



HUNTER:

DIVERSITY IN ACTION NEWSLETTER

MAY

**ASIAN AMERICAN AND PACIFIC
ISLANDER HERITAGE MONTH
and MENTAL WELLNESS MONTH**

May is Asian American and Pacific Islander Heritage Month and a time to recognize the historical and cultural contributions of these individuals and groups to the United States. In this newsletter, you'll find ways to recognize and celebrate the AAPI community and get to know some of our HUNTER AAPI staff better.

May is also Mental Health Awareness Month. Even before we felt the effects of the pandemic, millions of people had been experiencing stress, trauma, anxiety, and heightened levels of depression. Read on to explore some tools on understanding and better managing your mental wellness.

DEI TIP OF THE MONTH

New research suggests that for most people in the workplace, their manager has a significant impact on their mental well-being. As we think about healthy workplace behaviors, here are some actions leaders and managers can take to contribute to positive mental health for themselves and others.



- MANAGE YOURSELF:** Set boundaries and resist the urge to take on all the work yourself. Instead, you can train, delegate, and empower your team to share the load.

- RECOGNIZE YOUR IMPACT:** Emphasize empathy and ask your team how they're doing when they seem out of sorts or particularly challenged by a problem.

- STAY HEALTHY:** The best leaders take care of their own mental health so they can be present and tune in to the needs of their team.

For more tips and examples, read "[Managers Have Major Impact on Mental Health: How to Lead for Wellbeing](#)".

WORDS THAT MATTERS

In her recent [LinkedIn post](#), Diversity, Equity, and Inclusion expert Lily Zheng explains how umbrella terms such as **AAPI** have continued to evolve over time. Since the term **Asian American** was coined in the 1960s to unify immigrant communities, every few decades more terms like Asian American Pacific Islander (AAPI) and **Native Hawaiian and Pacific Islander** (NHPI) have been created to further include more communities that identify with similar cultural, social, and political experiences.



How do we know which labels are the right labels to use? Zheng notes: "What's more important than using the "correct" label is making sure that the language you use reflects your actions and impacts. If you are designing an initiative that specifically benefits Taiwanese Americans, say so. If you are creating a partnership specifically designed to benefit Native Hawaiians, say so. If your initiative is aimed at a broader group of Southeast Asians without focusing on a given nationality, say so."

Umbrella terms such as AAPI are genuine yet sometimes imperfect attempts to unify communities. It's important to keep in mind that while solidarity between communities is important, representing and celebrating the uniqueness of each Asian identity is the goal as some communities that have historically been subjected to higher instances of colorism, classism, and discrimination can often be overlooked. Read more via [Vox](#).

EMPLOYEE SPOTLIGHTS



LOU CARAGAN, SR CREATIVE DIR

Can you tell us a little bit about yourself?

I'm a senior creative director at HUNTER. I love all things graphic design and have a passion for photography.

Can you tell us what Asian American and Pacific Islander Heritage Month means to you?

I'm first generation Filipino American and very proud of my heritage. My parents are very traditional, so I'm used to eating Filipino cuisine. Perhaps that's why I love every excuse to go to Filipino events and parades.

What is your favorite cultural tradition?

Every month or so I get together with a group of Filipino women that I have known since high school. Our favorite thing to do is to bring our own Filipino dish and take turns hosting the get-togethers. I also enjoy karaoke! Karaoke is very "next level" in the Philippines and I had a chance to experience that during the holidays one year.

Do you have a role model in your life? If so, who are they and how have they helped you in your journey?

My mom is my biggest role model. She encouraged me to follow my dreams and encouraged many of my cousins to follow their dreams by contributing to their higher learning education funds. She is strong, creative, and independent and I've always admired that about her.

Can you tell us a little bit about yourself?

I was born in New Jersey, but I have spent time in Shanghai, Connecticut, Iowa and Hawaii (my favorite being Hawaii... shocking I know). I really enjoy watching TV shows that make me think, with my favorite recent show being BEEF. I enjoy playing competitive games, being in nature, and hanging out with my loved ones.

What is your favorite cultural tradition?

My favorite cultural tradition is less of a cultural tradition and more of a family tradition, but I am sure that other families share the same experiences. Every big Lunar holiday, my family always gets together to make handmade noodles and dumplings. Noodles symbolize long life and success, and it is always fun for us to get together and make something from scratch

What do you hope to see for the Asian community in the future?

I hope to see more people trying to combat anti-Asian discrimination and racism, while simultaneously celebrating the diversity and contributions that Asian communities bring to society. Ultimately, I would love for the world to be a space where people of all backgrounds can feel valued and respected. It is also important to address the unique challenges faced by different Asian subgroups, such as refugees and immigrants, and to provide them with resources and support to succeed.



**CHRIS ZHANG, FINANCIAL +
OPERATIONS ANALYST**