

WEBVTT

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00:00:00.580 --> 00:00:11.379

Carole Copeland Thomas She/Her/Hers: Good morning. Good afternoon. Good evening. Wherever you happen to be. I am Carol Copeland, Thomas, and I welcome you to our black history program

2

00:00:11.390 --> 00:00:26.340

Carole Copeland Thomas She/Her/Hers: of the voices of youth and wisdom. In a divided America we have an outstanding presentation with keynote speakers, dignitaries, experts from around the United States and the United Kingdom.

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00:00:26.600 --> 00:00:34.989

Carole Copeland Thomas She/Her/Hers: and we need this topic more than ever, and we are so happy that you are with us today. Want to let you know that all of the information

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00:00:35.020 --> 00:00:40.350

Carole Copeland Thomas She/Her/Hers: will be provided@mssconnect.com. You could go to that website.

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00:00:40.400 --> 00:00:50.390

Carole Copeland Thomas She/Her/Hers: the biographical profiles, the agenda, the details for the program. Today. Everything can be found@mssconnect.com.

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00:00:50.400 --> 00:01:03.070

Carole Copeland Thomas She/Her/Hers: and i'd like to bring on board You're going to hear from our third partner in just a few minutes, but i'd like to have a special welcome from Garth Dallas all the way from Liverpool, England, Garth. Take it away.

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00:01:04.319 --> 00:01:20.839

Garth Dallas: Thank you. Thank you very much, Carl, and welcome everyone. Black Histramont, U.S.A. We're here in the Uk myself on my esteemed colleague Aya, who will be participating today. We're keen

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00:01:20.850 --> 00:01:35.730

Garth Dallas: to ensure that the voices of the Uk are part of the amplified global voice that we're bringing into play here when we do the Us. And Uk summit and race.

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00:01:35.740 --> 00:01:48.050

Garth Dallas: It's been a great series of events so far that we've done online. And, as Carl just said, even more so, it is absolutely important

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00:01:48.060 --> 00:02:04.930

Garth Dallas: that we understand the similarities and the differences between race and how race is perceived globally in the Us. In the UK, and much beyond that I represent

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00:02:04.940 --> 00:02:22.329

Garth Dallas: the UK voices in this series of seminars that we have been doing, and it's my pleasure to be here and to welcome you all from a UK perspective. We, in for a treat. Some very great

12

00:02:22.350 --> 00:02:25.130

Garth Dallas: issues will be discussed today.

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00:02:26.850 --> 00:02:44.930

Carole Copeland Thomas She/Her/Hers: Thank you so much, Garth Dallas. You'll hear more from him later on, and again we're going to continue and rock and roll. We want to say thank you so much to all who are either members of the Multicultural Symposium Series longtime supporters. It's hard to believe that we have now been together

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00:02:44.940 --> 00:03:02.810

Carole Copeland Thomas She/Her/Hers: under this umbrella for 2 years, almost yet 3 years, I should say, because of the actually 2 years we were first assembled, and we brought ourselves, together with the one year anniversary of George Floyd's murder.

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00:03:02.820 --> 00:03:19.749

Carole Copeland Thomas She/Her/Hers: That was in May of 2,021. Our first program was in May of 2,021. That was a year after George Floyd's murder. So it's hard to believe that we have been doing this now for 2 years in a number of different formats, and I'm very, very excited that you are with us.

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00:03:19.760 --> 00:03:23.179

Carole Copeland Thomas She/Her/Hers: and those have been with us for this length of time, and beyond.

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00:03:23.680 --> 00:03:42.000

Carole Copeland Thomas She/Her/Hers: This is our agenda, for today we're doing our greetings and our welcomes right now I'll. I'll introduce you to Bill Wells in a few minutes as he begins the fireside chat, and then we have a distinguished panel that will be led, moderated by our keynote speaker in a very unique way.

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00:03:42.010 --> 00:03:47.830

Carole Copeland Thomas She/Her/Hers: We'll have plenty of time for discussion, questions and answers, and then our close.

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00:03:48.160 --> 00:03:59.350

Carole Copeland Thomas She/Her/Hers: We can't do this without our sponsors, so we do thank all those who have sponsored our event and our events going forward. State Street Corporation.

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00:03:59.410 --> 00:04:16.080

Carole Copeland Thomas She/Her/Hers: the Greater Boston Convention and Visitors Bureau. I've got to put their new logo up. It's called Meet Boston. They just change their name. A few weeks ago Loomis Sales People's United Bank plus ultra Eastern Bank.

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00:04:16.089 --> 00:04:30.979

Carole Copeland Thomas She/Her/Hers: Boston Medical Center, the Tjx Corporation ever sourced energy and Lorry Davis wealth management. Thank you. Thank you. Thank you. And applause for the support that you give us on different levels.

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00:04:31.480 --> 00:04:46.730

Carole Copeland Thomas She/Her/Hers: and the fact that you come back over and over again to really make these programs happen, we say thank you so much to all of our sponsors. Now, this is a short video that I hope will stimulate you

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00:04:46.740 --> 00:04:52.450

Carole Copeland Thomas She/Her/Hers: to put on your bucket list to go to Auburn, New York.

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00:04:52.560 --> 00:05:00.600

Carole Copeland Thomas She/Her/Hers: Very special woman. Harriet Tubman, lived in Auburn, New York for more than 50 years.

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00:05:00.610 --> 00:05:20.289

Carole Copeland Thomas She/Her/Hers: and some of her activities in terms of freeing slaves. The enslaved people in the South took place from her location in Auburn, New York. Not all, but some took place there. A dynamic woman. I didn't know much about Auburn, New York. But I was there in December.

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00:05:20.790 --> 00:05:39.599

Carole Copeland Thomas She/Her/Hers: along with our team from meet Boston, and we had an opportunity to tour her home and the a. Home for the agent that she set up. She actually owned 31 acres of land, and bequeathed all that land to the African Methodist Episcopal Zion Church

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00:05:39.610 --> 00:05:48.459

Carole Copeland Thomas She/Her/Hers: they presently own the property, and they co-manage it with the National Park service, with the one wonderful visitor Center

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00:05:48.470 --> 00:06:00.380

Carole Copeland Thomas She/Her/Hers: and the Tours are led by the Amy Zion, Pastor Reverend Paul Carter, who does a magnificent job, taking us through the history of Harriet Tubman. Here we go.

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00:07:42.460 --> 00:07:44.980

Carole Copeland Thomas She/Her/Hers: The amazing thing about Harriet Tubman.

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00:07:45.040 --> 00:07:56.540

Carole Copeland Thomas She/Her/Hers: the accomplishments, the fact that she never lost a slave. The fact that she was a spy during the Civil War, and so many other things the people that she helped in upstate New York.

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00:07:56.590 --> 00:07:59.410

Carole Copeland Thomas She/Her/Hers: She could not read or write.

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00:07:59.760 --> 00:08:11.769

Carole Copeland Thomas She/Her/Hers: So when we look at the accomplishments that she just effortlessly did, and and just the circumstances of getting hit in the head and having recurring seizures

and then dreams.

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00:08:11.980 --> 00:08:19.539

Carole Copeland Thomas She/Her/Hers: It is an inspiration, certainly, for me, and it should be for you. Going forward. We pay tribute to Harriet Tubman.

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00:08:19.800 --> 00:08:26.330

Carole Copeland Thomas She/Her/Hers: Garth. I know that you want to set the stage for this wonderful video that we're going to play next. Got to Dallas

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00:08:27.030 --> 00:08:32.569

Garth Dallas: Absolutely it isn't it great that we can pay tribute to Harriet Tubman.

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00:08:32.610 --> 00:08:47.720

Garth Dallas: a conductor, the an individual who and I say a lot in my work that some doors can only be opened from the inside, and what Harriet Tubman did as a conductor

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00:08:47.730 --> 00:08:54.620

Garth Dallas: from the insides to open the doors for enslaved individuals

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00:08:54.690 --> 00:09:09.339

Garth Dallas: to escape, and it is very fitted that we paid tribute to Harriet Tubman and my video that we will be showing now just highlight the fact that

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00:09:10.310 --> 00:09:12.120

Garth Dallas: we have been inspired

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00:09:12.240 --> 00:09:14.880

Garth Dallas: by the Us.

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00:09:15.950 --> 00:09:17.470

Garth Dallas: Black histories.

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00:09:17.540 --> 00:09:20.450

Garth Dallas: celebrations, commemorations

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00:09:20.720 --> 00:09:23.529

Garth Dallas: to the point where Black Historyman is now

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00:09:23.590 --> 00:09:40.059

Garth Dallas: celebrated right across the world, and not a lot of people are aware of the fact that black instrument is celebrated in other parts of the world in the UK. It's in October, and you will see from this visit that it from this video

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00:09:40.070 --> 00:09:46.790

Garth Dallas: that i'm black instrument is taking hold right across the world. Last year black instrument

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00:09:46.800 --> 00:10:00.100

Garth Dallas: us, we ask the question is black history and still relevant, we received an overwhelming mandate that yes, it is still relevant. And just watch this video, and you will see why it is so relevant across the world.

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00:10:07.050 --> 00:10:09.130

Black history is everyone's history.

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00:10:13.230 --> 00:10:15.360

How would you describe your country?

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00:10:16.030 --> 00:10:21.489

The best way that I could describe America for someone who has never been

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00:10:21.500 --> 00:10:36.649

is that it is a melting part of many, many, many different cultures. I would describe the UK as a country with lots of contrast, so you can go to a place like London where I live, which is really really diverse. You'll have like shops

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00:10:36.660 --> 00:10:59.169

from all over the world. You have people from all over the world speak in different languages, and then you'll drive out like, maybe 2 or 3 h, and then not see a black person at all. If I could describe my

experience in Japan in 3 words, it would be fun, safe and peaceful, to say the least. However, on the other hand, being included by Japanese community, and being so ingrained into the tradition and culture.

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00:10:59.180 --> 00:11:04.469

has made me ignorant and oblivious to my own bloodline, ancestral history and culture.

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00:11:04.560 --> 00:11:06.340

What is Black History month.

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00:11:06.590 --> 00:11:16.740

I would describe black History month as a time for people to learn about the black communities in the areas that live in. So the country, or even around the world.

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00:11:16.750 --> 00:11:44.139

In Brazil we mostly do is more events. It could be some artistic events. Some is pitches. We celebrate historical black figures who've had a huge impact in the world, and also amongst black people. When I first arrived here in Vietnam, people were not really familiar with black history month. So I thought it was important for us to engage

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00:11:44.150 --> 00:11:49.819

the local people amongst the black people here. When do you celebrate black history, Mom?

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00:11:50.380 --> 00:12:00.490

In Australia. Black History Month is actually based in July. I think that people outside of Australia probably Don't know that there's a black history month here.

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00:12:00.500 --> 00:12:10.569

and I think that that's not really a surprise. Black history month here is centered, and quite rightly so around the indigenous population.

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00:12:10.580 --> 00:12:35.950

Unfortunately, the relations between the Government and indigenous Australia is really not what it should be, even in the sense of prioritising and amplifying the voices of indigenous Australians. I don't really feel like we're there. Yet in America we celebrate Black

History month during the month of February. It was originally only supposed to be a week long, and it was known as Negro History week.

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00:12:36.040 --> 00:12:58.459

but we decided to make it a month long event, because a week just wasn't enough. We celebrate a black history month in November. The date is 20 of November in Brazil. Like for black people, we are not pretty sure from where we are from where we came from, so it's

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00:12:58.780 --> 00:13:03.780

a way to celebrate all of the great needs that we have

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00:13:03.870 --> 00:13:16.649

inside us and outside as well, just to give a depiction as to japan's, demographics within Japan's population. Only 2% of Japan's population are orders, and of that 2%,

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00:13:16.710 --> 00:13:23.420

80% of that 2% are foreigners from other Asian countries. Black history month is not a nationally

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00:13:23.490 --> 00:13:32.920

recognized thing, however, that does not stop us from taking our time to celebrate and remember our black history within our community and outside our community

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00:13:34.610 --> 00:13:44.749

black people have had a huge impact around the world, and it's important to know that, because sometimes there's a negative narrative about black people.

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00:13:44.760 --> 00:14:14.689

especially through the media. For literally hundreds of years black people have been silenced in America. We were first silenced when we were kidnapped and brought here as slaves to work for free as an immigrant. I especially one that got their citizenship that easily. I think that it's an obligation upon me to go and learn about the history of this country growing up in the UK as a black person. There is sometimes a consensus that, being black

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00:14:14.700 --> 00:14:44.650

kind of makes you not British, which is completely not the case at



all, and I think none in black history? I've realised that black people have been so pivotal to the making of the country, they continue to be really really important to the country. Black people are everywhere in the world like it's not just in the States. Not just here. It's like every country has a black community, and like a story to go along with that black community. When people know our history they can understand more about our resiliency, and how far we've come, and the things that we've endured.

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00:14:44.700 --> 00:14:46.979

and how we continue to keep going.

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00:14:48.900 --> 00:15:18.889

Carole Copeland Thomas She/Her/Hers: I just think that is such an amazing video. When you look at all the young people around the world and their expressions for black history, their appreciation for black history, and let you know that black history is obviously American history, but it's also world history. The one of the young women just talked about. You could go in any community, any any country, and there's going to be a black presence there. And certainly black history is with all of us. So we thank you

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00:15:18.900 --> 00:15:35.940

Carole Copeland Thomas She/Her/Hers: so much gar for sharing that wonderful video with us, and we're gonna move right along and bring our third partner on board Bill Wells from Minnesota, Eden Prairie, Minnesota, by way of Florida. He's in Florida for the next couple of weeks.

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00:15:35.950 --> 00:15:53.420

Carole Copeland Thomas She/Her/Hers: Bill Wells. Thank you so much for the amazing job that you did. Pulling this great panel together. Great keynote Speaker: and now it is your time to share with us your thoughts as you introduce our speaker and take us to a higher point. Bill Wells take it away.

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00:15:53.670 --> 00:16:06.119

William Wells: Okay? Well, thank you, Carol, and and good morning to everyone that Well, I should say Good morning and Good afternoon and good evening, because we've got a multitude of time zones that are that have joined us this morning. But

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00:16:06.420 --> 00:16:12.200

William Wells: let me just say this, that you know, and and we've got

got a lot to cover this morning.

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00:16:12.240 --> 00:16:18.699

William Wells: I am encouraged every time I see that video every time I see it it just reinforces the fact that

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00:16:19.160 --> 00:16:21.620

William Wells: it's not just isolated to the Us.

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00:16:22.050 --> 00:16:34.650

William Wells: In fact. And the other thing that I see is Black History month, as it's being celebrated by those young folks that we have on the video. And it's interesting that today we're speaking of

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00:16:34.730 --> 00:16:42.339

William Wells: Black History Month kind of a in a paradox between older generations, newer generations in a divided America.

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00:16:42.530 --> 00:17:01.040

William Wells: And so I just I that that videos it's it's a nugget, if you will for us. I think the play off of, and Garth again thank you for pulling that together. It is notable to me that every one of those persons on there tends to be of a younger but much younger generation than we.

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00:17:01.050 --> 00:17:04.820

William Wells: that we tend to look at here in this country, because, like it's free month.

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00:17:05.270 --> 00:17:08.280

William Wells: as it was started many, many years ago

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00:17:08.609 --> 00:17:24.740

William Wells: tends to be oftentimes something that the older generations or the the baby boomers and the the older generation talk about more here. But i'm not hearing the same kind of enthusiasm about talking about black history month among younger younger folks, so

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00:17:24.750 --> 00:17:35.780

William Wells: that could just be a misperception on my part, or just the fact that i'm not plugged into that community. And that's partly

why we have this panel that is being brought together today. Now I will say this.

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00:17:36.220 --> 00:17:38.000

William Wells: this conversation.

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00:17:38.070 --> 00:17:43.530

William Wells: as we started talking about it last year, and what to do for this particular session.

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00:17:43.610 --> 00:17:51.530

William Wells: with all the recurring events that have continued to take place in this country. Just remind me of the fact that

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00:17:52.110 --> 00:18:00.339

William Wells: Black History month truly is something that captures the essence of American history. It is not an isolated topic.

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00:18:00.450 --> 00:18:14.910

William Wells: the absolute denial or refusal, or whatever that's occurring of people in this country, Not people on this call, perhaps today, or in this session today, but the fact that people deny the fact that that history

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00:18:14.950 --> 00:18:20.629

William Wells: black history is not just the history of a black folks. It's the history of this country.

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00:18:21.060 --> 00:18:24.350

William Wells: It's a topic that we're going to dwell into with the panelists.

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00:18:24.430 --> 00:18:41.359

William Wells: But again, today is just one moment in time to have this discussion. This is a discussion that needs not take place just in February, but should be introduced into the classrooms, introduced all across all levels of curriculum and or conversation.

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00:18:41.370 --> 00:18:45.529

William Wells: And so I I think the challenge that we have from these series

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00:18:45.590 --> 00:19:04.410

William Wells: is how to then take the word folks who are the advocates and the activists and push it out into a more generalized conversation, not trying to solve world hunger, but again trying to put race onto the table for discussion in a very, very constructive way.

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00:19:04.420 --> 00:19:05.930

William Wells: So with that

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00:19:06.310 --> 00:19:21.509

William Wells: the the panel that we have assembled, and particularly the keynote speaker, that's what we call him today, because he doesn't really need an introduction. But we like to give our our lead speaker kind of that distinction, if you will.

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00:19:21.560 --> 00:19:29.040

William Wells: So i'm just gonna jump right into it, so we can start getting going the panelists. Let me just provide a word.

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00:19:29.190 --> 00:19:31.860

William Wells: as I said to you in the beginning.

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00:19:32.200 --> 00:19:33.759

William Wells: each of the panelists.

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00:19:34.140 --> 00:19:52.359

William Wells: Carol Garth, there's the 3 of us said, and really pondered about how to approach the subject. What would be the topic other than excuse me just having a generic black history month discussion. We wanted to have it something a bit more edgy, if you will, something that really

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00:19:52.370 --> 00:19:55.720

William Wells: digs into the essence of where we are today

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00:19:56.350 --> 00:20:05.219

William Wells: in black History Month, historically, has been recognized. Our media here in the Us. Used to really honor and recognize black history month

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00:20:05.250 --> 00:20:24.190

William Wells: every February. Lots of TV programming, lots of ads and such as I mentioned when we started having this conversation, I don't hardly see anything on TV or anything. I mean it's. It's almost like we're into a a default condition with black History month. Now. Some companies, I believe, are still keeping it alive.

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00:20:24.750 --> 00:20:43.009

William Wells: but we're just not having the same type of celebration or recognition, if you will, across the board here in the Us. I mean. I remember many years ago, even Alex Haley's book Roots, you know, was featured during Black History month, and it was a a series of programs that

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00:20:43.220 --> 00:20:51.540

William Wells: all America white votes, black folks. Everybody really joined in to watch that now I realize things. Nothing remains the same. It all changes.

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00:20:51.600 --> 00:20:57.619

William Wells: but at this point in time it's ironic that black history month, while it's not being recognized.

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00:20:57.720 --> 00:21:03.659

William Wells: the incidence of violence and violence toward black men, if you will.

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00:21:03.860 --> 00:21:09.629

William Wells: it seems to be increasing, and it's not just George Floyd, a George Floyd is occurring

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00:21:09.970 --> 00:21:26.419

William Wells: weekly monthly. What have you? And you know Again, we have had a another celebration for young man who was recently tragically murdered at the hands of police. That was just on TV the other day, right on the heels of Black History month. So, having said that

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00:21:26.470 --> 00:21:32.739

William Wells: the conversation that we really want to have today is how to bridge that gap between

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00:21:32.790 --> 00:21:41.830

William Wells: a perception of black history month among our youth. Younger folks, I should say not just youth. I don't want to put a particular age category on it.

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00:21:41.910 --> 00:21:50.070

William Wells: as those who are more of the generational type that grew up with the Black History month and watching it come into existence.

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00:21:50.270 --> 00:21:54.400

William Wells: With that I thought, okay, who can help lead this discussion?

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00:21:54.540 --> 00:22:04.240

William Wells: And it didn't take didn't take long for me to really have one or 2 names pop up there multitude of individuals that can carry this message. We've got

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00:22:04.830 --> 00:22:17.680

William Wells: leaders in Congress we've got, You know. We've got elected officials. We have all that. But I also thought of someone who that I've had a chance to meet, have many, many conversations with on a multitude of topics.

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00:22:17.780 --> 00:22:19.820

William Wells: But when I, when I watch

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00:22:20.020 --> 00:22:22.859

William Wells: somewhat his transformation from being

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00:22:23.060 --> 00:22:41.970

William Wells: the corporate type that the the the consummate corporate type to corporate executive leader who now has a role in a major major corporation that is dialed in specifically into the area that we're dealing with. So I I thought of Keith, wife, my dear friend

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00:22:41.980 --> 00:22:53.449

William Wells: and colleague, and a comrade, if you will, and I can read you his part of his resume. But I don't I think, that resume

doesn't really fully do him justice.

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00:22:53.570 --> 00:22:58.870

William Wells: Keith. But I will tell you this for those who are listening, and who don't know Keith like I do.

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00:22:58.890 --> 00:23:01.429

William Wells: Keith is what we know

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00:23:01.510 --> 00:23:08.670

William Wells: commonly referred to, not only as a corporate executive leader, but he's also a diversity, equity, and inclusion. Thought Leader.

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00:23:08.690 --> 00:23:11.989

William Wells: He is also the author of several books.

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00:23:12.460 --> 00:23:29.950

William Wells: One I had the privilege to participate as he was writing it. His book was called Good is not enough, and that really a good and not enough is the the lead tie in the rest of the book is lessons for minorities, and how to navigate through the corporate sector.

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00:23:30.170 --> 00:23:33.739

William Wells: His latest book, though, is called Diversity, is not enough.

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00:23:33.810 --> 00:23:41.130

William Wells: which is a as a play on the fact that, as we know, with many of the diversity initiatives that we've had.

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00:23:41.220 --> 00:23:48.739

William Wells: emerging even before the civil rights, ever, but particularly with civil rights and affirmative action, and all the Federal laws

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00:23:48.920 --> 00:24:04.169

William Wells: that have they come about it still be bubbles me if you will, that every measurable index that measures the progress of society, be it housing, the judicial system, the criminal justice,

system.

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00:24:04.230 --> 00:24:06.030

William Wells: health care.

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00:24:06.100 --> 00:24:15.010

William Wells: the economy, employment, Every one of those indices has gotten worse, including black wealth, which is actually the gap, has become

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00:24:15.200 --> 00:24:23.699

William Wells: greater than it ever was, despite all the efforts that are being made. So here we have in Keith as someone who is actually

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00:24:23.920 --> 00:24:33.559

William Wells: what do we say? We Retooled himself redesigned himself. He is re-entered into the corporate sector after a slight break.

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00:24:33.920 --> 00:24:52.599

William Wells: and now takes on the the the challenge of being a change management leader, he's got really an exceptional record, and helping to under, to turn around underperforming operations and such within different industries. Now he's converting that energy into doing the same in the Dei Space.

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00:24:52.610 --> 00:25:11.770

William Wells: which I think is, is is admirable, and it's credible for someone who now is able to leverage all the talent, all the skill, all the experience that he's had in turning around companies. And now, taking on that very challenge, as I mentioned, is with all those societal indices that are going the wrong way. He's now right

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00:25:11.780 --> 00:25:19.670

William Wells: totally into the into the fray, working with local communities, government agencies, mayors, governors, and such

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00:25:19.850 --> 00:25:24.700

William Wells: with the partnership of his company to help move, move the dial.

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00:25:25.590 --> 00:25:31.069



William Wells: Currently Keith is the vice president of community community engagement and support.

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00:25:31.130 --> 00:25:46.760

William Wells: and in his role he's responsible for creating Walmart strategy as it pertains to partnering in with community leaders, elected officials and local businesses in various metropolitan areas in which Kmart does business.

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00:25:46.980 --> 00:25:58.739

William Wells: Prior to this role Keith was responsible for operating Walmart stores in New York with over 9 billiondollars in revenue and \$30,000 associates.

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00:25:59.070 --> 00:26:17.739

William Wells: Keith holds a a degree of bachelor's degree of of arts in business administration. He's also has an Mba degree, and most importantly, as I mentioned, that's how Keith and I initially got could connected really through the business world, but as our roles, and as our relationship is evolved.

139

00:26:17.750 --> 00:26:28.560

William Wells: Now, the Dei connection is what really brings us together, and is, and is even a a more fulfilling union, if you will. In my opinion.

140

00:26:29.360 --> 00:26:41.170

William Wells: as I mentioned, Keith has authored several books in particular. He is a keynote speaker, and conducts himself in a multitude of audiences all across the country in the world.

141

00:26:41.250 --> 00:26:46.149

William Wells: in in delivering a message that is really a strong and very powerful.

142

00:26:46.330 --> 00:27:05.699

William Wells: Come on, go, man, you you! You're embarrassing me, man. Let's get going. Let's I could. I could read on, but I think the the key thing for us now to do is to actually bring Keith into the room with me, and we're gonna have what we what we've kind of dubbed as a a fireside chat if you will.

143

00:27:05.710 --> 00:27:17.390

William Wells: coming from Minnesota. That's most appropriate. But i'm here in Florida, so there will be no fireside. Chat today. The Keith welcome to the Us. Uk summit on race.

144

00:27:17.440 --> 00:27:29.170

William Wells: and we will. I can't really do this appropriately, but I will knight you in the sense that Garth would probably knight you and you are now a key member of this group as our our panelists.

145

00:27:29.230 --> 00:27:32.089

William Wells: so as as as

146

00:27:32.170 --> 00:27:44.650

William Wells: I think it was one of our comedian brothers that said, hey, let's let's get it on. So it's time to have the conversation. But Keith, welcome to us. I'll leave it open to you just for a couple of brief words, and then this start the conversation.

147

00:27:44.770 --> 00:28:05.230

Keith Wyche: Great, great. Thank you so much, Bill, and and thank you for being a a mentor of mine for for well over 15 years now really appreciate that. Appreciate Carol, Col. And Thomas as well as Garth for having this dialogue, and letting me be a part of it just honored and thrilled to have this this discussion, this dialogue, you know Bill gave you a a real, you know.

148

00:28:05.240 --> 00:28:24.650

Keith Wyche: low by blow of my career, but but i'll make it really easy. I'm what they call Ghetto does good. I'm. From Cleveland, Ohio, originally, and was able to start my career in corporate America, 1,980. We'll probably hope to retire next year, but I've been everything from the President of Us. Operation from Pittney Bows, president of the 2 grocery chains.

149

00:28:24.660 --> 00:28:50.499

Keith Wyche: But I will tell you. The work that I do today is is the most purposeful and impactful of my life, I believe, for many of us there's 2 important days in our lives the day we're born, and the day we figure out why God put us here. And so i'm blessed to be in a role that lets me time, my passion and my purpose as I try and create really equity across the economic ratio and other inclusion lines for Walmart. So thank you, Bill.

150

00:28:50.920 --> 00:28:54.930

William Wells: you're more than welcome. I have to add just 1 one little reef comment.

151

00:28:55.000 --> 00:29:13.929

William Wells: because in our in our journey together. Keith used to look at me and said, Man, why are you doing this work? You said this work is the work that you're trying to do is some hard stuff, you know, because he's accustomed to having large staffs, a lot of budget money, a lot of lot of tools, and a lot of

152

00:29:13.940 --> 00:29:32.359

William Wells: things to get things turned around because it's all about. Been all about the pro bottom line the profit right when you in in or into this work. It's it's call it God's work. Call it worldwide work, whatever. So i'm, i'm pleased to have you join in the

153

00:29:32.370 --> 00:29:38.189

William Wells: I'm not going to call it the struggle, but in the campaign, or whatever. So with that, let's just just talk about this.

154

00:29:38.310 --> 00:29:45.240

William Wells: As we were preparing, and just for the audience. Keith and I are going to have a conversation just to kind of set the stage. Okay.

155

00:29:45.510 --> 00:29:56.589

William Wells: we're not going to take the entire time for this, for this whole program. But we're going to set the stage. And then, importantly, Keith is going to then transition

156

00:29:56.610 --> 00:30:15.499

William Wells: into a very, very intense discussion, maybe a little testing at times, and that's going to be good with with some distinguished panelists that again, as I thought about people to engage in this conversation, it wasn't hard. The names just kind of popped into my mind also with Garth

157

00:30:15.510 --> 00:30:20.000

William Wells: bringing somebody from the Uk: so Keith, you know I've already kind of teed it up.

158

00:30:20.060 --> 00:30:24.579

William Wells: and I've been really been thinking about this. You and I chatted off and on.

159

00:30:24.650 --> 00:30:30.540

William Wells: and it just it. It befuddles me in the context of Black History month, and what that represents

160

00:30:30.570 --> 00:30:40.850

William Wells: the progress that the fight, if you will, that was made during the Civil Rights area. And we're talking 1,960. So we're we're 50, 60 years plus that timeframe.

161

00:30:41.140 --> 00:30:45.710

William Wells: with all of the struggle that went on to get recognition to

162

00:30:45.770 --> 00:30:53.779

William Wells: people that John Lewis's and the folks that really put their physical bodies on the line. Dr. King, who is assassinated

163

00:30:53.960 --> 00:31:09.289

William Wells: all those efforts during the civil rights era, manifest themselves into some form of executive orders, you know, for for affirmative action, age, discrimination, sexual orientation now is being really with all that effort, Keith.

164

00:31:09.470 --> 00:31:10.870

William Wells: with all that effort.

165

00:31:11.150 --> 00:31:14.420

William Wells: You see where we are today, and it seems like, in my opinion.

166

00:31:14.870 --> 00:31:25.029

William Wells: we are more divided, more polarized than ever before, and I don't know if it's because we have mass media include a so including social media. That's fueling this monster.

167

00:31:25.200 --> 00:31:29.749

William Wells: And I want to be clear. So help me understand, Keith, from your perspective

168

00:31:30.460 --> 00:31:43.099

William Wells: what is happening to almost seemingly dismantle or disintegrate much of that effort that was put in place before. Because I don't see you know the old thing almost rise.

169

00:31:43.360 --> 00:32:03.190

William Wells: Well, if you got a leaky boat, and you don't have enough buckets, your boats ultimately going to sink it. It just doesn't have a good feeling to me at this time in terms of the ultimate progress, ultimate progress, not solving World hunger, but the all the progress for people of color moving forward. So with that.

170

00:32:03.420 --> 00:32:08.650

Keith Wyche: Yeah. But but let me let me come at that from a Us. Perspective. And what I mean by that is

171

00:32:08.690 --> 00:32:16.690

Keith Wyche: a few things One, I think it was very obvious about 10 years ago that we are moving for a

172

00:32:16.910 --> 00:32:35.750

Keith Wyche: majority minority I mean minority majority country, ie. By night to 2,045 depends on where you talk 24 and 2,045 there will be more people of color in the United States than it is quoted, but white people, and so I think, for a lot of organizations and Republican party in particular. There were folks who said, Wait a minute we are about to be out number.

173

00:32:35.760 --> 00:32:49.680

Keith Wyche: And so that that was one thing. The second thing that I saw explicitly was after the election of Barack Obama's president in 2,008. There was at least in this country this attitude of okay, they have a black president.

174

00:32:49.920 --> 00:33:08.120

Keith Wyche: They've arrived. We're in this color blind society. Now we don't have to do anything more. And so you had that attitude. But you also had the attitude of people who did not like the fact that it, Matt we had a black face, was living in the White House, and what that meant, because for them it was a matter of losing power.

175

00:33:08.220 --> 00:33:28.179

Keith Wyche: and never forget that you know Power just does not give up anything without a demand. And so I think you have all these forces at work where the population is shifting. Again. There was this backlash of after Obama got put into into office that you know we don't have to have these many fact, if you think about it, we had more black Ceos 20 years ago

176

00:33:28.350 --> 00:33:29.749

Keith Wyche: than we do today.

177

00:33:29.890 --> 00:33:48.510

Keith Wyche: Right? It's just it's unbearable. And then the last thing you hit on that's important is social media. The the fact that now you have a lot of keyboard, c. Which you can type and put anything out there. There's fake news everywhere. I I think that's a another part of just playing into this there. These are application of of voices.

178

00:33:48.520 --> 00:34:00.279

Keith Wyche: and unfortunately, from a media perspective in this country, and I would argue around the world the more provocative the story if it bleeds, it leads. And so, you know, we're inundated with these voices of division.

179

00:34:04.220 --> 00:34:06.650

William Wells: Yeah, very, very good point. Very good point.

180

00:34:06.710 --> 00:34:09.080

William Wells: So you know again.

181

00:34:09.110 --> 00:34:13.250

William Wells: not talking about solutions, but talking about.

182

00:34:13.360 --> 00:34:18.369

William Wells: because there are all those solutions to? These are These are really complex questions. Complex issues.

183

00:34:18.480 --> 00:34:35.090

William Wells: Race, as we know, is a construct that has existed before racism hit the us. It's it's it's everywhere else. I mean when

you, when you listen to the book cast by, is it? Or Wilkerson? I mean it. It does help deconstruct how the caste system

184

00:34:35.389 --> 00:34:38.810

William Wells: is systematically implemented in different different countries.

185

00:34:38.830 --> 00:34:52.000

William Wells: Racism today, Keith, your take on it. Are we making a progress and dismantling it, addressing it. What's what's happening? Because it seems to be raring up and

186

00:34:52.010 --> 00:35:03.320

William Wells: we're we're seeing it visibly on TV again. It seems like we're repeating ourselves with all the the the challenges around black men being attacked. And what have you so

187

00:35:03.330 --> 00:35:21.809

Keith Wyche: again? It's it's it's sad, you know. Here I am. I'm a baby boomer born in the fifties, and my grandchildren are actually being raised in a culture and environment in this country that is probably the same, and maybe even worse than when I was a kid coming up, and that just boggles my mind. The the other elephant room we can't ignore

188

00:35:21.820 --> 00:35:37.299

Keith Wyche: was that with the election of President Trump and his rhetoric and his behavior. He he actually gave voice to white supremacy and racism. He, you know, again, growing up as I did.

189

00:35:37.310 --> 00:35:47.209

Keith Wyche: there were things that people just wouldn't say it wouldn't do, even if they thought it. Well, now, all of a sudden, you know it, it's a free for all, and people again behind social media. Say a lot of things. And so I I think what you

190

00:35:47.220 --> 00:36:07.130

Keith Wyche: again see is, you know, just this eruption: what's really ironic to me is that the the louder voices that that support this movement are rural, poor white Americans, which one, I doubt Donald Trump will ever have it, mar a lago, but they themselves are suffering, you know. If I had a dollar for every you know.

191

00:36:07.140 --> 00:36:25.569

Keith Wyche: for real person I I talked to or here about saying Obamacare was terrible, but but yet they have 2 teeth in their mouth, and they need obamacare it. It's crazy. I'll go back to something the the late President Lyndon Johnson said. About 4 whites. He's like, you know, as long as you can make them think you're better than you know the best black person You don't have to pick their pockets. They'll pick them for you.

192

00:36:25.580 --> 00:36:40.720

Keith Wyche: and so I think there's this whole movement of of you know we're taking something from them, not realizing that this world isn't a pie, you know. God's universe is fast, and you know, just because I get something doesn't mean that they're losing something. But that's the mentality that's been stoked in this country.

193

00:36:40.980 --> 00:36:58.359

William Wells: Alright, great, well great setup, I think. Pete, at this point I'm gonna wanna shift out of out of our one on one conversation, because we've got some people that are chomping at the bit to to engage. I wanna just mention, though, as a matter of protocol.

194

00:36:58.480 --> 00:37:09.290

William Wells: the way this is going to take place, you're going to be conducting your own fireside chat with for a for distinguished panelists. I'll let you handle their introductions and such.

195

00:37:09.450 --> 00:37:14.140

William Wells: I just want to make sure that the audience should be totally aware that

196

00:37:14.440 --> 00:37:25.939

William Wells: we will be monitoring the chat room. So submit your questions as you're hearing things at any point. Enter it into the chat that way, Carol and I can watch

197

00:37:25.980 --> 00:37:43.290

William Wells: things that are coming through the chat. So you don't have to do that, Keith. I just want you to take your time with your panelists, and then we will introduce to you some of those key questions that might be answered. But I know you're gonna open it up for a. Q. And a. Session at the end of your remarks with your



panelists as well.

198

00:37:43.370 --> 00:37:59.470

Carole Copeland Thomas She/Her/Hers: and I don't want to jump in and interrupt because I am digging this conversation. I really am. I want to do just a couple of things housekeeping wise as we transition into our panel Number one, I want to take a. We have 109 people.

199

00:37:59.480 --> 00:38:05.209

Carole Copeland Thomas She/Her/Hers: This line of literally from all over the United States, Canada, South Africa, England.

200

00:38:05.220 --> 00:38:34.599

Carole Copeland Thomas She/Her/Hers: i'm. Super excited. We want to take a screenshot right now and then I have just a quick video. I'm going to show you just about comments that were made last year Black History month, what you were saying last year about the significance and the importance of black history. It's not going to mess up your timeline because, Bill, you did a great job with the run of show. But I want to introduce this now, so that we can then continue with our conversation. So if you choose to you, don't have to

201

00:38:34.610 --> 00:38:41.159

Carole Copeland Thomas She/Her/Hers: the on camera, but if you'd like to please, you can go on and open up your cameras now

202

00:38:41.600 --> 00:38:53.299

Carole Copeland Thomas She/Her/Hers: and continue to talk in the chat room. We'll take a couple of shots, so let me go on and take care of that right now. I'm going to just remove our spotlights right now and then.

203

00:38:53.420 --> 00:39:09.459

Carole Copeland Thomas She/Her/Hers: Take these shots, and it will be fantastic. There we go. I'm gonna switch to gallery mode. You all look fantastic. I will do a little countdown. We'll do this a couple of times. So this is going to be for page one for me.

204

00:39:09.470 --> 00:39:22.780

Carole Copeland Thomas She/Her/Hers: So if you would be so kind, is to just look into your cameras. I'll do a 3, 2, one countdown, and then i'll take the picture twice. So this is for page, one page, 1, 3, 2, one.

205

00:39:23.570 --> 00:39:30.549

Carole Copeland Thomas She/Her/Hers: and we'll do that one more time just to have a little photographic insurance. 3, 2,

206

00:39:30.790 --> 00:39:32.259

Carole Copeland Thomas She/Her/Hers: one.

207

00:39:34.790 --> 00:39:37.139

Carole Copeland Thomas She/Her/Hers: i'm looking at Bobby Anderson right now.

208

00:39:37.190 --> 00:39:39.319

Carole Copeland Thomas She/Her/Hers: I was moving around.

209

00:39:39.570 --> 00:39:41.220

Carole Copeland Thomas She/Her/Hers: Bobby stopped moving.

210

00:39:42.750 --> 00:39:45.469

Carole Copeland Thomas She/Her/Hers: Here we go, 3, 2, one.

211

00:39:46.340 --> 00:39:49.370

Carole Copeland Thomas She/Her/Hers: and then we'll do the same with the second page.

212

00:39:50.190 --> 00:39:56.620

Carole Copeland Thomas She/Her/Hers: and even though there are lots of names here, that's fine. 3, 2, one.

213

00:39:57.430 --> 00:40:00.309

Carole Copeland Thomas She/Her/Hers: and we'll do that again. 3,

214

00:40:00.740 --> 00:40:03.029

Carole Copeland Thomas She/Her/Hers: 2, one.

215

00:40:03.490 --> 00:40:09.749

Carole Copeland Thomas She/Her/Hers: and then we'll go on to the third page. Here we go, 3,

216

00:40:09.890 --> 00:40:13.909

Carole Copeland Thomas She/Her/Hers: 2, one, and one more time.

217

00:40:14.010 --> 00:40:20.530

Carole Copeland Thomas She/Her/Hers: and then we'll very quickly Show this video before we get back to the importance of the program. 3, 2, one.

218

00:40:20.630 --> 00:40:24.569

Carole Copeland Thomas She/Her/Hers: awesome. I thank you all so so much. Let me go back.

219

00:40:25.030 --> 00:40:27.169

Carole Copeland Thomas She/Her/Hers: I am going to

220

00:40:27.760 --> 00:40:30.770

Carole Copeland Thomas She/Her/Hers: spotlight myself, and then pull up the

221

00:40:30.950 --> 00:40:36.029

Carole Copeland Thomas She/Her/Hers: program, our slide deck that we have will continue on with our

222

00:40:37.260 --> 00:40:38.870

Carole Copeland Thomas She/Her/Hers: with our program.

223

00:40:41.880 --> 00:40:44.930

Carole Copeland Thomas She/Her/Hers: Let's see. Here, let me stop it.

224

00:40:45.510 --> 00:40:48.619

Carole Copeland Thomas She/Her/Hers: We do this again just one more time.

225

00:40:50.590 --> 00:40:51.950

Carole Copeland Thomas She/Her/Hers: Okay.

226

00:40:52.760 --> 00:40:56.069

Carole Copeland Thomas She/Her/Hers: thank you so much for your patience. There it is.

227

00:40:59.130 --> 00:41:02.359

Carole Copeland Thomas She/Her/Hers: Okay. I'm not sure where that disappeared to.

228

00:41:04.770 --> 00:41:11.100

Carole Copeland Thomas She/Her/Hers: I'm looking for the actual deck itself, and it just sort of disappeared on me. There. It is

229

00:41:11.720 --> 00:41:13.189

Carole Copeland Thomas She/Her/Hers: okay.

230

00:41:13.530 --> 00:41:15.310

alright, great

231

00:41:15.910 --> 00:41:17.470

Carole Copeland Thomas She/Her/Hers: and

232

00:41:18.730 --> 00:41:20.100

Carole Copeland Thomas She/Her/Hers: okay. Super.

233

00:41:20.730 --> 00:41:30.130

Carole Copeland Thomas She/Her/Hers: So this is what was said in 22 a year ago, when we were asking the question, do we still need black history month. This is what you said.

234

00:41:31.560 --> 00:41:32.240

the

235

00:41:35.630 --> 00:41:36.330

different.

236

00:42:00.560 --> 00:42:01.259

the

237

00:42:07.350 --> 00:42:08.100

the

238

00:42:08.580 --> 00:42:09.270  
so

239  
00:42:20.790 --> 00:42:21.419  
this

240  
00:42:27.900 --> 00:42:28.640  
in the

241  
00:42:28.970 --> 00:42:30.450  
good.

242  
00:42:39.050 --> 00:42:39.709  
this

243  
00:43:19.560 --> 00:43:33.209  
Carole Copeland Thomas She/Her/Hers: that's what you said in 2022, and i'm sure you'd probably say the same thing, and then some this year in 2023. We want to invite you on March ninth, to our Multicultural Symposium Series.

244  
00:43:33.220 --> 00:43:50.210  
Carole Copeland Thomas She/Her/Hers: But empowerment, recognition, breakfast that has gone on for many, many years. Now, in the month of March, though we do recognize Black History month, the title will be Black History under attack, Standing up for truth. This will be

245  
00:43:50.220 --> 00:44:10.139  
Carole Copeland Thomas She/Her/Hers: a Webinar series again on Zoom Platform. You'll get all the information in the days to head. We will also be honoring some distinguished African Americans and other individuals. So we'd love for you to come on March ninth to this important event. That's Thursday, March ninth, and the title Black History under attack

246  
00:44:10.150 --> 00:44:17.879  
Carole Copeland Thomas She/Her/Hers: Standing up for truth. Our Us. Uk. Programs and Mss. Programs will continue throughout the year.

247  
00:44:18.270 --> 00:44:33.670  
Carole Copeland Thomas She/Her/Hers: June second will be our next Us

Uk program around the same time again as the third anniversary of George Floyd's murder, and also Juneteenth will give you more information in the weeks to come. October sixth

248

00:44:33.680 --> 00:44:57.029

Carole Copeland Thomas She/Her/Hers: we will be celebrating Black History month in the United Kingdom. We will turn our attention to the the pond, the land on the other side of the pond. Gareth Dallas will be in charge of that program. It's always very exciting. We want you to go on and put that on your calendar, and then our next virtual event will be November second and third.

249

00:44:57.090 --> 00:45:09.549

Carole Copeland Thomas She/Her/Hers: that's Thursday and Friday, November second, and third for the multicultural conference. So we have a full year of programs, thanks to our sponsors, thanks to your participation and your support.

250

00:45:09.900 --> 00:45:26.119

Carole Copeland Thomas She/Her/Hers: So without further ado, we're going to turn our attention to our panel discussion, and the introductions will now come from Keith. Why, she will stop the the screen and Keith bring you back on board. Say, thank you so very much, and we will take it

251

00:45:26.450 --> 00:45:27.479

Carole Copeland Thomas She/Her/Hers: away.

252

00:45:27.690 --> 00:45:42.179

Keith Wyche: Keith. Thank you. Thank you so much, Carol and I just so excited to get to this panel because just some dynamic folks. And so i'm old school. I'm let ladies go first. We had a call the other day, so we're gonna do some 30 s introductions, and i'll start with the Reverend Tracy Gibson.

253

00:45:42.860 --> 00:46:02.310

Tracey Gibson: Hello, everyone. I'm, Reverend Dr. Tracy Gibson, I'm, also the Vice President, and Chief Diversity officer for Anderson windows indoors, and I also where I had as an entrepreneur. I have my own Dt Logistics partnership with Amazon, and so i'm glad to be with you again on this day.

254

00:46:02.690 --> 00:46:05.569

Keith Wyche: Fantastic! How about Sandy Harris?

255

00:46:06.560 --> 00:46:24.140

Sandy Harris: Hello, everyone i'm Sandy Harris. I come to you from the Maryland originally from Cleveland, by the way, and I am the Vice President of Equity, inclusion, and diversity here at Nest. Our health and I've had a long

256

00:46:24.530 --> 00:46:34.399

Sandy Harris: career doing this work across variety of industries. So i'm really looking forward to sharing what what experiences I have relative to the topics in hand today. Thank you.

257

00:46:34.730 --> 00:46:39.090

Keith Wyche: Fantastic. Let's go across the pond to I. O Barley, how you doing?

258

00:46:39.230 --> 00:46:58.540

Ayo Barley: I'm. Good. Thank you. Key. Great to be here. So hi everyone! My name is Ayo Bali, originally from Bradford in the Uk. But I've been living in Liverpool for the last 8 years, really inspired by the discussions already about black history. So i'm proud to say that Liverpool is the oldest at black community in Europe. It's an amazing city to live in.

259

00:46:58.550 --> 00:47:17.209

Ayo Barley: I'm a small business owner, so I run my own equality and diversity. Consultancy, and I've been an Egi practitioner for the last 18 years, mainly working at a grassroots level community level, trying to champion race quality the best I can. So really pleased to be with you on the panel today

260

00:47:17.680 --> 00:47:20.140

Keith Wyche: Alrighty and Jabari Bush, sir.

261

00:47:20.440 --> 00:47:23.660

Jabari Bush: Thanks, Keith. Hello, everyone. My name is Jabari Bush.

262

00:47:23.670 --> 00:47:44.399

Jabari Bush: originally born and raised in Amber, Michigan. I now reside in Minneapolis, Minnesota, with my family, my wife, Sarah, daughter Charlie. I currently serve as the Vice President and General

manager of Jasper Engineering, an Industrial distribution company here in Minneapolis. So thanks for joining and thanks for having me looking forward to this discussion.

263

00:47:44.940 --> 00:48:04.190

Keith Wyche: Great, hey? Well, let's just jump right in. So in full transparency. I'm a native of of pleaded Ohio. But I live in Florida and recently Florida. Governor Ron de Santis rejected a proposed African American studies, hiking class on the grounds that, and listen here. It significantly lacks educational value.

264

00:48:04.210 --> 00:48:10.850

Keith Wyche: However, These same schools teach ap courses on European history, Japanese history, German culture, Italian culture.

265

00:48:11.070 --> 00:48:27.670

Keith Wyche: Here's the question: is it possible for America to bridge the divide both racially and politically in such a climate. Where, again, you're having governors push back on even the the a significant education or the lack of significant educational value. Wh what are your thoughts about that?

266

00:48:31.310 --> 00:48:45.709

Jabari Bush: Yeah. So, Keith, I'll, I'll jump in on this one. So I think, unfortunately, as it is to say, i'm not sure that it's possible to bridge the divide. And and partially, I think that's because, you know, over time, we, as a people.

267

00:48:45.720 --> 00:49:04.510

Jabari Bush: have really developed to survive in our small tribes right? And so we lean our our close family, close friends, etc. I think that that approach, while useful, is, is also challenging when it comes to bridge in this gap as a as a country.

268

00:49:04.810 --> 00:49:18.250

Jabari Bush: and so I think, as a as a collective group. It's a large gap to bridge, and and unfortunately, while hopeful, I think it will be hard to to bridge that gap based on our development as a as a human society, if you will.

269

00:49:19.310 --> 00:49:21.620

Keith Wyche: Great Jabari. Who else has a thought on that.



270

00:49:22.010 --> 00:49:30.410

Tracey Gibson: you know. I think it also has a lot to say that it's coming from the head of the State of Florida right?

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00:49:30.470 --> 00:49:38.909

Tracey Gibson: And so, as I think about this work, and and we can step back because, prior to this, the head of the United States of America

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00:49:38.920 --> 00:49:56.759

Tracey Gibson: was coming out with these types of remarks. And so, when when I think about this, I think about it from an educational standpoint, it is a part of the history. You can't erase the history. I also think it's an opportunity for learning. How do we

273

00:49:56.770 --> 00:50:14.079

Tracey Gibson: help to trace back the roots to where we've come from, to understand the history in order to move forward. So we we won't even acknowledge it. So it's really hard to move forward from that stance as well. But it is a responsibility of ours in this country

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00:50:14.100 --> 00:50:27.159

Tracey Gibson: to really think about where we are and where we want to be, and challenging. You know the governor and others, and helping them to learn and educate them, is really important as well.

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00:50:27.210 --> 00:50:39.929

Keith Wyche: Yeah. And and let me give you some a corporate example on that. And so, after George Boyd, the civil unrest, 2,020, our CEO, we had a heart to our conversation. He and I, and he committed to education because we were of the mind

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00:50:39.940 --> 00:50:59.440

Keith Wyche: that if you educate on the true history of this country that includes black history, that that education would create awareness, that that awareness we create understanding that that understanding would lead to empathy and then empathy to action. And so he forced all the officers within Walmart to go through a 2 day workshop on really the history of Black America in this country.

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00:50:59.450 --> 00:51:13.690

Keith Wyche: surprising though there were people who pushed back on it, and you know what really shocked me was. You know you've had the

history in front of you. You know the facts. And and so 2 phrases came out of that one. None are so blind as those who will not see.

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00:51:13.770 --> 00:51:30.250

Keith Wyche: and you can wake a person who's asleep. But you can't wake a person who's pretended to be asleep. And so you know, when I think about the government's comments, or anyone, for that matter, who is denying the importance of the significance of our history of this country To me these are people who just choose not to see and choose to pretend to be asleep.

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00:51:31.800 --> 00:51:41.000

Ayo Barley: Yeah, I think my reflections on this Certainly from the Uk. Is, it's kind of Where is that resistance coming from? Is is that coming from fear? You know, in terms of actually sharing the truth.

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00:51:41.010 --> 00:52:08.740

Ayo Barley: What what is the resistance about having black history on curriculum and in the Uk. It's not mandatory to have black history on curriculum. It's optional. It's encouraged to my opinion it should be mandatory. We've had some black people in the Uk for longer than than black people have been present in the Us. We we can look back to Roman history. Roman Empire. A Roman emperor was in the Uk leading black troops. This is a black, a black person in the 14 hundreds we've had

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00:52:08.750 --> 00:52:16.300

Ayo Barley: arguably a Black Queen, Queen Charlotte, which I know is, it's the names of one of your great city

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00:52:16.310 --> 00:52:43.960

Ayo Barley: is in in the Us. So there's a big debate about the fact that she, the Uk's first Black Queen. It's debatable, but her lineage potentially is is linked to the black Portuguese. So we've got a rich history pre slave trad. We've also got a a really interesting history from the 40, S. And 60 S. And so some of you might be aware of the the Windrush generation. When our brothers and sisters came across from the Caribbean teachers came from the Caribbean teach and working

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00:52:43.970 --> 00:52:52.159

Ayo Barley: the Uk. There was a lot of resistance in the Uk school system to actually have them in schools teaching, so they face direct discrimination at the same time

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00:52:52.170 --> 00:53:20.209

Ayo Barley: that children were facing discrimination in that same school system, so as a a movement formed at that point of Uk Black History, where that the Black Black Education movement was established, and these teachers, these community members, set up their own supplementary schools to teach young people that level of information about their true history, and that kind of legitimizes their presence. And it's about kind of finding that resistance in a sense of community. Now we shouldn't have to do that.

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00:53:20.220 --> 00:53:28.160

Ayo Barley: but that's 1 one kind of outcome. That was when we're not being taught through the formal system. What do we do as a community to teach our young people about their history.

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00:53:28.470 --> 00:53:41.990

Keith Wyche: Yeah. I I I remember recently there was an issue in the Uk. Where a very high up African African American. A black British young lady was in a event, and she was challenged on. Where are you really? From? Where? What was that all about?

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00:53:42.500 --> 00:54:00.220

Ayo Barley: Yeah. So that was an event of Buckingham Palace, and the late Queens and lady in waiting was at the event. She's also the godmother of Prince William as well. So someone who's held in quite a high esteem, and there was a a member of the event who's a a black woman? And

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00:54:00.230 --> 00:54:07.420

Ayo Barley: the controversy that occurred was due to the lady in waiting. Essentially, I'm. Asking this woman, where are you from?

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00:54:07.430 --> 00:54:37.410

Ayo Barley: Not accepting her first answer, which is that she's from Britain, that she's from Britain, she's British, and the woman was asking her again and again, and I think this is something that we we face in the Uk as members of the black community at times, and this feeling that although we have been here for over 400 years, and, as I said in Liverpool there's been a black community here since the 1730 S. There's still a feeling that we're not from here, because this, on the call of asking and discrimination. So yeah, it just shows the level of issues that there are also

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00:54:37.420 --> 00:54:38.859

for the lack of education

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00:54:38.910 --> 00:54:54.559

Ayo Barley: in society about how long stand in this community is free slave trade, and the fact that you know, as I say, the first at black people who came to and the UK were actually soldiers through the Roman Empire. And a lot of people don't don't know that fact. So yeah.

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00:54:54.890 --> 00:54:55.589

Keith Wyche: good.

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00:54:56.050 --> 00:55:00.989

Keith Wyche: So saying, i'm gonna throw this question at you in the spirit of self-empowerment.

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00:55:01.010 --> 00:55:12.449

Keith Wyche: What can can black Americans do individually and collectively to thrive in this divided America? What what can we do to help ourselves in this environment. That's a great question, and I think

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00:55:12.630 --> 00:55:14.859

Sandy Harris: the word thrive is critical

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00:55:15.190 --> 00:55:28.709

Sandy Harris: because there seems to be a lot of surviving and just managing to get by going on, and so centering on thriving. I think a one of the things individually. Just look at individually. First.

297

00:55:28.870 --> 00:55:30.860

How do we empower ourselves.

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00:55:31.020 --> 00:55:35.549

Sandy Harris: who are our allies. We're. Most of us have connections to people

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00:55:35.580 --> 00:55:40.589

Sandy Harris: who we know that are a part of our community that are supportive.

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00:55:40.820 --> 00:55:43.789

Sandy Harris: They may or may not look just like this.

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00:55:44.260 --> 00:55:57.740

Sandy Harris: They may or may not have come from where we come from, but you know who are they, and how are we? Where do we have a place to be safe to discuss what our realities are, and to sort through? How we would want to approach and show up

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00:55:57.780 --> 00:56:05.600

Sandy Harris: in the midst of some of those things, you know, connecting with those supportive communities, and and being a part of supportive community.

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00:56:06.290 --> 00:56:07.880

Sandy Harris: it's pretty important.

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00:56:08.490 --> 00:56:17.129

Sandy Harris: Sometimes there is value in being involved. And and so how might we be opening doors for others? And we see things that are not quite right.

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00:56:17.480 --> 00:56:19.609

Sandy Harris: How are you leveraging our own

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00:56:19.720 --> 00:56:31.169

Sandy Harris: opportunities to make a difference for others, you know, and so doing. Not only are we supportive of someone else in a broader community, but also we we get the benefit of

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00:56:31.360 --> 00:56:43.450

Sandy Harris: of feeling about that. There's some kind of feeling associated with doing good, you know, you know, and then read, you know. I mean, I think the other part of it is. How do we stay connected to

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00:56:43.500 --> 00:56:51.140

Sandy Harris: reality? You know. I mean all this noise around us tells us. We're not that whatever community we happen to be in.

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00:56:51.230 --> 00:56:56.810

Sandy Harris: and you know, how do we stay educated in awareness and be a stand for making sure that

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00:56:56.830 --> 00:57:15.389

Sandy Harris: that awareness gets out there, and that there is that there is a sense of hey, this is this is let's learn about multiple communities. And, by the way. Here's one. And here's my specific experiences. How do we? How do we stay connected to reality and that gets swept away by some of the

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00:57:15.430 --> 00:57:23.030

Sandy Harris: it's going on around us. So that's on the individual side. I also would say, driving Another part of it is.

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00:57:23.250 --> 00:57:28.199

Sandy Harris: minding your thoughts. What are you focused on 24 over 7. You're looking at tragedies.

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00:57:28.870 --> 00:57:40.189

Sandy Harris: You're fueling your body with some pretty toxic stuff, so it's important to find other ways. There are. There are overcomings. There are successes. What are those?

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00:57:40.200 --> 00:57:51.450

Sandy Harris: How do we expand on those? How do we learn from those? How do we help spread those around so individually, and then that you know. How do you organize? And that's the other piece, you know.

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00:57:51.500 --> 00:57:54.740

Sandy Harris: as we have these conversations places for dialogue.

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00:57:54.860 --> 00:57:56.059

Sandy Harris: you know I

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00:57:56.220 --> 00:57:58.549

Sandy Harris: in in companies. We have more

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00:57:58.610 --> 00:58:00.270

Sandy Harris: impact them. We think.

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00:58:00.390 --> 00:58:11.889

Sandy Harris: you know, as leaders. I think we can sit down, and as we're exploring and in various corporations I've been in. We've had conversations about. Where are we going to host our next conference? We're not going floor.

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00:58:13.740 --> 00:58:17.760

Sandy Harris: Okay, I mean it's like there's we have opportunities to say, Listen.

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00:58:18.020 --> 00:58:22.560

Sandy Harris: We put our money where, and we don't put our money where we don't feel welcome.

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00:58:23.060 --> 00:58:27.470

Sandy Harris: And so how is that a part of a possibility. But

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00:58:27.550 --> 00:58:33.140

Sandy Harris: you know, I think the other part is, how do we take opportunities? And that's what the benefit of Black History month is.

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00:58:33.390 --> 00:58:42.349

Sandy Harris: We we have opportunities to celebrate successes, celebrate the contributions that black people around the world have made to society

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00:58:42.440 --> 00:58:47.860

Sandy Harris: and to the things that we are, you know, doing today, you know we would not be here but for the

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00:58:48.050 --> 00:58:53.330

Sandy Harris: steps that were taken before us. And so I think that that's those are just a few thoughts that I have.

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00:58:53.540 --> 00:59:04.469

Keith Wyche: You know. I'm, I'm gonna open up to the rather group. But but I you said something about Allies. I want to touch on 2 things one you know. Let let's be honest myself that you know every white person is in our enemy, and every white person is the double.

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00:59:04.480 --> 00:59:18.769

Keith Wyche: When I look at my career. I have mentors, and I fact, I would say the vast number of mentors I've had did not look like me. And so again. If you are someone who is putting yourself out there wanting to do the work seeking mentors and sponsors, there are people who will help.

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00:59:18.780 --> 00:59:31.730

Keith Wyche: The other thing, though, is that we have to own ourselves what we do to uplift our own. And what I mean by that is, I've been around corporate America way too long, and I've seen blacks get into leadership positions and are afraid to hire other blacks.

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00:59:31.740 --> 00:59:48.719

Keith Wyche: I sit on the board and the directors of the brings company, and we're looking for a a chief financial officer to join the Board, as well as a chief human resource Officer and I asked the board. Let me see the slate. Why are they no black candidates? And said, let's hold this up until we identify black candidates.

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00:59:48.880 --> 01:00:00.109

Keith Wyche: you know, and maybe Jabar, you can throw on this, anybody can. What more can we do to uplift mentor and develop ourselves? Or are we still kind of in that crab in the barrel thing where you know I I got mine. Get yours.

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01:00:00.640 --> 01:00:10.679

Jabari Bush: Yeah, Keith, I'd love to chime in on that. So so one of the things I think that's critical is that we are open to trying new things, right? So you mentioned

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01:00:10.690 --> 01:00:30.209

Jabari Bush: many of your mentors and people that you worked with Don't look like you. And that's okay, right. So I think that we need to get out of our own way, right and and a little bit out of our comfort zone in order to to break the stereotype right and to show others that, hey, this is possible. You can achieve success. You can build on that.

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01:00:31.310 --> 01:00:49.090

Jabari Bush: you know. I try to show those around me that there's not one way to be right, and and and one individual does not speak for an entire group of people right? And so, as I build some of that rapport with them right, they see me in a different light, and they say, oh, this this guy's a little bit different, right? I haven't met somebody



quite like him.

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01:00:49.100 --> 01:01:02.190

Jabari Bush: I think that's that's my way of sort of teaching them that, hey? We we are more alike than you think, and and really we're not that different right? And and some folks I meet right they're caught off guard

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01:01:02.200 --> 01:01:19.179

Jabari Bush: when they find out that I like to boat, or I like to to hunt or ice fish. I do drive a pickup truck. I do like country music right, and so i'm not. Maybe your traditional, stereotypical individual. But I think those one to one interactions sort of help spread

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01:01:19.190 --> 01:01:33.709

Jabari Bush: the the knowledge or the experience for those that are not used to this kind of individual right? And so for me, that's that's one way. They, I I think, about self empowerment, and both individually and collectively.

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01:01:35.430 --> 01:01:45.569

Tracey Gibson: You know, Keith, I want to jump in here a little bit, because I want to talk a little bit about the significant wealth gap that exist in the Us. Specifically around raising.

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01:01:45.580 --> 01:02:00.359

Tracey Gibson: Think about this from a viewpoint of as we unite and come together, so no one has ever given African Americans in this country anything, I think, that we earned every

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01:02:00.370 --> 01:02:17.829

Tracey Gibson: piece of what we have. We're standing on the backs of many who come before us. We we saw the video on Harriet Tubman this morning, right? And so, as I think about this, one of the things that it's been bothering me for a while is like home ownership. That'd be a perfect example.

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01:02:17.860 --> 01:02:45.179

Tracey Gibson: How can we come together and create a program ourselves? Not depending on other people, but enough of us have wealth and gathered wealth in this country ourselves to be able to start our own programs, to be able to start with home ownership. You know the

corporations are doing their part with supplier diversity. But I personally started my business because I wanted to be able to

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01:02:45.830 --> 01:02:47.149

Tracey Gibson: actively

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01:02:47.210 --> 01:02:57.390

Tracey Gibson: have the impact myself, not depending on someone else. And so my business, my Dt. Logistics business. I have 85 current employees right now.

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01:02:59.150 --> 01:03:01.869

Tracey Gibson: and i'm providing a

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01:03:03.040 --> 01:03:16.319

Tracey Gibson: earned their Their wages are are livable wages. Right? I'm. I'm. I'm. I'm. Providing a livable wage. I am now offering retirement and 401 case services for drivers

346

01:03:16.330 --> 01:03:46.310

Tracey Gibson: in this region, and I can make the hiring decision not worried so much about what your past has been, but where you are now, and so how do we come together and create programs, to be able to help us move forward in a way without having to depend on policy change. That seems to be a huge divide in this country as we go through, and and and even getting June teeth recognized as a national and federal holiday.

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01:03:46.320 --> 01:04:05.190

Tracey Gibson: So there is so much work to do. The history has shown us that it's not America, because our our America is different than the America. And so how do we create more programs in that, and together as a as a race ourselves.

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01:04:05.530 --> 01:04:25.120

Keith Wyche: Reven Tracy. That's a great point. I I do want to just jump in because i'm a historian in this perspective. You know the the the whole wealth gap is not because black people been lazy and shiftless. It it's really historical, and I just give you some bullet points, you know, if you think about slavery from 1,619 to 1,865 that was 50 trillion dollars

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01:04:25.130 --> 01:04:41.449

Keith Wyche: in free labor. But but to get that, let's talk about policy, you know, in 1,932 where the Social Security Act was created that was created for, you know, benefits. It was a bill, but there were 2 groups that were excluded from that bill. Agricultural workers and housekeepers.

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01:04:41.460 --> 01:04:52.889

Keith Wyche: What were most black people in 1,932. They were either agriculture workers, or housekeepers let's talk about the gi bill and homes for example, my father grandfather served in in World War Ii and the Korea War.

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01:04:52.900 --> 01:05:22.760

Keith Wyche: and there was 95 billiondollars that was set aside more than actually, you know, for for Gis to get homes subsidized homes. Only 2% of that went to blacks because of redlining and other things that I could go on and on and on. And so I I just say that because without the history of how with this gap got to be so big, and we won't even talk about the Homestead Act and these other things. You know, there was land and homes and housing giving away to your point. No Rev. And Tracy is that was then. This is now, what are we going to do? What can we do together

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01:05:22.770 --> 01:05:25.079

Keith Wyche: to make this happen? Which leads to my next question.

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01:05:25.370 --> 01:05:37.809

Keith Wyche: What can be done to make corporations take more intentional and deliberate actions to create a more inclusive, diverse, and equitable workplace, and I would add society.

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01:05:37.960 --> 01:05:57.470

Keith Wyche: I'll take 30 s to give you one example in my world. My role was created at Walmart after the civil unrest, and George Floyd in Chicago proper. There were 8 Walmart stores that would destroy, and we had to make a decision to rebuild that we did to 2 to 50 milliondollars. But when I go to Chicago.

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01:05:57.480 --> 01:06:09.120

Keith Wyche: There were no black general contractors, and I pushed back on my CEO and say, how can we talk out of both sides of our mouth to say. On one hand, we want racial equity. But, on the other hand, we're not going to create economic opportunity.

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01:06:09.130 --> 01:06:31.629

Keith Wyche: He allowed me to go. Rebid. These contracts. I brought in 2 black contractors who were given 3 stores each, and now that's millions upon billions that will go into the black community. But that would not have happened if someone hadn't made the the suggestion or not the demand. But you know, strongly suggest, hey, we we we gotta do this. What can corporations do more. And and I know you're you're a Dei. So i'm looking at you to to jump in on this with Revenue Tracy.

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01:06:33.180 --> 01:06:34.540

Tracey Gibson: Yeah, you know

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01:06:35.490 --> 01:06:47.929

Tracey Gibson: corporations has been doing this for a long time. Diversity, equity, and inclusion, I mean, I've been in the corporate world you sing, and the we've been here together, Bill. You know we've been here together.

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01:06:48.340 --> 01:07:01.090

Tracey Gibson: but what it takes is intentional and deliberate actions in order to create a more diverse and inclusive work environment. So it's not just about hiring me, because you can hire me to come into the organization.

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01:07:01.100 --> 01:07:31.090

Tracey Gibson: But can you keep me there because I feel like that i'm a part of. And so companies have to take meaningful change in order to figure out how they're going to make this lasting. It can't be these programs where you're checking the box, and you've hired someone. It actually has to be integrated into how you do business every single day. And so everybody's been talking about unconscious bias to me. It's not even about that anymore.

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01:07:31.100 --> 01:08:01.079

Tracey Gibson: because you have to move from unconscious bias to conscious inclusion. At some point you got to be held accountable when I think about pay equity as as soon as I got into the company, and I've only been there for 3 years. That was the first thing I started looking at. Where are we from a pay equity standpoint? And so managers have to leverage out the playing field to make it a fair opportunity for everyone, and so you can start with looking at your company's, policies, and

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01:08:01.090 --> 01:08:06.800

Tracey Gibson: practices, and moving those very removing those barriers that exist

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01:08:06.810 --> 01:08:35.600

Tracey Gibson: in order to prevent one group or another group from being able to reach their full of potential track, the progress and hold people accountable and guess what I don't own it in de I I don't own Dei. Our leaders do. It is a business imperative. You have to tie it to your bottom line, and you have to talent, tie it to your most important asset, which is talent. And when you begin to do those things and make systemic changes within your organization

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01:08:35.609 --> 01:08:40.440

Tracey Gibson: you'll begin to see progress, and this is not one of those

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01:08:40.640 --> 01:08:46.600

Tracey Gibson: types of it's not an initiative. It has to be baked into what you do every single day.

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01:08:46.910 --> 01:08:47.660

Sandy Harris: Yeah.

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01:08:47.950 --> 01:08:51.819

Sandy Harris: I would jump on and and add to that, Tracy.

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01:08:51.890 --> 01:08:56.119

Sandy Harris: Obviously yo says No, this is gotta be a part of our DNA.

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01:08:56.300 --> 01:09:00.950

Sandy Harris: This is a part of who we are as an organization, and so it's so important.

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01:09:01.040 --> 01:09:14.819

Sandy Harris: You know. The question is, how do we make companies do this, and I haven't seen one yet that we make doing it. It's almost like you know. We have to find ways. So, in addition to all the the goodness you shared, Tracy. I think

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01:09:14.990 --> 01:09:20.890

Sandy Harris: it's also about helping helping the organization and its leaders, and the key stakeholders get

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01:09:20.910 --> 01:09:22.090

Sandy Harris: how

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01:09:22.189 --> 01:09:41.990

Sandy Harris: this work is totally aligned and amplifies the accomplishment of their mission and their vision. The things that they say they're about their values. Right? Are we walking the talk, you know, to your point, and to the extent that we're not, then we have opportunities to do better. And so that's another aspect of it.

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01:09:42.090 --> 01:09:53.250

Sandy Harris: You know it's about really, as you said, that integrating the I and that part of it is like, how is this promoting the type of culture that we, a spouse, is so important.

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01:09:53.569 --> 01:10:06.260

Sandy Harris: And how is this? We're helping us to get the achieve the desired outcomes that we are seeking to make within the communities that we're serving. I work in health care. So we have a lot of conversation about health, equity.

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01:10:06.400 --> 01:10:11.290

Sandy Harris: and the opportunities to really ensure that what we're doing in a while. So

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01:10:11.300 --> 01:10:34.259

Sandy Harris: How do we integrate this? Into our system and processes? We explore quality and and safety dimensions all the time on the regular. Well, now, we will begin to look at those through the lens of our neverest populations as well. Where's the differences where our opportunity to do better? And because we are lined around what our strategic focus is on the

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01:10:34.270 --> 01:10:45.989

Sandy Harris: in the diversity. We can come back to that to say, yeah, you know, we got a lot of regulations coming at us. Now that say, do this, do that. We can look through the lens of compliance, which is, I have to.

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01:10:46.260 --> 01:10:54.980

Sandy Harris: but because we've already decided this is important. This is align with our mission, our vision, our values because we are there.

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01:10:55.420 --> 01:10:57.580

Sandy Harris: This helps us get there faster.

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01:10:57.670 --> 01:11:04.120

Sandy Harris: So let us refrain how we look at the work we're doing what's coming at us in a way that is like about

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01:11:04.170 --> 01:11:06.999

Sandy Harris: plus. We're. We're doing what we already intending to do.

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01:11:07.100 --> 01:11:08.469

Sandy Harris: Let's let's keep going.

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01:11:09.300 --> 01:11:22.689

Jabari Bush: Yeah, maybe maybe one additional comment. There, I think you you both, Tracy, you and Sandy have brought us some good points. The the one thing that I would also encourage everybody on this call and and everybody out there is that

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01:11:22.700 --> 01:11:52.619

Jabari Bush: we can't have victim thinking right. We can't be the victim and say, hey, our company should be doing this. Our company should be doing that. The companies yes, need to provide the platform. But then we also then need to be active participants in in making that so right and and really taking action that way, and coming up with different ways to right, bake it into the DNA All too often, I hear employees at at previous companies say, oh, why aren't we doing this, or why Aren't, we doing that? And when you ask them.

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01:11:52.710 --> 01:12:18.289

Jabari Bush: What are you doing to change that? And and then it's silence, right? And so to me Too many people are the victim of of this situation. And really, if you, if you look inside yourself and and take action and hold yourself accountable, I think then that does really bake it into the DNA, and it becomes real, and it's not

something that company is doing. It's it's something. All of the employees of that company

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01:12:18.300 --> 01:12:19.810

Jabari Bush: are really bringing to life.

388

01:12:20.330 --> 01:12:50.309

Ayo Barley: Yeah, I I would. After that I think that's a really interesting point. And I think when we talk about everyone taking an active role in it, it really does have to be everyone, because I think one of the kind of challenges that we've seen of something that I've seen is that and certainly the most marginalized. Sometimes the expectations on them to do something about it, to speak up, to join a network, to be a equality champion. So what we've got to do in organizations is really make sure that accountability, and, like Tracey said, is, it is actually at all levels and staff

389

01:12:50.320 --> 01:13:10.249

Ayo Barley: that's with the leadership team, and it's super visible. So that behavior starts to be modeled and embedded is what we, I suppose what we don't want to do is for people who are already, and victim of kind of the ethnicity gap in terms of pay, or more likely to be discriminated against or disciplined. We don't want people who are already being marginalized. To then have the added tax or pressure

390

01:13:10.260 --> 01:13:14.750

Ayo Barley: to be. Then having to champion change on their own.

391

01:13:14.780 --> 01:13:44.190

Ayo Barley: Having said that I have been involved in initiatives where I've been in organizations, and felt that there's so much bring for improvement that actually, I do want to lean in and step in and be part of that change. And I've seen that has been a really positive thing, and i'm a big advocate for collective action so definitely in terms of joining a employee network and centering the voices, particularly at black people within companies, is going to be really powerful to make sure that you can then hold the company accountable for making the changes on your behalf as well. So

392

01:13:44.200 --> 01:13:50.860

Ayo Barley: I think there's a lot in there that can be done. It's just getting that balance right? So we don't burn ourselves out in the process.



393

01:13:51.130 --> 01:14:10.369

Keith Wyche: You know this. This is called the Voices of Youth and Wisdom, and the divided America, and I want to take a slight turn, because I think there's a generation, or there could be a generational view of this, so I I I've been around long enough to see us go from color to negro to black, to to African American, back to black. You know I was more of a

394

01:14:10.680 --> 01:14:20.090

Keith Wyche: my my parents were more of what I would call the Martin Luther King Movement of you know non-violence. I was More Malcolm X. By any any means necessary.

395

01:14:20.370 --> 01:14:25.879

Keith Wyche: But my generation and Bill I I would, and I think bills in the same boat. You know we were taught to.

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01:14:26.070 --> 01:14:30.789

Keith Wyche: When you get to corporate America you have to basically

397

01:14:30.890 --> 01:14:41.300

Keith Wyche: hide who you are and and embrace. You know their culture, assimilate basically right to to get all that. So we don't face your hair. All these things, my daughters, who are now in their thirties, once 40,

398

01:14:41.310 --> 01:14:55.940

Keith Wyche: you know, with the natural hair and the crown act. They They look at these things differently. Is there generational differences in how we, as as black leaders in this country or black? You know professionals, look at this whole racial issue and racial divide differently.

399

01:15:00.780 --> 01:15:29.529

Ayo Barley: I'll go from my perspective again, and just just in terms of that. So when I look at the generational difference. So my Dad came to the UK from Nigeria in the seventies, and I've had lots of discussions with him about risks, and and how he dealt with racism as a young man at working in. You know why all white organizations, and he's quite astounded that i'm willing to stand up and be myself. I think it was very different for his generation, and it was much more risk. And it was yeah, much more risk of backlash for him.

400

01:15:29.630 --> 01:15:49.520

Ayo Barley: I've also got my privilege. I'm also mixed heritage. So i'm born here. You know I was born in the UK: so I I I do have another privilege or protection than I than people within my dad's generation. So I think there is a difference, and I feel much more empowered to speak up, and I think the generation generation X millennials.

401

01:15:49.530 --> 01:16:19.519

Ayo Barley: They're almost demanding organizations now to have diverse practices, to have good DNA policies and procedures, and I think we need to keep that pressure on, particularly as new generations come in, and to be very strategic in the type of organizations that we join, and if they're not getting it right, then then we do sometimes have to vote with our feet as well. Having said that again, there's such a rich history of protest and change makers that have happened previous generations to me that have inspired me. So I think it's learning from the past. But what keeping that pressure on, and as the new generation.

402

01:16:19.530 --> 01:16:20.389

it comes to it.

403

01:16:22.000 --> 01:16:30.200

Tracey Gibson: You know, Keith, I'm just gonna add, I don't know who raised these powerful young people, these millennials, these Gen. Exers because

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01:16:30.320 --> 01:16:40.710

Tracey Gibson: they are who will change the world. I I was gonna start with corporate America, but I do believe they will change the world. They think differently.

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01:16:40.720 --> 01:17:00.410

Tracey Gibson: They they. Their resources, are differently at this the same ages. If you go back and compare to your daughters what you were doing at this age, and when you were able to accomplish. They they have a entrepreneur mindset. They know how to get people together in a group and make something happen.

406

01:17:00.420 --> 01:17:04.830

Tracey Gibson: They They connect in a different way with technology.

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01:17:05.190 --> 01:17:15.539

Tracey Gibson: They they they their whole mindset. It's different, and they will move with their feet if they're not getting their needs met.

408

01:17:15.550 --> 01:17:31.059

Tracey Gibson: and if they don't think they're being treated fairly and equity and can. And if we don't allow them to reach their full potential, they'll go, do it somewhere else where they can. They're mobile. There will need to move anywhere in the world.

409

01:17:31.070 --> 01:17:38.870

Tracey Gibson: And so I think that this is where the general generational differences and divides are going to come in.

410

01:17:38.880 --> 01:18:01.179

Tracey Gibson: and either you, as a leader, are gonna adjust and respect and help navigate, or you're gonna lose out. It's it's that simple. And the company then loses out for me. Is that simple for me? Because if we don't embrace these young people and allow them, even if they come into the company, thinking they can run the company in 2 years like they can be the CEO.

411

01:18:01.190 --> 01:18:09.510

Tracey Gibson: It's the mindset that they have. How do you help harness that, and then help, lead and guide and learn from it as well. So it's a 2 Eighth street.

412

01:18:09.850 --> 01:18:24.210

Keith Wyche: It's so Sandy, I i'm gonna ask you to jump on on this, you know again. Bill and I are all guys this whole gay, you know. We we were taught, hey? 30 years in a go watch, you know. Go along to get along. I remember working at Ibm and you what we only were blue

413

01:18:24.220 --> 01:18:36.609

Keith Wyche: in gray suits, you know. Thick soul shoes. I mean it was a mess, you but but you know you, you kind of younger in that. So so how do you see all of this? That's funny.

414

01:18:39.680 --> 01:18:43.780

Sandy Harris: Sorry

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01:18:44.460 --> 01:18:50.279

Keith Wyche: So so as a millennial, Sandy, how do you?

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01:18:51.160 --> 01:19:13.079

Keith Wyche: But but but no, you know, do you see different attitudes? I mean, like like Reverend Tracy said, You know my my daughter, I never get She She got out of Mba school, and she went to work for a company, and she wanted to be a Vp in like 3 months, and you know, slow down, you know. But conversely, you know, she was also one who said, hey, you know they they channeled her on her natural hair, and she chatted and pushed back and said, hey, I was interviewing with this hair.

417

01:19:13.090 --> 01:19:31.420

Keith Wyche: You didn't hire me from my hair, you know, and so they they are more vocal, more voices, I mean. I look at Javar, you know no joke, I mean, you know. So so you know. How can we work together? How how can the old heads like? You know Bill and I work with the Dubaris and the Ios? And you know, because to me it's not either. We got to do this together.

418

01:19:31.560 --> 01:19:32.850

Sandy Harris: You know what I think

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01:19:32.900 --> 01:19:42.860

Sandy Harris: it's a it's a great point, and and there's so much learning that's happening in the mentoring circles. As an example, you know, when you have a a group of younger folks.

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01:19:43.670 --> 01:19:44.800

Sandy Harris: the learning is

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01:19:45.070 --> 01:19:55.780

Sandy Harris: both ways, and that's important. It's important that it's not just about us of them. It's about us and and in dialogue around.

422

01:19:55.830 --> 01:20:12.469

Sandy Harris: How empowered people feel about bringing their voices forward this. These younger generations are more empowered to say what is so when it's so, they don't hold it in. But why is that? Because their parents said to it, Say it, do it, you know what I mean? So they

423

01:20:12.480 --> 01:20:19.260

Sandy Harris: been cultivated to kind of share and be forthright that way, and organizations have to be ready to receive that.

424

01:20:19.670 --> 01:20:35.909

Sandy Harris: and we have to also understand what are those perspectives and be intentional about? I mean, you know a lot of organizations will do surveys to understand that the the organizational experience with our employees feeling we need to slice and dice that data and understand.

425

01:20:35.920 --> 01:20:39.909

Sandy Harris: You know, if you have a younger population, and there's a large

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01:20:40.080 --> 01:20:43.210

Sandy Harris: level of disc function or discomfort.

427

01:20:43.370 --> 01:20:49.740

Sandy Harris: Okay, Don't. Do nothing, because if you do nothing, then you're going to just amplify that it's not important.

428

01:20:50.050 --> 01:21:09.209

Sandy Harris: So you gotta go after it, you know. Say, look, hey, this is an issue. You gotta have a conversation. Let's figure out what what is going on, because what's happening is those perspectives are what's coming. Those perspectives are relevant to people. We're serving people. We will be serving as organizations, institutions.

429

01:21:09.220 --> 01:21:15.730

Sandy Harris: and to the extent that we leave those voices out. And by the way they're not spent They're not expecting to stay.

430

01:21:17.400 --> 01:21:18.360

Sandy Harris: We are with

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01:21:18.490 --> 01:21:21.279

Sandy Harris: organizations is so used to. Well, why wouldn't they say

432

01:21:21.810 --> 01:21:28.790

Sandy Harris: we gotta get over it? They're not gonna stay, you know.

And then these big organizations, what we have an opportunity to do is say.

433

01:21:28.870 --> 01:21:29.540

Sandy Harris: Hi.

434

01:21:29.600 --> 01:21:43.219

Sandy Harris: we have multi places here, different experience. We've got to be able to market our organizations as locations for multiple experiences that they can tap into, because that they thrive on developing and growing.

435

01:21:43.330 --> 01:21:45.420

Sandy Harris: And how are we tapping into that?

436

01:21:45.740 --> 01:21:47.859

Sandy Harris: We all need to be thriving and growing?

437

01:21:48.290 --> 01:21:52.599

Sandy Harris: And so I think that we can learn from that generation about the importance of

438

01:21:52.720 --> 01:21:54.469

Sandy Harris: hearing what their voices are

439

01:21:54.550 --> 01:21:58.929

Sandy Harris: being inclusive to all voices, and then, acting upon what we hear.

440

01:21:59.750 --> 01:22:14.110

Keith Wyche: Bill and Carol let me jump in and say, i'm sorry just to get ready after we get like Joe Jabari comment. I'm hopefully, we get some issues from the chat line. So we're gonna after the barrier response. We're gonna go ahead and say, hey, what? What what questions are coming from the chat.

441

01:22:14.580 --> 01:22:34.189

Jabari Bush: Yeah, I was just gonna say the the one last comment. So so, Sandy, something you said made me think about it in in terms of this change generation generation. And I remember when I got out of school, and I got my first job in corporate America, and then I

remember my first job change.

442

01:22:34.200 --> 01:22:44.640

Jabari Bush: and both my parents kinda looked at me and said, Why are you changing jobs? And I said, Well, because this one's going to pay me more, and it's a better opportunity, right? And and and for me it was kind of like.

443

01:22:44.650 --> 01:23:03.000

Jabari Bush: Why, why, why wouldn't I? And that? And that's just that was my generation, right? That is my generation, and for them they were used to. Hey, once you get a job, you're thankful for that job you'd be in that job for the next 30, 40 years, and for me it was. It was a different perspective, right? And and you have to respect both. Right. So

444

01:23:03.140 --> 01:23:23.099

Jabari Bush: you talk about. How do you deal with it in corporations? I think you have to hire from those different generations in order to be able to receive more folks of of all generations right. And so for for me that that spark, that memory is just kind of funny, you know, after multiple career changes or or different jobs.

445

01:23:23.110 --> 01:23:34.149

Jabari Bush: I think my parents still ask the same question like, what? Why do you change dial? That's like? Well, there's a better opportunity out there. I want to learn. I want to grow on a develop, and it's just a different different perspective at all.

446

01:23:34.700 --> 01:23:44.389

Sandy Harris: The only thing I would add to that, and that's such an important point to Bar is that there are companies where people in recruiting will look at that and go. Oh, they can't keep the job.

447

01:23:44.420 --> 01:24:07.590

Sandy Harris: We gotta work against that bias because that is nothing to do with it anymore. It's not about that. You know the movement of talent it speaks to aspiration speaks to, you know growth, and and we need to see that not in a negative light, as organizations we have to like, we have to do some work as organizations to make sure that we don't see that as a bias and all that against people

448

01:24:07.800 --> 01:24:18.550

Tracey Gibson: and Sandy, I think that people need to be educated on that. Because you're right, Jabari. We went into these jobs and stayed at these corporations for 30 years.

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01:24:18.560 --> 01:24:42.470

Tracey Gibson: where these young people are looking at. What skills do I need to pad my resume for where i'm trying to go, and when i'm trying to get there, and then they are moving into these jobs that will help them to, you know. Get their resume, Get the skills on their resume. But there is also buying power that companies need to think about, because these young people have buying power

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01:24:42.480 --> 01:24:47.229

Tracey Gibson: and branding and marketing is equally as important as well

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01:24:48.780 --> 01:24:57.469

Carole Copeland Thomas She/Her/Hers: great. I'll tell you a little bit of carol and Bill. Wow, wow, wow! I I'm just. I've been almost taking notes. I've been looking at the chat.

452

01:24:57.480 --> 01:25:17.250

Carole Copeland Thomas She/Her/Hers: We have people literally from around the world, including Australia. I didn't mention that earlier, and the issues are similar and different at the same time. Garth has been doing a great job responding to some of our participants in the chat room. Garth, I want you just to go through and see if there are questions here that we should

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01:25:17.260 --> 01:25:34.439

Carole Copeland Thomas She/Her/Hers: address and bring to the table, so that our our distinguished panelist and keynote speaker can answer them great resources in the chat as well. I know that we've had that kind of dialogue. Some people have been talking about their own experiences, their personal experiences.

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01:25:34.460 --> 01:25:47.609

Carole Copeland Thomas She/Her/Hers: I. You mentioned the Windbush episode that took place back in the and now, unfortunately, it is coming up in in in a not so comfortable way. Somebody in the chat room said, Yes. My mother

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01:25:47.620 --> 01:25:58.060



Carole Copeland Thomas She/Her/Hers: was a part of the Windbush generation. So I think the the audience is relating to what you're saying, and one thing I wanted to pick up on with what you have said

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01:25:58.460 --> 01:26:14.300

Carole Copeland Thomas She/Her/Hers: Jabari talked about it is that. And and and and Reverend Tracy talked about it also is that younger people are not gonna stay in an organization forever. They They they're just. They're not gonna do it. They Their Their thought process is different.

457

01:26:14.330 --> 01:26:28.300

Carole Copeland Thomas She/Her/Hers: We have to remember across the United States. I can't speak for the UK. We have a labor shortage, and people are taking the advantage of that. So if Job a does not work out, then you can always go to Jb.

458

01:26:28.390 --> 01:26:42.920

Carole Copeland Thomas She/Her/Hers: and that's what Hr. Departments need to realize is that you have a workforce that's mobile. You have a workforce that may want to work at home 2 or 3 days a week. I know someone who works out of the country

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01:26:43.120 --> 01:26:52.249

Carole Copeland Thomas She/Her/Hers: for a Us. Corporation. So all of these variables, you corporations, large and small, need to be aware

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01:26:52.710 --> 01:27:01.080

Carole Copeland Thomas She/Her/Hers: of what the obstacles are that they're facing, that are opportunities, particularly for younger individuals. Reverend Tracy, I think you had your hand up.

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01:27:01.360 --> 01:27:03.379

Carole Copeland Thomas She/Her/Hers: Oh, no, okay.

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01:27:03.640 --> 01:27:13.570

Tracey Gibson: I I agree with you that people want to work out of the office 5 days a week, not even come in at all. So yes, I totally agree.

463

01:27:13.650 --> 01:27:31.229

Garth Dallas: There you go. I i'll. I'll jump in there, Carl and i'm

gonna highlight One particular comment that I think we ought to get the panelists to respond on. That is from Ramona.

464

01:27:31.280 --> 01:27:40.609

Garth Dallas: who basically true a challenge to you keys as well as to Jabari with regard to the concept of

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01:27:40.620 --> 01:27:53.150

Garth Dallas: you know, having more, the the answer is to have more Ceos within corporate black CEO within corporate America, and Ramona's point is that the you know that is not

466

01:27:54.010 --> 01:28:04.840

Garth Dallas: the solution. A few black Ceos of corporations is not what we should be going for. We should be going for not verbatim.

467

01:28:04.850 --> 01:28:22.889

Garth Dallas: Keith, the the Malcolm X. Option that you alluded to in terms of the Revolution, and I thought we'd i'd highlight that because we create the safe space Here we individuals can should be able to

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01:28:22.900 --> 01:28:39.969

Keith Wyche: voice their opinions. So it does. Anyone really want to tackle that one to you? Let me let me jump to to that, because again I I think diverse opinions are matter, and no point that I say the answer was having more black, Ceos. My point was to show representation.

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01:28:39.980 --> 01:28:45.989

Keith Wyche: and the reality of it is is that we need to have. We. We need to be represented at every level so hypothetically.

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01:28:46.000 --> 01:29:00.509

Keith Wyche: If black people make up 13%, 14% of the Us. Populations. If it was a equitable society, we would have 13% of the Ceos would have you so? No, the answer is not having more black, Ceos, but it does speak to the fact. There's a lack of representation

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01:29:00.520 --> 01:29:13.049

Keith Wyche: at the higher levels, and so you know, I agree with exactly that. That's not the answer. But that was not the implied in in that quote. It was just the fact that, you know. Here we are moving

forward, and we have fewer.

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01:29:13.060 --> 01:29:32.280

Keith Wyche: I I'm a. You know. My book first book was entitled Good is not enough and other unwritten really for minority professionals. And I did that for myself in covering perspective. The Calgary's not coming, You know I I can't play victim. I have to do what I have to do me and my when my peers not up here is good Greek, one of my mentors, Dr. James Cash.

473

01:29:32.290 --> 01:29:49.849

Keith Wyche: We had a disagreement the other day. His philosophy is, hey, if you can't take the elevated, take the stairs, and I agree with that. But I push back and say, but you do know that to get the top or imply a state building by stairs is going to be a whole lot harder journey than by elevator. Not saying either is wrong, but just be realistic about the journey. So

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01:29:49.860 --> 01:30:08.780

Keith Wyche: great great point, you wanna know. That's not the answer. But I will tell you that if you do have more people represented at the levels that they should be just from a representation standpoint, doing what they should be doing. You have a seat at the table, and you could help change these policies and these types of things so great great point.

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01:30:08.810 --> 01:30:30.920

Garth Dallas: And I will segue into a point that Marjorie Elliot raised around the World Gap, and was, you know, highlighting that as a real phenomenon, and I was just, you know, and and I will back me up on this we speak about. You know black communities in Liverpool, for example, going by 10 generations, but nevertheless.

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01:30:30.930 --> 01:30:58.750

Garth Dallas: and there's always been an issue around that well gap because black people have never been able to develop that historic wealth, and even from a business perspective. What we've seen in the UK. Is that a lot of young black entrepreneurs will want to set up. Always have that hurdle where access to finance is not something that they can get in order to scale up, because they haven't got the houses and the mortgages that I can use as collateral. So we just want to

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01:30:58.760 --> 01:31:03.139

Garth Dallas: highlight that what's the

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01:31:03.850 --> 01:31:10.960

Garth Dallas: I'm a young professional in the Us. Where do you see that

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01:31:10.980 --> 01:31:22.940

Garth Dallas: changing in a You Us. Perspective? What what could we learn from a Uk perspective, or a young black professionals having the collateral to get funded in

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01:31:23.050 --> 01:31:23.910

corporate.

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01:31:24.850 --> 01:31:44.790

Jabari Bush: Yeah, I I I think how I would comment on that is that with the younger generations, and I think it was maybe Tracy that mentioned it earlier. The the generations are more connected right, and and the the network tends to be larger, due to social media and other other other means.

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01:31:44.800 --> 01:31:53.200

Jabari Bush: And I think what that does is it allows that generation to communicate more freely and more quickly, and and what happens is

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01:31:53.230 --> 01:32:07.959

Jabari Bush: when they communicate right? The conversations are about. Hey, you know this is this is the financial. When I had, or this is the house that I invested in, or hey, what are you doing with with those rental properties? Or you know, wherever that conversation leads.

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01:32:07.970 --> 01:32:14.770

Jabari Bush: I think it's a bit different, and it has it has a is is change, or or it has evolved over time.

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01:32:14.800 --> 01:32:26.959

Jabari Bush: such that the generations today are are risk to, are probably more risk takers than than before, and and are communicating in a way that that

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01:32:26.970 --> 01:32:34.799

Jabari Bush: they are willing to share. Hey, here's this working for me. Here's working for you. How do we both win here? Right? So I think that poses the gap over time.

487

01:32:35.660 --> 01:32:39.569

Keith Wyche: Garth, Can I jump in and say something that's gonna be controversial. But I gotta say it.

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01:32:40.780 --> 01:33:00.490

Keith Wyche: You know one of the things I think, from a welfare perspective that that we have to own is we don't take care of our own, and let me give you an example of that to this, to the extent that we should. If you look at the Taliban tenth. You know, I'm aware of organization. I'm a part of some organizations of highly successful one percenters

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01:33:00.500 --> 01:33:10.590

Keith Wyche: and we will go to Martha's vineyard and talk about our boats, our yacht, our you know, and and spend very little time or talent or treasure with.

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01:33:10.750 --> 01:33:30.549

Keith Wyche: You know the vast majority of of of the black population that they there are groups that I no longer associate with that very reason. And that's why i'm so honored to work with people like Carol Copeland and Bill, who have invested for decades into the National Black Nba Association to help folks like me you know from 1,986 give my Mba to now. So I I think you know we

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01:33:30.560 --> 01:33:44.090

Keith Wyche: So somewhere along the way we kind of lost this whole philosophy of of each one reach one and pulling each other up, and there's a whole lot of I got mine, and and you know, if you didn't get yours, what have you. We've moved out of the neighborhoods.

492

01:33:44.100 --> 01:33:59.099

Keith Wyche: We don't go back and invest like we should in our schools, and and so I think we need to look in the Mayor to some degree to say, hey, what can we do? You know, instead of talking about my boat, my yacht, and my membership to Boule, or well, I didn't mean to say the name, but you know, what can we do?

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01:33:59.980 --> 01:34:29.650

Garth Dallas: Very good. Point that it back to a point that i'm, you know, showing Lewis raised, that the Calvary is not coming, Black people, we must look within ourselves and help each other. And it, you know it is, would be remiss of me, not to mention from a Uk perspective. We look at the Boston Boston model around. You know, social solidarity and some of the stuff that has historically been written about the Boston communities, which obviously Carol will be, you know.

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01:34:29.660 --> 01:34:38.820

Garth Dallas: raising their hands around that and that whole collaborated social solidarity. Economy, I believe, is something that black communities ought to

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01:34:38.830 --> 01:34:55.819

Carole Copeland Thomas She/Her/Hers: engage around. So that ends any particular question that I wanted to raise. Thank you. Thank you so much, Gareth. I'm. I'm. On a pivot to Bill, but in a second in in just a second. But this is how small the black world is. Keith mentioned

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01:34:55.830 --> 01:35:14.859

Carole Copeland Thomas She/Her/Hers: Doctor Jim Cash, who I've known forever, because our kids went to school together. So I've known him when he was an up and coming professor at Harvard business school, and now I believe he's probably retired, and and living off a lot of wealth that he has richly earned very much. So

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01:35:15.310 --> 01:35:42.810

Carole Copeland Thomas She/Her/Hers: yeah, we we were together Monday at Sarasota, and let's just say that my house can fit in his house 4 times, but he is given back and doing things in the community. Very good man. He and Lorna and Tari Cash, my daughter Lauren and Terry. We're at Park School together here in in the Boston area. So yeah, I've known him since the very early eighties. Great. So, Bill Wells, I think you have some questions that have come up.

498

01:35:42.940 --> 01:35:54.740

William Wells: Yes, well great discussion. So far. I've been really looking at the questions and trying to get that the essence of most of them, because we don't have time to address each of them. But and, by the way.

499

01:35:54.790 --> 01:36:04.830

William Wells: Keith, you've already addressed one on the on the Black

CEO thing, but it really is about the representation. It's not just black Ceos. But the here's Here's kind of where I'm coming from.

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01:36:05.530 --> 01:36:08.210

William Wells: We've talked a lot about what has happened.

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01:36:08.540 --> 01:36:10.820

William Wells: What is happening.

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01:36:11.080 --> 01:36:21.489

William Wells: but we haven't talked about. Well, we have talked about some. What needs to happen? Something that occurred, and is a look at some of these messages and kind of mushing them together.

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01:36:22.420 --> 01:36:28.810

William Wells: The issue that occurred, say recently with the the the pandemic, you know, started in 2,020,

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01:36:29.040 --> 01:36:34.419

William Wells: and particularly for Reverend Tracy and Sandy in the workplace.

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01:36:34.450 --> 01:36:36.430

William Wells: You've heard about the great resignation

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01:36:36.820 --> 01:36:40.129

William Wells: and the great resignation really happened.

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01:36:40.230 --> 01:36:47.000

William Wells: And quite frankly, i'm gonna get to the point. They during that time period of time

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01:36:47.260 --> 01:36:52.380

William Wells: companies had to go from people showing up at work on a databases. Then they had to go virtual

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01:36:52.790 --> 01:36:59.670

William Wells: and just like in the school systems the virtual folks that some of the questions I've seen here. Some of the comments I heard

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01:37:00.590 --> 01:37:04.690

William Wells: people of oftentimes felt off the radar screen.

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01:37:04.730 --> 01:37:07.289

William Wells: What we went to a complete virtual platform.

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01:37:07.610 --> 01:37:21.749

William Wells: Much of it had to do with lack of resources, because a lot of the companies did not provide compensation for people to up their wi-fi the bandwidth. And what have you? And so all of a sudden? Now you found you were a marginal marginally engaged at work

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01:37:22.280 --> 01:37:29.290

William Wells: directly. Now you're online. So a lot of people started, you know, just dropping off the great resignation.

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01:37:30.120 --> 01:37:34.650

William Wells: The challenge, though, was many folks who had

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01:37:34.680 --> 01:37:48.399

William Wells: marginal resumes. We're able to, and they don't look like us. They were able to flip their jobs. Many of them flipped into better jobs. They get flipping and flipping, and wound up to the point where they rose to their level of an in in competence.

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01:37:48.430 --> 01:37:51.689

William Wells: and had more compensation that they had before.

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01:37:51.920 --> 01:37:57.390

William Wells: What we're find. What I found was a lot of people of color did not benefit in that same regard.

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01:37:57.650 --> 01:38:06.650

William Wells: They started. People started asking them questions. Why have you left? Why, you're doing this. You know it's the the game. The game is not the same, so i'd like to just put it out to

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01:38:06.950 --> 01:38:13.799

William Wells: all all the panelists, but particularly for in the Us.



Centric environment, where the great resignation got documented.

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01:38:14.140 --> 01:38:23.309

William Wells: how do we then say, empower folks? How do we support books to kind of address some of those issues because they are real.

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01:38:23.350 --> 01:38:31.659

William Wells: and I saw a lot of people of color lose out during the pandemic. They've not been able to leverage the same opportunities that

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01:38:31.760 --> 01:38:45.740

Carole Copeland Thomas She/Her/Hers: their their their white counterparts have. Tracy and and and I want to piggy back on what you're saying, as the responses come in from our distinguished panelists. Not only were we talking about workplace issues in terms of the great resignation.

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01:38:45.790 --> 01:38:55.030

Carole Copeland Thomas She/Her/Hers: Many of you know, i'm serving as the Interim Vice President and Chief Diversity officer at Curry College. It has impacted the college community

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01:38:55.180 --> 01:39:07.319

Carole Copeland Thomas She/Her/Hers: and incoming first year students, second year students because of the pandemic because of the isolation factor. There are stress issues, their mental health issues

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01:39:07.330 --> 01:39:23.309

Carole Copeland Thomas She/Her/Hers: that are now being realized in the classroom where students were formal, were previously more able to engage in in conversation and dialogue and participation that has been severely impacted by

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01:39:23.320 --> 01:39:29.879

Carole Copeland Thomas She/Her/Hers: within the college community. So that's that's on top of the workplace issues that you've referenced Bill

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01:39:31.310 --> 01:39:34.829

Sandy Harris: for us. It's interesting because in health care.

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01:39:35.440 --> 01:39:54.520

Sandy Harris: many of our our associates, they don't get to be remote, so they're on site. They're they're Pre taking care of the communities for a servant day and day out, and that you know that in healthcare our turnover rates are extremely high, and the nursing shortages, no joke.

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01:39:54.530 --> 01:40:12.469

Sandy Harris: And so, you know, there's there are many situations where we're finding ourselves. Really, there is a war on talent, because there just isn't enough to go around. And so I think we're finding ourselves at a at a place where a we want it a. We would like to be an employer of choice.

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01:40:12.480 --> 01:40:29.120

Sandy Harris: So it would be a place where people would choose to come and and be on purpose about that which is some parts of what I think companies are trying to do, but also be, I think we have to be more intentional around retention for sure and and helping people not be

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01:40:29.130 --> 01:40:40.550

Sandy Harris: invisible, which is hard to do with remote situations. Right? It makes it harder, but we gotta try harder. And so I think that there's got to be opportunities for us to, and

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01:40:40.630 --> 01:40:44.360

Sandy Harris: and we need to explore what's going on with the exits.

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01:40:44.980 --> 01:40:55.399

Sandy Harris: You know what what meaning do we make out of those exit? So how, where are the themes, and how do we get after what the problems are this opportunities are, if you will.

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01:40:55.460 --> 01:41:01.639

Sandy Harris: regarding why people are departing, you know, I think I think we just have to really understand.

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01:41:01.740 --> 01:41:04.070

Sandy Harris: Take steps to understand

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01:41:04.440 --> 01:41:12.100

Sandy Harris: where people are and stay interviews and like, okay, now is the time for us to go hold the phone. People are exiting big time.

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01:41:12.470 --> 01:41:31.520

Sandy Harris: How do we understand why people who are staying are staying help to feel the love? And I mean, this is no short. This is no small thing to be asked. Tell me a little bit about how you doing. What are your goals and aspirations. What do you see for yourself here? And you know, just to let you know that I see you.

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01:41:31.860 --> 01:41:48.729

Sandy Harris: I see you and and and help me understand what you need from me right now as your leader or as your leaders leader. I think there needs to be more outreach and direct connection in a virtual world. Connections have to be more and more and more intentional.

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01:41:48.760 --> 01:41:57.639

Sandy Harris: This whole notion of feeling a part of a community. We've been standing up councils at the hospitals now, and there's new life showing up

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01:41:57.940 --> 01:42:00.569

Sandy Harris: this whole notion of having a community work.

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01:42:00.610 --> 01:42:15.459

Sandy Harris: I mean I can like, Go be with other people other than my direct where I am every day. It's it's there's something to that. That's very real in the midst of this virtual real reality that we're in. People are really

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01:42:15.780 --> 01:42:16.940

Sandy Harris: private community

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01:42:16.980 --> 01:42:23.529

Sandy Harris: and connection, and they want to know they're seeing, and they want to know their value. So I think that you know

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01:42:23.720 --> 01:42:30.510

Sandy Harris: we have to take many strides to do better and to be after that, or else we're going to continue to see the term

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01:42:30.670 --> 01:42:45.580

Garth Dallas: all right, Can I can. I just jump in there. I'll just call in. I was a lot of experience of working with the National Health Service in the Uk. And that issue around, stay interviews and exit interviews I want

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01:42:45.590 --> 01:43:04.029

Garth Dallas: I had to pick up on that because it's so much stuff that we've spoken about in our work. They just to put in context the Nhs employees, a huge amount of black people who are usually at the lowest scales, and some of these individuals leave.

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01:43:04.040 --> 01:43:10.610

Garth Dallas: because they don't feel empowered to even tell people why they want to leave. I would you like to jump in there?

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01:43:11.190 --> 01:43:23.899

Ayo Barley: Yeah, absolutely. This is a really key point. I was actually speaking to my dad just last night, and he was saying that he was chatting to a a nurse who, a black nurse who was. He went for a promotion recently in one of the hospitals.

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01:43:23.910 --> 01:43:53.269

Ayo Barley: was turned down, and then found out very shortly that another nurse had been appointed. It was why and felt, you know, directly discriminated against, and I think that that's quite unfortunately still a quite a common story within the National Health service. So I think, although you know similar to what you said, something, we're also facing a recruitment crisis in the Uk. And that that great resident resignation happened here as well still ongoing, but I think particularly within health. It's about. How do we, as a health service?

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01:43:53.360 --> 01:44:09.899

Ayo Barley: Not only listen to what our nurses and doctors are telling us, because actually, we've got lots of data that tells us about the power experiences. And there was a survey that that went out last year in the whole of the Uk. To show that one in 4 people had experienced racist jokes in the last year.

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01:44:09.910 --> 01:44:25.499

Ayo Barley: and as a result of over 120,000 black people left their jobs. So there's a massive correlation in terms of their experience within the workplace, and that retention, so it's about organizations,

not only listening, but visibly challenging when those discriminatory acts take place, 200, and

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01:44:25.510 --> 01:44:43.050

Ayo Barley: who is accountable, and that's the difficult bit, because sometimes it can feel like rhetoric unless you actually see action being taken. If you're a marginalized by member of staff, you're unlikely to believe that anything will happen if you speak up so, I think changing cultures. So they're a bit more active, visible.

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01:44:47.460 --> 01:44:57.419

Carole Copeland Thomas She/Her/Hers: I you, I think, is frozen, but i'm i'm hearing I you froze a little bit. I you what I was saying I i'm i'm. Saddened

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01:44:57.430 --> 01:45:16.640

Carole Copeland Thomas She/Her/Hers: by the similarities in terms of the black nurse who gets passed over for a promotion, and it goes to a white nurse, and the fact that there are staffing shortages in the UK very similar to to the Us. I I want to quickly move on. We had a question with from Bakar. It's amazing that

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01:45:16.650 --> 01:45:33.589

Carole Copeland Thomas She/Her/Hers: 2 h has almost passed. Bicari Copeland, a wonderful friend, not a relation to me. But a very good colleague has said, Are any panelists aligned with corporate level, or have a corporate level interest or initiative centered on community safety?

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01:45:33.670 --> 01:45:36.749

Carole Copeland Thomas She/Her/Hers: Anti-violence, gang, prevention.

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01:45:36.840 --> 01:45:39.400

Carole Copeland Thomas She/Her/Hers: any thoughts or comments about that.

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01:45:46.550 --> 01:46:02.469

Jabari Bush: Not hearing much, you know we we're we're not aligned on that initiative, or we don't have that that initiative in place, although it is an interesting one to to think about and consider as a as a business. You know it

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01:46:02.480 --> 01:46:11.210

Jabari Bush: to me. That topic doesn't often come up as a part of you know business conversations, if you will. But that's that's interesting.

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01:46:11.550 --> 01:46:19.829

Keith Wyche: Yeah, this is Keith. I can tell you that in Chicago area. We partner with 3 to 4 local

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01:46:19.840 --> 01:46:37.190

Keith Wyche: nonprofits, 2 of which are led by former gang members or former expellants, who are again trying to to help de-escalate some of the tensions we see on the south and West side, but it's not a a company-wide initiative. It's kind of a a chicago initiative that the local team is having.

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01:46:37.200 --> 01:46:54.440

Keith Wyche: But where it really pays out is that when you think about our stores, and you know there's a Walmart store within 10 miles of everyone. We we do need to think about it in some of these areas where we're seeing a lot of the King violence escalate because it is impacting the business, impacting the ability to shop as a shop safely, and we we we got to it.

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01:46:54.690 --> 01:47:11.320

Tracey Gibson: and I just to add a little bit. The black churches in Minneapolis have gotten together because of the gang violence, and because of the number of young people, 5, 6 year old kids who've been murdered by random gun violence. And so

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01:47:11.330 --> 01:47:29.170

Tracey Gibson: the churches have come together. It started out as 21 days of peace. And now it has been more than you know, 100 days of peace, but we've come together. We've been able to work with the police department, and then also from a viewpoint of

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01:47:29.180 --> 01:47:47.679

Tracey Gibson: the hotspots. We all know where the hotspots are, and know when to stay away from those types of areas. But now, with church presence, police presence, community presence, we've been able to have some impact. But we need to address the systemic issues that cause all of these things to happen in the first place.

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01:47:48.740 --> 01:47:56.439

Carole Copeland Thomas She/Her/Hers: and all of you have brought up just amazing points today. I'm: I'm gonna just take the liberty to ask that our distinguished

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01:47:56.450 --> 01:48:20.060

Carole Copeland Thomas She/Her/Hers: keynote speaker and panelists, if you can give us just in a minute or less just some closing thoughts about, Where do we go from? Here? We've had a rich and robust discussion. I asked that everyone saved the chat. If you're able to do so. If you run a laptop computer, we will have the chat saved at the website. You'll get an email, the recordings will also be available. Please share this.

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01:48:20.070 --> 01:48:37.589

Carole Copeland Thomas She/Her/Hers: These kind of discussions across the waters are free are very, very infrequent. So you are hearing firsthand issues, not just here in the United States, but issues in the UK. We have people from Australia. We have people from South Africa, from Canada

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01:48:37.600 --> 01:48:55.850

Carole Copeland Thomas She/Her/Hers: in this room talking about these issues from a local perspective, but you can certainly see how they are integrated from a common. The common thread and the similar points that have been made. So give us your thoughts in terms of obviously where we are. We've talked about that.

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01:48:55.860 --> 01:49:02.710

Carole Copeland Thomas She/Her/Hers: Where do we go from here? Where do we take this information going forward? And i'll start off first of all with Jabari.

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01:49:03.420 --> 01:49:13.909

Jabari Bush: Sure, thanks, Carol. You know for me, I I think the most important thing to do after a a discussion like this is to to take, You know

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01:49:13.920 --> 01:49:24.320

Jabari Bush: one thing that that you learned one take away 1 one thought and share it with somebody right just just to start an additional dialogue and sort of branch out, because

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01:49:24.330 --> 01:49:38.230

Jabari Bush: the more we have that discussion, the more thought the more ideas, the more actions that can be taken, and if if we go share we all, you know, 90 97 of us or 92 of us right now we go share with with one person.

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01:49:38.240 --> 01:49:52.210

Jabari Bush: We get to spread the word right, and and and you get to spread sort of what happened on this call and and broaden the network and broaden the conversation. So for me, that's kind of the take away, and and maybe the action that that I walk away with.

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01:49:52.600 --> 01:49:56.009

Carole Copeland Thomas She/Her/Hers: Excellent! Excellent Thank you, Sandy Harris.

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01:49:58.870 --> 01:50:07.040

Sandy Harris: I'm right here. I just was. I just read something in the chat that concerned me, and there's there's a gentleman

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01:50:07.280 --> 01:50:12.419

Sandy Harris: who indicated that the recent murder of Tyre Nichols

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01:50:12.670 --> 01:50:15.419

Sandy Harris: has him so distraught that he is concerned about.

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01:50:15.820 --> 01:50:18.849

Sandy Harris: He he doesn't he's not quite sure he wants to live.

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01:50:19.420 --> 01:50:21.040

Sandy Harris: So, Jim.

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01:50:21.250 --> 01:50:22.290

Sandy Harris: i'm telling you.

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01:50:22.370 --> 01:50:23.469

Please

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01:50:23.530 --> 01:50:24.860

Sandy Harris: please reach out.



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01:50:26.060 --> 01:50:31.719

Sandy Harris: touch, touch someone, connect with someone to get the support you need, because

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01:50:32.450 --> 01:50:35.500

Sandy Harris: that's there is a lot going on. It is heavy.

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01:50:36.040 --> 01:50:39.939

Sandy Harris: And yet your life isn't worth that. It? Not another one.

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01:50:40.280 --> 01:50:44.479

Sandy Harris: Don't be another one. Stay with us. It's it's gonna be. Okay.

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01:50:47.330 --> 01:50:48.730

Sandy Harris: This is where

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01:50:48.820 --> 01:50:50.050

Sandy Harris: this stuff is for you.

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01:50:52.280 --> 01:50:53.679

Sandy Harris: This is where it gets real

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01:50:54.710 --> 01:50:57.650

Sandy Harris: when our spirits are so injured by what's going on.

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01:50:59.740 --> 01:51:00.740

Sandy Harris: and

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01:51:01.900 --> 01:51:04.830

Sandy Harris: we are all individual pieces of light

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01:51:05.050 --> 01:51:11.869

Sandy Harris: that are all connected. And so when one is feeling dim, you gotta anchor into another one so that we can help with you.

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01:51:12.300 --> 01:51:13.620

Sandy Harris: Don't. Be alone.

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01:51:14.530 --> 01:51:15.689

Sandy Harris: Please don't be alone.

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01:51:15.830 --> 01:51:17.729

Sandy Harris: and please reach out and get support.

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01:51:19.630 --> 01:51:25.550

Sandy Harris: Sorry that I just no thank you for

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01:51:26.980 --> 01:51:27.889

Sandy Harris: Is it

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01:51:28.300 --> 01:51:30.059

Sandy Harris: very important.

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01:51:30.200 --> 01:51:32.670

Carole Copeland Thomas She/Her/Hers: Thank you. Thank you. I'm: I'm going to pivot

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01:51:32.940 --> 01:51:37.289

Carole Copeland Thomas She/Her/Hers: because of that to to Reverend Tracy comments Thoughts.

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01:51:38.240 --> 01:51:40.209

Tracey Gibson: Yeah. So my

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01:51:40.570 --> 01:51:44.210

Tracey Gibson: comments and thoughts are this for a time such as this.

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01:51:44.250 --> 01:51:48.070

Tracey Gibson: If we don't stand up and say something.

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01:51:48.110 --> 01:51:49.540

Tracey Gibson: then who will?

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01:51:49.650 --> 01:51:52.279

Tracey Gibson: We are here today

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01:51:52.290 --> 01:52:10.039

Tracey Gibson: for a reason, and so we all should do is Jabari and Sandy have just said and take something. One thing that we've heard, but for those of us that are in a a power seat that can make the change happen in corporations.

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01:52:10.050 --> 01:52:21.379

Tracey Gibson: Let's don't do it in silence. Let's do it, and then talk about it to give ideas to the next one and the next one, and I think all of the little things that come together

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01:52:21.600 --> 01:52:27.380

Tracey Gibson: will make something big happen. This is not something that anyone can do in isolation.

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01:52:27.530 --> 01:52:32.090

Tracey Gibson: And to the young man that Sandy was speaking about, our prayers are with you.

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01:52:34.100 --> 01:52:36.679

Carole Copeland Thomas She/Her/Hers: Thank you so much. Thank you. I/O:

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01:52:37.860 --> 01:52:54.539

Ayo Barley: Thank you. Yeah. Just just leading on from that. I think it's been inspiring today just to hear from other people who are doing great things in the community, and have been, whether that be within the workplace or or help others. So I think, where we go from here is

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01:52:54.720 --> 01:52:58.099

Ayo Barley: keeping that sense of collective voice, but also

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01:52:58.170 --> 01:53:12.909

Ayo Barley: going back with it being black History month to refuel with the knowledge of what our ancestors have done before us as well, and the movements that have taken place in society that we've got through, and we keep getting through. So it's that sense of resilience and that sense of collective action from me.

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01:53:13.980 --> 01:53:19.140

Carole Copeland Thomas She/Her/Hers: Excellent! Thank you so very much. We'll at first have Keith and then

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01:53:19.280 --> 01:53:22.470

Carole Copeland Thomas She/Her/Hers: Garth and then Bill, you can close this out.

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01:53:22.680 --> 01:53:39.890

Keith Wyche: Keith. Great Carol, Thank you. And i'll be brief, that to me, you know, going forward, it's continuing to leverage my time, talent and treasure into organizations, and to help people who really are just looking for a hand up, not a handout, and then to use my platforms

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01:53:39.900 --> 01:53:52.290

Keith Wyche: to to have courageous conversations. Or maybe a younger person couldn't right. The things I say to my CEO on a daily basis, that others don't have that current to do but use my voice on the behalf of others to whom much is given, much is required.

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01:53:53.430 --> 01:53:55.370

Carole Copeland Thomas She/Her/Hers: Thank you so very much.

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01:53:55.690 --> 01:53:57.139

Carole Copeland Thomas She/Her/Hers: Garth Dallas.

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01:53:58.100 --> 01:54:04.859

Garth Dallas: This is just absolutely amazing. The theme is the voice of a youth and wisdom in a divided America

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01:54:04.970 --> 01:54:16.039

Garth Dallas: is the voice of you, that wisdom in a divided world. What we have realized is that the problems that and the elephant in the room is the murder

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01:54:16.050 --> 01:54:44.470

Garth Dallas: of that young man by other black police offices that we haven't dealt with that for obvious reasons today, but it's the elephant in the room, and it's what it over, shattering us as we come into these discussions, and I feel empowered, and I will always make my time available. People ask me, God, where do you get the time to

do? All of these stuff is because this is important. It is so important that we bring together voices like the ones that we're doing now.

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01:54:44.520 --> 01:55:13.150

Garth Dallas: But we need to listen to these young people Once we bring them into the conversation, we need to listen to them, as Key rightfully said when we were growing up, you know, issues around the way you carry your hair the way you dress. We're nuances now our young people are in power, and they saying to us, Just give us that back in there are the revolutionaries. They are the ones as Tracey. I've referenced. You said we're going to make those changes. We just need

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01:55:13.160 --> 01:55:20.720

Garth Dallas: know that we, as older folks, need to be there to give them a shoulder

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01:55:20.980 --> 01:55:22.250

to stand on.

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01:55:23.250 --> 01:55:27.010

Carole Copeland Thomas She/Her/Hers: Hey, man, Amen. Bill Wells close us out.

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01:55:27.590 --> 01:55:32.500

William Wells: Well, you know. How do you? How do you wrap up something like this? All I can say is ditto.

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01:55:32.620 --> 01:55:41.549

William Wells: And seriously, I don't mean that purposely. There's so much richness that's taking place in the conversation today.

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01:55:41.590 --> 01:55:45.610

William Wells: But I I I try to. You know I get gets back to

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01:55:45.680 --> 01:55:54.269

William Wells: conversation that you and I, Carol, have had. Certainly, Keith and I have had more recently. Sandy and I talked about these things before, you know, when you were here.

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01:55:54.530 --> 01:55:57.530

William Wells: Reverend Tracy and I are engaged in conversations

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01:55:57.650 --> 01:56:02.990

William Wells: to this day about what can I do, you know? And I think that's the question that just

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01:56:03.470 --> 01:56:08.279

William Wells: we all wrestle with. What can I do to make any difference? And

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01:56:08.380 --> 01:56:11.120

William Wells: I, you gotta pick and choose your battle.

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01:56:11.340 --> 01:56:23.779

William Wells: and one of the things we didn't go get to one question that was out there. But that's that's for another time. One thing we can do is encourage others. Keith mentioned it, you know, reaching back.

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01:56:23.870 --> 01:56:28.310

William Wells: Every generation has gifts and talents that we acquire in our journey.

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01:56:28.650 --> 01:56:33.129

William Wells: and one of the things that it's it's been profound is

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01:56:33.790 --> 01:56:38.030

William Wells: I. I don't know how to frame this, but it's perhaps a lack of reaching back

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01:56:38.260 --> 01:56:45.909

William Wells: to help pull those along to give them some insight, whether they accept it or reject it, to share with them

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01:56:46.010 --> 01:56:50.499

William Wells: our journey. The the story that we have because guaranteed.

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01:56:50.670 --> 01:57:01.659

William Wells: if they feel like they created themselves and some of

them, some of them, some of them. Do you know, they feel like they just landed on the planet Earth and and they're they're just gonna create this whole new universe.

644

01:57:01.710 --> 01:57:12.580

William Wells: There. They, too, will run into barriers and obstacles at some point in time, and the problem that I find that many of them have is they don't have the defense mechanisms to know what to do when they're faced with those

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01:57:12.770 --> 01:57:22.550

William Wells: because they're they're not coming from a base of knowledge. So I guess to wrap this whole thing up is just make sure that we take on the role of being advocates and activists

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01:57:22.600 --> 01:57:35.690

William Wells: for those who will be coming behind us. Sandy. Reverend Tracy, you're in the corporate sector. So your your your day to day job this kind of scripted for you. I mean, that's and that's tough work. It's tough work.

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01:57:35.720 --> 01:57:39.080

Jabari, You're You're coming from a different angle.

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01:57:39.330 --> 01:57:57.749

William Wells: But you have an opportunity and a role to influence, an I/O, just judging from what you said the same thing. So I just want to say thank you to the folks that have particip agreed to participate. Share your stories, share your view on on the journey that's taken. We're far from being done with this conversation, so

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01:57:57.760 --> 01:58:02.730

William Wells: i'll just th those. Those are my closing remarks, and thank you, Carol, for the opportunity to

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01:58:03.010 --> 01:58:06.480

William Wells: to present this kind of a panel for this discussion. So

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01:58:06.740 --> 01:58:07.939

William Wells: thank you so much.

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01:58:08.250 --> 01:58:13.440

Carole Copeland Thomas She/Her/Hers: Hats off to everyone. Thank you so much, my partners in crime, Garth Dallas

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01:58:13.450 --> 01:58:35.620

Carole Copeland Thomas She/Her/Hers: Bill Wells, we. We keep rocket and roll, and we'll continue to do so throughout 2023, this amazing, amazing panel with the keynote Speaker Keith Weish. Thank you very, very much, reverend tracy, Gibson, my soror, Sandy Harris outstanding I/O bailey thank you so very much, and Jabari Bush.

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01:58:35.630 --> 01:58:51.320

Carole Copeland Thomas She/Her/Hers: Ann Arbor, Michigan. He and my mother were born in both Ann Arbor, Michigan. So lots of ties there. Thank you all so very much. Please come back, and you could review this when the recordings will go up in the next couple of days. Share this with other people. We must

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01:58:51.330 --> 01:59:08.490

Carole Copeland Thomas She/Her/Hers: commit ourselves to black history because it is under attack, and if we don't do it, it could disappear. Thank you all so much. Take care! Have a great weekend. Bye, bye. Now, thank you.