



1
00:00:03,889 --> 00:00:02,510
hello I'm Brian Odom I'm NASA's Chief

2
00:00:06,650 --> 00:00:03,899
historian and I would like to welcome

3
00:00:08,629 --> 00:00:06,660
you to today's conversation in honor of

4
00:00:10,209 --> 00:00:08,639
Asian American native Hawaiian and

5
00:00:12,770 --> 00:00:10,219
Pacific Islander

6
00:00:15,169 --> 00:00:12,780
a-a-n-hpi heritage month I have the

7
00:00:17,330 --> 00:00:15,179
pleasure to be joined by U.S Navy

8
00:00:20,290 --> 00:00:17,340
Lieutenant Commander and NASA astronaut

9
00:00:22,490 --> 00:00:20,300
Mr Johnny Kim and NASA headquarters

10
00:00:25,130 --> 00:00:22,500
a-a-n-hpi employee Resource Group

11
00:00:26,630 --> 00:00:25,140
co-chair Miss Anita day thank you both

12
00:00:29,870 --> 00:00:26,640
for joining for today's conversation

13
00:00:32,269 --> 00:00:29,880

about the contributions of the aanhpi

14

00:00:34,670 --> 00:00:32,279

community to the history culture and

15

00:00:38,090 --> 00:00:34,680

fabric of the United States this year's

16

00:00:39,229 --> 00:00:38,100

AA nhpi observant month theme is visible

17

00:00:41,450 --> 00:00:39,239

together

18

00:00:43,850 --> 00:00:41,460

it is set by the White House initiative

19

00:00:46,010 --> 00:00:43,860

on Asian Americans native Hawaiians and

20

00:00:48,709 --> 00:00:46,020

Pacific Islanders and the Smithsonian

21

00:00:51,290 --> 00:00:48,719

Asian Pacific American Center this

22

00:00:54,410 --> 00:00:51,300

year's theme invites us to all reflect

23

00:00:56,869 --> 00:00:54,420

on the power of community and allyship

24

00:00:59,569 --> 00:00:56,879

Johnny when you hear visible together

25

00:01:02,150 --> 00:00:59,579

what resonates with you the most how

26

00:01:04,969 --> 00:01:02,160

important is that message

27

00:01:07,550 --> 00:01:04,979

I think you said it really well that

28

00:01:11,929 --> 00:01:07,560

when I hear visible together think of

29

00:01:16,609 --> 00:01:11,939

community I think of allyship I think of

30

00:01:19,730 --> 00:01:16,619

working together to accomplish a goal

31

00:01:22,130 --> 00:01:19,740

and those are the those are the the

32

00:01:24,289 --> 00:01:22,140

words that I feel when I hear this when

33

00:01:27,890 --> 00:01:24,299

I hear that phrase

34

00:01:30,410 --> 00:01:27,900

okay Anita as NASA headquarters employee

35

00:01:33,109 --> 00:01:30,420

Resource Group chairperson can you tell

36

00:01:35,210 --> 00:01:33,119

us about how NASA makes the aanhpi

37

00:01:37,390 --> 00:01:35,220

community experience visible to the

38

00:01:43,190 --> 00:01:37,400

world and how the community

39
00:01:49,429 --> 00:01:43,200
experiences NASA yeah sure so the NASA

40
00:01:51,170 --> 00:01:49,439
staff is 8.7 percent AA and HPI so

41
00:01:53,030 --> 00:01:51,180
um that's in contrast to the civilian

42
00:01:55,069 --> 00:01:53,040
Workforce being almost half of that

43
00:01:57,350 --> 00:01:55,079
Asian Asian American

44
00:02:00,410 --> 00:01:57,360
so that tells me NASA is a good safe

45
00:02:02,630 --> 00:02:00,420
place for us to be generally

46
00:02:05,149 --> 00:02:02,640
um we are proud of our work we are proud

47
00:02:07,429 --> 00:02:05,159
of being at Nasa what we're also proud

48
00:02:08,930 --> 00:02:07,439
of our cultures and our different

49
00:02:11,750 --> 00:02:08,940
identities

50
00:02:14,750 --> 00:02:11,760
so it would be really amazing for

51
00:02:17,770 --> 00:02:14,760
society but also the agency to be able

52
00:02:20,449 --> 00:02:17,780
to see us as more than just

53
00:02:22,130 --> 00:02:20,459
Asian-American native Hawaiian Pacific

54
00:02:23,930 --> 00:02:22,140
Islanders to be able to see all the

55
00:02:27,710 --> 00:02:23,940
different countries we come from

56
00:02:30,050 --> 00:02:27,720
and once people are able to see us uh in

57
00:02:31,970 --> 00:02:30,060
that way as these individuals I think

58
00:02:33,890 --> 00:02:31,980
it'll be easier to have us in roles of

59
00:02:36,949 --> 00:02:33,900
leadership as well

60
00:02:40,130 --> 00:02:36,959
um I said that that the AAA nhpi

61
00:02:43,690 --> 00:02:40,140
population at Nasa is 8.7 of the

62
00:02:47,869 --> 00:02:43,700
population but we are only

63
00:02:49,190 --> 00:02:47,879

4.6 of the SES and other executive

64

00:02:51,589 --> 00:02:49,200

positions

65

00:02:54,170 --> 00:02:51,599

so you know you could say there's a

66

00:02:56,150 --> 00:02:54,180

bamboo ceiling at Nasa

67

00:02:58,670 --> 00:02:56,160

um but I'm very very pleased that the

68

00:03:00,290 --> 00:02:58,680

agency has been working on this and we

69

00:03:02,750 --> 00:03:00,300

have been working

70

00:03:04,970 --> 00:03:02,760

um with various offices on some policy

71

00:03:07,430 --> 00:03:04,980

Solutions

72

00:03:09,290 --> 00:03:07,440

you know that's a great point it is this

73

00:03:11,149 --> 00:03:09,300

is a very tough topic my own research

74

00:03:13,850 --> 00:03:11,159

goes back to you know looking at the

75

00:03:15,110 --> 00:03:13,860

Apollo program and the kind of the its

76

00:03:17,030 --> 00:03:15,120

relationship to the civil rights

77

00:03:19,790 --> 00:03:17,040

movement and looking at how that decade

78

00:03:22,430 --> 00:03:19,800

of the 1960s really unfolded and into

79

00:03:25,070 --> 00:03:22,440

you know uh the a more Central approach

80

00:03:28,190 --> 00:03:25,080

to equal employment opportunity and

81

00:03:30,290 --> 00:03:28,200

really NASA in the 1970s the early 1970s

82

00:03:32,690 --> 00:03:30,300

began to think about diversity and

83

00:03:34,430 --> 00:03:32,700

inclusion and really meaningful ways and

84

00:03:35,809 --> 00:03:34,440

I think you really see that in this you

85

00:03:38,210 --> 00:03:35,819

know eventually the space shuttle

86

00:03:41,210 --> 00:03:38,220

program opens up new opportunities for

87

00:03:43,610 --> 00:03:41,220

uh you know for visibility of of all

88

00:03:45,350 --> 00:03:43,620

minorities and especially in the 1978

89

00:03:46,789 --> 00:03:45,360
astronaut class for the that first

90

00:03:49,190 --> 00:03:46,799
shuttle class that I think was was

91

00:03:50,570 --> 00:03:49,200
critically important uh so you look at

92

00:03:53,809 --> 00:03:50,580
you look at that class in particular

93

00:03:55,970 --> 00:03:53,819
Ellison uh onazuka was the first Asian

94

00:03:57,830 --> 00:03:55,980
American to fly in space he was a member

95

00:04:00,470 --> 00:03:57,840
of NASA's astronaut that astronaut class

96

00:04:02,030 --> 00:04:00,480
of 78. uh first this was the first

97

00:04:06,229 --> 00:04:02,040
astronaut class to include women

98

00:04:08,089 --> 00:04:06,239
Hispanics Asians African-American uh so

99

00:04:10,190 --> 00:04:08,099
so really I guess Johnny uh you know who

100

00:04:11,750 --> 00:04:10,200
were some of the astronauts during you

101
00:04:13,970 --> 00:04:11,760
know during this period maybe later that

102
00:04:16,550 --> 00:04:13,980
you really looked up to uh and were

103
00:04:18,530 --> 00:04:16,560
there any aanhpi astronauts that

104
00:04:20,330 --> 00:04:18,540
influenced your path to becoming an

105
00:04:22,490 --> 00:04:20,340
astronaut

106
00:04:25,670 --> 00:04:22,500
I would say

107
00:04:27,530 --> 00:04:25,680
when I think about my childhood having

108
00:04:29,450 --> 00:04:27,540
Heroes is important we all know this

109
00:04:33,290 --> 00:04:29,460
having role models and people to look up

110
00:04:34,550 --> 00:04:33,300
to having dreams as a child is really

111
00:04:38,090 --> 00:04:34,560
really important

112
00:04:39,830 --> 00:04:38,100
and growing up I had a poster of the

113
00:04:42,110 --> 00:04:39,840

Apollo 11 crew

114

00:04:44,450 --> 00:04:42,120

Mike Collins Buzz Aldrin and Neil

115

00:04:46,909 --> 00:04:44,460

Armstrong that classic photo with the

116

00:04:47,930 --> 00:04:46,919

moon as their backdrop I have that over

117

00:04:49,550 --> 00:04:47,940

my bed

118

00:04:51,950 --> 00:04:49,560

and

119

00:04:54,469 --> 00:04:51,960

I thought it was an amazing thing

120

00:04:56,810 --> 00:04:54,479

but if you had asked me and people often

121

00:04:58,430 --> 00:04:56,820

do ask me have you thought about being

122

00:05:01,969 --> 00:04:58,440

an astronaut have you always wanted to

123

00:05:02,930 --> 00:05:01,979

be an astronaut the answer is no I

124

00:05:05,330 --> 00:05:02,940

didn't think about being an astronaut

125

00:05:08,570 --> 00:05:05,340

until six months before I applied

126

00:05:11,390 --> 00:05:08,580

and being an astronaut is oftentimes a

127

00:05:14,689 --> 00:05:11,400

childhood dream for so many people

128

00:05:18,050 --> 00:05:14,699

and when I think about that well I had

129

00:05:20,450 --> 00:05:18,060

that Apollo and poster above my bed

130

00:05:21,830 --> 00:05:20,460

and I thought being an astronaut was one

131

00:05:25,070 --> 00:05:21,840

of the coolest things you could ever do

132

00:05:26,390 --> 00:05:25,080

to be a hero and positively impact the

133

00:05:30,950 --> 00:05:26,400

world

134

00:05:33,650 --> 00:05:30,960

but I never once saw myself doing that

135

00:05:36,469 --> 00:05:33,660

and it's not

136

00:05:38,390 --> 00:05:36,479

it's just as simply because I never

137

00:05:39,890 --> 00:05:38,400

could relate to that

138

00:05:44,390 --> 00:05:39,900

I never

139

00:05:47,170 --> 00:05:44,400

saw any Asian Navy Seals I didn't see

140

00:05:49,310 --> 00:05:47,180

any I didn't know of any Asian American

141

00:05:51,590 --> 00:05:49,320

astronauts and so that's just not

142

00:05:52,850 --> 00:05:51,600

something that I grew up thinking I

143

00:05:55,189 --> 00:05:52,860

could do

144

00:05:57,290 --> 00:05:55,199

and

145

00:05:59,689 --> 00:05:57,300

it's important to have those remote

146

00:06:02,510 --> 00:05:59,699

models to have those Heroes that we can

147

00:06:05,029 --> 00:06:02,520

relate to so to answer your question I

148

00:06:06,950 --> 00:06:05,039

admired all sorts of astronauts

149

00:06:09,650 --> 00:06:06,960

but was there a particular Asian

150

00:06:11,330 --> 00:06:09,660

American astronaut that I knew about or

151

00:06:14,629 --> 00:06:11,340

aspired to be he liked

152

00:06:17,629 --> 00:06:14,639

the interest no I wish I I did and

153

00:06:20,870 --> 00:06:17,639

that's what I am very proud to be part

154

00:06:24,670 --> 00:06:20,880

of today's NASA's Workforce today that

155

00:06:27,409 --> 00:06:24,680

represents a much more modern America

156

00:06:30,350 --> 00:06:27,419

with diversity of backgrounds from all

157

00:06:33,230 --> 00:06:30,360

walks of life all Races Creeds and

158

00:06:35,450 --> 00:06:33,240

colors and we're all working towards the

159

00:06:38,650 --> 00:06:35,460

same mission of exploring space for the

160

00:06:43,070 --> 00:06:41,570

good answer your answer uh you know so

161

00:06:44,809 --> 00:06:43,080

can I continue that a little further so

162

00:06:48,170 --> 00:06:44,819

we know that minority groups can face

163

00:06:50,330 --> 00:06:48,180

all sorts of stereotypes uh this term uh

164

00:06:52,189 --> 00:06:50,340

model minority myth is a persistent

165

00:06:54,290 --> 00:06:52,199

stereotype that really paints Asian

166

00:06:56,809 --> 00:06:54,300

Americans as inherently more successful

167

00:06:59,150 --> 00:06:56,819

than the general population or in

168

00:07:02,029 --> 00:06:59,160

contrast to other minority groups so so

169

00:07:04,850 --> 00:07:02,039

Johnny how did the myth help or hinder

170

00:07:07,309 --> 00:07:04,860

you uh how did it help Define the person

171

00:07:09,550 --> 00:07:07,319

you know you are today

172

00:07:13,490 --> 00:07:09,560

this could be a this could be a really

173

00:07:16,550 --> 00:07:13,500

long and layered response I'm gonna try

174

00:07:19,670 --> 00:07:16,560

I'll try and do my best to articulate my

175

00:07:24,830 --> 00:07:19,680

thoughts around it it's a particularly

176
00:07:27,409 --> 00:07:24,840
really sensitive question and topic and

177
00:07:30,170 --> 00:07:27,419
and I don't know if I'm particularly

178
00:07:32,450 --> 00:07:30,180
qualified to answer that or even

179
00:07:35,870 --> 00:07:32,460
articulate that

180
00:07:40,550 --> 00:07:38,809
no one should ever be put in a box no

181
00:07:42,950 --> 00:07:40,560
one should ever be put

182
00:07:44,749 --> 00:07:42,960
have labels attached to them

183
00:07:48,050 --> 00:07:44,759
and

184
00:07:50,450 --> 00:07:48,060
I've certainly felt growing up like I

185
00:07:52,490 --> 00:07:50,460
lived in a box I had a square that I had

186
00:07:54,830 --> 00:07:52,500
to color inside and I had to stay within

187
00:07:56,990 --> 00:07:54,840
that and people will always have

188
00:07:59,809 --> 00:07:57,000

expectations based on the way you look

189

00:08:02,150 --> 00:07:59,819

where you're from your gender your race

190

00:08:04,129 --> 00:08:02,160

your Creed glass ceilings are everywhere

191

00:08:06,170 --> 00:08:04,139

and it's up to the Pioneers to break

192

00:08:08,809 --> 00:08:06,180

through those glass ceilings

193

00:08:11,210 --> 00:08:08,819

and that's what that's what we do and we

194

00:08:13,790 --> 00:08:11,220

do that well at Nasa the glass ceilings

195

00:08:16,610 --> 00:08:13,800

exist everywhere and the model minority

196

00:08:19,670 --> 00:08:16,620

myth is just another version of that

197

00:08:23,089 --> 00:08:19,680

glass ceiling you

198

00:08:25,369 --> 00:08:23,099

you simplify someone's experience base

199

00:08:27,890 --> 00:08:25,379

their capabilities who they are as a

200

00:08:32,269 --> 00:08:27,900

person their identity inside a very

201
00:08:35,690 --> 00:08:32,279
small box and if you go outside of the

202
00:08:38,529 --> 00:08:35,700
box you're not part of that Identity or

203
00:08:42,529 --> 00:08:38,539
you're doing something abnormal

204
00:08:44,510 --> 00:08:42,539
I I've never been one to follow that

205
00:08:46,730 --> 00:08:44,520
kind of thinking and and when I wanted

206
00:08:49,910 --> 00:08:46,740
to join the Navy to become a Navy SEAL

207
00:08:53,690 --> 00:08:49,920
and enlist at the age of 18 I strayed

208
00:08:55,970 --> 00:08:53,700
far from that path from what

209
00:08:58,430 --> 00:08:55,980
certainly the korean-american community

210
00:09:00,949 --> 00:08:58,440
and a lot of people who knew me

211
00:09:03,230 --> 00:09:00,959
felt that I should stick on it's like no

212
00:09:04,970 --> 00:09:03,240
you should maybe go to school to be a

213
00:09:07,490 --> 00:09:04,980

doctor or an engineer it's like no I

214

00:09:09,470 --> 00:09:07,500

wanna I wanna serve my country in a way

215

00:09:12,610 --> 00:09:09,480

that I feel I'm called to do and that's

216

00:09:16,610 --> 00:09:12,620

to be a warrior at that phase of my life

217

00:09:19,070 --> 00:09:16,620

and whether the model minority myth

218

00:09:21,050 --> 00:09:19,080

one thing I often hear is oh that's a

219

00:09:24,170 --> 00:09:21,060

good stereotype well there's no such

220

00:09:28,310 --> 00:09:24,180

thing as a good stereotype stereotypes

221

00:09:31,370 --> 00:09:28,320

paint labels and boxes and America is

222

00:09:33,110 --> 00:09:31,380

about becoming the very best you can be

223

00:09:35,570 --> 00:09:33,120

smashing through barriers and

224

00:09:39,050 --> 00:09:35,580

accomplishing the the best that you can

225

00:09:40,850 --> 00:09:39,060

and when we do that Americans accomplish

226

00:09:42,590 --> 00:09:40,860

great things

227

00:09:45,710 --> 00:09:42,600

and

228

00:09:48,650 --> 00:09:45,720

for so many reasons is why the model

229

00:09:52,610 --> 00:09:48,660

minority myth is what it is it's a math

230

00:09:55,070 --> 00:09:52,620

and it is also not very conducive or

231

00:09:58,430 --> 00:09:55,080

productive to for Americans

232

00:10:04,250 --> 00:10:02,269

excellent excellent point uh Anita

233

00:10:06,230 --> 00:10:04,260

so you know coming from your perspective

234

00:10:08,389 --> 00:10:06,240

you know would you say that that uh that

235

00:10:10,850 --> 00:10:08,399

model minority myth presents challenges

236

00:10:13,430 --> 00:10:10,860

for the AAA nhpi community in the

237

00:10:15,470 --> 00:10:13,440

workplace and if so can you elaborate

238

00:10:18,050 --> 00:10:15,480

and share how the community has to you

239

00:10:20,509 --> 00:10:18,060

know overcome those challenges yeah

240

00:10:22,730 --> 00:10:20,519

at first I have to say that Johnny

241

00:10:25,250 --> 00:10:22,740

that that was an amazing

242

00:10:27,889 --> 00:10:25,260

laying forth of what the Miss is and how

243

00:10:28,850 --> 00:10:27,899

detrimental it can be

244

00:10:32,210 --> 00:10:28,860

um

245

00:10:35,210 --> 00:10:32,220

so like I said it's it's a tiresome myth

246

00:10:36,889 --> 00:10:35,220

and I think it's so incredibly damaging

247

00:10:38,570 --> 00:10:36,899

um to those of us who are just trying to

248

00:10:41,389 --> 00:10:38,580

be ourselves

249

00:10:42,710 --> 00:10:41,399

for For Better or For Worse you know for

250

00:10:45,949 --> 00:10:42,720

a myth

251
00:10:47,990 --> 00:10:45,959
to say that you're always perfect is

252
00:10:49,850 --> 00:10:48,000
really stressful

253
00:10:52,670 --> 00:10:49,860
um in the workforce though at the

254
00:10:55,190 --> 00:10:52,680
workplace it's it's damaging because

255
00:10:57,949 --> 00:10:55,200
people can use it to sweep away the idea

256
00:11:00,050 --> 00:10:57,959
that there is discrimination against a

257
00:11:03,290 --> 00:11:00,060
certain group in this case us

258
00:11:06,410 --> 00:11:03,300
you guys are fine you've got it covered

259
00:11:07,730 --> 00:11:06,420
no I have heard stories of people who

260
00:11:10,250 --> 00:11:07,740
should have been promoted and they

261
00:11:12,530 --> 00:11:10,260
weren't people whose reviews should have

262
00:11:13,190 --> 00:11:12,540
been higher than they were

263
00:11:15,410 --> 00:11:13,200

um

264

00:11:17,930 --> 00:11:15,420

you know overcoming the myth is very

265

00:11:20,090 --> 00:11:17,940

difficult it is persistent

266

00:11:22,490 --> 00:11:20,100

and what's interesting is a lot of

267

00:11:24,410 --> 00:11:22,500

people haven't heard of it even people

268

00:11:26,509 --> 00:11:24,420

working in this space talking about

269

00:11:28,310 --> 00:11:26,519

diversity so that's why I'm incredibly

270

00:11:29,690 --> 00:11:28,320

grateful that that you were willing to

271

00:11:33,290 --> 00:11:29,700

talk about it today and we can just

272

00:11:35,870 --> 00:11:33,300

raise awareness of of what this is

273

00:11:38,509 --> 00:11:35,880

um I will say when I'm feeling stronger

274

00:11:41,990 --> 00:11:38,519

I do try to think of it as

275

00:11:45,470 --> 00:11:42,000

as a Advantage almost

276

00:11:47,930 --> 00:11:45,480

because it I think it gives me privilege

277

00:11:51,050 --> 00:11:47,940

it gives me

278

00:11:52,730 --> 00:11:51,060

um the ability to say things that maybe

279

00:11:55,370 --> 00:11:52,740

other minority groups may not feel

280

00:11:57,590 --> 00:11:55,380

comfortable saying if I'm seen as one of

281

00:11:58,910 --> 00:11:57,600

the good ones you know maybe I can speak

282

00:12:00,829 --> 00:11:58,920

some truth

283

00:12:02,630 --> 00:12:00,839

uh where other people feel like they

284

00:12:04,790 --> 00:12:02,640

can't

285

00:12:07,250 --> 00:12:04,800

that reminds me of something we talk

286

00:12:08,750 --> 00:12:07,260

about allyship yes being a good friend

287

00:12:11,690 --> 00:12:08,760

being a good

288

00:12:13,850 --> 00:12:11,700

a buddy a teammate a comrade whatever

289

00:12:15,829 --> 00:12:13,860

you want to call it advocatation will

290

00:12:18,350 --> 00:12:15,839

always be stronger and more meaningful

291

00:12:21,170 --> 00:12:18,360

when it's coming from someone that's not

292

00:12:23,210 --> 00:12:21,180

you yeah it's not benefiting from such

293

00:12:24,710 --> 00:12:23,220

advocacy so I completely understand what

294

00:12:26,990 --> 00:12:24,720

you're saying

295

00:12:29,090 --> 00:12:27,000

and and the other employee resource

296

00:12:31,430 --> 00:12:29,100

groups at headquarters and across the

297

00:12:33,829 --> 00:12:31,440

agency have been wonderful and we all

298

00:12:37,069 --> 00:12:33,839

try to to lift each other up in this

299

00:12:40,190 --> 00:12:37,079

process so I'm I'm happy to use some of

300

00:12:41,990 --> 00:12:40,200

my voice in that

301

00:12:43,430 --> 00:12:42,000

I think those you know you both

302

00:12:44,870 --> 00:12:43,440

excellent points on that and I think

303

00:12:47,210 --> 00:12:44,880

it's something that you know from

304

00:12:48,650 --> 00:12:47,220

someone who seeks to be an ally really

305

00:12:50,269 --> 00:12:48,660

something that you you know you would

306

00:12:52,250 --> 00:12:50,279

take us oh well that like you said

307

00:12:53,930 --> 00:12:52,260

that's a positive right that this can't

308

00:12:55,910 --> 00:12:53,940

be a negative issue so to hear people

309

00:12:57,590 --> 00:12:55,920

talk about this openly and just have

310

00:13:00,290 --> 00:12:57,600

that conversation and really inform

311

00:13:02,210 --> 00:13:00,300

people uh of perspectives they may not

312

00:13:04,069 --> 00:13:02,220

have thought you know that somehow that

313

00:13:05,449 --> 00:13:04,079

this positive stereotype can be a

314

00:13:08,030 --> 00:13:05,459

negative just like what you said Johnny

315

00:13:09,889 --> 00:13:08,040

the stereotypes all stereotypes are

316

00:13:11,750 --> 00:13:09,899

problematic in in lots of different ways

317

00:13:14,449 --> 00:13:11,760

so Consciousness you know having a

318

00:13:16,009 --> 00:13:14,459

conscious uh you know of this issue I

319

00:13:19,370 --> 00:13:16,019

think is important so so thank you both

320

00:13:21,470 --> 00:13:19,380

for that so again Johnny you know you've

321

00:13:24,110 --> 00:13:21,480

got this other other thing too right so

322

00:13:25,430 --> 00:13:24,120

U.S Navy SEAL you know astronaut but we

323

00:13:27,290 --> 00:13:25,440

can't overlook this background that you

324

00:13:28,790 --> 00:13:27,300

have as a medical doctor right and and

325

00:13:31,250 --> 00:13:28,800

the thing that we've all experienced

326

00:13:33,170 --> 00:13:31,260

together uh collectively over the last

327

00:13:35,509 --> 00:13:33,180

years is that you know the pandemic has

328

00:13:36,829 --> 00:13:35,519

laid bare these inequalities in health

329

00:13:39,110 --> 00:13:36,839

care you know in this country and

330

00:13:41,210 --> 00:13:39,120

definitely around the world uh in

331

00:13:43,550 --> 00:13:41,220

addition there's the other that is uh

332

00:13:45,889 --> 00:13:43,560

the growing awareness of intersection

333

00:13:48,290 --> 00:13:45,899

between climate action racial Equity

334

00:13:50,329 --> 00:13:48,300

racial just injustice that's you know

335

00:13:52,250 --> 00:13:50,339

that is around the world and definitely

336

00:13:54,769 --> 00:13:52,260

in this country and has a a long history

337

00:13:57,230 --> 00:13:54,779

in this country uh so what is your take

338

00:14:00,230 --> 00:13:57,240

on the impact of these public health

339

00:14:03,590 --> 00:14:00,240

issues and the stress of racism on the

340

00:14:05,449 --> 00:14:03,600

AAA nhpi Community as well as you know

341

00:14:06,769 --> 00:14:05,459

minorities in general

342

00:14:10,610 --> 00:14:06,779

foreign

343

00:14:15,050 --> 00:14:13,610

I I could I could answer that question

344

00:14:19,550 --> 00:14:15,060

but

345

00:14:23,470 --> 00:14:19,560

I think again it do a disservice to not

346

00:14:26,870 --> 00:14:23,480

recognize and just communicate there are

347

00:14:28,430 --> 00:14:26,880

there are communities

348

00:14:31,430 --> 00:14:28,440

everywhere of

349

00:14:34,850 --> 00:14:31,440

of all sorts of sizes and Creeds and

350

00:14:39,050 --> 00:14:34,860

racess that suffer from inequity it's

351

00:14:42,470 --> 00:14:39,060

it's a pandemic right and not there's

352

00:14:46,310 --> 00:14:42,480

not a single group that's more important

353

00:14:47,509 --> 00:14:46,320

than the other and what's the impact I I

354

00:14:49,310 --> 00:14:47,519

mean

355

00:14:50,569 --> 00:14:49,320

that you can have a pretty long

356

00:14:52,730 --> 00:14:50,579

discussion about what the impact you

357

00:14:55,430 --> 00:14:52,740

could just talk surely from the numbers

358

00:14:58,129 --> 00:14:55,440

when I was serving as a physician in

359

00:15:01,670 --> 00:14:58,139

healthcare the statistics just didn't

360

00:15:05,269 --> 00:15:01,680

lie and for example African-American

361

00:15:07,250 --> 00:15:05,279

population had a significantly increases

362

00:15:09,769 --> 00:15:07,260

statistically significantly increased

363

00:15:12,470 --> 00:15:09,779

risk of suffering from cardiovascular

364

00:15:15,370 --> 00:15:12,480

disease and not having the proper

365

00:15:19,550 --> 00:15:15,380

primary primary care physician follow-up

366

00:15:21,530 --> 00:15:19,560

and you can see examples of of the

367

00:15:22,910 --> 00:15:21,540

results of those inequities that exist

368

00:15:25,730 --> 00:15:22,920

everywhere so

369

00:15:29,150 --> 00:15:25,740

the impacts are real they're they have

370

00:15:31,189 --> 00:15:29,160

Long and Lasting negative impacts but

371

00:15:33,530 --> 00:15:31,199

we're doing the right thing that's where

372

00:15:35,030 --> 00:15:33,540

we're having a discussion about it we

373

00:15:37,430 --> 00:15:35,040

recognize it

374

00:15:40,910 --> 00:15:37,440

and those are always going to be the

375

00:15:42,530 --> 00:15:40,920

beginning steps to addressing that

376

00:15:45,290 --> 00:15:42,540

definitely I couldn't agree more there

377

00:15:47,329 --> 00:15:45,300

uh so you know after hearing this

378

00:15:49,069 --> 00:15:47,339

conversation from you both uh and you're

379

00:15:51,410 --> 00:15:49,079

hearing your personal you know really

380

00:15:52,910 --> 00:15:51,420

and heartfelt experiences you know I'm

381

00:15:55,129 --> 00:15:52,920

sure people in our audience will will

382

00:15:57,829 --> 00:15:55,139

want to help uh you know Advance equity

383

00:15:59,629 --> 00:15:57,839

for for everyone not just as we say uh

384

00:16:02,389 --> 00:15:59,639

one group but really thinking of it as a

385

00:16:05,090 --> 00:16:02,399

community as a nation uh and and trying

386

00:16:08,210 --> 00:16:05,100

to be better uh so Anita uh any advice

387

00:16:10,790 --> 00:16:08,220

on ways that the audience can support AA

388

00:16:13,009 --> 00:16:10,800

and HPI community and combat the

389

00:16:15,590 --> 00:16:13,019

invisibility calls by the generation

390

00:16:18,350 --> 00:16:15,600

generalization uh of such a diverse

391

00:16:21,170 --> 00:16:18,360

Community into one really homogeneous

392

00:16:24,710 --> 00:16:21,180

generic stereotype yeah of course thank

393

00:16:26,389 --> 00:16:24,720

you so I would advise people

394

00:16:29,569 --> 00:16:26,399

to try to see

395

00:16:31,430 --> 00:16:29,579

uh um for who we are and not who they

396

00:16:33,889 --> 00:16:31,440

think we are

397

00:16:35,810 --> 00:16:33,899

um I think the the first piece of that

398

00:16:38,930 --> 00:16:35,820

is what Johnny was talking about earlier

399

00:16:41,449 --> 00:16:38,940

you know education you know

400

00:16:44,090 --> 00:16:41,459

um you know talk to us learn about us as

401
00:16:45,590 --> 00:16:44,100
individuals but also now that there's

402
00:16:47,170 --> 00:16:45,600
the internet there's nothing you can't

403
00:16:49,189 --> 00:16:47,180
know nothing

404
00:16:51,110 --> 00:16:49,199
so so

405
00:16:52,730 --> 00:16:51,120
um do some research read about all the

406
00:16:54,410 --> 00:16:52,740
different countries we come from and

407
00:16:56,150 --> 00:16:54,420
then ask us questions to fill in the

408
00:16:58,430 --> 00:16:56,160
gaps

409
00:17:00,949 --> 00:16:58,440
um you know I would also encourage some

410
00:17:03,949 --> 00:17:00,959
introspection you know think about how

411
00:17:05,510 --> 00:17:03,959
you interact with people of from our

412
00:17:08,090 --> 00:17:05,520
community

413
00:17:09,590 --> 00:17:08,100

um are your thoughts colored by a

414

00:17:11,809 --> 00:17:09,600

stereotype whether it's the model

415

00:17:13,610 --> 00:17:11,819

minority myth or something else

416

00:17:16,010 --> 00:17:13,620

if there is a stereotype in your head

417

00:17:17,689 --> 00:17:16,020

it's okay we all have stereotypes about

418

00:17:18,530 --> 00:17:17,699

all sorts of things you know don't feel

419

00:17:20,870 --> 00:17:18,540

bad

420

00:17:23,569 --> 00:17:20,880

but don't let it sit there either think

421

00:17:26,329 --> 00:17:23,579

about why it's there what it does and

422

00:17:28,189 --> 00:17:26,339

then and then fill in that Gap because a

423

00:17:30,169 --> 00:17:28,199

stereotype is always filling in a gap of

424

00:17:32,390 --> 00:17:30,179

knowledge fill it in with the education

425

00:17:33,890 --> 00:17:32,400

you know knowing somebody or doing some

426

00:17:36,710 --> 00:17:33,900

reading

427

00:17:39,169 --> 00:17:36,720

and finally I would say speak up when

428

00:17:40,549 --> 00:17:39,179

you see discrimination say something you

429

00:17:42,230 --> 00:17:40,559

know when you see something say

430

00:17:43,549 --> 00:17:42,240

something is not just a you know doesn't

431

00:17:45,289 --> 00:17:43,559

just have to be a Homeland Security

432

00:17:48,049 --> 00:17:45,299

motto

433

00:17:51,110 --> 00:17:48,059

um you know when when other people speak

434

00:17:53,270 --> 00:17:51,120

up when allies speak up they're they're

435

00:17:55,730 --> 00:17:53,280

striking a powerful blow against a

436

00:17:58,070 --> 00:17:55,740

systemic problem

437

00:18:01,070 --> 00:17:58,080

definitely couldn't couldn't agree again

438

00:18:02,390 --> 00:18:01,080

that's such an excellent point uh and I

439

00:18:03,830 --> 00:18:02,400

hate to close this out I really want to

440

00:18:05,270 --> 00:18:03,840

keep this conversation going I think we

441

00:18:07,490 --> 00:18:05,280

could we could really talk about all

442

00:18:09,529 --> 00:18:07,500

these issues and really come to you know

443

00:18:11,330 --> 00:18:09,539

really expand on it but uh I'll stop

444

00:18:13,190 --> 00:18:11,340

there and thank you both uh you know for

445

00:18:15,890 --> 00:18:13,200

sharing these insights and you know on

446

00:18:19,070 --> 00:18:15,900

History uh for gathering with us today

447

00:18:21,770 --> 00:18:19,080

in honor of AA nhpi month um you know

448

00:18:24,409 --> 00:18:21,780

from as being a NASA Chief historian you

449

00:18:26,090 --> 00:18:24,419

know I've got an incredibly cool job uh

450

00:18:28,190 --> 00:18:26,100

but but one of the things that I really

451
00:18:30,049 --> 00:18:28,200
have focused on is looking at that issue

452
00:18:32,390 --> 00:18:30,059
of you know just these issues and in

453
00:18:34,490 --> 00:18:32,400
general and and and because I think that

454
00:18:36,590 --> 00:18:34,500
the agency definitely if we're going to

455
00:18:38,210 --> 00:18:36,600
just zero in on the the importance of

456
00:18:40,669 --> 00:18:38,220
this history to the agency and the work

457
00:18:43,130 --> 00:18:40,679
that we do you know human Ex human space

458
00:18:45,110 --> 00:18:43,140
exploration scientific discovery you

459
00:18:47,029 --> 00:18:45,120
know these are critical pieces of it you

460
00:18:50,210 --> 00:18:47,039
know if we can't if we don't learn from

461
00:18:52,010 --> 00:18:50,220
this past and and learn that that the

462
00:18:53,870 --> 00:18:52,020
issues we're dealing with today people

463
00:18:56,150 --> 00:18:53,880

have dealt with these issues right what

464

00:18:58,430 --> 00:18:56,160

Solutions have they come come to what

465

00:19:00,830 --> 00:18:58,440

steps have they taken and what has it

466

00:19:02,930 --> 00:19:00,840

led to and just understanding this this

467

00:19:05,029 --> 00:19:02,940

shared past and that's that you know all

468

00:19:06,830 --> 00:19:05,039

good Solutions you know will will come

469

00:19:09,110 --> 00:19:06,840

from this ability to move past these

470

00:19:10,669 --> 00:19:09,120

stereotypes and and to really do

471

00:19:12,169 --> 00:19:10,679

something great so again I appreciate it

472

00:19:13,970 --> 00:19:12,179

you know from a history side but

473

00:19:16,730 --> 00:19:13,980

definitely appreciate it from just the

474

00:19:19,310 --> 00:19:16,740

uh thinking about this is a bigger

475

00:19:21,110 --> 00:19:19,320

picture uh so we ask our viewers uh to

476

00:19:24,049 --> 00:19:21,120

join us in reflecting on what it means

477

00:19:27,409 --> 00:19:24,059

to be visible together and take part in

478

00:19:30,049 --> 00:19:27,419

an upcoming AA nhpi event and engagement

479

00:19:32,150 --> 00:19:30,059

to discover this the history their

480

00:19:34,669 --> 00:19:32,160

contributions and diversity of culture

481

00:19:37,549 --> 00:19:34,679

also be sure to visit the faces of NASA

482

00:19:39,590 --> 00:19:37,559

website on the screen to learn more uh