

# ASK ME ANYTHING

## ASIAN HERITAGE MONTH

Recognition, resilience, and resolve



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Wednesday May 26<sup>th</sup>, 2021 – 1pm-2:30pm EST

Featuring: Clark Jang, Suzanne Kye, and Lisa Wong

Moderated by: Samantha Moonsammy and Gemma Irwin

# GUIDE FOR THE ASIAN HERITAGE PANEL

“Implicit biases come from culture. I think of them as the thumbprint of the culture on our minds. Human beings have the ability to learn to associate two things together very quickly - that is innate. What we teach ourselves, what we choose to associate is up to us. ”

- Dr. Mahzarin R. Banaji

Join us as we welcome our speakers Clark Jang, Suzanne Kye and Lisa Wong to the Ask Me Anything stage. This month we will be celebrating Asian Heritage Month and exploring the impact of the rise of Asian hate #StopAsianHate and the myth of the model minority in North America.

This is the fifth in our series of Ask Me Anything Sessions that are giving us a platform to share stories, listen, ask respectful questions and continue on our journey to becoming more inclusive organizations.

May is a month to celebrate both the **Asian/Pacific Islander Community** and the **Jewish Community**. During the month of May it is important to reflect on the contributions of members of these communities to Canada and across the globe. These communities, though very unique have a common experience of being on the receiving end of racism, discrimination and stereotyping. They are also not exclusive communities, members within these communities may also identify with other communities.

A person's identity is theirs to determine. It can be based on who their parents are, where they are born, what their community was like, what their belief system is. There is no test that can answer what someone's identity is and what communities they identify with. This is a personal often complex relationship that changes and adjusts over people's lifetimes.

## Event Recoding

A [recording of the webcast](#) event will be available for a limited if you would like to view it again, or share it with colleagues who missed the event.

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# KEYNOTE SPEAKERS



## **Clark Jang, Senior Analyst, Human Resources, Department of National Defence**

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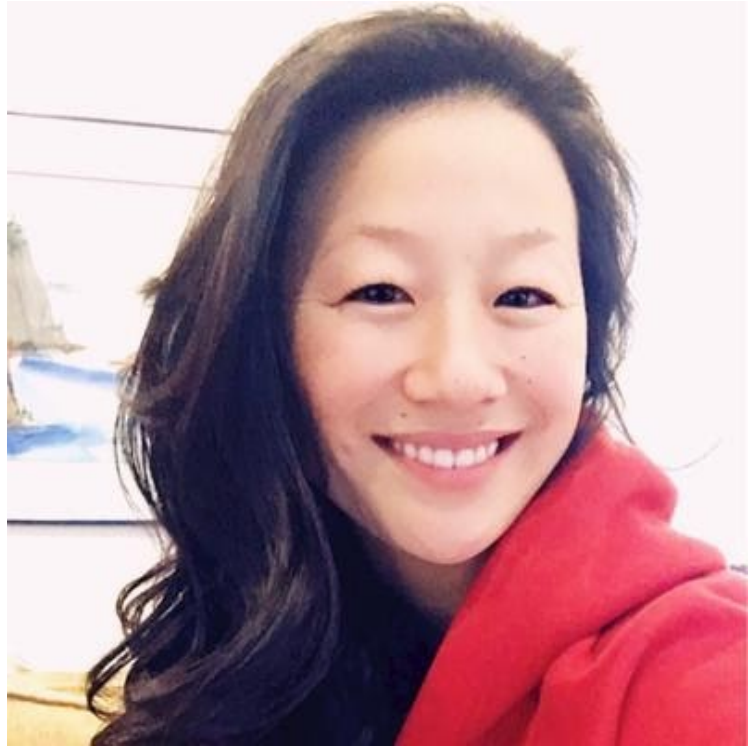
Clark is a jack-of-all-trades public servant who's passionate about doing cool work with good people.

Over the past five years he's worked across the spectrum of human resources—policy, operational and strategic—with some of Canada's most dedicated public servants and military personnel. He was a Strategic Advisor to the Head of HR. He led HR's preparation for a national class action lawsuit on sexual misconduct. And he solved complex labour relations issues with military managers, union representatives and employees.

Clark's cultural identity is heavily influenced by his experiences as a biracial man growing up in an increasingly globalized world. He was born and raised in Vancouver and has been fortunate enough to have visited and made friends in 27 countries around the world. Clark has lived in Halifax, Sweden, and now presently resides in Ottawa.

## **Suzanne Kye, Manager of the Compassionate Exemption Program, Public Health Agency of Canada**

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Suzanne was born and raised in Richmond Hill, Ontario, a community with a large immigrant population where many of her peers were second generation Canadians.

Suzanne obtained an undergraduate degree in Political Science with a focus in International Relations and a Masters degree in communications at Carleton University. She joined the Public Service in 2009, and has since worked at a number of departments.

The pandemic and the rise of anti-Asian hate has been an awakening for Suzanne. As a Canadian of Korean descent living in Ottawa and working in the Public Service, Suzanne oftentimes experienced what she can now identify as tokenism and micro-aggressions. Knowing how to vocalize experiences of inequity and marginalization has long been a struggle. Recent events and subsequent activism by racialized communities has helped to validate experiences she has long internalized and moved her to find the courage and voice to take tangible action for sustained change in her workplace and in her community.



## **Lisa Wong, Project Manager, Department of National Defence**

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Lisa joined DND in early 2020, has over 11 years of experience in managing highly political and complex major procurement projects. Lisa holds a Bachelor in Arts, a graduate certificate in Project Management, and a Project Management Professional designation.

Lisa is a Chinese-Italian born

Canadian who was raised in both Montreal and then Ottawa. Lisa is no stranger to culture differences as well as impacts of being an immigrant. Over the past 17 years working for the Government of Canada, Lisa has tackled intersectional biases and discrimination as well as systemic racism that exist in the public service. Lisa is an advocate for inclusivity and leverages a strength of individualization that seeks to see each person as one of a kind. She focuses on uniqueness because she believes people should not be dropped into broad categories. She has used this over the years to advocate for herself, for others and to facilitate negotiations.

# DEFINITIONS

## Belonging

The psychological feeling of belonging or connectedness to a social, spatial, cultural, professional, or other type of group or community (Hurtado & Carter, 1997).

## Bias

A prejudice in favour of or against one thing, person, or group compared with another usually in a way that is considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences (University of California Office of Diversity and Outreach).

### Conscious vs. Unconscious Bias

- Conscious Bias AKA Explicit Bias: the traditional conceptualization of bias. With explicit bias, individuals are aware of their prejudices and attitudes towards certain groups. Positive or negative preferences for a particular group are conscious (US Department of Justice).
- Unconscious Bias AKA Implicit Bias: social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing (University of California Office of Diversity and Outreach).

## Disability

Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations ([Federal Disability Reference Guide](#))

# DEFINITIONS

## Discrimination

Is an action or a decision that treats a person or a group badly or disadvantageously for reasons such as their race, age, or disability. These reasons, are also called grounds, are protected under the Canadian Human Rights Act.

## Exclusion

The process or state of excluding or being excluded (Oxford Languages)

## Intersectionality

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups (Merriam-Webster)

## Inclusion

The practice or policy of provided equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups (Oxford Languages).

## Racism

A belief that race is a fundamental determinant of human traits and capacities and that racial difference produce an inherent superiority of a particular race (Merriam-Webster)

- Individual racism is a form of racial discrimination that stems from conscious and unconscious, personal prejudice (Henry & Tator, 2006, pp.329)
- Systemic/Institutional racism is a form of racism that is embedded as normal practice within society or an organization. It can lead to issues such as discrimination in criminal justice, employment, housing, health care, political power, and education, among other issues (Pager & Shepard, 2008).



# FOSTERING AN INCLUSIVE CLIMATE

## Tool: A Checklist of Behaviours

Here are some ideas regarding the behaviours that you should actively reinforce within your team and those which you should actively discourage within your team. You can save this list and refer to it when reflecting on the norms that you want to model and the climate you are helping to foster.

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### Examples of inclusive behaviours that should be reinforced



- Going out of the way to make others feel welcome.
- Showing genuine concern towards team members.
- Making an extra effort to understand problems faced by others.
- Working together to arrive at decisions that all can accept.
- Efforts to uncover opposing or alternative views in order to try to better understand and solve problems.
- Resolving conflicts effectively.
- Willingness to help each other.
- Standing up for each other.
- Giving team members the benefit of the doubt (for example about the potential value that they can contribute to the team).
- Being critical of underlying assumptions when drawing conclusions about each other.

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### Examples of behaviours that should be actively discourages



- Behaving in a way that could lead some to feel excluded or marginalized, for example by excluding some from professional camaraderie.
- Downplaying the value of others' contributions.
- Withholding information from others
- Interrupting or cutting others off while speaking.
- Belittling someone's ideas in front of others
- Failing to acknowledge, or showing little interest in, the ideas or opinions expressed by someone else
- Dominance tactics (e.g. dominating the conversation during a team meeting)
- Being condescending or demeaning towards others.

Source: 2018 eCornell, ILD1004: Fostering an Inclusive Climate

# FACILITATION GUIDE

## MY WORKBOOK

**Prerequisite:** [Watch AMA](#)

**Objective:** facilitate a discussion with my work team about intersectionality and unconscious bias

**Time:** 60 minutes

What was my main takeaway – expand and share an amazing quote, story or moment:

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What made me uncomfortable/ what was one of my blind spots?

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What is an example of a systemic discrimination that I am aware of in my life?

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# FACILITATION GUIDE

## MY WORKBOOK

**Prerequisite:** [Watch AMA](#)

**Objective:** facilitate a discussion with my work team about intersectionality and unconscious bias

**Time:** 60 minutes

How can I use my voice/ influence – both overtly/covertly?

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What am I not going to do anymore?

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Where am I going to dig in and learn more?

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# FACILITATION GUIDE

## MY WORKBOOK

**Prerequisite:** [Watch AMA](#)

**Objective:** facilitate a discussion with my work team about intersectionality and unconscious bias

**Time:** 60 minutes

How will I continue this conversation?

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What are some of the challenges unique to your identities that you face in the workplace?

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How important is representation to you?

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# FACILITATION GUIDE

## MY WORKBOOK

**Prerequisite:** [Watch AMA](#)

**Objective:** facilitate a discussion with my work team about intersectionality and unconscious bias

**Time:** 60 minutes

What do you think your organization can do to practice greater inclusivity?

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What are the positive aspects of diversity, inclusion and belonging?

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What has your personal journey been?

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More information on Jewish Heritage month and other resources can be found here:

- [Canadian Jewish Heritage Act](#)
- [Statement by Minister Chagger on Canadian Jewish Heritage Month](#)
- [Canada and the Holocaust](#)

## Jewish Holidays:

- [Shabbat](#): The day of rest and weekly observance of God’s completion of creation.
- [Rosh Hashanah](#): The Jewish New Year—a holiday observed with festive meals and a day spent in prayer or quiet meditation.
- [Yom Kippur](#): The Jewish Day of Atonement—the most solemn day of the Jewish year. A day devoted to self–examination, and the chance to begin the New Year with a clean slate.
- [Sukkot](#): A celebration of the fall harvest, this holiday also commemorates the time when the Hebrews dwelt in the Sinai wilderness on their way to the Promised Land.
- [Shemini Atzeret](#): Literally the “8th day of assembly,” this holiday marks the end of Sukkot with an annual prayer for rain.
- [Simchat Torah](#): The day marking the end and the beginning of the annual Torah reading cycle.
- [Hanukkah](#): A festival celebrating liberation from oppression, freedom of worship, and finding light in the darkest of times.

- [Tu B'Shevat](#): The Jewish “New Year of the Trees,” celebrated with observances that connect us to our environment and the natural world.
  - [Purim](#): A day celebrating the saving of the Jews from a diabolical plot of destruction, as recounted in the Book of Esther.
  - [Passover](#): A festival of freedom that marks the Hebrew exodus from Egypt long ago.
  - [Yom HaShoah](#): (Holocaust Memorial Day) The day Jews all over the world mourn the loss of six million Jewish lives lost during the Holocaust.
  - [Lag B'Omer](#): The holiday that marks the 33rd day of the 49-day “Omer” period between Passover and Shavuot.
  - [Shavuot](#): The celebration of the giving of the Torah to the Jewish people, also known as the Festival of First Fruits.
  - [Tisha B'Av](#): An important fast day commemorating the destruction of the Jewish Temple in Jerusalem in 586 BCE and 70 CE.
  - [Tu B'Av](#): A Jewish celebration of love.
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## Asian (Pacific Islander) Heritage Month

Asia is made up of 48 countries and the Pacific Islands are comprised of 15 countries.

Individuals who were born or have ethnic or cultural connections to this part of the globe may identify themselves as having Asian Heritage.

- [Asian Heritage Month](#)

### Articles:

- **Time Magazine:** [Asian Americans Are Still Caught in the Trap of the ‘Model Minority’ Stereotype. And It Creates Inequality for All](#)

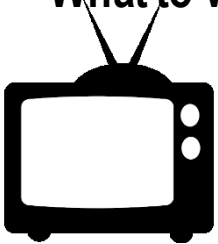
- **Toronto Star:** [The 'model minority' myth explained. What you need to know about how it has propped up anti-Asian racism in Canada](#)
  - **Rise in Anti Asian Hate:** [Global TV segment](#)
  - The Chinese Canadian National Council - Toronto Chapter (CCNC) [released a report on Tuesday](#) detailing discriminatory attacks and incidents faced by Asian Canadians one year into the deadly pandemic.
  - **YouTube:** [Eyes Open: An Anti-Asian Racism PSA - French Subtitles - YouTube](#)
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## Filipino Public Servants Network

The Filipino Public Servants Network is a group for current federal public service employees of Filipino descent.

- Join the [Facebook](#) group
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## What to watch?



- **Parasite** – Directed by Bong Joon-ho; Academy Award winning film; Available on Prime Video, Netflix and Crave
- **Minari** – Directed by Lee Isaac Chung; 6 Oscar nominations in 2021
- **Raya and the Last Dragon** – Directed by Carlos López Estrada and Don Hall; Available on Disney+
- **American Pastime** – Directed by Desmond Nakano; Available on Prime Video and AppleTV
- **Better Luck Tomorrow** – Directed by Justin Lin; Available on Prime Video
- **Tiger Hunter** – Directed by Lena Khan
- **City of Ghosts** – Created by Elizabeth Ito; Available on Netflix



- **Boy** – Directed by Taika Waititi; Available on Prime Video
- **Mataku** – Directed by Peter Burger
- **Waitangi: What Really Happened** – Directed by Peter Burger
- **In Football We Trust** – Directed by Tony Vainuku
- **Tongan Ark** – Directed by Paul Janman
- **The Orator** – Directed by Tusi Tamasese

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## Good Reads?

- [Minor Feelings: An Asian American Reckoning](#) – Written by Cathy Park Hong; 2020 Best Book of the Year
- [Obasan](#) – Written by Joy Kogawa
- [Being Chinese in Canada: The Struggle for Identity, Redress Belonging](#) – Written by William Ging Wee Dere
- [Stone Soup](#) – Written by Jon J. Muth; Children’s book
- [Naturally Tan](#) – Written by Tan France
- [Rockin’ the Boat: Flashbacks of the 1970s Asian Movement](#)  
Photojournalism by Mary Uyemetsu Kao
- [The Galleons: Poems](#) – Written by Rick Barot
- [More Than Organs](#) – Written by Kay Ulanday Barrett; LGBTQIA2+ poems
- [On Earth We’re Briefly Gorgeous](#) – Written by Ocean Vuong; LGBTQIA2+
- [Where the Rekohu Bone Sings](#) – Written by Tina Makereti
- [Memoires of Pasifika](#) – Podcast
- [from unincorporated territory \[guma’\]](#) – Written by Craig Santos Perez
- [Iep Jaltok: Poems from a Marshallese Daughter](#) – Written by Kathy Jetrñil-Kijiner



- [The Girl in the Moon Circle](#) – Written by Sia Figiel
  - [Afakasi Woman](#) – Written by Lani Wendt Young
  - [Black Ice Matter](#) – Written by Gina Cole
  - [Tales of Tikongs](#) – Written by Epeli Hau'ofa
  - [Shark Dialogues](#) – Written by Kiana Davenport
  - [Leaves of the Banyan Tree](#) – Written by Albert Wendt
  - [Long Live the Tribe of Fatherless Girls](#) – Written by T Kira Madden
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## Good Eats?

- [Vietnamese Chicken Salad w/ Rice noodles](#)
- [Pancit from the Philippines](#)
- [Yakisoba from Japan](#)
- [Chinese Scallion Pancakes](#)
- [Malaysian Sweet Potato Doughnuts](#)
- [Fijian Fish Curry](#)
- [Crockpot Kalua Pork from Hawaii](#)
- [Tonga Toast](#)
- [Pani popo from Samoa](#)
- [Fairy bread from Australia](#)



# THANK YOU TO OUR CONTRIBUTORS

Thank you for attending *Ask Me Anything* – A conversation on Asian Heritage Month. To access all the resources visit this [folder](#).

This resource document was created in collaboration with Katie Freer, Natasha Lim, Tara Lockhart, Melissa Michaud Camacho, Lyrique Richards, and Samantha Moonsammy.

Please contact the [CCG internal communications team](#) with any questions, comments and suggestions so we can all continue on our journey to becoming more inclusive and respectful.

## CONTRIBUTORS

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