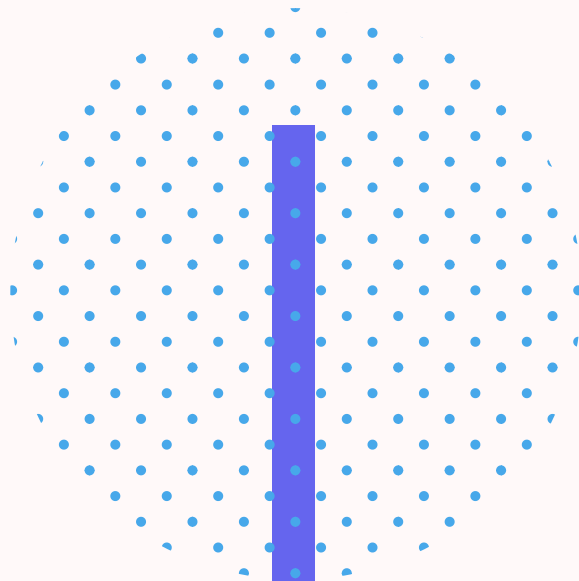


# ASIAN PACIFIC ISLANDER ORGANIZING LEADER PROGRAM

2021  
CULMINATION  
REPORT





*"The API Leadership cohort was a profound and deeply personal experience for me. Personally it strengthened my sense of belonging to an ever present and growing API community. From learning of our rich history in the labor movement, to understanding the challenges we face in strengthening our voice and empowering other future API leaders., the API cohort was transformational for me as a member/leader in UHW. I find myself taking space, being courageous by pushing boundaries and speaking up on behalf of my API community in the worksite and in union functions. My mantra has become "I'm not invisible and will no longer engage from the back of the room. I'll sit front and center."*

-ROY ONGPIN,  
UHW EXECUTIVE COMMITTEE MEMBER

*"The SEIU API program came at a time when I was looking for self development but didn't know where to start. I was able to look internally at my leadership style. I saw areas where I could improve to be a better leader in my community. I am grateful for the investment and can't wait to introduce the world to Natalie 3.0. "*



-NATALIE NGUYEN WOODRUFF,  
VA 512 VICE PRESIDENT OF FAIRFAX COUNTY CHAPTER

# THE PROGRAM

NOMINATED BY THEIR LOCAL LEADERS TO APPLY, SEIU ASIAN PACIFIC ISLANDER LEADERS WENT THROUGH A 6-MONTH LONG PROGRAM WHERE THEY MET WITH THEIR COHORT ONCE A MONTH VIRTUALLY VIA ZOOM.

THE ARCS COVERED ENCOMPASSED:

- SHARING UNIQUE EXPERIENCES AS API LEADERS IN SEIU AND DEFINING WHAT LEADERSHIP MEANS, HOW IT LOOKS LIKE AND SHOWS UP IN OUR UNION
- BUILDING CONTEXT FOR ANTI-RACIST SOCIETY AND UNIONS FOR ALL, INCLUDING THE UNITED STATES RACIAL JUSTICE TIMELINE
- REFLECTION ON LEADERSHIP GROWING EDGES AND CREATION OF VISIONS FOR OUR LEADERSHIP AND DEVELOPMENT AS API ORGANIZING LEADERS
- WORKSHOPS TO BUILD LEADERSHIP SKILLS SUCH AS MANAGING TRIGGERS AND FEEDBACK CULTURE
- HEARING FROM, INTERACTING WITH AND LEARNING FROM ESTABLISHED SEIU API LEADERS FROM VARIOUS LOCALS AND THE INTERNATIONAL
- BUILDING COLLECTIVE CONNECTION AND POWER
- THINKING AND STARTING INDIVIDUAL LEARNING PROJECTS FOR GROWTH

PARTICIPANTS ALSO WERE GIVEN THE OPPORTUNITY TO RECEIVE 4 COACHING SESSIONS IN BETWEEN SESSIONS TO SUPPLEMENT AND ENHANCE THEIR EXPERIENCE DURING AND BEYOND THE PROGRAM.

# THE TIMELINE

*November 2020*

*Design Team is established*



*November 24, 2020*

*President Mary Kay Henry sends out program announcement*



*December 2020*

*Local Leaders nominate API leaders*



*December 10, 2020*

*Applications are due from Local Nominations*

*December 17, 2020*

*Welcome Letters sent to accepted applicants*



*January 2021*

*2-Day Kick-Off Launch*



*February-May 2021*

*Monthly Virtual Sessions & Individual Coaching Sessions*



*June 2021*

*API Leaders Graduate!*



# THE DESIGN TEAM

FROM THE RECRUITMENT PROCESS OF APPLICANTS TO THE DEVELOPMENT AND FACILITATION OF EACH SESSION, THE DESIGN TEAM WORKED AND MET MULTIPLE TIMES EACH MONTH TO PREP, TO CRITICALLY THINK THROUGH AND EXECUTE PROGRAM, AND TO REGROUP AND DEBRIEF TO ENSURE THE PROGRAM'S SUCCESS.

API LOCAL LEADERS WERE ESPECIALLY AN IMPORTANT BRIDGE WITH LIVED EXPERIENCE AS EXAMPLES OF API LEADERSHIP AND A CONNECTION TO PROGRAM PARTICIPANTS.

## INTERNATIONAL

*Dalinda Fermin  
Brady Calma*

## API LOCAL LEADERS

*Susan Li. Local 121  
Ligaya Domingo. Local 1199NW  
Christina Calugcugan. Local 1000  
yeon Park. Local 1021  
Niña Cerdina. CIR*

## CONSULTANTS/ COACHES

*Reva Patwardhan  
Ernest Mark  
Viveka Chen*

# THE RESULTS

- 29 APPLICANTS ACCEPTED ACROSS LOCALS
  - 4 MEMBERS UNABLE TO COMPLETE DUE TO RELEASE TIME
- 25 API ORGANIZING LEADERS WHO COMPLETED THE ENTIRE 6 MONTH PROGRAM
  - 17 STAFF LEADERS
  - 8 MEMBER LEADERS
- 90+ COACHING SESSIONS COMPLETED
- 18 API LEADER GUEST SPEAKERS FROM VARIOUS LOCALS AND THE INTERNATIONAL
- 18 LOCALS REPRESENTED IN THE WHOLE PROGRAM
- 10 API COHORT LEADERS HELPED TO FACILITATE THE SEIU MAY API HERITAGE MONTH EVENT

# THE LESSONS

- MEETING A BALANCE OF LEADERSHIP DEVELOPMENT, MANAGEMENT, PERSONAL AND ORGANIZING SKILLS WITH A RACIAL LENS IN THE PROGRAM IS CRUCIAL. ALL COMPONENTS NEED TO BE LINKED AND THREADED.
- THERE IS NO 1 LEADER FOR A GROUP TO LOOK AS THE ONLY EXAMPLE. HAVING A PLETHORA OF MANY API LEADERS TO SHOWCASE AS LABOR LEADERS IN SEIU WAS KEY TO BRINGING ENRICHMENT AND DIALOGUE INTO THE PROGRAM.
- HAVING API LEADERS AS PART OF THE DESIGN TEAM PROVIDES A CRITICAL LENS TO WHAT IS NEEDED. IT IS IMPORTANT TO DEVELOP, SUPPORT AND UPLIFT THESE LEADERS AND ALLOW THEM TO LEAD AS WELL.
- WHEN WE TAKE THE TIME TO REALLY GET TO KNOW THE CHALLENGES, WORRIES AND INSECURITIES THAT A PERSON FACES, WE START TO UNDERSTAND HOW THE SYSTEM AND STRUCTURE WORK AGAINST THEM AND UNDERMINE THEIR GROWTH, AND EVENTUALLY WE START TO SEE THAT HOW WE CAN SUPPORT THEIR CONFIDENCE, SUCCESS AND LEADERSHIP.



*"SEIU's first API leadership cohort was an incredible experience for me. The sessions were memorable because of the camaraderie we shared. We were given a space to share our stories, cultures, experiences, histories, struggles and victories with API Leaders from different locals. It was an honor to be a part of that group."*

-ZAMIR KHAN,  
32BJ AIRPORT DIVISION ORGANIZER

*"Having the opportunity to attend this training and become a member of this cohort was a special experience. The people that I have connected with all have individual stories but we share a common bond and goals for the future of the API community. This cohort shows me that SEIU is committed to racial and economic justice."*



-ERIKA WATANABE,  
1107 STEWARD



