00:15:54,150 --> 00:15:56,520
was really fruitful, really productive.

335
00:15:56,520 --> 00:15:59,700
We had a lot of good
feedback, positive feedback,

336
00:15:59,700 --> 00:16:02,760
and people were saying how they
learned a tremendous amount

337
00:16:02,760 --> 00:16:05,900
of what has happened today,
and really opened their eyes

338
00:16:05,900 --> 00:16:08,540
to the reality of things today.

339
00:16:08,540 --> 00:16:12,410
- Yeah, there were a number
of really powerful stories

340
00:16:12,410 --> 00:16:14,390
that were shared during that conversation.

341
00:16:14,390 --> 00:16:16,940
Can you give us some insight
into some of the things

342
00:16:16,940 --> 00:16:20,260
that you heard that were moving to you?

343
00:16:20,260 --> 00:16:23,720
- I think what really
stood out to me the most

344
00:16:23,720 --> 00:16:27,040
was this story that I think
most of panelists agreed to

345
00:16:27,040 --> 00:16:29,180
and something that I
can relate to, as well.

346
00:16:29,180 --> 00:16:34,180
It's this non-verbal, subtle
racism that has been happening,

347
00:16:34,480 --> 00:16:37,473
and it's been happening
to all groups, right?

348
00:16:38,330 --> 00:16:40,400
But it's when you feel like there

349
00:16:40,400 --> 00:16:42,880
are more eyes on you than normally.

350
00:16:42,880 --> 00:16:46,100
And so, I think the
story that the professor

351
00:16:46,100 --> 00:16:49,540
on the panel raised was
when him and his son

352
00:16:49,540 --> 00:16:54,150
were at a sporting good
store, and there was a person

353
00:16:54,150 --> 00:16:55,950
in line in front of them.

354
00:16:55,950 --> 00:16:58,980
The individual turned around,

saw that they were Asian,

355

00:16:58,980 --> 00:17:02,160
stepped out of line, went to a longer line

356

00:17:02,160 --> 00:17:05,370
just to avoid him and his son, right?

357

00:17:05,370 --> 00:17:10,240
Clearly that is racism, or
there's xenophobia there, right?

358

00:17:10,240 --> 00:17:13,120
Unless the person just wants
to stand in a longer line.

359

00:17:13,120 --> 00:17:16,750
So, this is something that I've faced

360

00:17:16,750 --> 00:17:19,253
in subways in New York City, right?

361

00:17:20,540 --> 00:17:22,550
I remember the last time
I was in the subway,

362

00:17:22,550 --> 00:17:26,150
it definitely felt like
people were staring at me

363

00:17:26,150 --> 00:17:30,650
more so than before, and
I intentionally moved away

364

00:17:30,650 --> 00:17:32,750
to avoid any potential
confrontation, right?

365

00:17:32,750 --> 00:17:35,520

And that was what I was taught growing up

366

00:17:35,520 --> 00:17:39,680
is put your head down and just
go with what society says,

367

00:17:39,680 --> 00:17:41,970
and don't cause any trouble.

368

00:17:41,970 --> 00:17:43,920
And so, I think that is a story

369

00:17:43,920 --> 00:17:47,370
that I believe a lot of Asians
right now are expressing,

370

00:17:47,370 --> 00:17:50,120
and the form of racism that
they are feeling right now.

371

00:17:52,180 --> 00:17:55,520
- Yeah, so one of the things
that has been really clear

372

00:17:55,520 --> 00:18:00,520
is that during this pandemic,

373

00:18:00,970 --> 00:18:03,315
there have been a number of issues

374

00:18:03,315 --> 00:18:07,280
that have sort of boiled
up to the forefront,

375

00:18:07,280 --> 00:18:11,500
none of which are new,
but the circumstances

376

00:18:11,500 --> 00:18:15,180

have either shined a light on something

377

00:18:15,180 --> 00:18:16,820
that has been around for a long time,

378

00:18:16,820 --> 00:18:21,820
whether it's an economic
disparity, or has been

379

00:18:23,131 --> 00:18:27,760
a catalyst for things that
have been around and brewing

380

00:18:27,760 --> 00:18:30,210
to sort of boil up.

381

00:18:30,210 --> 00:18:32,890
What do you think that
the pandemic has exposed

382

00:18:32,890 --> 00:18:36,250
about the role that race
plays in America right now?

383

00:18:36,250 --> 00:18:37,920
- Yeah, that's a great question.

384

00:18:37,920 --> 00:18:42,593
I think, first of all,
history is repeating itself.

385

00:18:43,590 --> 00:18:48,080
In pandemics and with
viruses, there is a tradition

386

00:18:48,080 --> 00:18:51,490
or a repeated trend

387

00:18:51,490 --> 00:18:54,800

where pandemics and viruses are associated

388

00:18:54,800 --> 00:18:58,300

with a particular group and
people racialize the virus.

389

00:18:58,300 --> 00:19:00,700

And this is nothing new,
it's happened in the past.

390

00:19:00,700 --> 00:19:02,300

And there is a sense that people need

391

00:19:02,300 --> 00:19:05,390

to put blame and fear of the unknown

392

00:19:05,390 --> 00:19:07,340

on other groups of people.

393

00:19:07,340 --> 00:19:11,340

And secondly, right now,
it's what's happening also

394

00:19:11,340 --> 00:19:12,350

to the black community.

395

00:19:12,350 --> 00:19:17,290

It's that racism exists in
all shapes in forms, right?

396

00:19:17,290 --> 00:19:20,170

For the Asian community, I think it ranges

397

00:19:20,170 --> 00:19:24,890

from these non-subtle, verbal
racism to more physical ones.

398

00:19:24,890 --> 00:19:27,840

For example, in Midland, Texas,

there was the knife attack,

399

00:19:27,840 --> 00:19:30,850
or in New York, there
was someone pouring acid.

400

00:19:30,850 --> 00:19:34,150
And then, for the black
community, it's always been

401

00:19:34,150 --> 00:19:36,990
and it continues to be
this senseless killings

402

00:19:36,990 --> 00:19:38,850
and this police brutality.

403

00:19:38,850 --> 00:19:42,350
But the common thread in
all of this is the fear,

404

00:19:42,350 --> 00:19:46,430
and the hate, and the
mentality of us versus them.

405

00:19:46,430 --> 00:19:50,170
And this is going to be a
long journey to fight racism

406

00:19:51,140 --> 00:19:53,290
and to fight for equality,
but it is definitely

407

00:19:53,290 --> 00:19:55,490
something worth fighting
for, and I'm optimistic

408

00:19:55,490 --> 00:19:57,750
that we will overcome this.

409

00:19:57,750 --> 00:20:00,560

- What are some of your thoughts on what's going on

410

00:20:00,560 --> 00:20:02,810

that's intensifying this right now?

411

00:20:02,810 --> 00:20:05,550

- So, how I imagine this is like

412

00:20:05,550 --> 00:20:07,580

this witch's cauldron, right?

413

00:20:07,580 --> 00:20:11,960

Just boiling and brewing of nastiness, right?

414

00:20:11,960 --> 00:20:16,960

It's, there's already components of existing racism.

415

00:20:17,170 --> 00:20:20,830

You throw in political rhetoric, especially right now.

416

00:20:20,830 --> 00:20:23,200

There's a sense of nationalism.

417

00:20:23,200 --> 00:20:25,240

And then, you throw in a fear

418

00:20:25,240 --> 00:20:29,580

of trying to survive a virus, trying to stay alive,

419

00:20:29,580 --> 00:20:31,220

and then economic collapse.

420

00:20:31,220 --> 00:20:32,820
And there's a variety of factors

421
00:20:32,820 --> 00:20:35,530
that are just thrown into this pot,

422
00:20:35,530 --> 00:20:37,290
and it's just brewing and overflowing,

423
00:20:37,290 --> 00:20:40,530
and for a lot of people, for
some people I should say,

424
00:20:40,530 --> 00:20:42,660
it comes out in the most negative ways.

425
00:20:42,660 --> 00:20:45,240
And the majority of people
are trying to deal with this

426
00:20:45,240 --> 00:20:47,790
in a very calm manner
and trying to make sense

427
00:20:47,790 --> 00:20:49,780
of what is going on, but I do think

428
00:20:49,780 --> 00:20:52,410
that there are some people,
it's just coming out

429
00:20:52,410 --> 00:20:53,623
in very negative ways.

430
00:20:54,720 --> 00:20:56,380
- You mentioned a phrase earlier on,

431
00:20:56,380 --> 00:21:00,560
and this was one of the sort

of themes on the panel itself

432

00:21:00,560 --> 00:21:03,480
was this idea of the model minority,

433

00:21:03,480 --> 00:21:06,350
or what you refer to as the
myth of the model minority.

434

00:21:06,350 --> 00:21:08,860
Can you explain for people
that are not familiar

435

00:21:08,860 --> 00:21:11,040
with that phrase what
does that actually mean?

436

00:21:11,040 --> 00:21:13,980
- Yeah, the model minority
myth is this concept

437

00:21:13,980 --> 00:21:17,360
that Asians and Asian-Americans

438

00:21:17,360 --> 00:21:22,360
are hard working, diligent
citizens who keep their head down

439

00:21:24,100 --> 00:21:27,303
and do what society
essentially expects them to do.

440

00:21:29,330 --> 00:21:32,270
Asians and Asian-Americans
end up becoming doctors,

441

00:21:32,270 --> 00:21:36,260
lawyers, engineers, all
the stereotypical jobs

442
00:21:36,260 --> 00:21:39,970
that we joke around of being an Asian.

443
00:21:39,970 --> 00:21:44,490
And it was originated I
believe some time in the '60s

444
00:21:44,490 --> 00:21:48,390
by a sociologist who
were describing Asians

445
00:21:48,390 --> 00:21:51,410
during World War II, and about how Asians

446
00:21:51,410 --> 00:21:54,150
were coming out of the
ashes and doing well,

447
00:21:54,150 --> 00:21:57,000
and why can't the black
community do the same?

448
00:21:57,000 --> 00:22:00,280
So like, the early days of this term

449
00:22:00,280 --> 00:22:04,800
was used to compare and create
a rift between communities.

450
00:22:04,800 --> 00:22:07,360
And so, from the very beginning,

451
00:22:07,360 --> 00:22:10,630
this term has created so
much negative sentiment.

452
00:22:10,630 --> 00:22:13,670
And today, it does the same, right?

453
00:22:13,670 --> 00:22:16,000
It creates rifts between communities.

454
00:22:16,000 --> 00:22:20,750
Two, it buckets Asians and
Asian-Americans into this box.

455
00:22:20,750 --> 00:22:23,800
It removes any sense of individualism

456
00:22:23,800 --> 00:22:26,190
and it just generalizes Asians.

457
00:22:26,190 --> 00:22:31,190
And secondly, is this expectation
that people have of Asians

458
00:22:31,550 --> 00:22:33,710
that creates a lot of anxiety and pressure

459
00:22:33,710 --> 00:22:35,423
for Asians and Asian-Americans.

460
00:22:36,510 --> 00:22:38,420
I will fully admit I don't believe

461
00:22:38,420 --> 00:22:42,160
that my parents had the
term model minority myth

462
00:22:42,160 --> 00:22:44,520
in their mind when they were raising me,

463
00:22:44,520 --> 00:22:46,900
but they wanted me to be hard working.

464
00:22:46,900 --> 00:22:49,900
You know, my dad taught me to

work harder than anyone else

465

00:22:49,900 --> 00:22:53,180
because he can provide the education to me

466

00:22:53,180 --> 00:22:55,800
that my American peers had.

467

00:22:55,800 --> 00:22:58,227
And so, he was like,
"You need to work harder

468

00:22:58,227 --> 00:23:00,417
"than your American peers.

469

00:23:00,417 --> 00:23:02,947
"And keep your head down,
don't cause any trouble,

470

00:23:02,947 --> 00:23:04,470
"and you need to be a doctor," right?

471

00:23:04,470 --> 00:23:06,260
I was pre-med for a few years,

472

00:23:06,260 --> 00:23:07,530
I even applied to law school.

473

00:23:07,530 --> 00:23:11,090
And so, I tried to live up to this hype,

474

00:23:11,090 --> 00:23:13,270
but it creates a lot of
pressure as I mentioned.

475

00:23:13,270 --> 00:23:16,500
And the topic of mental health

476

00:23:16,500 --> 00:23:18,860
is a subject within the Asian community

477
00:23:18,860 --> 00:23:22,050
that is very taboo,
and for a lot of folks,

478
00:23:22,050 --> 00:23:24,710
this creates a lot of
mental health issues,

479
00:23:24,710 --> 00:23:28,530
and Asians in general are afraid
to talk about those topics.

480
00:23:28,530 --> 00:23:32,370
And for parents, as well,
trying to instill these values

481
00:23:32,370 --> 00:23:34,250
on their children
creates a lot of pressure

482
00:23:34,250 --> 00:23:35,083
for them, as well.

483
00:23:35,083 --> 00:23:38,080
And there's this idea
that if you don't live up

484
00:23:38,080 --> 00:23:41,440
to this myth, then you
failed as an Asian, right?

485
00:23:41,440 --> 00:23:43,300
And it creates a lot of pressure.

486
00:23:43,300 --> 00:23:45,713
So, this myth is hopefully,

487

00:23:46,770 --> 00:23:50,810
it's good for education
purposes to know what not to do,

488

00:23:50,810 --> 00:23:53,230
but overall, it's a term that hopefully

489

00:23:53,230 --> 00:23:54,680
will be phased out over time.

490

00:23:57,060 --> 00:24:00,100
- Yeah, this idea of
keeping your head down

491

00:24:00,100 --> 00:24:03,420
and not making waves, one of
the panelists told a story

492

00:24:03,420 --> 00:24:06,010
about her mother used to tell
her when she was growing up,

493

00:24:06,010 --> 00:24:08,860
it's the tall grass that gets cut.

494

00:24:08,860 --> 00:24:10,230
I had not heard that phrase before,

495

00:24:10,230 --> 00:24:12,323
but that really resonated.

496

00:24:14,230 --> 00:24:16,720
So, I'd love to talk a little bit

497

00:24:16,720 --> 00:24:20,650
about how the media
representation of the crisis

498

00:24:20,650 --> 00:24:24,033
has also had an impact
on the Asian community.

499
00:24:24,960 --> 00:24:27,440
- Yeah, so I should preface that normally,

500
00:24:27,440 --> 00:24:32,440
I am a big believer and respect the media,

501
00:24:32,810 --> 00:24:37,220
and I watch the news, I
listen to podcasts, et cetera.

502
00:24:37,220 --> 00:24:42,220
And I believe right now, the
media has more of an obligation

503
00:24:42,330 --> 00:24:45,990
and responsibility to be sensitive

504
00:24:45,990 --> 00:24:48,340
to the needs of various groups.

505
00:24:48,340 --> 00:24:53,340
Specifically, using the word
Chinese virus is not accurate,

506
00:24:54,070 --> 00:24:58,780
or it's not sensitive, and
it creates a domino effect.

507
00:24:58,780 --> 00:25:02,140
The term wet market, I
think everyone has this idea

508
00:25:02,140 --> 00:25:05,760
that a wet market is filled
with these exotic animals,

509

00:25:05,760 --> 00:25:06,930
and that's not the case.

510

00:25:06,930 --> 00:25:10,340
It's a very traditional,
essentially a farmer's market,

511

00:25:10,340 --> 00:25:12,970
I might be just generalizing this really,

512

00:25:12,970 --> 00:25:14,930
but it's a wet market.

513

00:25:14,930 --> 00:25:17,470
It's in contrast to a dry goods market,

514

00:25:17,470 --> 00:25:21,280
where in the wet market,
they sell seafood and meat.

515

00:25:21,280 --> 00:25:23,880
And so, it's just a farmer's market

516

00:25:23,880 --> 00:25:26,690
that's very common in Asian cultures.

517

00:25:26,690 --> 00:25:31,330
And also, the choices
of words and the images

518

00:25:31,330 --> 00:25:34,520
that the media uses also has an impact.

519

00:25:34,520 --> 00:25:37,190
For example, I remember coming
across an article recently

520

00:25:37,190 --> 00:25:40,100

where they were saying how coronavirus

521

00:25:40,100 --> 00:25:42,330
is increasing in New York City,

522

00:25:42,330 --> 00:25:46,040
and the media could've picked
a million different pictures

523

00:25:46,040 --> 00:25:50,000
to go with that article, but they decided

524

00:25:50,000 --> 00:25:52,800
to pick a picture of China Town,

525

00:25:52,800 --> 00:25:56,370
and so, you associate
this virus with China Town

526

00:25:56,370 --> 00:25:57,203
and the Chinese community.

527

00:25:57,203 --> 00:25:59,787
And so, people see this
and subconsciously think,

528

00:25:59,787 --> 00:26:02,663
"Oh, this is the Chinese
virus, it's in China Town.

529

00:26:03,497 --> 00:26:07,490
"The virus is favoring
the Asian community."

530

00:26:07,490 --> 00:26:09,950
So, overall, I think the media

531

00:26:09,950 --> 00:26:13,250
has much more of an

obligation to be conscious

532

00:26:13,250 --> 00:26:15,913
about the words and images that they use.

533

00:26:16,970 --> 00:26:19,640
- When you think about
everything that has gone on

534

00:26:19,640 --> 00:26:21,660
in the last few months, and

535

00:26:24,540 --> 00:26:25,950
all the things that have been exposed,

536

00:26:25,950 --> 00:26:29,600
what are some of the lessons
that we can take from this

537

00:26:30,460 --> 00:26:31,730
that would help us think about

538

00:26:31,730 --> 00:26:34,030
what the path forward looks like?

539

00:26:34,030 --> 00:26:35,630
- That's a great question.

540

00:26:35,630 --> 00:26:39,410
I think, as I mentioned, words matter.

541

00:26:39,410 --> 00:26:42,640
It's extremely important
to be careful of the syntax

542

00:26:42,640 --> 00:26:44,190
and the diction.

543

00:26:44,190 --> 00:26:47,037
And the words that are used
can have a domino effect

544
00:26:47,037 --> 00:26:49,050
and a ripple effect in our daily lives

545
00:26:49,050 --> 00:26:50,930
and in group settings.

546
00:26:50,930 --> 00:26:53,960
Secondly is that racism is structural.

547
00:26:53,960 --> 00:26:56,120
This was mentioned in the panel,

548
00:26:56,120 --> 00:26:59,030
but it's important to
educate yourself on why,

549
00:26:59,030 --> 00:27:01,530
what is happening, not just towards Asians

550
00:27:01,530 --> 00:27:02,650
but any group.

551
00:27:02,650 --> 00:27:04,970
And this is not a new phenomenon.

552
00:27:04,970 --> 00:27:07,880
And lastly is the importance
of coming together

553
00:27:07,880 --> 00:27:09,243
as a community right now.

554
00:27:10,220 --> 00:27:13,730
It's so important right
now that we are active

555

00:27:13,730 --> 00:27:18,730
in trying to combat racism,
and coming together as a whole

556

00:27:18,860 --> 00:27:19,963
to overcome this.

557

00:27:21,140 --> 00:27:24,823
- Now moving back to
this topic of allyship,

558

00:27:25,920 --> 00:27:28,300
what can everyone else do to help support

559

00:27:28,300 --> 00:27:31,150
the Asian community right this minute,

560

00:27:31,150 --> 00:27:33,723
and what is the role of allyship?

561

00:27:35,350 --> 00:27:39,350
- Yeah, so I think as a whole,

562

00:27:39,350 --> 00:27:40,183
if you,

563

00:27:41,130 --> 00:27:43,867
I think about the New York
City subway motto, right?

564

00:27:43,867 --> 00:27:46,050
"If you see something, say something."

565

00:27:46,050 --> 00:27:50,117
And that is so accurate, not
just for the Asian community

566

00:27:50,117 --> 00:27:52,740
but for any group that you might see

567
00:27:53,620 --> 00:27:55,200
them being attacked, right?

568
00:27:55,200 --> 00:27:59,570
If you see something, go find
someone who can help, right?

569
00:27:59,570 --> 00:28:02,180
If it's a police officer,
if it's a security officer,

570
00:28:02,180 --> 00:28:03,600
it's an employee.

571
00:28:03,600 --> 00:28:05,640
If you feel at all safe, right?

572
00:28:05,640 --> 00:28:08,970
I should very much preface
that, if you feel comfortable,

573
00:28:08,970 --> 00:28:10,300
say something, right?

574
00:28:10,300 --> 00:28:12,130
Say something back to whoever's creating

575
00:28:12,130 --> 00:28:14,500
this negative situation, offer to help.

576
00:28:14,500 --> 00:28:17,580
At the very least, step
towards the individual

577
00:28:17,580 --> 00:28:19,810
at a safe distance, show that other person

578

00:28:19,810 --> 00:28:23,080
who's being attacked that
you have their back, right?

579

00:28:23,080 --> 00:28:25,500
And there's a lot of training out there

580

00:28:25,500 --> 00:28:28,350
on how to be a good bystander ally,

581

00:28:28,350 --> 00:28:30,470
and I would encourage
people to Google this

582

00:28:30,470 --> 00:28:32,330
for various different groups.

583

00:28:32,330 --> 00:28:35,930
And allyship, like for example,

584

00:28:35,930 --> 00:28:38,720
with everything that's
been happening right now,

585

00:28:38,720 --> 00:28:41,140
all the IRGs for Asian Network

586

00:28:41,140 --> 00:28:43,400
have been so extremely supportive:

587

00:28:43,400 --> 00:28:45,960
Black Inclusion Group, Latinos In Tech,

588

00:28:45,960 --> 00:28:47,993
Women Indeed, Access, Pride.

589

00:28:48,880 --> 00:28:51,990

We've really been extremely grateful for the support

590

00:28:51,990 --> 00:28:55,540
that all the other IRGs have really provided at this time.

591

00:28:55,540 --> 00:28:59,930
- That is also a great segue to one of the topics

592

00:28:59,930 --> 00:29:03,520
that came up in the panel was how the Asian community

593

00:29:03,520 --> 00:29:06,490
also could do better at being an ally

594

00:29:06,490 --> 00:29:07,810
with other communities.

595

00:29:07,810 --> 00:29:10,720
And especially, right now with the protests

596

00:29:10,720 --> 00:29:12,150
that are happening across the country

597

00:29:12,150 --> 00:29:15,710
and all over the world about racism and racial injustice

598

00:29:16,961 --> 00:29:19,970
to the black community, how can the Asian community

599

00:29:19,970 --> 00:29:22,160
take this opportunity to be an ally?

600

00:29:22,160 --> 00:29:23,280
- Yeah, that's a great question.

601
00:29:23,280 --> 00:29:27,030
I think there's two
parts to this question,

602
00:29:27,030 --> 00:29:28,820
or to this answer.

603
00:29:28,820 --> 00:29:33,070
One is what I believe anybody can do

604
00:29:33,070 --> 00:29:36,470
to support the black community right now,

605
00:29:36,470 --> 00:29:38,840
and two is what Asians can do, as well,

606
00:29:38,840 --> 00:29:40,540
and what I encourage Asians to do.

607
00:29:41,590 --> 00:29:44,870
The first part is education.

608
00:29:44,870 --> 00:29:46,220
Google is your best friend.

609
00:29:47,260 --> 00:29:51,110
Google what is happening,
and form your own opinions,

610
00:29:51,110 --> 00:29:54,470
and understand what is facts
versus opinions, right?

611
00:29:54,470 --> 00:29:56,040
Secondly is dialogue.

612

00:29:56,040 --> 00:29:58,230

I believe that dialogue is action.

613

00:29:58,230 --> 00:30:00,530

Break down those barriers,
ask the questions,

614

00:30:00,530 --> 00:30:04,410

have the tough conversations,
and start talking about it.

615

00:30:04,410 --> 00:30:07,320

And third is, if you want,
if you feel comfortable,

616

00:30:07,320 --> 00:30:09,950

take a more proactive approach, right?

617

00:30:09,950 --> 00:30:11,790

Go out and protest peacefully.

618

00:30:11,790 --> 00:30:14,700

Stand next to, side-by-side
with community members,

619

00:30:14,700 --> 00:30:16,470

or donate, right?

620

00:30:16,470 --> 00:30:18,090

Personally, I just recently donated

621

00:30:18,090 --> 00:30:19,460

to the Minnesota Freedom Fund.

622

00:30:19,460 --> 00:30:22,140

So there is plenty of
different non-profits

623

00:30:22,140 --> 00:30:24,210
that you can donate to.

624
00:30:24,210 --> 00:30:26,183
And then, for the Asian community,

625
00:30:27,050 --> 00:30:31,760
I would encourage folks
to be more proactive,

626
00:30:31,760 --> 00:30:34,610
and to be more active,
and to be more vocal.

627
00:30:34,610 --> 00:30:38,740
The model minority myth
expects us to be quiet

628
00:30:38,740 --> 00:30:41,600
and to go along with the norms of society,

629
00:30:41,600 --> 00:30:44,000
and this is not the time to do that.

630
00:30:44,000 --> 00:30:48,110
It is the time to step
up, and to be more vocal

631
00:30:48,110 --> 00:30:49,860
and to be more active, right?

632
00:30:49,860 --> 00:30:52,430
I think in the panel, the
alluded that Asians historically

633
00:30:52,430 --> 00:30:55,560
as a whole have not been good stewards

634
00:30:55,560 --> 00:30:58,290

in being active and
side-by-side community members

635

00:30:58,290 --> 00:31:00,590
with other groups, and
this is our opportunity

636

00:31:00,590 --> 00:31:02,723
to really step up and change that concept.

637

00:31:04,765 --> 00:31:05,598
- What are some of the things

638

00:31:05,598 --> 00:31:10,590
that the Asian Network IRG is
helping Indeed with right now

639

00:31:10,590 --> 00:31:12,160
to address some of these issues

640

00:31:12,160 --> 00:31:13,790
that we've been talking about?

641

00:31:13,790 --> 00:31:16,990
- Yeah, as I mentioned,
it's really been driven

642

00:31:16,990 --> 00:31:21,100
by the coronavirus task force,
and it's an ongoing effort.

643

00:31:21,100 --> 00:31:24,850
Just because the pandemic,
whenever, if it ever ends,

644

00:31:24,850 --> 00:31:27,230
doesn't mean that our works ends, as well.

645

00:31:27,230 --> 00:31:29,310

So, first is the resource hub.

646

00:31:29,310 --> 00:31:33,210

We have an amazing doc that
our Communications Chair,

647

00:31:33,210 --> 00:31:34,780

Karen Lin, put together.

648

00:31:34,780 --> 00:31:37,750

It links different articles,
educating yourself,

649

00:31:37,750 --> 00:31:42,110

how to be a good bystander
ally, non-profits

650

00:31:42,110 --> 00:31:45,240

and businesses that you can
support in local communities.

651

00:31:45,240 --> 00:31:46,800

The panels, we've done the panels,

652

00:31:46,800 --> 00:31:48,710

we have a leadership speaker series.

653

00:31:48,710 --> 00:31:51,630

And we're just making sure
that our Asian Network

654

00:31:51,630 --> 00:31:54,020

and Indeeditians know that
we are there for them

655

00:31:54,020 --> 00:31:57,853

and we will take action to
ensure that they feel supported.

656

00:31:58,810 --> 00:31:59,883
- Great.

657
00:31:59,883 --> 00:32:02,910
And just as a final wrap
up, what message do you have

658
00:32:02,910 --> 00:32:05,130
that you would like
people to take from this

659
00:32:05,130 --> 00:32:07,593
to remember or to act on today?

660
00:32:09,220 --> 00:32:11,810
- I think this is something
that I've been grappling with

661
00:32:11,810 --> 00:32:14,560
over the past, especially
the past few days,

662
00:32:14,560 --> 00:32:16,500
or the past week, with what's happened

663
00:32:16,500 --> 00:32:21,500
to Ahmaud Arbery, Breonna
Taylor and George Floyd,

664
00:32:21,740 --> 00:32:23,370
and try to make sense of all this, right?

665
00:32:23,370 --> 00:32:24,940
There's so much fear and hate.

666
00:32:24,940 --> 00:32:27,290
And, you know, this past weekend,

667
00:32:27,290 --> 00:32:29,230

I was out in Union Square where a lot

668

00:32:29,230 --> 00:32:30,940
of these protests were happening,

669

00:32:30,940 --> 00:32:34,620
and the fires were
happening, the police vans,

670

00:32:34,620 --> 00:32:36,450
people were looting.

671

00:32:36,450 --> 00:32:39,680
In the midst of all that,
there was so much fear,

672

00:32:39,680 --> 00:32:43,890
anxiety, and hate going
on on both sides, right?

673

00:32:43,890 --> 00:32:45,670
I spoke with some of the police officers,

674

00:32:45,670 --> 00:32:48,330
I, as well, spoke with
some of the protestors.

675

00:32:48,330 --> 00:32:51,220
This is running rampant socially,
economically, politically,

676

00:32:51,220 --> 00:32:54,330
and it's so easy to forget the impact

677

00:32:54,330 --> 00:32:57,580
that kindness, compassion
and empathy can have.

678

00:32:57,580 --> 00:32:59,980

Whether you stick up for someone in public

679

00:32:59,980 --> 00:33:02,210

or you're marching peacefully side-by-side

680

00:33:02,210 --> 00:33:05,570

with other people, or you're
more patient on a Zoom call

681

00:33:05,570 --> 00:33:09,250

for technical issues, I
truly believe in compassion

682

00:33:09,250 --> 00:33:11,690

and I believe that
compassion is contagious.

683

00:33:11,690 --> 00:33:14,340

And if we are more compassionate

684

00:33:14,340 --> 00:33:16,240

and sympathetic towards one another,

685

00:33:16,240 --> 00:33:17,943

we will drive towards progress.

686

00:33:18,790 --> 00:33:20,830

- Howard, thank you so
much for joining us today

687

00:33:20,830 --> 00:33:24,870

to talk about these very
important, and also,

688

00:33:24,870 --> 00:33:26,010

very difficult issues.

689

00:33:26,010 --> 00:33:29,090

But, as you said, dialogue

is absolutely critical

690

00:33:29,090 --> 00:33:31,060

to helping raise awareness.

691

00:33:31,060 --> 00:33:33,010

So, thanks again for joining us today,

692

00:33:33,010 --> 00:33:37,070

and we'll see all of you next week.

693

00:33:37,070 --> 00:33:39,084

- Thank you for having me, Chris.

694

00:33:39,084 --> 00:33:42,167

(soft digital music)