

INCLUSION MEANS TO ME, BEING ABLE TO WORK ALONGSIDE ANYONE, ANYWHERE, IN ANY SITUATION.

DIVERSITY MEANS DIFFERENT. EVERYONE'S GOT DIFFERENCES WHETHER IT BE AGE, RELIGION, SEX. WE'RE DIFFERENT.

I DON'T REALLY KNOW WHAT INCLUSION MEANS. I'M TRYING TO FIGURE OUT WHAT YOU'RE TALKING ABOUT.

DIVERSITY TO ME MEANS DIFFERENCE IN LIFESTYLES, IN RELIGION, IN WORK ETHICS. EVERYTHING.

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JOHN KRAFT, SHIPBUILDER

GROWING UP IN TAIWAN WE DIDN'T HAVE A WHOLE LOT OF OPPORTUNITY. AS I WAS GROWING UP MY PARENTS HAD A SMALL COMPANY MAKING PARTS FOR MOPEDS BUT, THEY WENT BUST. SO THEY SCROUNGED UP EVERYTHING THAT THEY HAD. SOLD THEIR HOUSE, IN TAIPEI TO COME TO THE UNITED STATES BACK IN 1985 WHEN I WAS JUST SEVEN YEARS OLD. LOOKING FOR OPPORTUNITIES. OPPORTUNITIES FOR FAMILY, FOR KIDS, AND THEY WERE LOOKING FOR THE AMERICAN DREAM. HOWEVER COMING FROM TAIWAN, NOT KNOWING ENGLISH, WHICH BECAME A LANGUAGE BARRIER FOR ME WHEN I FIRST DEVELOPED. I HAD A DIFFICULT TIME GROWING UP. SURPRISINGLY I PASSED MATH WITH FLYING COLORS BUT STRUGGLING IN ENGLISH WAS A CHALLENGE FOR ME. SOMETIMES WHEN BULLIES WERE PICKING ON ME, WERE YELLING, SCREAMING, I SAID THAT I NEED TO HAVE ENGLISH AS MY PRIMARY LANGUAGE, SO THAT WAY I COULD BE FRIENDS WITH THEM. SO THAT WAS MY PRIMARY DRIVE, TO ULTIMATELY BE INCLUDED. TO BE PART OF SOMETHING BIGGER, AND LARGER, THAN MYSELF.

SO THOSE FEELINGS I HAD AS I WAS YOUNG, THOSE NEGATIVE FEELINGS, WERE USED TO REINFORCE MY DETERMINATION THAT I AM GOING TO DO WELL IN MY LIFE. AND HERE I AM.

WHEN PEOPLE LOOK AT ME THEY SEE THAT I'M ASIAN, AND I'M YOUNG. WHAT PEOPLE DON'T REALIZE IS I HAD TO WORK HARD. I HAD TO DREAM BIG DREAMS. I HAD STUDIED IN COLLAGE FOR FIVE YEARS. I HAVE BEEN IN THE US NAVY FOR FOUR YEARS. I HAVE DONE SO MANY THINGS THAT PEOPLE DON'T SEE INITIALLY ON THE SURFACE. BUT WHEN YOU COME TO ME AND ASK FOR A STORY, I WILL TELL YOU MY LIFE STORY. HAPPILY.

SOME OF THE WORDS THAT CAME TO MIND THAT WERE HURTFUL, THAT WERE CALLED WERE "CHINA MAN," "CHINK," "RICE BALL," "BRUCE LEE." FOR ME WHAT IT'S LIKE TO HEAR THOSE WORDS IS SOMEONE WHO COULDN'T STAND UP AND FIGHT FOR THEMSELVES AND SOMEONE WHO IS A SECOND CLASS CITIZEN.

LAST WEDNESDAY, AS I WAS FINISHING UP A MEETING, AT AROUND 3:30 THE WHISTLE BLEW IN THE SHIPYARD. THERE'S A MAD RUSH OF PEOPLE COMING OUT OF THE GATES. SOMEBODY IN THE CROWD BEHIND ME YELLED OUT THE WORD, "CHINK!" AS I WALKED TWENTY MORE FEET, ABOUT TEN SECONDS LATER IT REGISTERED IN MY MIND, THAT SOMEBODY WAS CALLING ME OUT. TRYING TO GET MY ATTENTION. DIDN'T HAVE THE COURAGE TO FACE ME, BUT TRIED TO GET MY ATTENTION. I HAVE NOT BEEN CALLED "CHINK" SINCE I WAS EIGHT YEARS OLD, SO IT WAS A LITTLE SLOW FOR ME TO RECOGNIZE THAT WORD IN MY VOCABULARY. AND WHEN I RECOGNIZED IT, IT WAS TOO LATE. AND TO ME, SOMEONE WHO IS USING THE WORD "CHINK" HAS TO SAY IT IN THEIR MIND, AND IN THEIR HEART

FIRST. SO IT IS COMING OUT OF THIS UGLY PLACE TO BEGIN WITH. SO THEY ARE THE ONES WHO ARE HURT FIRST. NOT THE ONE WHO THEY ARE TRYING TO HURT, BUT THE INDIVIDUAL WHO WAS USING THE HURTFUL WORD ARE THE ONES WHO HURT THE MOST.