

NATIONAL SIKH FOCUS GROUP
CHICAGO, ILLINOIS, JULY 16, 2014, 7:30 P.M.

MODERATOR: So to start, I want to go around the room and have everyone introduce yourself. Say your first name, what you do for a living, and who you live with. Let's start on this side.

CHRISTINE: My name is Christina, and I work as a project accountant in Northbrook. I live with my mom and my two kids.

MODERATOR: Welcome. Jim?

JIM: My name is Jim. I handle insurance claims, and I live with my wife and my son, while he's home now from college in the summer. In August, he'll go back to U of I.

HAILEY: Hi, everyone, my name is Hailey. I'm a teacher, and I live with my sister.

MODERATOR: Great.

JIM: Hi, my name is Jim. I'm a teacher. I live with my wife and three daughters. Two of them are going to college.

MODERATOR: Welcome.

RENEE: Hi, my name is Renona, but I go by Renee. I do medical billing for a practice in Northbrook. I live with a great guy I'm kind of seeing, I say we are but we aren't, let's put it that way, and a roommate now.

JOE: My name is Joe. I live with my wife, Judy, in Arlington Heights. I work for the post office. I'm a letter carrier.

MODERATOR: Great.

STEVE: Hi, I'm Steve. I'm an attorney, and I live with my wife

MODERATOR: Great.

PATRICIA: I'm Patricia. I'm a school social worker, and I live with my fiancé and my three dogs.

MODERATOR: Three dogs, wow.

JENNY: Hi, I'm Jenny. I live with my husband and my three little sons. I'm self-employed, and I handle a landscaping business.

MODERATOR: Great. I'm going to pass around these booklets. Take one and pass it. Don't flip through, but do put your first name, just your first name, on the front. I promise we'll get through all of it, but please don't read ahead. And then I'm also going to be passing around somewhat of a deck of cards. It's really a deck of papers. You can open it up, take the rubber band off, flip through the deck, and get to know your faces. You all actually have the exact same deck, but I want you to look through them.

So I want you to take your booklet and flip to the first page where it says handout A at the top. Now, I realize that I just gave you a bunch of pictures. They are only pictures, and you don't really know anything about them. But we do have . . . robots make assumptions. . . when we see people, based on what they look like. Sometimes with my friends or my husband, we might, if we're at the airport, we make up stories about random people that we see. You're able to do that. So I want you to kind of play along with me.

What I want you to do is, with this Handout A, have kind of like those yearbook awards, most likely to blah, blah, blah. But I want you to look at the pictures and assign each of the awards to a person. So which ones of the people in your deck is most likely to get each of these awards? You can use the same person more than once, but just pick one person. And you have more people than you have awards, so some people are just not going to get any awards.

MAN: Can several people . . .

MODERATOR: Only one person can get the award.

MAN: Did I miss that part?

MODERATOR: Because you can use the same person for multiple awards, but only one person gets an award.

MAN: Okay.

MODERATOR: I'm going to add one more thing for you to do. I want you to, at the bottom, underneath all of your words, write the word Hindu. And I want you to guess which of your people are Hindu. And if you have no idea, you can leave it blank, that's totally fine. And I want to make this somewhat more interesting and add Muslim also. And actually, let's add one more, Sikh.

MAN: So you want three categories?

MODERATOR: I do, yes.

MAN: Wait, where are we writing it then?

MODERATOR: Below your awards. And then I want you to just guess . . .

WOMAN: Just one person again?

MODERATOR: No. It could be, everyone you could pick as Hindu or no one. So you can leave it blank. If you really have no idea, that's fine, just leave it blank. But you can guess however many you want. You guys pretty much done? Don't think too much about it. Okay. I want to hear a little about your awards. And I encourage you to kind of tell me about your people, what you imagine for them. Let's start with Congress, most likely to get elected to Congress, can you show me the picture of who you think is most likely to get elected? Interesting. Okay. I see quite a bit of N's. Christina, can you tell me what is it about her that . . .

CHRISTINA: The business suit.

MODERATOR: Okay.

WOMAN: She would probably be in business and in Congress.

MODERATOR: What about you, Hailey?

HAILEY: I chose her because she kind of looks like . . . I know she's not Congress, but that's who I thought of when I saw her.

MODERATOR: Okay. Jim?

JIM: Someone in an authoritative position, dressed for the part as well.

MODERATOR: Okay. What about you, Joe?

JOE: I picked N because of the business clothes. And I think women are taking a bigger part of more local politics.

MODERATOR: . . . fair amount of people in here that are wearing these clothes. How about, I see a few, is that M?

MAN: It is, yeah.

MODERATOR: Why did you pick him?

MAN: He reminded me of Anthony Weiner from New York, so he also got the scandal category. But it could have been several people. He reminded me of that.

MAN: Is it?

MODERATOR: No. I obviously was not thinking that before. Jim M?

JIM: It reminded me of sort of like a little kind of North Shore liberal is the way I look at it.

MODERATOR: Okay. Great. That's interesting.

MAN: It looked like a stage photo too . . .

MAN: Common man, liberal sort of . . .

MAN: The background doesn't even look real.

MODERATOR: What about the military, most likely to serve in the military, can you show me your cards for that? I'm seeing a lot of B's. Jenny, what did you pick?

JENNY: He's got that look, kind of the shaped head and that Yankee type.

MODERATOR: What is it about him that's Yankee type?

JENNY: Typical white in the summer type, let me get a gun and . . .

MODERATOR: Renee?

RENEE: Bald head. I mean, almost everyone I know in the military has some sort of a bald head. But he also is very muscular in the shoulders, so that's what I was thinking, that out of all the people, he looked more Army material or military.

MODERATOR: Patricia, why did you pick I?

PATRICIA: I was between I and C, for the same reasons with C. But I don't know, he looks like he's maybe not good enough at football or whatever, oh, rugby . . .

MAN: I almost went that way.

PATRICIA: That's what he planned to do with his life and now it failed, so he's got to do something.

MODERATOR: Okay.

[Simultaneous discussion]

MODERATOR: The next one, most likely to have been a school bully.

[Simultaneous discussion]

MODERATOR: Okay. We're going to go back to I. Jim G., why do you have him?

JIM: I thought . . . but athletics. He's a male. And there's a lot of, it looks like a contest sport and more of a masculine type of sport, maybe lacrosse. And lacrosse, to me, when I think about . . . has some issues . . .

MAN: Yeah, same reason, and it's just a stereotype. So when you . . . whatever it is, 20 photos, so he's a jock. Like he said, you see the lacrosse behind him, and that's a more violent, aggressive sport. So he's the stereotype.

MODERATOR: . . . you're the only one who picked F. What is it about him?

MAN: He just looks like a bigger kid. I always think of bullies being the bigger kids.

MODERATOR: All right.

WOMAN: It looks like a mug shot.

[Simultaneous discussion]

MODERATOR: All right. Let's do the kind of flip side of that, the most likely to have been bullied . . . interesting, first time I've seen this in my other group. So tell me, Debbie, why is she the most likely to be bullied?

DEBBIE: For some reason, does she have an earring in her ear? I used to hang out with a girl . . .

MODERATOR: And she got bullied?

DEBBIE: . . . she was a new neighbor and black hair and black lipstick. She kind of reminded me . . .

MODERATOR: I see. Renee?

RENEE: Same thing actually, I have a friend who looked like this and just passed away two days ago. And she was bullied like nobody's business. So I thought exactly . . .

MODERATOR: So it reminded me of somebody else.

RENEE: And she was bullied.

MODERATOR: What about the B's over there?

MAN: I just think that because I always think of the kids that get bullied are a little bit different looking or have something that separates them . . . would qualify.

MODERATOR: Do you agree?

MAN: Same reason, it's just a stereotype, since he looks like a smaller kid and different.

MODERATOR: Okay. Who's the most likely to win the Nobel Prize? Oh, interesting, D, I'm curious. Tell me more.

WOMAN: ...For all these kids' teachers. She just has a . . . to her, like this, I don't know, peaceful like kind of earthy like, I don't know, like she'd want to go out there and change the world or something.

MODERATOR: Joe?

JOE: This kid just looks really wise beyond her years to me, like she knows something that nobody else does or something.

MODERATOR: Okay. We got a couple of J's. What's it about J, Jim D.?

JIM: He's dressed professionally. He's happy. Sometimes, you think about the Nobel Peace Prize as coming from our country . . . more Middle East or . . .

MODERATOR: Jenny?

JENNY: Yeah, just the professional look, I'm kind of thinking more of like the . . .

MODERATOR: Okay, and then A?

WOMAN: He just looks really like he's into technical things. Asians are really smart. And in school, they're on honor roll.

MODERATOR: All right, and let's do one more, most likely to get extra scrutiny by CSA at the airport. Some consensus here, let's hear about the G's, Patricia.

PATRICIA: I think between him and J, he just looks a little younger, maybe a little more likely to be reckless than someone in a suit.

MODERATOR: Okay. Joe?

JOE: Middle Eastern . . . characteristics so far.

MODERATOR: And what about J, how about you, Hailey, why did you pick him?

HAILEY: I chose J because, one, he's an Arab. Two, he's wearing a turban, which signifies that he has a religious belief. And most terrorists are acting with the belief that they have . . . purpose, so I thought that. With those like outwardly clues, that would probably be the most visible.

MODERATOR: Jim M?

JIM: Yeah, although a lot of people misunderstand, Sikhs wear that. I don't know a lot of it, but I think they're vastly different than the Muslims. It's more about peace. And that they wear, it's got something to do with the hair wrapped in the hood or whatever, something like that. And I don't even know if they really are Arabs. They're some other ethnicity or something like that, but they get confused with . . .

MODERATOR: So I'm curious. Is it J? Did any of you, can you raise your hand if you put him down as Muslim?

[Simultaneous discussion]

MODERATOR: Hold on, okay. And then how many of you had him down as Sikh?

JIM: I did.

MODERATOR: Any Hindu? Okay. I want to learn a little bit more about a few of these people. I don't think we talked about H, and I want to do more on J, because I'm curious, and L. So I want you to turn your handout again to handout B. So fill in these, put image, H, J, and L, and tell me more about these people, who they are, what you think they do, H, J, and L. It's okay if you haven't finished, but I want to hear about H first. What can you tell me about her?

WOMAN: When I saw H, I immediately thought she was getting her Ph.D. in something. She's young. She's pretty. She looks really well dressed. So I think she's a student. She's probably studying like medicine or some sort of like cultural conflict, or she's going to be a doctor or professor or work . . .

MODERATOR: Great.

MAN: I wrote that she works in a job where appearance is very important. She looks like she's been professionally made up. She looks very intelligent.

MAN: I said sales rep, pharmaceutical, certain medical devices, same thing, the professional appearance. She's attractive, so that goes far in that line of work.

WOMAN: I put a model.

MODERATOR: Okay. Jim, what did you . . .

JIM: She looks like someone that looks very ethnic, kind of almost like from the Middle East or something, like Turkey or whatever, and was probably maybe someone where she might be the first one in her family that got a degree or something like that. But by her clothing, like you say, you can see that she's dressed modern and that.

MODERATOR: That's great. What about J, what kind of things did you write about him? Who is this guy? How about Jim G.?

JIM: I said highly educated, computer, medical field, maybe a professor of an Ivy League school.

MODERATOR: Interesting. Jenny?

JENNY: . . . probably a doctor, professional looking.

MODERATOR: Patricia?

PATRICIA: I think he looks like he is a professional but works in a family-run business. He looks like a family man.

WOMAN: I thought that too, father.

[Simultaneous discussion]

MAN: . . . say computer or software business.

MODERATOR: But I'm curious. So he's obviously wearing a turban. What does that, yeah?

MAN: I wrote Sikh.

MODERATOR: Oh, okay. Did you write anything else?

MAN: That he's professional and he's intelligent.

MODERATOR: Okay. What does it convey to you, like what do you feel that you know about a person if they're wearing a turban? Do you know anything about their beliefs or what kind of person they are?

MAN: Very strong.

MODERATOR: What do you mean strong?

MAN: It means a lot to them. People look at, they have to know that people are going to look at them one way or the other and feel something that, and so it's . . .

MODERATOR: So what kind of reaction do you personally have when you see someone, because you were just saying that people are going to look at them. What kind of reaction do you have?

MAN: I don't. But I mean, they draw looks.

MODERATOR: What does it mean, Renee, when you see someone with a turban?

RENEE: It doesn't, my best friend is Muslim, so I actually have . . . and I will go to the mosque with her, so it doesn't bug me at all.

MODERATOR: But not bug you, but does it say anything to you?

RENEE: Just that they really are spiritual, and their belief value is tremendous. I mean, their life is to God and then family.

MODERATOR: Anything else? I'm going to put these pictures up. Some of them are in your packet, these ones here. And I'm curious if any of you know what the common thread is here. What do you think all of these people have in common?

WOMAN: Middle Eastern . . .

WOMAN: . . . color.

MAN: They're from India.

MODERATOR: Okay. These people are all Sikhs, like some of you noticed. And as some of you know, many men and boys, and some women, wear a turban as an article of faith. I'm curious, have any of you seen a woman in a turban before?

MAN: No.

WOMAN: Uh-uh.

MODERATOR: Okay. What kind of, I mean, you might not have seen it, but what kind of reaction do you have? Is it different than seeing a man in a turban?

WOMAN: Uh-uh.

MAN: No.

MODERATOR: It's just conveyed the same?

MAN: No, it doesn't convey the same thing. I would be puzzled by it. I've never seen a woman . . .

MODERATOR: Why would you be puzzled?

MAN: I actually work with a couple. The reason I know a little about it is that I work with a couple guys that wear turbans with their . . . a very recent development. For years and years, there was nobody that would do that. And they've explained a little to me about why they wouldn't remove it. But I don't work with any, I don't know any women that wear it. I thought it was a male thing.

MODERATOR: It's for sure more men. That's why these women are Sikh and they're not wearing, but some women do. So I was just curious if you had seen any. Well, actually, I'm curious, if I had you write a 500-word essay on the Sikh religion and Sikh culture, how many of you think you would get an A? Raise your hand.

WOMAN: I couldn't write . . .

MODERATOR: B?

WOMAN: I never heard of it.

MODERATOR: B? None of the rest are B's? I thought Jim M. might.

JIM: Well, 500 words, I know that's a lot.

MODERATOR: Okay. Who knows, not Joe, I think, where did the religion come from, anyone? Do you know . . .

MAN: It's India.

MODERATOR: And do you know anything about what Sikhs believe?

MAN: Not necessarily, no.

MODERATOR: So not Joe again, but have the rest of you had any interactions with Sikh people?

MAN: No.

WOMAN: No.

MODERATOR: Not that you know of.

MAN: Well . . . and I used to, one of my offices that I used to work at in the past, there was a, maybe the gentleman, I think it was like a small business that he owned, and his office was right near ours. So I used to see him every day. I didn't really interact with him or anything like that.

MAN: . . . is from India, but I always . . .

MODERATOR: Were they Sikh, do you know?

MAN: I don't know. One of them, he's probably 38 years old now. I never knew this when I was a gymnastics coach, but he used to wear some sort of bracelet, but I never knew that. I learned all that because he always covered it with a wristband when he put his . . . on. He was asking me what his niece could do because in female gymnastics, they don't have all that because of the dance aspect of it.

MODERATOR: Interesting. I want you to turn to handout C. And I want you to, so Sikh is in the middle. I know some of you don't know that much, that's fine. I want you to write down thoughts, feelings, phrases that you associate with Sikh or things you think when you think of Sikh. I kind of want you to organize it so positive things are at the top, neutral things are in the middle, and negative is towards the bottom, so just like anything you know or think or feel that you associate . . .

WOMAN: You mean, based on like what we've just learned or just what we thought before?

MODERATOR: How about what you thought before.

WOMAN: Okay.

MODERATOR: And it very well could be not much. Okay. What kinds of things did you write down towards the top, the more positive?

WOMAN: So since they were a smaller community in the United States, they must be like a united group of people, and also modest or humble just because of the coverings. I don't really know what it represents, but it kind of, to me, like signifies that.

MODERATOR: Okay. What other kinds of things were near the top?

MAN: Well, I just wrote out two things, and it's based on just the couple of guys I know, that they're hardworking and they're family oriented.

MODERATOR: Okay.

WOMAN: I put . . . and religious.

MODERATOR: Okay. What about neutral things, where you really don't go one way or the other. Do you have a lot of neutral?

WOMAN: No. I literally just wrote that. I've heard of Sikhs, but I've never known anything about them or even know anyone that was, well, that I know of.

WOMAN: I just wrote minority.

MODERATOR: Okay.

MAN: I put misunderstood.

MAN: I put sometimes they have trouble fitting in because they're misunderstood.

MODERATOR: Okay. And what about towards the bottom, more negative things?

WOMAN: It's hard to think of like a negative thing when talking about a religion because I feel like I bring a whole lot of baggage to the conversation, it's kind of hard to like say, oh, I think something . . . when I hear a religious belief. So honestly, the only thing I could think of was that perhaps they have a hard time assimilating into American culture because outward appearances are so different than the norm.

MODERATOR: Okay. Good.

MAN: I wrote down, life in the States doesn't always look like they might have expected. And . . . think that they're living in subsidized housing. And the dad was pretty smart in transferring to Minneapolis and just stayed back and they kind of couldn't wait to get out of there.

MAN: . . . quite what we expected.

MODERATOR: Others have negative things toward the bottom? Okay. I'm curious, is there anything else, like so say you found out that they were hiring someone new at your workplace, if you found out that they were Sikh, what do you feel like you'd know about them, just based on that information? Would you have any expectations?

MAN: Oh, no. That . . . what we know about, and I think we've established that we don't know much about Sikhs. So I think I'd be intrigued is probably more so than anything. And generally, I'd have a positive attitude regarding going into it.

WOMAN: I would probably want to eat with them because I love Indian food. That's probably what I would do.

MODERATOR: Okay.

PATRICIA: I don't know, I work with a rough crowd, and so I would think that they would be kind of mild mannered, so I don't think they would stand a chance with my kids.

MODERATOR: Wait, are you a teacher?

PATRICIA: I'm a school social worker, a therapeutic school on the west side of Chicago, so yeah.

MODERATOR: All right. I know you don't know a lot, but I want you to turn to handout E. This could be based on your general impressions, your personal experiences, things you've heard, a gut feeling, whatever. But I want you to rate the Sikh community and Sikhs on each of these dimensions, where a zero means this doesn't describe Sikhs at all, and a ten means that this describes Sikhs very well. Just go through and work on it. So tell me, which of these were the easiest for you to rate, like you felt like you knew enough that you could do that?

MAN: Is a hard worker.

MODERATOR: Hard worker, and what did you give them?

MAN: I gave them a ten.

MODERATOR: Okay. That was an easy one for some of you. Others, what else was easy?

WOMAN: Good neighbor.

MODERATOR: Good neighbor, okay, and where did you get that?

WOMAN: I don't know, I think they're probably pretty clean. They probably keep to themselves, but maybe I shouldn't say that. My cousin lives next to a Sikh, but coming from him, they're very, exceptionally clean.

MODERATOR: Did others have an easy time rating good neighbor?

WOMAN: I did, I put a ten. I just feel like they wouldn't have loud, raging parties like I would probably. I mean, I wouldn't expect any problems.

MODERATOR: Okay. What else was easy?

WOMAN: . . . experiences . . . justice, and discrimination, I'm sure it's pretty out there. I put a seven.

MODERATOR: Okay. But that was easier for you? What was harder for you to rate?

WOMAN: Patriotic.

MODERATOR: Patriotic.

WOMAN: Their country versus ours.

MODERATOR: What were you going to say . . .

MAN: That's what I was going to say too, the patriotic and the holds American values because they're, the way . . . described to me, they're very independent people, in that being a Sikh comes first to them, even above being an Indian. The Sikhs seem to be pretty separatist.

MAN: I had C as well being the toughest one, as far as holds American values . . . very devout, very firm in their beliefs, and they're not looking to assimilate, based upon their garb and everything else.

MODERATOR: Okay.

MAN: I had a question. When I'm reflecting back now, for me, aren't they in a caste system? And when you're in a caste, whatever level that is, because I actually coached the track team a couple of years, and I had an athlete that was of this descent. And . . . and he was pissed. And I think it came from that caste system because . . .

MODERATOR: Okay. I'm not going to answer it now, but soon we'll read something that will . . . okay. Actually, I think we'll just do that right now.

MAN: I'm sorry.

MODERATOR: No, totally fine. Turn to handout F. This is going to fill in some of the blanks, obviously not everything, but this gives you some information about the history of . . . India and the United States. I want you to actively read this. So what I mean by that is like write notes in your margin or underline things you think are really important or X out things that you think are not important. So just read through, and then we'll discuss it. Okay. Tell me, let's hear reactions to this sheet as a whole.

WOMAN: Kind of surprised.

MODERATOR: What's surprising?

WOMAN: Well, the fifth largest religion really shocked me because I didn't think it would be even close. I've never really heard of it, to be honest. And some of the . . . the mediation, devout training, and . . .

MODERATOR: You didn't what?

WOMAN: Think of . . . any part about giving . . .

MODERATOR: Oh, okay.

WOMAN: I was surprised in the same way about it being the fifth largest organized religion and feeling kind of stupid about not knowing anything about it. And then it made me wonder like, I tried to put it in perspective, like comparison, like when we were talking about Hindu and Muslim, like how big is that population? I'm trying to make myself feel better now because I'm like, okay, that's a big country, there's a lot of people there, so fifth largest organized religion, maybe it's because so many in the same place have the same religion.

But it just really was the opposite of any stereotype that I would have heard about anyone of, I guess in my mind, as ignorant as this sounds, a lot of times, those three are kind of grouped together, and I think that's why I don't hear about Sikh as much. So when I say . . . stereotypes, I think of it as a whole because I think that they tend to be stereotyped as a whole.

MODERATOR: Others, what are your reactions to this?

WOMAN: The oddity of women and men because I think the men overpower the women sometimes. So instead of equality of women . . .

MODERATOR: What do you mean?

WOMAN: Well, I just mean, I think that the men kind of control the women, as to what they wear and where they go and what they do.

MODERATOR: So are you saying you don't really believe that's true?

WOMAN: In this religion.

MODERATOR: Oh, so you . . .

WOMAN: I thought that this religion had the same thing.

MODERATOR: Oh, sorry, I didn't follow. Jim G., it's not super clear, but this does say it's denounces any discrimination pertaining to caste.

JIM: Yeah, I could have it mixed up with something else. I'm not a real expert on any of that.

MODERATOR: Right, yeah, because they did kind of . . . the caste system. What were any other things in here that you feel like you learned that might have changed how you thought of Sikh cultures or religion?

WOMAN: I really, what stood out to me was welcoming people of all faiths and backgrounds. A lot of times, you would think that a religion that's such a minority in the States might be a little more isolationist. And the fact that everyone is welcomed to the place where they worship and that you are accepted there, if you're a man, woman, Christian, Jew, doesn't matter. That really stood out to me. I was really, I don't know if surprised is the right word, it just caught my attention.

MODERATOR: Okay.

WOMAN: That actually made me think of the . . .

MAN: That way too, yeah.

WOMAN: . . . so that's why I was kind of surprised I haven't heard of this, but I've heard of . . . more than I've heard of this.

MAN: Right.

MODERATOR: Joe, were you . . .

JOE: Well, a couple of the things I did know about this, but I didn't realize they were monotheistic, if that's the right word. I thought they were, it was the one thing that was very confusing to me. The things, I don't know if you want us to comment.

MODERATOR: No, go ahead.

JOE: Well, I did notice the two, and I wanted to look closer, but I believe those are U.S. uniforms. I know that they're very nasty fighters because a guy that was in the Army, their reputation in World War II was unbelievable, fighting with the British against the Nazis. And the other thing, and this is from a personal experience, importance of leading a good, moral life, the guy is . . . I hate to say this any other way, but lying is kind of a normal course of business where I work, supervisor to employee. And these guys get really angry. They just think it's a very bad way to run an operation.

WOMAN: . . . seekers of truth.

[Simultaneous discussion]

MODERATOR: Jim M., did you underline anything in here?

JIM: No, I actually didn't.

MODERATOR: Did anything stand out or change your view of Sikhs at all?

JIM: Not really. I know it, like they were saying, being the fifth largest is, but when you think about them coming from India, where the population is huge, it would only come to, I didn't realize that they were here in this country that long.

MODERATOR: Did that mean anything to you?

JIM: Well, I guess to some extent, I guess it kind of does. In terms of immigration, I didn't think there were, we had Indian immigration that far back, I guess. But what that means, I don't know, it doesn't mean anything really, I guess. I was just surprised to see that.

MAN: Well, it did strike me because it's longer than my family has been in this country. I guess they . . . 1900s is when my grandparents came here. They were here when they got here. I wouldn't have thought that.

MAN: Yeah, it goes pretty far back.

WOMAN: What are the five articles of faith . . . it doesn't say . . . five articles.

MODERATOR: . . . example of it, the turban, the bracelet is one, unshorn hair is one, turban one, bracelet is one.

WOMAN: What was the first thing you said?

MODERATOR: Unshorn hair, they don't cut their hair.

WOMAN: Oh, at all?

WOMAN: Ever?

MODERATOR: That's correct.

MAN: Yeah . . . the turban. Otherwise, it would be Rapunzel or something like that.

WOMAN: So that's true . . .

MAN: Google it.

MODERATOR: I want to turn to the next page, handout G. And right now, you can just read the first paragraph because that's the first one we're going to discuss, so just the first paragraph.

I just want to talk about that one first. What's your reaction to the paragraph about the bullying?

WOMAN: It's terrible.

MODERATOR: Does it mean anything, like have any personal significance?

WOMAN: I teach fifth grade, and when my students experience bullying or have to deal with bullying conferences, it's always rooted in ignorance. And I feel like this is truly like a case-in-point example of just bullying due to your own misunderstanding of differences. And so we all didn't know that much about Sikh culture, children . . . differences, they'll think that's weird or strange, and they don't understand. So they act out in a way that they don't know better to do. And so I feel like, the word ignorance just came to my mind.

WOMAN: I think I feel worse about it because like because they were cutting the hair and stuff like, to me, that shows that they did know something about it, like the fact that they don't cut their own. It's just like purposeful.

MAN: I teach high school, so by the time they get to me, we've got pretty standard rules about if someone physically touches another kid . . . so it's just children. I could see more of like on a playground . . . grade school, but it could happen in a high school as well.

MODERATOR: What do you think, if anything, can be done about this?

WOMAN: Growing up, I live . . . so growing up, it was predominantly white. And then after I got to high school, it became more Hispanic. So I actually have a

Spanish degree, and I'm married to an Hispanic, so I learned more about that culture. I mean, I think I know more states and capitals in Mexico than I do here, which is kind of crazy. But I forced myself to learn about the culture, and I love it, cook the foods, listen to the music, blah blah blah.

My point being is that going through high school, everything is American history. I mean, how many times can we read about the same damn war every year? I mean, I just couldn't stand history anymore. That's why I got my Spanish degree. I think, and maybe it's changing now, I don't know, I mean, my kids are small. I have a seven year old, so my boy is second grade.

But there are no culture-type classes or any kind of, me, I mean, my neighborhood is filled with all different . . . now. You go to the store, you speaking Polish, you're speaking Italian, they're speaking in Spanish. I mean, we don't teach our kids these different things and why people look, I mean, one of my kids is white and the other one is dark. And I try to go to the library and actually get books to teach my kids these things, but I don't think a lot of people talk about this, I don't know. I wonder if that could help. Obviously, we're all saying we don't even know what this is, and they're children.

WOMAN: I thought it was very ironic too they're all kind of white actually.

[Simultaneous discussion]

MODERATOR: Christina, what, if anything, do you think can be done about this?

CHRISTINA: Education because, I mean, even so, I think that if the kids were educated, they're still going to be mean and they're still going to intentionally go and do something to the kids. If it's not cutting their hair, then it's shooting a gun at them or whatever. But education is a good . . . but still, I think they're just going to be mean to each other. They don't understand each other.

MODERATOR: So I'm curious, in some of the other groups I've talked to, they brought up the point that all kids are bullied, not like what's so special about this, but kind of why is that different, what's the big deal. Do you see it that way?

MAN: Not based upon what the paragraph says. I mean, they're saying that they're bullied disproportionately. It's happening . . . it said, whatever it is, 67% if you're wearing a turban. So, no, they're targeted. And I agree with everybody, it's all about education. And I agree as well, maybe, to some extent, there still could be bullying because, like other groups have said, that is the reality. I think there's more education at this stage, and I think there's more . . . put into place in the school setting to address that, the bullying. So I think it has been combatted to an extent.

But I also think maybe it's the extent of it, or the violence in the bullying has increased in recent years. Or maybe there's just more information. We're all so connected and everything, so we hear about it all. But it seems like we're

trying to address the issue, but some of it is escalated as well with, somebody having their head set on fire.

WOMAN: I feel like this is like not even bullying. This is hate crime. And I feel like this is a very, I mean, even though what we read about are very extreme cases, I think that kids need more outer conversations with their parents and with teachers and don't shy away from like things that are different because the conversations are uncomfortable.

And in my opinion, I think a lot of kids don't get information straightforwardly, and so when they are confronted with differences, things like this happen. So perhaps as parents and as teachers, we need to be more educated about having those conversations and not shying away from them.

MODERATOR: I'm curious though, say, one of your coworkers was Sikh, a mother, and she kept telling you, your kids are getting bullied at school, what kind of advice would you have for her? Like how do you think she should handle that?

MAN: Call a teacher or call the administrator. I have to watch a video, watch different videos for educational, to keep my job, I guess, on . . . bullying. . . so I do them, like two days before school starts, I spend, oh, two or three hours and watch them and periodically throughout the school year. So staff is theoretically getting educated on it.

WOMAN: But that's the thing, so they say no bullying, we have no tolerance for bullying. But again, is anybody is talking about the differences? So you're just saying, don't bully this person. Well, aren't kids, like well, why, why are they wearing a turban? I mean, isn't there, there should be, like even celebrate a culture days, one day a week, a kid brings, talks about their country so that kids can understand the different cultures because they're little. They don't understand. We just say, well, don't bully them. Well, why?

WOMAN: Kids don't understand. They need the information behind the reason why.

MAN: . . . and I'll see a couple kids, playing basketball. I don't really think too much about it . . .

WOMAN: Maybe you don't, but other kids might. Well, obviously they do.

WOMAN: . . . my niece and nephew are attending a Catholic school right now, and it's become mostly Hindu and Muslims because the parents are pulling them out of public school so that they don't have to deal with the harassments. So we've noticed that because it never used to be that way when I was at that school. It was all white. And we learned, because of all the things going on in public school, they would rather just not deal with the issues than go to . . .

MAN: That was, as we all kind of do with education, it's so important to educate the kids on the differences and what they mean. But I don't even know, in a public school system, can you do that? It's almost like teaching religion then, so it may not even be allowed in the first place. But I agree, if you could do that . . .

WOMAN: I don't think it's, yeah, you can.

WOMAN: . . .

MAN: Well, I think that would be important. I'm thinking that should come from the teacher, not from the student, because I think other students might disregard that then, whereas, if it's coming from a teacher, more authoritative figure, and you laid them all out, including the religions that aren't covered, and kids are smart these days too. They're so connected. Like you said, they Google it. So they're going to find out even more information on it.

WOMAN: We have Jehovah Witnesses in the neighborhood. My kid came home last year, there was this little girl, why is she pulled out when we're watching TV or something, or no, the Pledge of Allegiance?

MAN: My wife has . . . German.

MAN: German, yeah.

MAN: . . . teacher.

MODERATOR: I got to move us along a little. We talked a little about the TSA before. There have been many reports of Sikh individuals and families being targeted for extra scrutiny, random checks a lot. And then also, men in turbans typically receive a lot of suspicious glances or stares. What do you think of this, like as something that happens? I mean, what's your reaction to this? Go ahead.

MAN: Well, that's what I thought the big dividing point in this story was pre-9/11, post-9/11, because I went to, just really quick, I went to a school where there was not really anybody different. I mean, there were some European kids, but it was white. We all lived real close together. And there was bullying there, but it was the tallest kid, the smartest kid, the weakest kid that was bullied.

But post-9/11, I think it's the people of color. And that's really ignorant because they're from India. They've had nothing to do with . . . or any of the . . . or any of the terrorism. And the terrorism goes back to at least mid-'70s, and nothing of it has been committed by people from that part of the world. So I mean, it's all based on ignorance. But it's, to me, especially the ignorant.

MODERATOR: Do you feel like it's justified at all?

MAN: No.

MODERATOR: The extra scrutiny?

WOMAN: No.

MAN: Not at all.

MAN: And I fly a few times a year. If ever I think there's a place for profiling, that's the one place where I don't mind it is getting on an airplane. And if I see a, I hate this argument, but I make it, if I see a Swedish grandmother being pulled out of the line to get extra scrutiny, I think that's a waste of time, resources, and everything else. And what, I feel the same way about a guy in a turban getting pulled out of the line because he's wearing a turban, because he's got a value system that doesn't allow for terrorists.

MODERATOR: Interesting.

MAN: I've been randomly pulled out. I mean, it takes . . .

MODERATOR: I have too.

MAN: . . . a number thing. When you get to a certain number, it doesn't matter who it is.

MODERATOR: Yeah, I have too. I mean, there's a thing of being randomly pulled out or being pulled out every single time you go to the airport. There's a little bit of a difference.

WOMAN: I don't know, I feel like when, I don't know anything about TSA, but I'm sure they have like guidelines that they have to follow. And like it's not their fault if they're following the rules that are set forth by the company, or by whoever. They have to, if they see a person that it's a certain profile, they have to pull them out, like for their job, like God forbid that they let them go by. Like that's the one in one billion time like something bad happens, what I mean. So they can't really . . .

MODERATOR: It's like a . . . well, what could be done?

WOMAN: . . . from somewhere . . .

WOMAN: . . . government . . .

MODERATOR: Yeah, I get that. But I'm wondering what could be done then, and should anything be done?

WOMAN: To solve racial profiling at the airport?

MODERATOR: Yeah, or should they continue?

WOMAN: That's like a really loaded question.

MODERATOR: Well, I'm serious because . . . I've definitely heard from a lot of people that this is actually like something that should continue.

JOE: There are, there's commercials sometimes, and it will be a certain ethnicity's committee for, and they'll try to be educational about it, tell a little history story, usually around the news, when I'm driving to work, it seems to be in the morning.

And this has become such a problem for them. Maybe there's some way to organize a committee where they're buying air time to say, we are the Sikhs and we are American and these are our values. I don't know how much effect it has on things, but to know the difference between an Egyptian and a Sadhi and an Indian couldn't hurt them. I mean, it seems that they need some kind of publicity campaign.

MODERATOR: Steve?

STEVE: Yeah, I agree exactly with Joe. And I'll step back and I'll take the unpopular position that, yes, I think there should be profiling at the airport and TSA because that's the only way, I mean, you've got to do it based on something. So one, the technology should be there to pick up any . . . materials, whatever it is, so that should be first and foremost. But otherwise, if you're just physically screening people, you got to do it based on something, so they should probably maybe adjust the profiling criteria.

If Sikhs haven't committed any of these acts of terrorism, then . . . might, you lobby Congress, or whoever it is, to present your evidence that we believe we are being profiled. We've never committed any of these acts. This is our proof and everything. Find out, Freedom of Information Act or whatever it is, whatever they base their criteria on, and see if they can get that basically changed.

MODERATOR: Okay. I want to talk about the other paragraphs. I think the lot of you might have already read it.

WOMAN: Handout H?

MODERATOR: No, handout G, the second paragraph on there, since September 11, there has been a dramatic increase in . . . violence against Sikhs. Did you guys already read that?

MAN: Yes.

MAN: . . . involved, some kind of family, or was it was it . . .

MAN: Wisconsin?

MODERATOR: The people who died?

MAN: Yeah.

MODERATOR: Yeah, they were family members.

MAN: It wasn't like a random thing.

MODERATOR: Not random, it was definitely not random.

MAN: No. I mean, I thought it was, oh, I mean, so this was like a hate thing.

MODERATOR: Yeah, they were targeted. I don't know if it says this, but the man actually thought that they were Muslim.

MAN: Oh, okay. All right.

MODERATOR: What kind of reaction do you have to this?

WOMAN: It just makes me really sad, just really sad. And I feel like, especially the whole unreported, unrecognized by the general public, I feel like there needs to be, for people like us to hear about these, because like I hear about this, but then you forget about it. And I feel like publicity and information about this group of people should be increased. I watch CNN every morning. I don't hear anything about Sikh discrimination ever. And I feel like something like this, it talks about . . . advocacy groups, and I feel like that, in order to help this problem, needs to be, up the ante like a whole lot.

MODERATOR: Have you heard of these, like I know Jim has heard of Oak Creek, have you heard of that?

MAN: Yeah.

MAN: Yeah.

WOMAN: Yes.

MAN: One thing real quick, and I should have made this connection a little quicker. One of the things I wrote in the description is that the guys, the people that I know are quiet. So maybe my whole idea of a publicity campaign kind of

goes against their very nature. But maybe there needs to be, maybe they could hire the people to help them so they didn't do it, to get their message out there for them.

WOMAN: . . . had a similar thing happen though because I, on whether they would be a good neighbor or not, I put a six, and yeah, all the things about they probably wouldn't be loud, but I think about even, I mean, I live in a building with mostly white people. And you walk past somebody on the stairs, there's only like four units, and they don't even make eye contact, don't speak, don't say good morning. And it drives me crazy because I'm not that type of person. And for some reason, I thought the same would be with the Sikhs, there just isn't a lot of socialization between them and people that aren't like them.

And then I think, well, shouldn't like if I was feeling discriminated against every day or feeling like a person like me, because I'm a white woman, would have an idea about you, I wouldn't say hi to me either.

MODERATOR: So I know, I think you mentioned that having a publicity, I kind of want to follow up on this. Like say you were advising the Sikh-American community, what could be done about this? What is your advice? Like take it a little bit, a step further for me, beyond have a publicity campaign, like what do you publicize, like what's the information that you highlight?

MAN: I would say where they're from, what part of the world that they come from, a lot of the stuff that was in that previous article, the fact that they've been in this country for 150 years, the fact that they're hardworking Americans, that there was no acts of terrorism committed by people from that part of the world.

MODERATOR: Would you explicitly say that?

MAN: Yes.

MODERATOR: Interesting, okay.

WOMAN: I think that the way that it was described, especially for me not knowing anything about them, everything that it talked about was something that I would personally connect with. And I don't consider myself a very religious person. Like if I have to check a box, I'll check one. But it doesn't like determined what I do in my daily life. So reading all of that, it's like, well, it's right up my alley. Like if I had to pick something that I actually would be more interested in, like I mean really.

MAN: You're a classic.

WOMAN: It was something that made, and that then was relatable and I could connect with. And I think that a lot of times, that's what we're lacking, right, is that ignorance. We don't know anything about it. We don't feel like we can

really, feel like we can connect with somebody that we don't know anything about.

MODERATOR: Okay. And on the next handout, this has basically a bunch of different . . . that Sikhs could highlight, so a lot of different messages. You'll want to note that I think you'll have to turn the page. I think there are three pages. But these are different messages about Sikh-Americans, and I want you to rate each one on a zero-to-ten scale for how much this helped you understand and relate to Sikh-Americans and Sikh culture. So rate each one. And then when you're done, I want you to star your favorite.

WOMAN: So we're rating how it helps us understand Sikh . . .

MODERATOR: Yeah, understand and relate to.

WOMAN: Okay.

MODERATOR: Has everyone starred a favorite? Okay. I want to go around and have you just tell me the number of the one you starred.

WOMAN: Two.

WOMAN: Two.

MAN: One.

MAN: One.

WOMAN: Three.

MAN: Two.

WOMAN: Two as well.

MAN: One.

MAN: Three.

MODERATOR: Okay, interesting. Let's start with two, that was a common one. Who picked that and why, Jenny?

JENNY: I picked that one because I think that they're racially profiled, or just profiled or picked on, because of the turbans. They don't understand what it is. So I think that that's worth . . . make fun of them when they're . . .

MODERATOR: And, Patricia, you did two?

PATRICIA: Yeah, I think the same thing, understanding the turban and just kind of display them in a peaceful way. And also, it was kind of empowering at the end. It made them sound a little bit stronger too, like saying that they're ever optimistic that the general public will kind of let that go. It almost makes it sound like, okay, we're not going to just let that continue to be the norm or the stereotype.

MODERATOR: Who else did two, Jim, two?

JIM: I said two. It's the understanding of the turban itself kind of really . . . why they wore it, the part about putting themselves . . . so the community . . . that's a pretty strong message, and them being targeted for, I mean, pretty much what everyone said.

MODERATOR: . . . anything different?

WOMAN: No . . . noble act and a very noble creed. And I think that when I read that, to help me relate, it just answered all my questions that I had.

MODERATOR: Okay. So you feel like most of your questions were about the turban?

WOMAN: Yeah, honestly.

MODERATOR: Wow, that's really good to know. One was also a common choice. Who picked one, Jim M.?

JIM: Immigrating to this country, it's big. I mean, there's a lot, there are a lot of people that put this country down in that, and a lot of people want to come here from all over the world. I mean, look at all the stuff now, talking about people coming from Central America and stuff like that. They want to keep coming.

MODERATOR: Who else picked one, Joe?

JOE: Well, the immigration thing kind of caught my eye because I'm well aware that, my grandparents came over to this country for specific reasons. And then the last line, that they're proud to call themselves Americans, they came here to be Americans. They didn't come here just for what this country offers, but they wanted to be part of the work in progress.

MODERATOR: Did you also, Steve?

STEVE: I did. I also . . . helping their ad or marketing agency pick a slogan, account name, and I figured that's the one that most people connect with.

MODERATOR: But do you personally connect with it?

STEVE: Do I? Yeah, because I think that's kind of what we've been, so yeah, so you want to, if they want to fit in more, assimilate, be understood, I think you want to connect with the people who are already here, the majority base, and that's people who have immigrated from other countries, so people can relate. So if you're Irish, you're Italian, you're Chinese, whatever it is, they can say, yes, at one point, we came here. Yes, we look different. Yes, we faced discrimination. We appreciate that that's what these people are going through now. So you want to equate them with the American story. They're now part of the American story, or have been part of the American story.

So I think that works, and it's the same thing, sing the National Anthem, so if they're not looking to be isolated or to remain tight knit in their community and not assimilate, they're proud to be Americans, it's apple pie and everything else.

MODERATOR: I know a couple of people picked three. Who picked three?

WOMAN: I did. It made me feel like they're like their own little army because they . . . instead of a political movement and a spiritual, it would have been them. And what shocked me is that they, for over hundreds of years, they've given their lives to protect others, that I would have known that, thought about it, that they would have done that.

MODERATOR: Okay.

WOMAN: I just like the slogan. It was between, I was really torn between three and two. But I thought two addressed too much on the turban, and I didn't like that it almost felt discriminatory, whereas, this one was kind of putting everyone together as one whole unit.

MODERATOR: Okay. Did any of these messages kind of fall flat?

MAN: Well, for me, the . . .

[Simultaneous discussion]

MAN: Yeah, five, the vegetarian meal.

MODERATOR: So five fell flat for a lot of people, okay.

WOMAN: One fell flat for me.

MODERATOR: Why is that?

WOMAN: I grew up in Port Ridge(?) in a pretty rich, white neighborhood, and I went to school with all the rich, white kids. And I . . . but I would never raise a

family there because of all the ignorance. And I think about some of the people that I grew up around and their beliefs and how they talk about things.

And I think like, this might be stereotyping too as I'm saying this, but I feel like when I hear, as soon as it said like Irish and Italians, I think that a lot of times, when the argument is about immigration, is that, well, we all . . . there is an argument for that right away, like you don't understand my people and where we came from, and we did it first, and all this stuff.

So I think about like the people that are most against immigration, and I think that they would get defensive about that. And I thought the same way about three, again, that us-versus-them thought. The people that are most intolerant have that type of view on things.

MODERATOR: But like you personally, did it . . .

WOMAN: It didn't, I guess those didn't really mean anything to me because I'm also not like a patriotic person. So thinking like . . . served our country, I don't think people that serve our country now are valued as it is, no matter what race or ethnicity or whatever they are. So I don't think that meant anything to me.

MODERATOR: I want to follow up a little more on six, the Armed Forces. Many of you chose that. Did you underline anything in it, or did you like have a positive reaction and just didn't choose it as your favorite, or did that fall pretty flat?

MAN: I almost went for that, 80,000, that's a lot.

WOMAN: I thought it was good information. It didn't fall flat. I just . . .

MAN: I thought it was . . . as well. I thought we were building that marketing media campaign for them, so that was pretty narrow.

MODERATOR: It's too narrow. But do you think it's an important dimension?

MAN: Yeah.

WOMAN: Sure.

MODERATOR: I'm curious, so I think some of you noticed, before we . . . soldiers, I don't know if you're aware of. . . It would be, they're in the military, and they're wearing turbans, and they're clearly not shaved. I don't know if you know this, but they have to get a special exemption to be able to do that, and there aren't that many that have been able to get it. What do you think of Sikhs serving in the military, wearing their turbans like that?

WOMAN: Good.

WOMAN: Yeah, awesome.

MAN: Sure.

WOMAN: Okay. So everybody has to shave their heads.

MODERATOR: Yeah, unless you have some sort of, I mean, they all basically look the same except . . .

WOMAN: So I'm going to play the devil's advocate. If that's the rules, I guess, then I don't know why, then I could go on a tangent about everybody complaining about Christmas. Well, you don't complain when you get the day off and it's paid. Or you don't want to do the Pledge of Allegiance. So I could go into that. Where is the line? Because I know if we all went to their country, there would be . . . rules for us. I'm playing devil's advocate.

MODERATOR: Okay. No, that's important. I want to hear all the perspectives.

WOMAN: So I lived in Mexico for a summer. I'm saying this because my Spanish wasn't good then. Do you think anybody cared to try to speak English to me? Absolutely not. I carried that dictionary with me everywhere I went to make sure I could communicate.

WOMAN: But you could say the same thing is going on right now. Everywhere you go, pretty much, in the United States, you have to be Spanish speaking. Teachers, even counselors now, are pretty much required to be.

WOMAN: Oh, I know, but we do do a lot of that accommodation. And at some point, we're, if the rule is you have to shave your head . . .

WOMAN: . . . lot of religions, like . . . would want to have . . .

[Simultaneous discussion]

WOMAN: But then let everybody do it then. I mean, that's what I thought.

WOMAN: Right.

WOMAN: I guess I'm more liberal than I thought.

WOMAN: I feel like there's a clear distinction between like guys that just don't want to shave their heads, being in the military, and like growing your hair as a symbol of protecting the rights of all people. And like it's very clear that this is a very honored, very serious, religious belief. And I feel like Quakers are exempted from the military because of that very, very strong belief. And I think that if this means, like I say yes, they can keep their hair in a turban, no questions.

MODERATOR: Okay.

MAN: Yeah. There's a lot more, if you haven't served in the Army, there's a lot more exceptions than you might really think though.

MAN: Now there's a new thing I was reading, something about the tattoos, that they don't like tattoos as much as they used to.

MAN: Yeah. It used to be . . .

MAN: They're not taking them anymore.

MAN: It was unusual to be clean when I was in the Army.

MAN: So many guys get them, but now they're not taking them . . .

MODERATOR: All right. I'm going to show you a little ad, and I'm going to see what you think of it.

WOMAN: Can we flip the page yet?

MODERATOR: No.

[DVD played]

MODERATOR: What do you think of that ad?

MAN: Short.

WOMAN: . . . introduced a little bit.

MAN: Yeah, too short.

MODERATOR: Okay. What is it missing then? So if it could be longer, what would you add?

WOMAN: I would talk about why they have to have his . . . like what, like I would talk about the discrimination as . . . because people are going to see him, and they're going to be like, okay, you're a Sikh. I didn't know what that meant to be a Sikh. All I got was that they're American. Like the majority of Americans are . . . maybe, I don't know. And from the other side, okay, that would not make me go and . . . I would just be like, okay, and that's it.

MAN: I think it could have been a little more effective if it would have said where he was from.

MODERATOR: Like I'm from New Jersey.

MAN: Well, my ancestors, immigrating.

MODERATOR: Oh, I didn't know what you meant.

MAN: Yeah, I didn't explain that well, I guess. You could say, I'm American. My ancestors . . .

[Simultaneous discussion]

MODERATOR: Okay.

MAN: Yeah, well, India, as opposed to the land of terrorists, I shouldn't say that.

MODERATOR: That's interesting.

MAN: Make it longer. And if you really want it to get that message out to everybody, it's got to play during the Super Bowl.

WOMAN: It could almost be like a heritage . . . so that people could . . .

WOMAN: . . . something about value would be good to have in there some more.

MAN: And I think the reason why I starred two is it always goes back to the turban. That's obviously . . .

MAN: Well, it's, yeah, didn't we find a way to explain that earlier . . .

MODERATOR: That's true, we did talk about that.

MAN: . . . maybe you need to do that.

WOMAN: I do think that that's why people are, they don't understand. And that's why they probably get the looks and the racial profiling is because people don't know what it is.

MAN: They think it's the equivalent of the burqa that women wear.

WOMAN: Absolutely.

MAN: . . . someone that . . . it's like, can you see the eyes in there?

MODERATOR: Steve, what did you think of that PSA?

STEVE: Same thing, I'm guessing it's going to be based upon the campaign with a lot of those ads. So they're not looking for a 1-minute piece or even a 30-second piece. But if they did, then I'd say yes, hit upon the turban thing and hit upon the, right, that their religion is based from India and with a long history. So I'd work in both of those things. But it might be that they've got a whole strong of them to hit on different messages.

But I think that even the cards that you gave us, and through whatever it was, I think they could do a public service announcement with each of those people stepping up, saying something about themselves, and then saying at the end, and we're all Sikhs, and this is our background, this is our heritage. We may look different. In some extent, we hold the tradition of wearing the turban, or the men do . . .

WOMAN: Michael Jackson . . . black-and-white video where they had all the faces . . . colors.

MODERATOR: Turn to handout, the last one, whatever it is. It's a repeat, yeah, handout I is a repeat. I've dumped a lot of information on you, so I want you to kind of rate these Americans on each of these again. You're going to . . . go up, they could go down, whatever. Did anyone go up on any of these from what they rated before? Renee, what did you . . .

RENEE: Pretty much everything.

MODERATOR: I remember holds American values was a hard one for a lot of people originally. Tell me, what did you learn that made you go up . . .

WOMAN: I think the last paragraph on the last page . . .

MODERATOR: Oh, okay.

WOMAN: I also increased a lot for holds American values. And I feel it was their belief . . . equality of all people, regardless of whether they're Sikh or not. And I feel like America strives to be like . . . equality and acceptance for all. So I mean, like their core value is really parallel to American core values.

MODERATOR: Christina, did you go up on any?

CHRISTINA: I went up on holds American values and is patriotic. But also, I went down in expresses discrimination because that was kind of in the middle.

MODERATOR: Experiences?

CHRISTINA: The readily experiences discrimination, oh, I read it wrong, that they're doing discriminating.

MODERATOR: Okay. Steve, did you move on any of these?

STEVE: It was the same on C and B, holding American values and being patriotic, both of those I moved up on. The rest were fairly similar.

MODERATOR: Similar reasons . . . what reasons? What did you learn?

STEVE: What did I learn? I think it was the service, the acceptance, just the military background as well.

MODERATOR: Okay. Jim, what did you, did you move on anything?

JIM: Just went up on holds American values.

MODERATOR: And do you remember what you were, what changed that for you?

JIM: Not really, I don't know.

MODERATOR: Did anyone go up on is generous and kind?

WOMAN: I think I did. I put originally seven, and I moved it to ten.

MODERATOR: And what kind of, what did you learn that made you do that?

WOMAN: I think just the devoting their lives in defense of equality. I think it takes that belief to a whole other, almost an extreme, but in a really great way. And I think that definitely . . . me to kind and generous.

MODERATOR: Joe, did you . . .

JOE: No, I held at the same, both high. But I didn't realize how their values were consistent with Americans.

MODERATOR: Oh, right, because that was one you had a hard time reading before.

JOE: Right.

MODERATOR: Okay. So I gave you a lot of information. We talked about a lot. Sometimes people walk away from these focus groups and forget everything, and that is very possible and likely in fact. But tomorrow morning you wake up, you try to remember what you did last night. Tell me, what is the thing that you're most likely to remember from this discussion? We'll start with you.

WOMAN: I guess some of the information about why they would wear the turban and they technically don't cut their hair, I didn't know that.

WOMAN: And even just identifying that the turban isn't, doesn't fall into the categories that I thought that it did.

MODERATOR: Okay. Steve?

STEVE: My ignorance on the topic as a whole . . .

MODERATOR: Okay. Joe?

JOE: Well, I'm actually kind of surprised that more people didn't know more about Sikhs, but it's two guys that have taught me everything I've known, and it's only been in the past eight, nine, ten years. So I guess I really shouldn't be surprised.

WOMAN: I'm surprised the Sikhs were never brought up in our religion courses at the university. Every other religion was but them . . . on knowing that.

MODERATOR: That's interesting.

MAN: I kind of agree with Steve, just how . . . teacher-student, but I really didn't know . . .

MODERATOR: Hailey?

HAILEY: I think what's going to stick with me tomorrow is probably the paragraph that we read about the hate crimes, especially the ones committed by children., because that just like strikes really close to home for me. And so I think I'm definitely going to think about that, and definitely the turban. I really enjoyed learning about that, and I think that that's something I won't forget about.

MODERATOR: Okay.

MAN: I think probably that they've been in here in the States as long as they have been.

MODERATOR: Christina?

CHRISTINA: I'm just going to try to get more information on them because they, I mean, they sound like a pretty good religion.

MODERATOR: Okay. Well, thank you guys. You have been fantastic. This has been a great discussion, and I learned a lot. So it was very helpful. There

NATIONAL SIKH FOCUS GROUP
CHICAGO, ILLINOIS, JULY 16, 2014, 7:30 P.M.

will be a more concrete thank you for you out front, so make sure to pick that up on your way out. You can just leave everything. I'll collect it.