**DIALogues | Surviving the System**

**June 4th, 2021**

Presented by Peter J. Kuo

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7

00:01:25.410 --> 00:01:33.300

Ami (she/her) @ AFTA: Great we can go ahead and get started hello, and welcome to today's events DIALogues, Surviving the System. I’m Ami Scherson

8

00:01:33.630 --> 00:01:42.300

Ami (she/her) @ AFTA: Equity in Arts Leadership Program Coordinator with Americans for the Arts. We've got a great program plan for today i'm excited to get started, but first some quick reminders.

9

00:01:42.840 --> 00:01:53.430

Ami (she/her) @ AFTA: ArtsU e learning platform offering a variety of training options to support your work in the field visit us at art you Americans for the arts.org to view upcoming events.

10

00:01:53.760 --> 00:02:00.270

Ami (she/her) @ AFTA: Please note that this presentation is being recorded the recording will be available in one to two business days on the event page.

11

00:02:00.660 --> 00:02:11.520

Ami (she/her) @ AFTA: An automated live transcript is available for viewing to turn it on or off please press the CC or closed caption button at the bottom of your screen and then select show or hide subtitle.

12

00:02:11.940 --> 00:02:20.070

Ami (she/her) @ AFTA: Resources for today's event will be posted under the resources tab of today's event page, we recommend viewing today's webinar and speaker mode.

13

00:02:20.400 --> 00:02:25.530

Ami (she/her) @ AFTA: To do this, navigate in the upper right hand corner of your screen and click on the speaker view button.

14

00:02:25.980 --> 00:02:31.890

Ami (she/her) @ AFTA: there'll be time for questions at the end of today's presentation and you can submit those questions through the chat box.

15

00:02:32.280 --> 00:02:39.360

Ami (she/her) @ AFTA: Open the chat box to open the chat box, please navigate to the black navigation bar at the bottom of your screen and press the chat button.

16

00:02:39.750 --> 00:02:43.590

Ami (she/her) @ AFTA: Should you need any technical assistance for today, please feel free to chat me.

17

00:02:44.010 --> 00:02:54.930

Ami (she/her) @ AFTA: me at AFTA a direct message to do so, first open the chat function second select the two fields and finally search or scroll for AMI after a mta.

18

00:02:55.290 --> 00:03:04.770

Ami (she/her) @ AFTA: today's webinar as part of the DIALogues professional development collection an eight part professional development collection created to support college students and emerging leaders under represented.

19

00:03:04.980 --> 00:03:10.290

Ami (she/her) @ AFTA: In arts leadership, who wants to increase their knowledge of arts administration, through a cultural equity lens.

20

00:03:10.890 --> 00:03:19.200

Ami (she/her) @ AFTA: You can learn more about the collection and other webinars through today's session page and with that i'm pleased to introduce today's speaker Peter J. Kuo.

21

00:03:19.680 --> 00:03:28.950

Ami (she/her) @ AFTA: Peter is a bicultural LA native and the director of the conservatory at American conservatory theater where he serves on the stuff EDI committee.

22

00:03:29.160 --> 00:03:39.660

Ami (she/her) @ AFTA: He is a theater director producer writer and educator focusing on raising the visibility of marginalized communities I'm very excited to bring Peter into this space. Thank you so much.

23

00:03:42.690 --> 00:03:43.950

Peter J. Kuo (he/him) #BLM: hi everyone.

24

00:03:45.180 --> 00:03:55.080

Peter J. Kuo (he/him) #BLM: hello, my name is Peter K. Kuo. I use he him his pronouns and currently screen when from downtown San Francisco on the land of the old line, a people.

25

00:03:55.650 --> 00:04:04.860

Peter J. Kuo (he/him) #BLM: I love building community of these kinds of conversations and spaces, so one if you feel comfortable I completely invite you to.

26

00:04:05.670 --> 00:04:13.050

Peter J. Kuo (he/him) #BLM: feel free to bring on your camera, if you like, if you don't want to that's totally fine, no, no, no, forcing it all just.

27

00:04:13.560 --> 00:04:20.340

Peter J. Kuo (he/him) #BLM: Encouragement I love seeing faces and being able to to say hi to folks as as we're kind of talking and getting reactions.

28

00:04:20.940 --> 00:04:24.360

Peter J. Kuo (he/him) #BLM: Also, obviously article person so like having an audience is always fun.

29

00:04:25.020 --> 00:04:33.210

Peter J. Kuo (he/him) #BLM: Also, if you'd like there's a bitly link and there's also That link has been dropped in the chat if you want to click it please feel free to introduce yourself I love hearing.

30

00:04:33.990 --> 00:04:42.840

Peter J. Kuo (he/him) #BLM: How people identify themselves or just knowing who else is in this room and it's always kind of fun to watch people fill out this link and.

31

00:04:43.560 --> 00:04:54.960

Peter J. Kuo (he/him) #BLM: start seeing who else is is kind of existing in the space and having a moment for everyone to kind of choose how they want to walk into the space and what I can do that you want to hold into the space, as you are approaching it.

32

00:04:55.680 --> 00:05:03.840

Peter J. Kuo (he/him) #BLM: So encourage you to introduce yourself there i'll just read kind of my introduction, as I said, Peter de quo and I use him has pronounced.

33

00:05:04.500 --> 00:05:11.040

Peter J. Kuo (he/him) #BLM: As he said, i'm the director of the conservatory American conservatory theater where i've been there for about a little over three years.

34

00:05:11.580 --> 00:05:20.370

Peter J. Kuo (he/him) #BLM: I identify as politically as an Asian American cultural as the Chinese American i'm queer i'm cysts and I live with an invisible disability.

35

00:05:21.360 --> 00:05:34.770

Peter J. Kuo (he/him) #BLM: And once again just to honor the land that i'm on i'm on the native alon a people's land and i'm streaming from San Francisco so feel free at your own leisure to drop it into that document.

36

00:05:35.790 --> 00:05:52.860

Peter J. Kuo (he/him) #BLM: An introduction of yourself, so thank you so much, and I will keep talking and moving on to the presentation, but please don't feel the need to rush out of that document and also feel free to kind of scroll through it and see who else is in the space so go ahead next, please.

37

00:05:54.870 --> 00:06:10.290

Peter J. Kuo (he/him) #BLM: So just so you get a rundown of what today's agenda is i'll be talking about i'll be introducing what we'll be talking about setting some guidelines and then actually dive into the conversation about this idea of surviving the system, whatever whatever that means.

38

00:06:11.580 --> 00:06:15.300

Peter J. Kuo (he/him) #BLM: But and then we'll have a breakout discussion groups or going to ask.

39

00:06:15.870 --> 00:06:26.730

Peter J. Kuo (he/him) #BLM: You all to break out into groups of four and basically have a discussion about what you learn from what i've shared it and then, when we come back you'll have an opportunity to report out, if you like, and just have a general q&a.

40

00:06:27.330 --> 00:06:33.390

Peter J. Kuo (he/him) #BLM: i'd love to hear from you, either in the chat box or at the end, if you want to unsigned once your microphones that I can hear you until.

41

00:06:33.990 --> 00:06:49.650

Peter J. Kuo (he/him) #BLM: i'd like to know your thinking, if you have any questions along the way to please feel free to drop them in the chat that's totally fine if I have an immediate answer to something I will respond to it, or I will revisit it at the very end so that's our agenda, thank you next.

42

00:06:51.150 --> 00:06:54.450

Peter J. Kuo (he/him) #BLM: i'm here our general discussion guidelines, I like to use.

43

00:06:55.470 --> 00:06:58.380

Peter J. Kuo (he/him) #BLM: And I hope that's something that we can all agree to in this room.

44

00:06:59.550 --> 00:07:11.460

Peter J. Kuo (he/him) #BLM: First, speak from the I, you are the owner of your own individual experience, you are the expert of your individual experience you do not need to speak on behalf of anyone else or collective on your experience, please, I ask that you speak from I.

45

00:07:12.390 --> 00:07:20.250

Peter J. Kuo (he/him) #BLM: individually, we know very little but collectively, we know a lot, well, I will be speaking on this subject for 25 minutes.

46

00:07:20.910 --> 00:07:29.910

Peter J. Kuo (he/him) #BLM: I it is purely my perspective, and what i've gained through my experience and my knowledge and my time That being said, there's tons of people in this room who all have.

47

00:07:30.630 --> 00:07:42.300

Peter J. Kuo (he/him) #BLM: A great experience and knowledge and so hopefully we can learn something together as well, so, while i'm super excited that you all, are going to have an opportunity to go into breakout rooms and kind of share experience and converse.

48

00:07:42.810 --> 00:07:48.540

Peter J. Kuo (he/him) #BLM: um I do ask that stories that are said here, stay here while lessons that are learned here leave here.

49

00:07:49.050 --> 00:07:58.890

Peter J. Kuo (he/him) #BLM: The idea being that any personal stories those personal story should stay in the space, we should consider this as much of a sacred brave and safe space as possible for people to be able to share their stories.

50

00:07:59.370 --> 00:08:09.870

Peter J. Kuo (he/him) #BLM: Without a fear of it going out to other individuals, but the lessons that you learn from the stars are certain things that you can walk away with that even carry with you and and attribute to your own life.

51

00:08:11.250 --> 00:08:22.920

Peter J. Kuo (he/him) #BLM: I asked you to turn up and turn up if you're someone who often speaks I asked that you start to work on your listening skills and spend a little bit time doing more of that but also if you're someone who.

52

00:08:23.970 --> 00:08:33.690

Peter J. Kuo (he/him) #BLM: listens often I asked you to turn up your speaking skills and start practicing those That being said, i'm not asking that anyone be completely silent or toxic, the whole thing.

53

00:08:34.470 --> 00:08:41.070

Peter J. Kuo (he/him) #BLM: it's an invitation to just be mindful of what your normal pattern is and see if you can practice disrupting that for a little bit.

54

00:08:42.090 --> 00:08:50.340

Peter J. Kuo (he/him) #BLM: Try to listen, without judgement, everyone is at a different place in their journey, this is coming, this is through anti racism work self awareness work.

55

00:08:51.030 --> 00:09:02.040

Peter J. Kuo (he/him) #BLM: administrative work everyone's at a different spot, and so, some people have lots of experience and knowledge, some people have a lot of time, others have less we're all the different journey and let's just honor that and respect that.

56

00:09:03.180 --> 00:09:08.820

Peter J. Kuo (he/him) #BLM: let's recognize our own and other privileges and how they affect the space, even in a zoom space like this.

57

00:09:09.240 --> 00:09:16.230

Peter J. Kuo (he/him) #BLM: Certain identity politics and privileges do enter the space so let's just kind of be aware of those and mindful as much as we possibly can.

58

00:09:16.860 --> 00:09:24.150

Peter J. Kuo (he/him) #BLM: And then I asked the people agree to disagree, but don't engage if you disagree with something that is totally fine.

59

00:09:24.390 --> 00:09:34.170

Peter J. Kuo (he/him) #BLM: You have for right to be able to do that, but I asked you don't disengage that you can stay leaned into the conversation we can have healthy conflict and healthy conversation about things that we disagree with.

60

00:09:35.160 --> 00:09:47.490

Peter J. Kuo (he/him) #BLM: So if we can get an agreement these discussion guidelines, either through you can give a react with a thumbs up or if you can give me a visual a thumbs up that'd be great yes.

61

00:09:48.510 --> 00:09:57.510

Peter J. Kuo (he/him) #BLM: Seeing and, if you want to add anything, please feel free in the chat or, if you have any concerns about any of these please you can ansel into your microphone and speak.

62

00:10:01.530 --> 00:10:03.240

Peter J. Kuo (he/him) #BLM: cool seeing lots of thumbs up.

63

00:10:04.410 --> 00:10:13.440

Peter J. Kuo (he/him) #BLM: Very cool Okay, if you have any concerns please feel free to message me or email me directly i'm happy to address them along the way, next, please.

64

00:10:14.430 --> 00:10:26.790

Peter J. Kuo (he/him) #BLM: Great so I just want to start with an introductory Paul and a first introduce it, I really want to talk about how ways that were because i'm on the introduced this as primarily.

65

00:10:27.810 --> 00:10:36.930

Peter J. Kuo (he/him) #BLM: folks of color who are trying to engage with this industry a little bit more, I think one of the things that we're offering going to be engaging with is racism and anti racist work.

66

00:10:37.290 --> 00:10:46.530

Peter J. Kuo (he/him) #BLM: And this is within institutions, but also within ourselves as well, and so this is kind of the way that I look at how we engage with anti racism.

67

00:10:47.340 --> 00:10:51.780

Peter J. Kuo (he/him) #BLM: That we either deal with it internally the kind of our own personal thoughts and actions.

68

00:10:52.200 --> 00:11:01.200

Peter J. Kuo (he/him) #BLM: Inter personally from person to person me and someone else or institutionally entire institution, the organization and the systems and structures that have in place.

69

00:11:01.530 --> 00:11:07.530

Peter J. Kuo (he/him) #BLM: And ideology, which is more of like a societal thought, how do we as a society, think about aspects that.

70

00:11:08.100 --> 00:11:16.380

Peter J. Kuo (he/him) #BLM: are involved in related to racism and engaging with campaign racism so i'd love for people to just share like what ways are you ready to.

71

00:11:17.160 --> 00:11:31.860

Peter J. Kuo (he/him) #BLM: To engage with anti racism there's a poll up please feel free to fill it out, you want to be engaging with it internally, are you ready to deal with it internally into personally institution or ideology wise.

72

00:11:34.080 --> 00:11:34.410

Peter J. Kuo (he/him) #BLM: creek.

73

00:11:35.820 --> 00:11:43.680

Peter J. Kuo (he/him) #BLM: Core seen a lot of different variations, a lot of people really looking to engage with the institution.

74

00:11:46.020 --> 00:11:51.060

Peter J. Kuo (he/him) #BLM: Give the poll, maybe about 30 more seconds also seeing some all of the above awesome.

75

00:11:53.460 --> 00:11:55.320

Peter J. Kuo (he/him) #BLM: Thank you for sharing that in the chat Sarah.

76

00:11:59.430 --> 00:12:06.060

Peter J. Kuo (he/him) #BLM: was like institutional is very much a priority for folks cool.

77

00:12:08.040 --> 00:12:08.580

Great.

78

00:12:09.750 --> 00:12:20.340

Peter J. Kuo (he/him) #BLM: So that has gotten 12 votes we've got a split of five and five on internalizing interpersonal and three wanting to look at engage with the ideology.

79

00:12:20.760 --> 00:12:35.550

Peter J. Kuo (he/him) #BLM: Fantastic Thank you so much for for contributing I think that's a great snapshot of the room and wonderful way to kind of like look at where we are right now so i'm so i'm going to talk us through a little bit some of that can we move to the next slide please Thank you.

80

00:12:38.220 --> 00:12:44.400

Peter J. Kuo (he/him) #BLM: I just want to shout out nicki is kind of managing my slides and he's helping me drop links in the chat and.

81

00:12:45.180 --> 00:12:53.490

Peter J. Kuo (he/him) #BLM: running the polls, so thank you both so much they're amazing and jumped right into it, so the first thing that I want to talk about is really just establishing.

82

00:12:54.240 --> 00:13:05.580

Peter J. Kuo (he/him) #BLM: As we get engaged with racism and anti racism, the one thing I think we don't talk enough about in our culture or society and specifically American society and often in many communities of color.

83

00:13:05.940 --> 00:13:15.930

Peter J. Kuo (he/him) #BLM: Is navigating our own health self care personal health of that we kind of talked about those things, but I think it's really, really important to identify what do we consider health.

84

00:13:16.590 --> 00:13:28.170

Peter J. Kuo (he/him) #BLM: I like to use the World Health organization's definition with health is a state of complete physical, mental and social well being and not merely the absence of disease or infirmity.

85

00:13:28.590 --> 00:13:34.500

Peter J. Kuo (he/him) #BLM: So I think some people think like if i'm being healthy if i'm exercising and eating right.

86

00:13:35.280 --> 00:13:44.040

Peter J. Kuo (he/him) #BLM: For some folks that isn't healthy, in the sense of the relationship to food and the relationship to exercise can be related to trauma and mental illness and things like that.

87

00:13:44.340 --> 00:13:52.800

Peter J. Kuo (he/him) #BLM: And so, working on that mental aspect might be more of a priority for an individual, as we are engaging with institutions into personal.

88

00:13:53.430 --> 00:14:02.580

Peter J. Kuo (he/him) #BLM: And our society, the social well being how we actually take care of like our social relationships and the wellness of that is actually very crucial and.

89

00:14:03.000 --> 00:14:09.150

Peter J. Kuo (he/him) #BLM: I just want to say, like we are constantly engaging in oppression unconscious bias.

90

00:14:09.570 --> 00:14:20.040

Peter J. Kuo (he/him) #BLM: Racism and really working towards hopefully anti racism in all of those engagements and so how we learn to navigate is a really key part of our social well being.

91

00:14:20.310 --> 00:14:29.850

Peter J. Kuo (he/him) #BLM: And so I say that because I just want people to realize like that is actually a part of taking your health when you engage some of this work it's important to be thinking about next, please.

92

00:14:32.190 --> 00:14:45.210

Peter J. Kuo (he/him) #BLM: So I like to break down when navigating kind of the systems in relation to anti racism work that the three different paths and specifically working within institutions and so.

93

00:14:45.660 --> 00:14:53.400

Peter J. Kuo (he/him) #BLM: excited to see that institutional was something that everyone's really wanting to talk about, because I think that's what i'm going to focus on the most today That being said, interpersonal.

94

00:14:54.000 --> 00:15:04.410

Peter J. Kuo (he/him) #BLM: internalized and society are all going to be we've been told that because they're all interconnected, but, for me, these are the three that really kind of exist, however, they may not always be working together.

95

00:15:05.700 --> 00:15:09.510

Peter J. Kuo (he/him) #BLM: And again, this is my kind of opinion, the way I kind of frame things in the world.

96

00:15:09.900 --> 00:15:18.240

Peter J. Kuo (he/him) #BLM: So there are some folks who wouldn't talking about engaging with anti racism work when it comes to institutions is really about building your own.

97

00:15:18.480 --> 00:15:23.760

Peter J. Kuo (he/him) #BLM: utilizing the resources that are available to be able to create our own institution, networking community.

98

00:15:24.030 --> 00:15:29.370

Peter J. Kuo (he/him) #BLM: it's not about going into an establishment that already existed it's probably been built on the foundation of white supremacy.

99

00:15:29.670 --> 00:15:35.100

Peter J. Kuo (he/him) #BLM: is much more about let's build it ourselves and create it and get the resources that we can to make that happen.

100

00:15:35.730 --> 00:15:40.440

Peter J. Kuo (he/him) #BLM: And neither mentality is the burnt down approach, there are certain institutions.

101

00:15:41.130 --> 00:15:54.300

Peter J. Kuo (he/him) #BLM: That are really looking at tearing down current institutions networks and communities that are problematic and beyond salvaging so that the resources that are currently going to those institutions can be made more readily available to others in need.

102

00:15:55.260 --> 00:16:03.360

Peter J. Kuo (he/him) #BLM: And I just want to know I I fully respect those who live in all of these kind of ideas around navigating the system.

103

00:16:04.650 --> 00:16:14.820

Peter J. Kuo (he/him) #BLM: I think that there are certain institutions or networks or communities or systems that exist that certainly do need to be burned down, but I don't think my personal approach is that all of it needs to.

104

00:16:15.120 --> 00:16:23.280

Peter J. Kuo (he/him) #BLM: i'm very much personally live in the work from the inside approach and that's because my skill sets in my mentality and the way I was raised in the groups that I work with.

105

00:16:24.060 --> 00:16:31.800

Peter J. Kuo (he/him) #BLM: It suits me best, it is not the ideal one I don't think any of these ideas I think about what matches you best and the institutions that you're engaging with.

106

00:16:32.520 --> 00:16:48.750

Peter J. Kuo (he/him) #BLM: So from working on the inside, it is utilizing the institution, the networks and community that already have been built to dismantle that problematic aspects about them redistributing those resources and creating space for new networks and communities to integrate with with the old.

107

00:16:50.160 --> 00:16:57.960

Peter J. Kuo (he/him) #BLM: And so, in a certain way it's kind of like, how do you build a house, do you build your own house, because you want to know how you want to structure and build the Foundation and create all that.

108

00:16:58.290 --> 00:17:10.830

Peter J. Kuo (he/him) #BLM: Do you see a house that's basically dilapidated it's beyond repair so just let's tear it down, or is there a really nice House but inside its kind of got some problematic structures and fixtures it's not quite English.

109

00:17:11.190 --> 00:17:21.900

Peter J. Kuo (he/him) #BLM: it's quite kind of a bliss and it's not a friendly towards disabled folks and so, how do you go in, maybe renovate some parts of it and make it a little bit more of a.

110

00:17:22.560 --> 00:17:32.220

Peter J. Kuo (he/him) #BLM: Space that's inclusive for multiple people so that's what have you that I kind of live in so i'm going to talk about that one the most next, please, thank you, the key.

111

00:17:33.390 --> 00:17:47.490

Peter J. Kuo (he/him) #BLM: So these are kind of the the formulas and ideas that I think about when you're working from the inside, this is very much my strategy and what I recommend, but you may find something that works better, for you that's totally Okay, this is an offer for place to start and you.

112

00:17:48.690 --> 00:17:57.510

Peter J. Kuo (he/him) #BLM: When you don't know where to start or it can meld into something that you prefer to have or you can decide you don't like it at all you throw it away that's your choice.

113

00:17:58.620 --> 00:18:13.290

Peter J. Kuo (he/him) #BLM: But these are the kind of four ways that I look at things I first go through an assessment phase, a collaboration phase and engagement phase and then an evaluation phase, and then it kind of cycles over and over and over again so i'm going to break these down next, please.

114

00:18:14.370 --> 00:18:18.990

Peter J. Kuo (he/him) #BLM: So when I look at assessing the capacity I am talking about assessing the capacity.

115

00:18:19.320 --> 00:18:30.780

Peter J. Kuo (he/him) #BLM: of yourself personally the other people that you might be engaging with institutionally or Community wise again that kind of goes into internalized interpersonal institution and society.

116

00:18:31.560 --> 00:18:50.850

Peter J. Kuo (he/him) #BLM: ideologically going back to this whole health conversation and grow your own garden before you water someone else's privatized, health care and while while working from towards growth, so I really want to encourage everyone, even while you want, while you can engage with institutional.

117

00:18:51.900 --> 00:18:59.190

Peter J. Kuo (he/him) #BLM: Work to to create more anti racist practices that you also still consider working yourself in a relationship with other people.

118

00:19:00.600 --> 00:19:14.610

Peter J. Kuo (he/him) #BLM: So these are kind of the three questions that I look at when I say assess the capacity, what is the relationship what relationship we have with blank to engage in this discussion again that can be yourself what relation to you have with yourself do have a lot of.

119

00:19:15.690 --> 00:19:23.760

Peter J. Kuo (he/him) #BLM: Do you still have a certain amount of anxiety in examining some of your own biases who can work with on that who can talk to.

120

00:19:24.360 --> 00:19:31.740

Peter J. Kuo (he/him) #BLM: What is the relationship, you have with someone else i'm going to dive into those I realized in the later slide so i'm gonna i'm just gonna keep putting through these.

121

00:19:33.000 --> 00:19:39.210

Peter J. Kuo (he/him) #BLM: How ready is this other person or yourself or this institution to engage in the conversation.

122

00:19:39.780 --> 00:19:52.050

Peter J. Kuo (he/him) #BLM: And then does this other have the resources to be supported in this conversation, and when I talk about conversation I primarily mean the work of discussing anti racism racism and.

123

00:19:52.590 --> 00:20:04.950

Peter J. Kuo (he/him) #BLM: Those issues next slide please so breaking this further, what is the relationship acknowledge the power dynamic if it's another person do they have more authority than you in the workplace.

124

00:20:05.550 --> 00:20:09.540

Peter J. Kuo (he/him) #BLM: Or is there isn't a parent teacher parent student.

125

00:20:10.320 --> 00:20:21.870

Peter J. Kuo (he/him) #BLM: parent child there we go parent child or teacher student relationship, all of these have inherent power dynamics in them now there's no way to be able to escape those things you might be have a supervisor.

126

00:20:22.320 --> 00:20:29.340

Peter J. Kuo (he/him) #BLM: that you have a relationship with or you know even it might be a therapist or if you're doing some self work that you're doing with someone else.

127

00:20:30.570 --> 00:20:40.650

Peter J. Kuo (he/him) #BLM: Just acknowledging that power, dynamic and knowledge that exists is one thing and wanting to dismantle it and naming that it's just that important because.

128

00:20:42.270 --> 00:20:54.930

Peter J. Kuo (he/him) #BLM: in a certain way, if you hold on to that power dynamic you can't undo it so being able to recognize this is the power dynamic that exists, and this is how I would like to see if we can dismantle it if.

129

00:20:56.160 --> 00:21:04.290

Peter J. Kuo (he/him) #BLM: One of the things I think about this, specifically when you're working into personal with someone is let's say you do have a supervisor also questioning.

130

00:21:04.710 --> 00:21:14.190

Peter J. Kuo (he/him) #BLM: How are they using their power, or is the relationship, I have with them in relation to perceived power do I feel uncomfortable talking about certain things.

131

00:21:14.490 --> 00:21:27.720

Peter J. Kuo (he/him) #BLM: Not because they are flexing their power dynamic because, but because I perceived the power dynamic of the hierarchy, as it has historically guess existed, if they are working to undo that I think it's also your.

132

00:21:28.470 --> 00:21:39.840

Peter J. Kuo (he/him) #BLM: your mind responsibility, I would say to acknowledge that and try and work with that undoing That being said, being able to name when they're inherently happening.

133

00:21:40.410 --> 00:21:46.170

Peter J. Kuo (he/him) #BLM: is really important, I hope, that's clear and if not, please feel free to put in the chat you can totally ask questions.

134

00:21:46.470 --> 00:21:57.810

Peter J. Kuo (he/him) #BLM: And i'm also just like going a mile a minute so I need to slow down at any point, let me know if what i'm saying sounds like I don't know anything about when i'm talking about that's Okay, you can also put that in chat.

135

00:21:58.800 --> 00:22:14.130

Peter J. Kuo (he/him) #BLM: I don't mind I love getting feedback so other thing about my relationship with this other person hundreds privilege function function and room this very similar to the power dynamics just what are the ways that our identities are functions man, thank you for the heart Emily.

136

00:22:15.270 --> 00:22:24.360

Peter J. Kuo (he/him) #BLM: Who is that our identities are functioning and how does the intersection of those identities function room I think that's incredibly important.

137

00:22:24.960 --> 00:22:30.510

Peter J. Kuo (he/him) #BLM: So an all of those have social, political dynamics, who have been privileged in the past, who haven't been.

138

00:22:30.900 --> 00:22:41.220

Peter J. Kuo (he/him) #BLM: And how are we trying to dismantle that or just acknowledge that privileges just there's no way that we can avoid it, but how can someone with privilege utilize that privilege.

139

00:22:41.460 --> 00:22:48.240

Peter J. Kuo (he/him) #BLM: To help those who are underrepresented, and that can include yourself to what are ways that you sit from a place of privilege.

140

00:22:49.710 --> 00:22:59.010

Peter J. Kuo (he/him) #BLM: And then the other part of it is has trusted been establish that trust been established with their self has trust been established with this other person hasn't been established with institution.

141

00:23:00.360 --> 00:23:08.730

Peter J. Kuo (he/him) #BLM: Is there a will is there a moment of someone saying something but you're not sure if they're actually going to follow through or how they mean on it.

142

00:23:09.180 --> 00:23:19.110

Peter J. Kuo (he/him) #BLM: Trust takes time to build and so therefore being able to engage in some of this work, sometimes is about building trust and some sometimes we want to just walk right in and.

143

00:23:19.740 --> 00:23:28.770

Peter J. Kuo (he/him) #BLM: lead the charge on something but being engaging with someone if you meet a stranger on the street, you may want to you may not have a relationship with them.

144

00:23:29.640 --> 00:23:38.730

Peter J. Kuo (he/him) #BLM: And so figuring out how to engage with them about certain things is important and where that trust is now you also want to talk about like societal trust to like.

145

00:23:39.360 --> 00:23:54.000

Peter J. Kuo (he/him) #BLM: I want to trust that our society that we're going to be human to each other, but that doesn't exist, and so, in a certain way, I want to trust that but I don't believe it fully does and so recognizing, how do we engage with their society in that.

146

00:23:55.170 --> 00:24:03.480

Peter J. Kuo (he/him) #BLM: How ready is the other party or individual or institution to engage with conversation, is there a shared understanding of issues and definitions.

147

00:24:03.990 --> 00:24:14.070

Peter J. Kuo (he/him) #BLM: i'm already making assumptions here that I just saying things like white supremacy racism, anti racism and i'm assuming that you all kind of know what that means, or have a.

148

00:24:15.090 --> 00:24:28.710

Peter J. Kuo (he/him) #BLM: Thought around that That being said, these words and a lot of social justice, words get thrown around a lot with a very surface level understanding really spend some time understanding what is the mutual definition of that.

149

00:24:29.820 --> 00:24:35.640

Peter J. Kuo (he/him) #BLM: i've been in different spaces, where people talk about like well I have issues with white people because of the war and.

150

00:24:36.180 --> 00:24:44.370

Peter J. Kuo (he/him) #BLM: And because of my relationship with some of those individuals, I know when they say that they mean they're talking about white supremacy, they have an issue with white supremacy and the way that lives.

151

00:24:44.700 --> 00:24:53.040

Peter J. Kuo (he/him) #BLM: And it's manifested in these white individuals they don't hate white people, this is something that I feel like I have to tell our communities language with it, I don't hate white people.

152

00:24:53.340 --> 00:25:01.890

Peter J. Kuo (he/him) #BLM: I hate white supremacy, but white supremacy lives and benefits the most of white people and sometimes I share my concerns about white people and whiteness.

153

00:25:02.100 --> 00:25:07.950

Peter J. Kuo (he/him) #BLM: But I hope that you can trust that actually don't just like hate someone just because they're white, but because.

154

00:25:08.250 --> 00:25:14.370

Peter J. Kuo (he/him) #BLM: of their relationship to whiteness and white supremacy and it's not even that I hate them I hate I hate that relationship I hate that.

155

00:25:14.940 --> 00:25:28.140

Peter J. Kuo (he/him) #BLM: The way white dominance kind of in fact isn't affected invested into our society, but again I don't know if that person has that same understanding so it's trusting bill has a shared definition.

156

00:25:28.980 --> 00:25:36.360

Peter J. Kuo (he/him) #BLM: of big bill, and if not, how can that work happen because that's where you need to get to to be able to have some of these conversations.

157

00:25:37.950 --> 00:25:44.640

Peter J. Kuo (he/him) #BLM: Is their history of defensiveness and also recognizing when there's a difference between defensiveness and so on, standing up for their rights.

158

00:25:44.910 --> 00:25:52.680

Peter J. Kuo (he/him) #BLM: This again just gives you the option you're assessing what is my relationship with that person can I trust that if I give them feedback, or if we have this.

159

00:25:53.550 --> 00:26:01.050

Peter J. Kuo (he/him) #BLM: conversation, but not going to get defensive, or that they are also going to stand up for their rights in the situation, which I think is actually very important.

160

00:26:01.410 --> 00:26:11.700

Peter J. Kuo (he/him) #BLM: Being able to tell the difference between those two is very important and then is there a willingness to learn and grow I consider myself to be a constant student of life, I learned from people all the time.

161

00:26:12.540 --> 00:26:18.960

Peter J. Kuo (he/him) #BLM: Especially when i'm in like an education or teaching environment I learned from my students quite often, and I really appreciate that.

162

00:26:19.230 --> 00:26:26.160

Peter J. Kuo (he/him) #BLM: I never want to turn my learning off and that's something that's really important to me, for some people who feel like they know everything already.

163

00:26:26.580 --> 00:26:34.860

Peter J. Kuo (he/him) #BLM: it's really hard to engage in certain conversations because there there's an expected like my knowledge is my knowledge and your knowledge it's your knowledge and there's gonna be.

164

00:26:35.580 --> 00:26:44.970

Peter J. Kuo (he/him) #BLM: No transference or collaboration in some of that and I think that's part of the assessing do I actually want to engage in this conversation next slide please.

165

00:26:46.500 --> 00:26:51.210

Peter J. Kuo (he/him) #BLM: How much time, am I oh i'm talking so much oh there's so much more okay great i'm gonna go faster.

166

00:26:52.740 --> 00:27:00.990

Peter J. Kuo (he/him) #BLM: Does does so until have the resources to be supported by this conversation This includes financial resources mental health support our emotional support.

167

00:27:02.220 --> 00:27:08.370

Peter J. Kuo (he/him) #BLM: I say financial because i've talked to people who have said hey I want, I want to.

168

00:27:09.150 --> 00:27:15.990

Peter J. Kuo (he/him) #BLM: engage with my institution with race around anti racist practice because there's a lot of racism that exists in our institution.

169

00:27:16.500 --> 00:27:31.650

Peter J. Kuo (he/him) #BLM: But i'm afraid that I might lose my job if you don't have the financial security if you don't have the resources that's something really important to assess, you need, as I going back to take care of yourself if you need this job.

170

00:27:32.820 --> 00:27:39.540

Peter J. Kuo (he/him) #BLM: And you feel like you have the mental stability, you have the emotional stability, to be able to survive it, but you don't have the financial stability.

171

00:27:40.080 --> 00:27:45.330

Peter J. Kuo (he/him) #BLM: That, if you lose it or you can't move somewhere else, or you have some kind of your payments or things like that.

172

00:27:46.050 --> 00:27:52.530

Peter J. Kuo (he/him) #BLM: Really decide, do you even have the resources and availability to be able to engage on this conversation.

173

00:27:52.950 --> 00:28:01.110

Peter J. Kuo (he/him) #BLM: Similarly, does the institution how that if we're talking about like massive training that needs to happen with the entire staff, do they even have those financial resources.

174

00:28:01.350 --> 00:28:09.630

Peter J. Kuo (he/him) #BLM: or will they prioritize them I think that's important also when you're engaging with an institution or with individuals like what supports the super have.

175

00:28:10.110 --> 00:28:19.500

Peter J. Kuo (he/him) #BLM: When an entire institution recognizes that they are steeped in white supremacy, it can bring the entire institution into massive depression that sucks.

176

00:28:20.070 --> 00:28:33.600

Peter J. Kuo (he/him) #BLM: But great that they're going to wreck that reckoning do they have the resources to know who can come in help create some support, help create some systems to try and help the entire staff and the culture of the institution navigate all of that.

177

00:28:34.650 --> 00:28:42.570

Peter J. Kuo (he/him) #BLM: If not, the environment, might become even more hostile, so I think it's important to be able to recognize those things and kind of assess that next slide please.

178

00:28:44.520 --> 00:28:53.160

Peter J. Kuo (he/him) #BLM: So, moving from assessing to collaboration so that's all assessing that's just the time and energy that takes to decide, do I even want to engage.

179

00:28:53.460 --> 00:29:05.310

Peter J. Kuo (he/him) #BLM: Right now, in some of this work, either with myself with someone else and institution once you've decided yeah I think i'm ready to do this we start working on actually collaborating with other people to do this anti racist work.

180

00:29:05.700 --> 00:29:17.820

Peter J. Kuo (he/him) #BLM: Working with others to identify a collective need discussing strengths and weaknesses of the collaborators that you're going to be working with and then developing a plan to engage in the work and then have a backup plan next slide please.

181

00:29:19.470 --> 00:29:28.230

Peter J. Kuo (he/him) #BLM: So figuring out that collective need who are what are the pressure points and structures that exhaustively some exacerbating right racism in the relationship.

182

00:29:28.560 --> 00:29:37.560

Peter J. Kuo (he/him) #BLM: Either with yourself with other people with the institution again i'm really taking the time what are those stress points, what are the things that are happening is it that.

183

00:29:38.010 --> 00:29:47.100

Peter J. Kuo (he/him) #BLM: there's a lack of cultural competency, is it that there's a lack of awareness of unconscious bias is the just pure policy that's in place, you know.

184

00:29:47.550 --> 00:29:58.800

Peter J. Kuo (he/him) #BLM: In order to get a entry level job you have to have a master's degree that access to that master's degree is limited that's a privileged point of view, and that can be.

185

00:29:59.340 --> 00:30:06.030

Peter J. Kuo (he/him) #BLM: That can be steeped in white supremacy and and and racism So where are those pressure points existing um.

186

00:30:06.570 --> 00:30:15.300

Peter J. Kuo (he/him) #BLM: And then, what are the timeline for those pressure points didn't need to be dealt with right away, or do they need to be done, over time, some things need to be done instantly because.

187

00:30:15.630 --> 00:30:19.920

Peter J. Kuo (he/him) #BLM: Community or group or individual suffering and it's something that can be done quickly.

188

00:30:20.370 --> 00:30:27.990

Peter J. Kuo (he/him) #BLM: Another but on the opposite side some things take more time when you're creating recreating culture or within a group, where people.

189

00:30:28.260 --> 00:30:38.430

Peter J. Kuo (he/him) #BLM: It can just happen instantly there's got to be some time education and so being able to recognize that sometimes those stressors take time you can't just tell someone stopped being unconsciously bias.

190

00:30:38.940 --> 00:30:46.260

Peter J. Kuo (he/him) #BLM: They have to figure out what's unconscious and raise it to their consciousness and then all takes time so just recognizing that.

191

00:30:46.950 --> 00:30:51.870

Peter J. Kuo (he/him) #BLM: When you're with your collaborators you've identified some people dignified some people hey i'm going to do this work.

192

00:30:52.680 --> 00:31:01.890

Peter J. Kuo (he/him) #BLM: Look at the strengths and weaknesses, what are the positions in the room um and identify them and do some people have senior mentor position so some people have.

193

00:31:02.460 --> 00:31:12.030

Peter J. Kuo (he/him) #BLM: Entry level management positions are there are some folks who are actually working in HR what other people are working in programming, what are the different positions that exist.

194

00:31:12.390 --> 00:31:18.660

Peter J. Kuo (he/him) #BLM: And how can those positions in relation to what they do within an institution or with oneself again.

195

00:31:19.170 --> 00:31:28.050

Peter J. Kuo (he/him) #BLM: Going back to your therapist that's a position if you need a therapist that's someone who can have a relationship in your own self building self internalized working of.

196

00:31:28.380 --> 00:31:36.630

Peter J. Kuo (he/him) #BLM: A building anti-racism, what are the skills that exists, what do you need having a strong communicator is really important, either in writing or verbally.

197

00:31:37.800 --> 00:31:41.640

Peter J. Kuo (he/him) #BLM: Someone who's willing to organize and plan and someone who's actually going to execute and do.

198

00:31:41.910 --> 00:31:48.870

Peter J. Kuo (he/him) #BLM: You want to make sure you understand the strengths of your group and where their weaknesses, so that you can get some other people into work with you.

199

00:31:49.170 --> 00:31:52.920

Peter J. Kuo (he/him) #BLM: And then, what are the actual resources, going back to funding time relationships.

200

00:31:53.190 --> 00:32:03.960

Peter J. Kuo (he/him) #BLM: You know, you can build an API committee and institution, but if no one has any time to be able to dedicate to that or if the institution isn't willing to ask people to prioritize that time that becomes really difficult.

201

00:32:05.550 --> 00:32:06.720

Peter J. Kuo (he/him) #BLM: Next slide please.

202

00:32:08.880 --> 00:32:18.540

Peter J. Kuo (he/him) #BLM: So, and then develop a plan to engage in the work and then have backup plans, because you just never know what's going to change and also just be willing to to navigate in the moment.

203

00:32:18.870 --> 00:32:25.560

Peter J. Kuo (he/him) #BLM: So, should this work be done by an official committee is it if you're working within an institution is a committee going.

204

00:32:25.830 --> 00:32:34.980

Peter J. Kuo (he/him) #BLM: Can it be sanctioned by the actual leadership like this is a community that exists in this institution or does it need to be an independent Task Force, it may not be sanctioned by the.

205

00:32:35.430 --> 00:32:43.560

Peter J. Kuo (he/him) #BLM: by the company, but there's a group of people who are like we want to do this, whether you agree to it or not, we're going to exist and we want to work with you to figure out how to do it.

206

00:32:43.920 --> 00:32:56.610

Peter J. Kuo (he/him) #BLM: Or is it a private gathering, is it the institution if they got with that they would fight so hard so you just want to have a private group of people that you're getting together and you're working in your different ways to change the culture or.

207

00:32:57.300 --> 00:33:01.800

Peter J. Kuo (he/him) #BLM: To bring more anti racism work to whatever relationship that you're engaging with.

208

00:33:02.430 --> 00:33:08.760

Peter J. Kuo (he/him) #BLM: Are the timelines the events of the actions that need to take place in order to deal with those pressure points start building up that timeline.

209

00:33:09.390 --> 00:33:17.880

Peter J. Kuo (he/him) #BLM: Actually, is it can be a month is a certain things going to take week stays years it's Okay, but just build a timeline it can be flexible.

210

00:33:18.660 --> 00:33:28.230

Peter J. Kuo (he/him) #BLM: With a support system that needs to be put into place to make the work happens started actually it's similar to going assessing your resources, but like what do you actually need to you need funding, do you need.

211

00:33:29.070 --> 00:33:45.870

Peter J. Kuo (he/him) #BLM: People in certain positions to be on board do this kind of all works in tandem, but like really asking those questions and then recognize the history it's so important what environment have you walked into what is the history to different communities to different staff members to different.

212

00:33:47.130 --> 00:34:02.340

Peter J. Kuo (he/him) #BLM: People that you're walking into to do this anti racist work and don't assume or walk into a space and just assume hey this work has never been done or it's never been considered and therefore you're the one leading the church really get to know what has existed.

213

00:34:03.390 --> 00:34:06.870

Peter J. Kuo (he/him) #BLM: and also what has worked and what has failed and why.

214

00:34:09.270 --> 00:34:19.830

Peter J. Kuo (he/him) #BLM: I do want to say, I offer all these questions, just to think about there isn't unnecessarily order that you have to approach them or you can prioritize different things next slide please.

215

00:34:22.230 --> 00:34:25.680

Peter J. Kuo (he/him) #BLM: Oh talking so much okay engaging with the anti racism.

216

00:34:26.580 --> 00:34:38.460

Peter J. Kuo (he/him) #BLM: So these are just bullet points here of that to go any further than this, but really acknowledge that everyone has a different place in the journey and Paris and work, similar to what I was saying in our agreements like just.

217

00:34:38.790 --> 00:34:47.340

Peter J. Kuo (he/him) #BLM: Being able to to engage with that and acknowledge that you know we can't expect someone to know something that they haven't learned yet.

218

00:34:48.030 --> 00:34:57.030

Peter J. Kuo (he/him) #BLM: engagement can be education, it could also be cultural building actions or policy change Those are all forms of engagement and they're all totally appropriate.

219

00:34:58.320 --> 00:35:04.230

Peter J. Kuo (he/him) #BLM: be flexible and how individuals in which the work while recognizing flexibility can be a privilege.

220

00:35:04.500 --> 00:35:15.870

Peter J. Kuo (he/him) #BLM: Someone choosing I don't want to engage in too much anti racism work right now that might be because of personal circumstance of what's going on, but also if you're choosing to engage less maybe than your colleagues or.

221

00:35:16.980 --> 00:35:22.860

Peter J. Kuo (he/him) #BLM: Just choosing to engage less asked is it because you don't have more capacity or because you don't have to.

222

00:35:23.610 --> 00:35:30.900

Peter J. Kuo (he/him) #BLM: If you don't have to there's a certain privilege to that some people have to engage or work because it's, the only way to survive in certain circumstances.

223

00:35:31.800 --> 00:35:41.250

Peter J. Kuo (he/him) #BLM: And then, really, this is the core of what I like to hold on to, and if you walk away with anything I hope you just walk away from this be curious be critical and be compassionate.

224

00:35:42.240 --> 00:35:56.010

Peter J. Kuo (he/him) #BLM: continue to be curious of the depth of how far systemic oppression really functions and so really unpacking spending time with yourself to really unpacking ways that you might be contributing they didn't even realize.

225

00:35:56.640 --> 00:36:00.990

Peter J. Kuo (he/him) #BLM: Because it's hard to be critical of others when you're not also critical of yourself.

226

00:36:01.440 --> 00:36:16.680

Peter J. Kuo (he/him) #BLM: And then be critical being critical can be positive, it allows for growth and learning being able to say I want feedback as much as possible, so that you can grow and then the work is really hard be compassionate, especially for ignorance.

227

00:36:17.880 --> 00:36:22.350

Peter J. Kuo (he/him) #BLM: And when I say ignorance, I purely mean their knowledge gaps there's things that people don't know.

228

00:36:23.490 --> 00:36:34.740

Peter J. Kuo (he/him) #BLM: And if we shame ignorance people want to hide it and when they hide it, they cannot work on it so being able to embrace and allow ignorance, to live in the room, with the hope that, then we can learn from it.

229

00:36:35.190 --> 00:36:41.370

Peter J. Kuo (he/him) #BLM: willful ignorance, is a very different thing if someone continues to be willfully ignorant, I have no patience for that get out.

230

00:36:42.210 --> 00:36:52.560

Peter J. Kuo (he/him) #BLM: But for those who just don't know yet it takes some time, because of the communities that people are living within engage with and let's be frank, all of us who work in the arts.

231

00:36:53.490 --> 00:37:04.230

Peter J. Kuo (he/him) #BLM: Are are the work that we do arts help tell culture, and while it has been very, very white dominant in this way arts really live into.

232

00:37:04.920 --> 00:37:13.290

Peter J. Kuo (he/him) #BLM: What the arts really contribute to how we view our culture and if certain stories have been suppressed historically that's how people are going to have.

233

00:37:13.770 --> 00:37:24.570

Peter J. Kuo (he/him) #BLM: engaged and learned through that a press the lens in a certain way, and so, how we can kind of work on expanding that in the work as well, is going to change our society.

234

00:37:27.720 --> 00:37:29.910

Peter J. Kuo (he/him) #BLM: The great yes, I will repeat that.

235

00:37:30.930 --> 00:37:37.740

Peter J. Kuo (he/him) #BLM: If if we shame ignorance people people end up becoming afraid of darkness, so they hide it.

236

00:37:38.730 --> 00:37:43.950

Peter J. Kuo (he/him) #BLM: Because when shane when you're ashamed, you have negative feelings and so, then you want to hide the things that.

237

00:37:44.340 --> 00:37:56.310

Peter J. Kuo (he/him) #BLM: you're famed for and ignorance can be one of those, how do we embrace ignorance of their own, except, this is something that someone doesn't know great let's offer a teaching moment here, and so there we go Oh, thank you.

238

00:37:57.540 --> 00:37:58.740

Peter J. Kuo (he/him) #BLM: Great next slide please.

239

00:38:01.920 --> 00:38:13.590

Peter J. Kuo (he/him) #BLM: Then, evaluate and analyze the progress of your work, what in what ways can we create metrics for success and failure board is it through numbers, is it through ideas, is it through feelings.

240

00:38:14.100 --> 00:38:22.800

Peter J. Kuo (he/him) #BLM: it's okay to assess in other ways, I think we're so used to metrics of like how many PCs are now working at this space, how many audience members identify as.

241

00:38:23.790 --> 00:38:32.520

Peter J. Kuo (he/him) #BLM: Trans like it turns into a numbers game which numbers are valuable that's great data point, it can also be built the feelings are people feeling safe in the space.

242

00:38:33.090 --> 00:38:36.930

Peter J. Kuo (he/him) #BLM: That will translate to numbers because, whether they actually feel included in the space, but if you have like.

243

00:38:37.200 --> 00:38:50.580

Peter J. Kuo (he/him) #BLM: Two people, those two people feel safe to be in that space or feel welcome to be in that space, if they do, then, the issue is an outreach thing it's not about the environment, so be able to trust different stats.

244

00:38:51.930 --> 00:39:02.220

Peter J. Kuo (he/him) #BLM: If things are failing that's okay I just failure is okay failure, especially I think in communities color we feel like failures a terrible thing because.

245

00:39:02.640 --> 00:39:13.440

Peter J. Kuo (he/him) #BLM: Our families are people that we are our communities work so hard to give us opportunity it's okay to fail, though it just means, how do we respond to that, how do we learn from it and how do we pivot.

246

00:39:14.070 --> 00:39:20.700

Peter J. Kuo (he/him) #BLM: Do not shame failing again where else you're just going to start hiding that fail forward, thank you.

247

00:39:22.260 --> 00:39:35.220

Peter J. Kuo (he/him) #BLM: And then the work is never done how how our pride is can shift does the work need to shift from institutional to interpersonal to internal at what point can the appetizer recent work that you're engaging with shift its priorities.

248

00:39:36.780 --> 00:39:48.390

Peter J. Kuo (he/him) #BLM: it's just an ongoing job and sometimes we just need to shift and say I can't help my institution anymore, I think I actually need to spend some time with myself that's okay you're still engaging with work next slide please.

249

00:39:50.160 --> 00:39:55.380

Peter J. Kuo (he/him) #BLM: Oh great okay now we're going to break out good okay oh sorry I just talk and talk and talk.

250

00:39:56.880 --> 00:40:02.730

Peter J. Kuo (he/him) #BLM: Let me turn up my listening skills okay so we're gonna put you on some great breakout rooms for about maybe 10 minutes.

251

00:40:03.570 --> 00:40:12.120

Peter J. Kuo (he/him) #BLM: And I just ask that you consider these questions they'll be in groups of four so everyone will have about two and a half minutes to talk and please monitor time.

252

00:40:12.720 --> 00:40:21.390

Peter J. Kuo (he/him) #BLM: choose a relationship that you want to explore how you are working on Anti racism, whether it's yourself a colleague or another person, an institution or the entire industry.

253

00:40:21.720 --> 00:40:29.850

Peter J. Kuo (he/him) #BLM: tried to look at what stage you're in that relationship from working from the inside, are you at the assessment stage, privacy and collaborations stage.

254

00:40:30.150 --> 00:40:35.970

Peter J. Kuo (he/him) #BLM: engagements Dave or evaluation and then discuss what your next plan is what your next step is in your plan.

255

00:40:36.450 --> 00:40:47.040

Peter J. Kuo (he/him) #BLM: Or you can talk about whatever you want like that's totally up to you, if something else comes up because, like of what's been talked about so far, and like I really need to talk about this go for it, there are no restraints.

256

00:40:47.490 --> 00:40:54.750

Peter J. Kuo (he/him) #BLM: it's totally up to you, so i'm he's gonna place you into breakout rooms and we will hear from you in about 10 minutes, thank you.

257

00:41:10.650 --> 00:41:13.740

Peter J. Kuo (he/him) #BLM: Well, I mean, I think I got assigned to room, but I don't know if I need to go on.

258

00:41:15.180 --> 00:41:16.860

Ami (she/her) @ AFTA: You can just ignore it you're totally good.

259

00:41:17.820 --> 00:41:18.510

Peter J. Kuo (he/him) #BLM: Okay okay.

260

00:41:18.570 --> 00:41:19.050

Great.

261

00:41:21.390 --> 00:41:25.200

Peter J. Kuo (he/him) #BLM: And it looks like some people haven't moved into room eight.

262

00:41:27.090 --> 00:41:29.490

Peter J. Kuo (he/him) #BLM: Maybe maybe moving Cameron into.

263

00:41:30.990 --> 00:41:31.590

Peter J. Kuo (he/him) #BLM: You got it.

264

00:42:31.470 --> 00:42:33.360

Peter J. Kuo (he/him) #BLM: Hello Hello welcome back.

265

00:42:38.730 --> 00:42:41.820

Peter J. Kuo (he/him) #BLM: So, with the remainder of our time.

266

00:42:43.170 --> 00:42:46.620

Peter J. Kuo (he/him) #BLM: I think, because of the show room going that the conversation is just so good.

267

00:42:47.820 --> 00:42:53.910

Peter J. Kuo (he/him) #BLM: Which is true there's never enough time right it's I feel like these conversations get started and it's never enough time.

268

00:42:55.260 --> 00:42:59.070

Peter J. Kuo (he/him) #BLM: Another bb oh my gosh yes okay.

269

00:43:00.210 --> 00:43:15.120

Peter J. Kuo (he/him) #BLM: With the remainder of our time i'd love to just offer space if people have any questions or if there's anything that came into the room that you really wanted to share and put out there, or just for sponsors in general what's been discussed and shared so far today.

270

00:43:18.450 --> 00:43:23.670

Peter J. Kuo (he/him) #BLM: feel free to just unmute your microphone and speak, or you can raise your hand or put them in the chat if you want.

271

00:43:30.780 --> 00:43:32.820

Peter J. Kuo (he/him) #BLM: Sarah raised their hand.

272

00:43:34.380 --> 00:43:35.340

Peter J. Kuo (he/him) #BLM: Go ahead Sarah.

273

00:43:39.540 --> 00:43:40.110

Peter J. Kuo (he/him) #BLM: Can you unmute.

274

00:43:40.650 --> 00:43:42.390

Nikki @ AFTA (she/her): I mean, I think you might have to unmute them.

275

00:43:44.970 --> 00:43:45.750

Sarah Cecilia Bukowski: Okay, there we go.

276

00:43:46.770 --> 00:43:53.610

Sarah Cecilia Bukowski: hi everybody um yeah I thank you so much, Peter for all of this information, such a great framing for all this work and.

277

00:43:54.630 --> 00:44:06.450

Sarah Cecilia Bukowski: i'm finding that like i'm taking kind of an approach from many different angles and both like building building my own and working from the inside, you know to be able to like.

278

00:44:06.810 --> 00:44:15.630

Sarah Cecilia Bukowski: partner with other institutions i'm a dancer and i'm working with some like really grassroots dancer led kind of efforts and my own individual efforts.

279

00:44:15.870 --> 00:44:22.950

Sarah Cecilia Bukowski: And I find that i'm able to amplify and empower the things that i'm doing by building bridges to other institutions that.

280

00:44:23.940 --> 00:44:39.390

Sarah Cecilia Bukowski: can then influence the field in larger ways so yeah all of all of this is helping me to you know put things where they are and assess the way that it's shaping the entire field that i'm trying to address from various angles, so thank you.

281

00:44:40.470 --> 00:44:41.820

Peter J. Kuo (he/him) #BLM: awesome Thank you.

282

00:44:42.540 --> 00:44:46.170

Peter J. Kuo (he/him) #BLM: Thank you so much for sharing Sir and excited to hear about the work that you're doing.

283

00:44:49.020 --> 00:44:54.570

Peter J. Kuo (he/him) #BLM: And that's going to share anything exciting that came up in the room, or questions that came up.

284

00:44:56.670 --> 00:44:58.770

Peter J. Kuo (he/him) #BLM: As a colleague or caleb.

285

00:45:03.870 --> 00:45:13.350

Kaleb Stevens (he/him): Yes, caleb um you know, and one of the things that we had talked about in our group was or what I guess a theme that a couple of US mentioned was kind of an idea of.

286

00:45:15.120 --> 00:45:26.430

Kaleb Stevens (he/him): understanding that just because we aren't necessarily doing like a direct confrontation with certain ideologies or tendencies at this moment doesn't mean that we're not doing something it doesn't mean that we're not.

287

00:45:27.870 --> 00:45:34.110

Kaleb Stevens (he/him): You know, protecting our energy in the way that it needs to be done, so I think that we kind of we mentioned.

288

00:45:34.620 --> 00:45:38.310

Kaleb Stevens (he/him): across a couple of different examples that our breakout room had experience, where.

289

00:45:38.910 --> 00:45:50.190

Kaleb Stevens (he/him): You know the best move really was to say our piece, and then kind of move from that and it doesn't mean that it's closed by any you know it doesn't mean it's over it doesn't mean we're not going to maybe.

290

00:45:50.700 --> 00:46:04.140

Kaleb Stevens (he/him): Do more in the future, but it's kind of at this at this point in our lives, where we're trying to establish so many things kind of understanding, as you were talking about what are what are kind of limits are and making sure that we're not overstepping our energy.

291

00:46:05.490 --> 00:46:08.190

Kaleb Stevens (he/him): In trying to you know change everything right now.

292

00:46:09.630 --> 00:46:12.570

Peter J. Kuo (he/him) #BLM: yeah absolutely absolutely thanks so much caleb and.

293

00:46:12.810 --> 00:46:14.490

Peter J. Kuo (he/him) #BLM: And I just want to read it to like.

294

00:46:15.900 --> 00:46:23.490

Peter J. Kuo (he/him) #BLM: Not everyone is built to to engage in this work with other people, or what the institution, so that shouldn't be your responsibility.

295

00:46:23.670 --> 00:46:29.100

Peter J. Kuo (he/him) #BLM: If you're working on yourself and how you are engaging with the world and you're providing space and making sure, things are inclusive like.

296

00:46:29.430 --> 00:46:35.670

Peter J. Kuo (he/him) #BLM: that's Okay, it is not everyone's responsibility to take on Anti racism work within their institutions.

297

00:46:36.030 --> 00:46:49.110

Peter J. Kuo (he/him) #BLM: Unless it's part of your job description and that's different if you applied for that job then that's different but but do not allow, especially for young white institutions, just to rust anti racism work on you simply because you're a plc.

298

00:46:51.000 --> 00:46:57.660

Peter J. Kuo (he/him) #BLM: yeah Thank you, I think, Malcolm briefly had their hand up but I don't know if you still want to say something or.

299

00:47:00.000 --> 00:47:09.420

Malcolm Davis: I can speak to someone leave the space open for other people, I feel like I tend to talk a lot so maybe I should just sit back and listen.

300

00:47:14.520 --> 00:47:19.770

Peter J. Kuo (he/him) #BLM: Thank you welcome and feel free to drop something in your in your chat as well to put in the chat as well.

301

00:47:26.550 --> 00:47:27.840

Peter J. Kuo (he/him) #BLM: Yes, links.

302

00:47:30.450 --> 00:47:31.140

Peter J. Kuo (he/him) #BLM: Harrison.

303

00:47:32.670 --> 00:47:41.280

Harrison J. Clark (he/him): yeah Peter Thank you so much in there is a piece that you mentioned in the middle of your presentation that we also got to talk about in our in our breakout rooms just a little bit, but.

304

00:47:42.360 --> 00:47:52.740

Harrison J. Clark (he/him): The piece about institutional legacies and how this work differs based on what's happened at the institution or place that you're going to and you really have to understand like.

305

00:47:53.370 --> 00:47:58.470

Harrison J. Clark (he/him): The way, like the ways they have tried to be anti racist in the past, like why those have failed and like.

306

00:47:58.860 --> 00:48:08.490

Harrison J. Clark (he/him): Really digging into you know more than I mean from a personal perspective, but also from like a broader institutional perspective, like what is it about me, what is it about this place that needs.

307

00:48:08.940 --> 00:48:21.210

Harrison J. Clark (he/him): They all require different things right, and so I think that's something that's a little easy to forget, we think it can be formulaic and that we can go in and just press some buttons and it'll work, but every single situation is different yeah.

308

00:48:21.780 --> 00:48:22.020

Peter J. Kuo (he/him) #BLM: yeah.

309

00:48:22.050 --> 00:48:26.670

Peter J. Kuo (he/him) #BLM: I truly I spent a lot of time on it, but I truly believe assessment is one of the first things.

310

00:48:27.030 --> 00:48:37.590

Peter J. Kuo (he/him) #BLM: understand the environment you're working in under standard environments capacity and your individual capacity, because we get like this work and burn people out burned institutions have.

311

00:48:38.070 --> 00:48:43.890

Peter J. Kuo (he/him) #BLM: been so many things out so quickly when the resources and the capacity is just not there.

312

00:48:44.280 --> 00:48:50.610

Peter J. Kuo (he/him) #BLM: And I think sometimes that's when we get to the conclusion, if an institution does not have the capacity to engage in the work and all.

313

00:48:50.970 --> 00:49:04.080

Peter J. Kuo (he/him) #BLM: That it is such a problematic institution, it might need to burn down and that's okay some of that exists so anyway Thank you so much for adding that Harrison, I appreciate that I think that's it.

314

00:49:04.830 --> 00:49:11.820

Peter J. Kuo (he/him) #BLM: There are some resources that i've given to AMI and Nikki and they're going to share them with you all, eventually, but.

315

00:49:12.690 --> 00:49:22.080

Peter J. Kuo (he/him) #BLM: feel free to reach out to me i'm on Twitter or Facebook instagram those kinds of things you don't have to follow me, but if you want just like ask a question, you can.

316

00:49:22.710 --> 00:49:32.550

Peter J. Kuo (he/him) #BLM: But i'm totally open i'm always willing to meet with folks but thank you so much for your time and for for listening Thank you so much amy and Nikki for inviting me.

317

00:49:34.290 --> 00:49:45.570

Ami (she/her) @ AFTA: A virtual applause for Peter Thank you so much for this super insightful and thoughtful session and also please feel free to put your contact information in the chat box so folks can follow you and support you as well.

318

00:49:45.810 --> 00:49:51.090

Ami (she/her) @ AFTA: and also thank you for everyone that attended and participate in today's event dialogue surviving the system.

319

00:49:51.510 --> 00:50:01.560

Ami (she/her) @ AFTA: If you're interested in joining our next webinar of the dialogues collection, you can join us on Tuesday June 15 at 3pm Eastern time for the impact of mentorship.

320

00:50:01.860 --> 00:50:08.190

Ami (she/her) @ AFTA: Just a reminder that this event was recorded and you can view this and will be available for replay in one to two business days.

321

00:50:08.430 --> 00:50:18.180

Ami (she/her) @ AFTA: If you are a dial intern We ask that you join your cohort for your city specific reflection session after this webinar Thank you again, and I hope you all have a great weekend bye.