



## Elected Board Application Fall 2021

### INSTRUCTIONS

Please attach your **current résumé** and **Fall 2021 schedule** with this application (class, work, other extracurricular activities). All executive board members must be able to accommodate executive board meetings (EBMs) and general body meetings (GBMS) in their Monday night schedules unless this is later changed by the **Fall 2021** Executive Board.

Applications are due **no later than Wednesday, April 14th at 11:59 PM PST. NO EXCEPTIONS.** Please send this document with all supplemental materials to President ([president.apousc@gmail.com](mailto:president.apousc@gmail.com)) and cc Sergeant-at-Arms ([sergeantatarms@gmail.com](mailto:sergeantatarms@gmail.com)) and Webmaster ([webmaster.apousc@gmail.com](mailto:webmaster.apousc@gmail.com)).

***Election Day:*** Candidates for President and New Member Educator will have 3 minutes to give their speeches. Candidates for all other positions will have 2 minutes.

You may present **1 slide per position** you run for at the time of your speech. If you are running all or nothing for a co position, you may share a speech with your running mate and have **up to 2 slides**. If you are not running all or nothing, you must have a separate speech and slide. Slides are due **no later than Wednesday, April 14th at 11:59 PM PST** to President ([president.apousc@gmail.com](mailto:president.apousc@gmail.com)). No changes to your slide(s) may be made after this date. You will not be allowed to pass out additional materials or papers during your speech.

### PART I: GENERAL INFORMATION

Name: Jonathan Fu

School Year (Grade): Sophomore

New Member Class (Semester & Year): Alpha Pi (Spring 2020)

Major(s): Human Biology

Minor(s): Health Care Studies; Music Production  
E-mail(s): jfu12446@usc.edu  
Phone Number(s): (832) 364-5263

**Please mark which elected position(s) you are running for with an X:**

- ☐ President (1)
- ☐ Pledgemaster AKA New Member Educator (1)
- ☐ Co-VP of Finance (2)
- ☐ Co-VP of Membership (2)
- ☒ Diversity & Inclusion Chair (1)
- ☐ Interchapter Chair (1)
- ☐ VP of Communications (1)
- ☐ VP of Fellowship (1)
- ☐ VP of Service (1)

Name of person you are running with (leave blank if no running partners):  
Are you running all or nothing (leave blank if not applicable):

*\* A list of officer descriptions can be found in our [Chapter Bylaws](#) on the APO website.*

## **PART II: SHORT ANSWER QUESTIONS**

### **1. Why do you want the position(s) you are running for? Why are you the best candidate for the position(s) you selected?**

This has been a groundbreaking and revolutionary year. The long-overdue awakening on systemic racism, the increasing emphasis on accountability for sexual harassment and assault, and the widespread acknowledgement of police brutality are just some of the issues that have recently been brought to light. While the past year has been characterized by change, there is still a lot more to be said and a lot more that can be done. More than ever before, we are in a position to set the tone for an age of dynamic social reform.

Although I am angered by many aspects of our present society, I am excited by the prospect of change. I am just one individual out of billions, but there is still a lot I can and want to accomplish. I hope to join this new era of changemakers and set a positive example for others to follow, which is why I am running for Diversity and Inclusion Chair. I want to help others learn about issues pertaining to diversity, inclusion, and equity, while also continuing to educate myself on these topics. I hope to not only increase awareness of the local communities we serve and the various issues they face but

also to directly work with and support them. I want to facilitate engaging and sometimes difficult conversations on topics ranging from the school-to-prison pipeline to systemic racism to neurodiversity.

I believe I am the best candidate for Diversity and Inclusion Chair because of my diverse experiences as well as my growth mindset, open-mindedness, and strong desire to keep learning. As an Asian American cis-gendered man growing up in the South, I experienced gender privilege but also faced racial discrimination. I have been told before that I am a “nerdy Asian” who must be good at math. I have heard numerous middle- and high-school students use anti-Asian slurs as jokes while waiting in lunch lines and on school buses. Even at USC, someone once told me that they had “yellow fever” during a social event I attended. These microaggressions have taught me firsthand the importance of diversity and inclusion in any social institution, including schools and organizations like APO. In high school, I co-founded 100words, a nonprofit organization that strived to give motivated, low-income high school students a platform to discuss the issues they were passionate about, particularly those affecting marginalized communities. Throughout my time in 100words, I had the opportunity to work with disadvantaged high schoolers from all corners of America. By listening to their stories and the struggles they faced, I realized that racism, sexism and economic status intersect in such a nuanced way. Every person has a unique voice and a right to be heard. From working with these students, I learned that it is not enough to passively read about societal problems online. In order to truly combat these issues, it is necessary to draw from individual stories and empower those with firsthand experiences.

Additionally, I believe that the key to diversity and inclusion is a growth mindset and a strong desire to keep learning. I definitely am not an expert in this field, and there is still a lot for me to learn. However, I am deeply passionate about these issues, and I am always open to differing perspectives and further educating myself on D&I topics. Lastly, I am excited by the prospect of an in-person fall semester. As an active member who has prior experience with on-campus APO events, I am excited by the flexibility that comes with in-person events. If I am elected, I hope to incorporate more interactive and engaging activities that were not possible with virtual events.

## **2. What is your vision for APO and what are your goals for the position(s)?**

I hope to make APO a safe and inclusive environment for everyone. In my eyes, APO should be a safe place where students feel comfortable sharing their opinions and personal experiences. I also want the active body to be educated and informed about ongoing social issues. While there has been more significance placed on diversity and inclusion in recent semesters, I still feel that it is not emphasized enough in APO.

Therefore, it is my biggest hope that a greater number of APO members can begin to realize the importance and applicability of D&I in their everyday lives. Yes, all active and new members need to attend two points worth of diversity and inclusion events each semester. However, diversity and inclusion should not just be about obtaining enough points for good standing. I want to create enriching events that help students become not only better members of APO but also more well-rounded members of society. I hope to foster conversations that encourage people to think critically and challenge familiar belief systems. I want to provide members with valuable experiences that they can draw on later in life.

As Diversity and Inclusion Chair, I will be responsible for hosting one mandatory chapter-wide workshop on white saviorism, performative service, and the purpose of service. I will also be responsible for two mandatory chapter-wide meetings on the importance of diversity and the issues surrounding it. I would like to hold one diversity meeting on intersectionality and how to approach it with a nuanced lens and the other on how to be proactive and take action against social injustice. My goal is to have these mandatory events cover broad topics that can be applied to a variety of different situations. On the other hand, I hope to host smaller workshops and coffee chats on more specific topics such as gentrification, socioeconomic class, race and ethnicity, and the education system. In essence, the broadness and applicability of the larger, mandatory trainings/workshops and the specificity of the coffee chats and smaller events are meant to complement each other and make for an enriching diversity and inclusion experience for all APO members.

Additionally, I want to increase the legitimacy of diversity and inclusion workshops and events by including more social activists, community organizers, and industry professionals in events. Guest speakers often have lots of personal experience; thus, they can provide greater insight into ways to combat specific social issues.

I also hope to include a greater number of collaborations with other APO committees, campus organizations, and even local community members in D&I events (specific examples are listed under question 3). Although isolated D&I events can be very informative and educational, collaborations will allow members to apply what they learned, which can often be equally as important.

Lastly, I hope to increase diversity in our new pledge class. I understand that this has been a major challenge during previous semesters and will likely continue to be a challenge in the fall. In order to combat this, I plan on reaching out to certain affinity groups within USC (such as USC Black Student Assembly and Latinx Student Assembly) in the Summer to inquire whether they would be willing to allow us to speak during

general body meetings or distribute APO recruitment flyers through their emails or other social media platforms. Hopefully, this can lead to a more diverse organization over time.

**3. What new ideas can you bring to the position and organization as a whole? Please provide examples.**

**Asynchronous events:** I want to open up the option for members to earn D&I points by completing asynchronous activities that are educational and enriching. Here are a few examples:

1. **Instagram Posts.** Members can create eye-catching and informative posts through Canva (or other similar programs) on a diversity and inclusion topic of their choice. Members must use reliable sources (and include citations when necessary). When they are finished, they will submit their creation to the D&I committee, which will fact check and edit the post. I am fairly confident that this will work, as I also helped introduce this initiative in another organization (USC Health Sciences Education Program) last year. This organization's instagram handle is @uschsep if you would like to check it out. The instagram posts can also ensure that APO maintains an active presence on social media.
2. **Diversity and Inclusion Podcasts + Reflection Pieces.** Members may often be interested in a topic that is not covered in D&I events. Now, they will have the option to further explore that topic through podcasts and still receive diversity points if they write a reflection piece (1/2 page to 1 page, 1.15 spacing, 12 pt Times New Roman). I will also be open to other suggestions (such as if a member wants to watch a documentary or read a book on a diversity and inclusion issue).

**New Collaborations With Committees and Other USC Organizations:** I am a firm believer that hands-on learning is one of the most effective learning methods, especially for diversity and inclusion. By collaborating with other committees and other organizations, members will have a more interactive and engaging experience and be able to apply D&I to new and sometimes uncomfortable situations. Here are a few examples of possible events:

1. **Diversity x Fellowship - Cultural Cooking Lessons.** It may seem obvious, but there is a lot more to food than simply being something to eat. There can be a lot of meaning behind certain dishes, especially cultural ones, and it can be very fun and educational to learn about dishes from other cultures. I hope to partner with other cultural organizations at USC (such as Spanish Undergraduate Student Association) and create fellowship events where members of the cultural organization can teach APO members how to cook a certain dish and educate us on its cultural significance.

2. **Diversity x Fundraising - Fundraisers/Donation Drives for Charity.** While APO holds fundraisers every semester for the chapter itself, I hope to collaborate with fundraising committee to create fundraisers or donation drives for charities or social movements if there is enough time to do so. For instance, one organization that we could potentially collaborate with is Los Angeles Community Fridges (holding a food drive).
3. **Diversity x Membership - Mental Health Workshops.** Even though mental health is something that many people struggle with, it is often overlooked. I would love to collaborate with membership committee to create mental health workshops or check-ins throughout the semester. These workshops can be more serious in nature (discussion questions and reflection) or casual (doing mental health exercises such as journaling).
4. **Diversity x IC - Interchapter Coffee Chats.** A few other APO chapters in the area have expressed interest in incorporating diversity and inclusion into their own events. I hope to collaborate with IC Chair in creating coffee chats with other APO chapters.
5. **Diversity x Philanthropy - Contacting Political Representatives.** Although this activity is currently available as an asynchronous activity for philanthropy points, I really like this event because it encourages active social participation. I would love to collaborate with philanthropy committee to make a synchronous version of this event so that those who have never contacted political representatives before (through email, letters, or phone) will not feel completely lost. I hope that from this event, members will feel more comfortable contacting political representatives and thus will be more likely to continue doing so in the future.

**New Collaborations With the Community:** As members of APO, it is necessary to learn how our actions impact our surrounding communities. Here is an example of a possible event:

1. **Gentrification Workshop.** It is important to recognize the gentrification that is occurring around USC and how it negatively impacts local households and businesses. In order to make this workshop as organic as possible, I would love to invite community activists and local residents to speak about the effects of gentrification on their communities.

**In-Person Demonstrations:** If Fall 2020 is no longer virtual, I want to fully take advantage of the in-person experience by including activities and demonstrations during smaller workshops and coffee chats. During my GESM (which was largely centered around diversity and socioeconomic status), my professor often included short but intellectually-stimulating activities or games during class. While I do not intend to have

these demonstrations or activities in every workshop or coffee chat, I hope to include them whenever I see fit. Here is an example of an activity:

1. **Penny Game.** Place a certain number of pennies in a pile. Have everyone stand in a circle around the pile of pennies. The goal is to try to obtain as many pennies as possible from the pile (without stealing from others). Some people receive scoopers (to help pick up more pennies), while others receive mittens (so that it will be harder for them to pick up pennies). Those who received scoopers also start off with a few pennies. On the count of three, everyone tries to pick up as many pennies as possible until there are none left in the pile. Usually, those with the scoopers will end with the most pennies. This part of the game illustrates the concept that not everyone starts at the same playing field and that certain factors in life are out of people's control. Then, sort people into groups based on the number of pennies they have (0-3, 3-5, and 5+). Tell everyone that they can donate pennies to others if they wish. Normally, the "richer" people will only donate a certain number of pennies so that they are still in the "5+" group. This part of the game illustrates how wealthy individuals in society preserve their wealth and are unlikely to move down socioeconomic classes.

**Increasing Engagement Within Events:** One issue I see with current diversity and inclusion events is the lack of participation. It is often the same individuals who participate in coffee chats and workshops. Of course, people should not feel obligated to speak if they do not feel that they have anything relevant to add to a conversation. However, I still want to ensure that everyone is taking away something from each D&I event that they attend. Therefore, I would like to do the following:

1. **Emphasize the Importance of the D&I Reflection Form.** One of the best ways to reflect after D&I events is to fill out the reflection form carefully and honestly. Therefore, I would like to either make the form mandatory or to increase the points that it is worth. For instance, most diversity and inclusion events are currently worth 0.75 points, and filling out the form would be another 0.25 points. However, I think making the event worth 0.5 points and the form also 0.5 points would incentivize members to fill out the form after each event they attend.
2. **Extending the D&I Reflection Form.** For those who may not feel comfortable sharing personal experiences or their own opinions during diversity and inclusion events, the reflection form can still be very enriching for them. I hope to add questions to the form in order to encourage critical thinking and deeper reflection. Here are some examples of questions:
  - a. What might be some ways to actively get involved with the topic covered at today's event?
  - b. How much did you understand about the topic before today's event?

**4. What relevant experience, if any, have you had working in committees or other organizations for the position(s) you are running for? Please be specific.**

As the Community Outreach Coordinator of USC Health Sciences Education Program, I often communicated with local K-12 teachers and nearby schools to plan health-related presentations and events. Although I always knew the importance of being mindful of people's backgrounds and experiences, this position really helped me practice this skill. For instance, when creating presentations on the COVID-19 vaccines, I realized that our audience was primarily students from South Central LA and South LA. Taking into account the demographics of the area, I realized that many students may not support the vaccine due to ongoing discrimination in health care, politics and misinformation surrounding COVID-19, and past racism in medicine (such as the Tuskegee Syphilis Study in 1932). Therefore, we made sure to not impose our support for the vaccines on anyone, as many of these students had valid reasons for their lack of trust in American health care. Additionally, as Community Outreach Coordinator, I tried to foster a safe, inclusive, and productive working environment for everyone. I also managed the organization's Instagram account for about nine months. I have lots of experience crafting messages of solidarity and proofreading social media posts. Through my position, I learned that it is extremely important to take extra care in writing and editing messages surrounding sensitive topics. It is not uncommon for someone who has good intentions to accidentally use certain language or phrasing that can be offensive to others. As mentioned above, I co-founded 100words, a nonprofit organization that strived to give motivated, low-income high school students a platform to discuss the issues they were passionate about, particularly those affecting marginalized communities. From working with disadvantaged high schoolers from all corners of America, I realized that racism, sexism and economic status intersect in such a nuanced way. In order to truly combat these issues, it is necessary to draw from individual stories and empower those with firsthand experiences. Lastly, while this is not a formal experience, I was able to attend a few Diversity and Inclusion Committee meetings during this past semester. Although I was never an official member of the committee, I still learned a lot about the time-commitments that this position entails and the difficulties associated with planning events.

**5. What other time commitments will you have next semester (i.e. other student organizations, work, research, etc.)? How do you plan to balance APO executive board duties with those commitments?**

I am planning on taking only 14 units of classes in Fall 2021, so this will actually be my



easiest semester at USC (according to my academic advisor). Outside of APO, I am the Community Outreach Coordinator of USC Health Sciences Education Program. I also volunteer and conduct research in my spare time.

In general, I would consider myself an organized individual. I take advantage of Google Calendar (which I use at the beginning of each semester to input every single assignment for every class, from midterms and projects to even daily lecture quizzes). This strategy allows me to plan ahead for busy days/weeks so that I do not miss any important deadlines. I also time-block my activities on Google Calendar. Essentially, I divide each day into “blocks” of time that are meant to be dedicated to specific activities and tasks. Time-blocking has allowed me to become a much more efficient worker and juggle different responsibilities at the same time.

Since there are so many new activities and experiences to explore in college, it can be easy to unintentionally overload oneself with too many extracurriculars. I have admittedly overloaded myself in the past. However, I am definitely getting better at time management, thinking ahead, and making practical decisions. I strongly considered running for Diversity and Inclusion Chair in the past (Fall 2020 and Spring 2021) but decided against it because I was taking several challenging classes and was unsure of whether I could do a great job on excom because of this. However, I am running for D&I Chair this time because I am confident that I can dedicate sufficient time and energy to this position in the fall.

***Don't forget to attach your résumé and schedule!***

Thank you for taking the time to apply for APO's elected board. You will be contacted shortly after the submission deadline with more information about elections. If you have any questions or concerns, feel free to email [president.apousc@gmail.com](mailto:president.apousc@gmail.com).