

ON EQUALITY

NCRRC as an organization was not highly structured. Its nature allowed various things to emerge since we didn't rely on some authority, tradition or culture. It was not accidental that we had a lot of women that were involved because our structure was such that it provided a way for them to rightfully exercise their leadership. If you were strongly chauvinistic in your attitude as a man, you would either have to change dramatically and quickly or you would not feel comfortable within NCRRC! I think a lot of conscious effort was made to try to get away from gender roles within the organization. For our Days of Remembrance programs, for example, we would typically have a man and woman as co-emcees. We were also conscious about speakers that we would have participate in the program because we wanted to have them reflect the diversity of our membership and our leadership. We did it but it wasn't like we did it artificially. We did it that way because it truly showed the dynamics of our organization and we wanted our public presentations to reflect that reality.

Alan Nishio (Oral History Project, June 2001)