



NCORE 2022

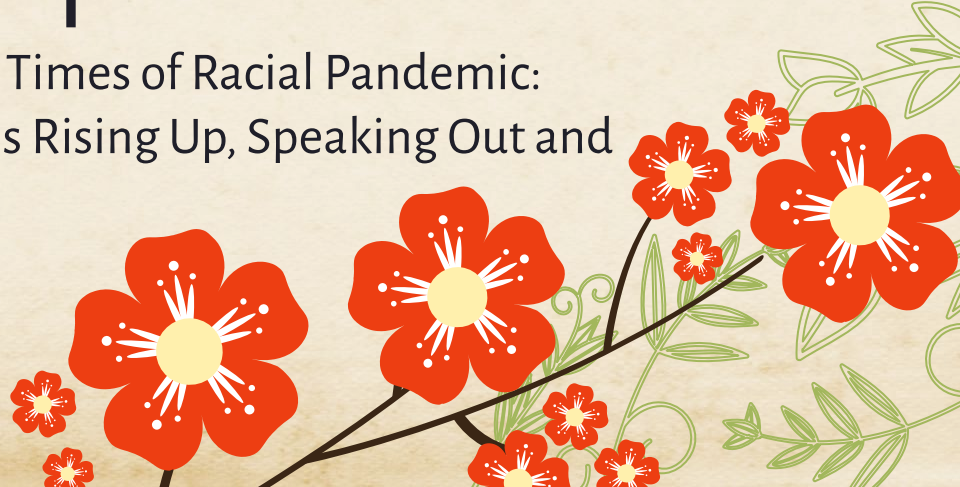
Michiko Kealoha



01

Pre-Conference

Social Justice in Times of Racial Pandemic:
Asian Americans Rising Up, Speaking Out and
Staying Strong

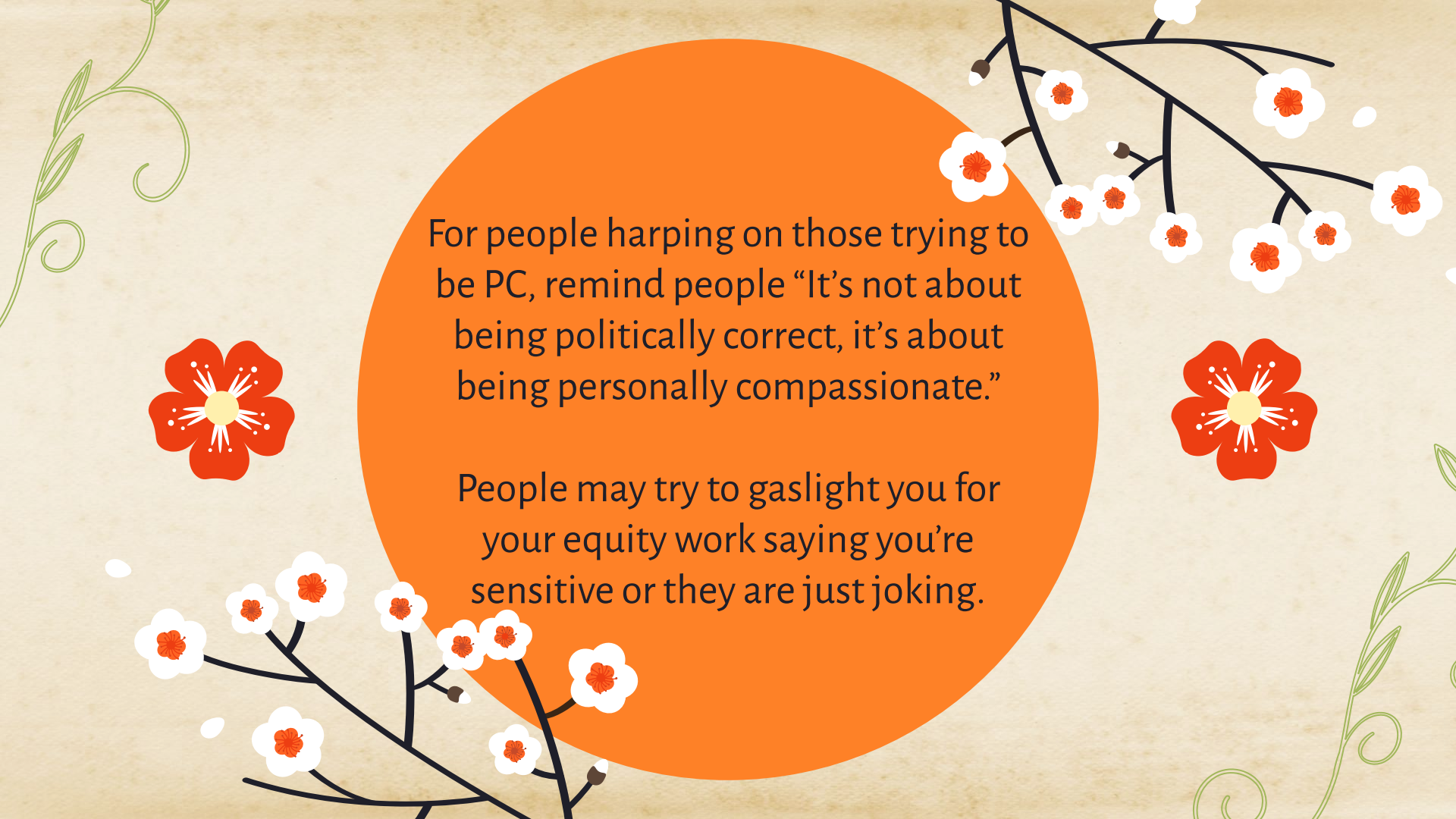


Social Justice in Times of Racial Pandemic: Asian Americans Rising Up, Speaking Out and Staying Strong

- **Wording**

- Occidental vs. Oriental
 - (Antonyms of each other)
 - We don't use Occidental anymore, why do we still use Oriental?
 - “We want something from the ‘orientals’”
- “Chink”
 - Comes from chink in the armor
 - Depocantle fold in the eye and saying eyes are small



The background is a light beige, textured surface. A large, solid orange circle is centered on the page. To the left and right of the circle are decorative floral elements. On the left, there is a large red flower with a yellow center and white stamens, and a branch with several white flowers with red centers. On the right, there is another large red flower with a yellow center and white stamens, and a branch with several white flowers with red centers. In the top left and bottom right corners, there are green, swirling vine-like decorations.

For people harping on those trying to be PC, remind people “It’s not about being politically correct, it’s about being personally compassionate.”

People may try to gaslight you for your equity work saying you’re sensitive or they are just joking.

Social Justice in Times of Racial Pandemic: Asian Americans Rising Up, Speaking Out and Staying Strong

- **Solidarity Through the Years**

- 1800s and Frederick Douglass spoke out about anti-Chinese hate
- Japanese Americans and Keeping Families Together in 2017
- Grace Lee Boggs
- Yuri Kochiyama
- Black Lives Matter Letter to Aunties
- Delano Grape Strike
- Third World Liberation Front

- **Glass Cliff**

- Like glass ceiling and bamboo ceiling, like “The Chair” on Netflix
- A glass cliff refers to BIPOC members set up in a way that they can't get everything in their work done because they are seen as the problems or agitators



Social Justice in Times of Racial Pandemic: Asian Americans Rising Up, Speaking Out and Staying Strong

● Scenario

- So someone is holding their coffee and someone bumps into them
- They say they're sorry and you forgive them, it was a mistake, or oh well, it happened
- But say this happens with a new person, and a new person in the same day, they're in a hurry, when you're waiting in line
- The person getting coffee spilled on them by the 6th person is going to be angry, pushed beyond madness
- You're dealing with a historical response
- It's insidious trauma

● Resources

- Look up poet Educator Terisa Slaytonu for stories and narrative culture
- "Milk" "Sombodys Beloved" song about women killed and that they are more than a number
- "Making Asian America--A History"





“Ethnic studies is soul work.”

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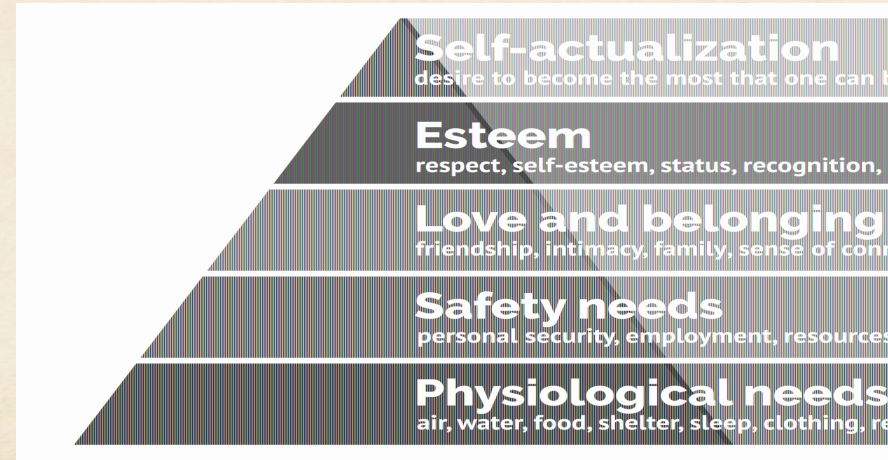


- **Maslow's is Colonial**

- Maslows took from Indegenious Blackfoot people but made it colonized, before, it was what can I give back and not self actualization

- **To Do After This Pre-Conference:**

- “Don’t be the only lonely” → ensure that you coalition build and remind yourself who do I tap to do this with me?
- Look up more on ‘JEDI’ training - Justice, equity, diversity, inclusion
- Look up more on psychology of radical healing oo how our bodies understand racial trauma, stress (300% rise in just a few years on Asian Americans)
- Contact Rozella about staff WOC playbook




Social Justice in Times of Racial Pandemic: Asian Americans Rising Up, Speaking Out and Staying Strong

● Initiatives from This

- Creating a student advocacy program for classes where a student is not in the class and can provide feedback on anti-racism and ableism in that classroom
- When going to LA, we have an obligation to cover the history of Japanese Americans there, as well as the Rodney King Riots and Koreatown and the unique cultural histories in a place
- Go to Japantown SF with students and learn about the history of intersectional solidarity and the underground railroad is here--it's erased out of un-awareness but there is a plaque there now!





“Before helping another person, you
need to know who you are.”

Dr. Reverend Keynote

- If we know the plan is to keep us separate, then we must come together across identities
- Sojourner Truth saw Frederick Douglass when he was just thinking “Why don’t I go to England and just be free myself?” And she said, “Is God dead?” “If God is still alive, we still have resources, justice, love, and life is worth living.”



Decolonizing Workshop

- Remember resilience
- You have molecular memory in your body, your body remembers, your descendants remember
- Make an offering to water, make a relationship with nature, with the land
- Every part of you is a gift and part of your ancestors
- We come from warriors that figured out how to survive
- We are storytellers
- We must learn to slow down and enjoy ourselves otherwise it's a symptom of colonization working ourselves to death. Overworking ourselves is slavery. Putting ourselves down is remnants of that.
- Remember to say thank you
- Activity → partner a & b, "what are your obligations? What is in your way?"
Activity → what are babies like?
 - They want attention, are bold, they want to be close, babies are free, we are all born to be free.



Decolonizing Workshop Presenter wanted a picture with us! So grateful for her!



Asian Women Leadership Workshop

- Asian women are seen as the worker bees
- Seen as what we can do and not as a leader or thought partner with a vision
- When you are working with students that are radically focused on justice, leaders oftentimes point at advisors as the liable ones
- What I get a paycheck for is not my whole identity
- Model self care and self love



Got to go to this with Dr. Ho!



Mixed Race Workshop

- Which box do I chose today? How do I negotiate that?
- What did I chose and how did it make me feel?
- None would be considered in IPEDS standards (Integrated Postsecondary Education Data Systems)
- (Use mentimeter for their polls)
- Since 2010 we could declare 2 or more races
- However not in compliance with IPEDS and can't get federal funding for HSI
- When using IPEDS versus not using it white women were two times more likely to graduate, and male LatinX mutliracial identified are half as likely to graduate



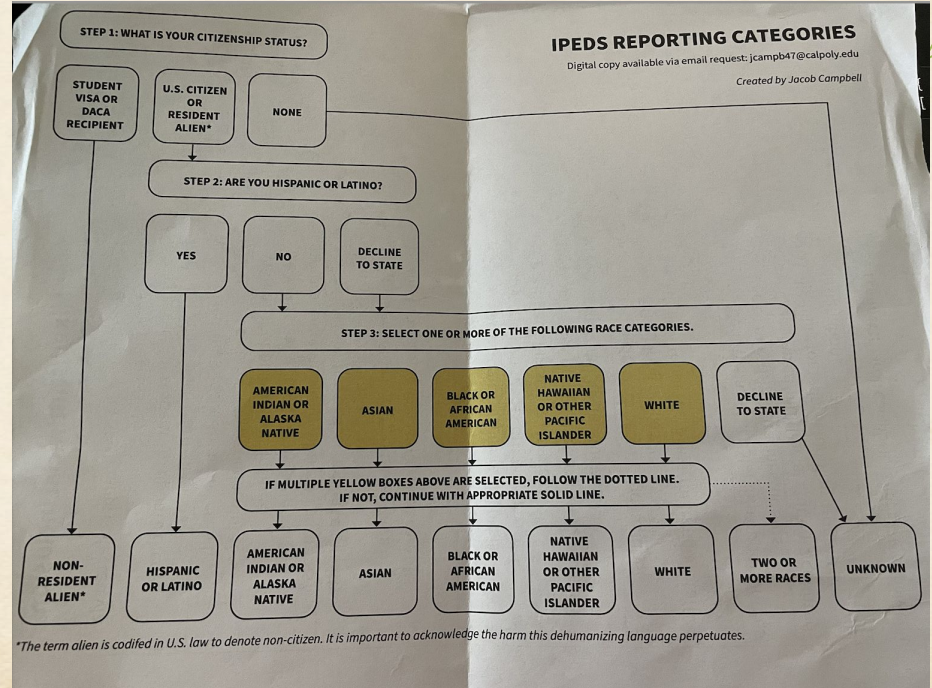
Mixed Race Workshop



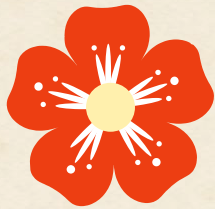
Guiding Questions for Mixed/Multiracial Inclusion

ADMISSIONS	<ul style="list-style-type: none"> How is race/ethnicity data of students collected via the admissions process? Is there a process for students to update their race/ethnicity data post-matriculation?
MARKETING & COMMS	<ul style="list-style-type: none"> How are mixed/multiracial students visually represented in campus demographic data?
INSTITUTIONAL RESEARCH	<ul style="list-style-type: none"> Does your institution explicitly include mixed/multiracial students in its definition of underrepresented and/or minoritized students?
ACADEMIC AFFAIRS	<ul style="list-style-type: none"> How many course titles or descriptions explicitly mention mixed/multiracial topics? How do the retention and graduation rates of mixed/multiracial students compare to campus averages?
STUDENT AFFAIRS	<ul style="list-style-type: none"> How many programs/events explicitly explore mixed/multiracial topics on an annual basis? Do identity-oriented spaces on campus use mixed/multiracial-inclusive language? Are there any clubs or organizations on campus led by and for mixed/multiracial students?
HUMAN RESOURCES	<ul style="list-style-type: none"> How is race/ethnicity data of staff and faculty collected via the hiring process? Are there affinity groups for mixed/multiracial staff and faculty?
FINANCIAL AID	<ul style="list-style-type: none"> What, if any, identity-based scholarship opportunities are available to mixed/multiracial students?
BUDGET & FINANCE	<ul style="list-style-type: none"> How, if at all, are mixed/multiracial students counted towards eligibility for federal funding programs? (i.e. HSI designation)

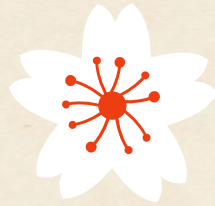
Let's connect! Jacob Campbell, jcampb47@calpoly.edu



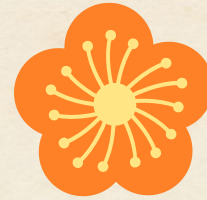
My Three Take-Aways



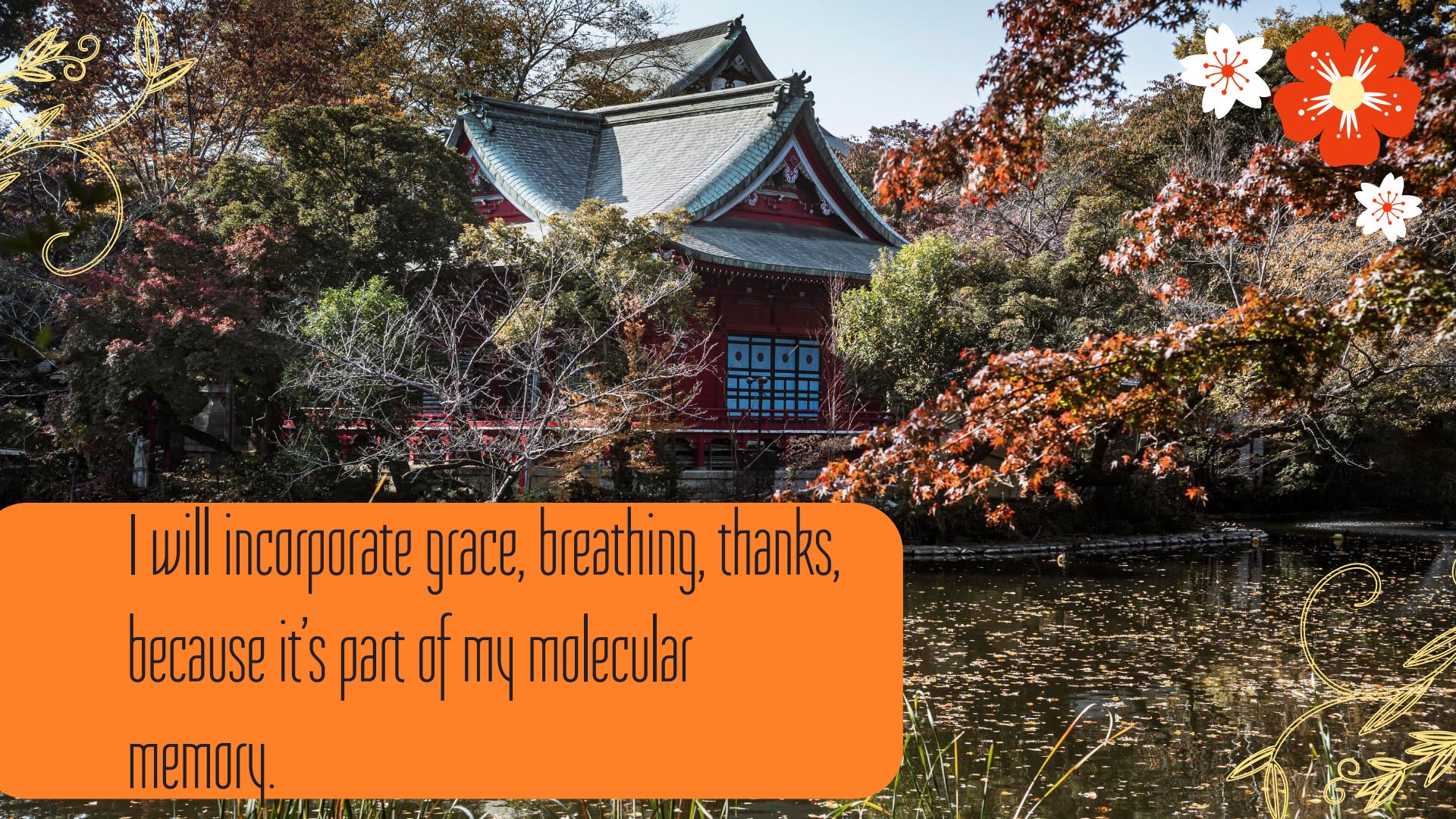
From
decolonizing
workshop: our
bodies
remember and
it gets passed
down, what do
I want to pass
down?



From
pre-conference
: be sure to
always include
the cultural
history of a
place



From Asian
American
women
leaders: ask to
be a thought
partner on
more college
initiatives



I will incorporate grace, breathing, thanks,
because it's part of my molecular
memory.



New friends from Foothill in the back that recognized me from my USF graduation! You never know when people are watching out for you!



What I will remember: bonding time, laughing at night while walking back from donuts, presenting at NCORE for the first time, Japanese garden laughs and meditation.





Thank You

It was an honor to plan out this trip and get to go on this adventure with y'all!

I think it's incredible to bring students from all parts of campus! (First time!)

