Corey Andrew Powell ([00:02](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Hello everyone, I am Corey Andrew Powell, and I'm really thrilled today to be joined by Christie Hunter Arscott. She's an award-winning advisor, speaker, and author of the book, "Begin Boldly: How Women Can Reimagine Risk, Embrace Uncertainty & Launch a Brilliant Career." She's a Rhodes scholar, so she's, you know, pretty smart, you know, just let guys know and up front. And she's a Rhode Scholar, and her book was actually just picked to be, uh, uh, to be part of the celebration of the 120th anniversary of the Rhodes Trust. And among her many achievements, Christie has also been named by Thinkers 50 as one of the top management thinkers likely to shape the future of business. Christie, welcome to Motivational Mondays.

Christie Hunter Arscott ([00:41](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Thank you so much for having me. I'm excited to be here.

Corey Andrew Powell ([00:44](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Thank you. Well, we're happy you're here. We're excited too. And as I talked to you a little bit off camera before we began recording, I think your work is really important, not just for women, but also for allies of women and people who really want to understand the plight of women, whether it be in business or social constructs. I mean, your, your work covers a lot. So, to begin, as a pun, I guess, 'cause your book has the word begin in it, but <laugh> <laugh>, but, but your book begin boldly, it emphasizes the idea of re-imagining risk and embracing uncertainty, as I just mentioned in the intro. So what inspired you to focus on specifically empowering women in that regard and helping them navigate these challenges in their careers versus like an overall, uh, messaging for, you know, everyone, this is very women-specific.

Christie Hunter Arscott ([01:32](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah, no, great question. And I will tell you to start off that although this was based on gender research and work, that it's been amazing how many men have picked up my book and actually said, these tools are completely applicable to me as well.

Corey Andrew Powell ([01:48](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([01:49](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Um, but the reason why I wrote it for, for women specifically, is in risk taking. There's been studies that have been done, and a simple example of it is that well-known study that says men are likely to apply for a role when they're 60% qualified or meeting what the requirements are. And for women, they wait until they're a hundred percent or a hundred plus until they're overachieving of what the requirements are. And that study amongst so many others told me that there's a gap that women need to close actually more than men. So how do we actually create a custom toolkit to help women get their head around risk-taking.

Corey Andrew Powell ([02:33](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([02:33](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

The other thing is that the world reacts differently to women than men. That's just the reality. And so when risks go wrong, which failure is part of risk-taking women might have a different response from people. And so we have to create more supports embedded into the system and gender intelligent tools to deal with that. So it's not saying go out there and jump off a cliff and everyone should do that. It's saying, you know, when you do this, this is how you prepare and this is how you prepare for what might happen on the backend as well.

Corey Andrew Powell ([03:08](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Hmm. I've spoken to a lot of women on this show, uh, very successful women from CEOs to like really historically groundbreaking people who like, uh, Kara Goldin, for example, who I would say is historic because she invented Hint Water, which, uh, you know, it's so hard to penetrate like the beverage market, you know, it's either PepsiCo.

Christie Hunter Arscott ([03:26](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yes.

Corey Andrew Powell ([03:26](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Or like the, the fact that she's a mom who invented this like multimillion dollar brand in her kitchen just because she didn't want her kids to drink sugar water. So she just put some fruit in the water and said, I'm gonna go and like, disrupt the, the industry, the billion dollar industry.

Christie Hunter Arscott ([03:42](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Amazing <laugh>.

Corey Andrew Powell ([03:42](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

It's really an amazing story. But you know, when when I hear you talk about what you just, what what you just said, it's, it reminds me of my conversation with her because in her early days of trying to get capital, she'd be meeting with men who she was trying to get business money from.

Corey Andrew Powell ([03:57](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And they'd say things like, oh, uh, gosh, you know, where are the, you, you have three kids? Where are the kids today? How'd you, how'd you pull that off? And she's like, yeah, there's a thing called a babysitter. You might have heard of it, <laugh>. Like, I don't, I'm not sure why this is a miracle to you, but you know, she told me that story of a guy who said that to her.

Christie Hunter Arscott ([04:15](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([04:15](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And he immediately realized when she kind of made the babysitter joke of how much of a mistake he had made. So to this day, she tells the story and she says that he's a friend of hers now, and he, he as a man goes out now and tells that story as a cautionary tale to other men. So I just, you know, so what you just said is exactly right.

Christie Hunter Arscott ([04:37](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

That's amazing. I mean, and the reality is that I have heard thousands of stories like that and not someone potentially that's gone on to, you know, launch an amazing disruptive water brand <laugh>.

Corey Andrew Powell ([04:49](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Right.

Christie Hunter Arscott ([04:50](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

But it's so interesting, the biases that exist and those questions that come up. And so it, even in the sense that I remember having a friend applying for a role and someone said, well, how are you gonna balance this and this? And she was like, my husband would never be asked that same question. And so that, that onus of like thinking about how we answer those things exists on us sometimes.

Corey Andrew Powell ([05:16](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([05:16](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And I wish, like I say at the beginning of the book, like, I wish I could change society, but while we're waiting for organizations and society to change, like we have to equip ourselves to deal with these conversations, right. To deal with these kind of barriers in the meantime.

Corey Andrew Powell ([05:32](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>. Yeah. It's fascinating because, and I don't wanna turn this into like a man bashing session because you know, <laugh>, I'm kind, no, I'm kind of a guy myself, <laugh>. But, uh, but there are all those examples because, uh, another one I heard from a woman who was a CEO, um, uh, a former CEO of a really big brand, she was like, um, I remember needing to leave to go take my kids to an early soccer practice or one of those things that moms need to do. And, um, you know, she said she got grief for it. She sort of got this scoff, you know, of like, well, you know, are you not equipped for the job? You know, you have to make a decision here. Is it your kid's soccer game or is it the job? And then in the same token, like someone in that same job, like a father had to leave early to take his kids to your doctor's appointment. And they're like, isn't Kevin a great dad? He's leaving early to take his kid to the Yeah. She's like, well, wait a minute, <laugh>, you know, and he gets, gets praised for doing like a basic parental thing and the woman might get scorned. So Yeah,

Christie Hunter Arscott ([06:28](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

That happens. And one thing though, to call out, because you're right, this is not a man bashing session by any sense. The reality is we as women have those biases as well.

Corey Andrew Powell ([06:37](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm.

New Speaker ([06:38](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

So, you know, there have been studies done around like women's biases for who makes a leader a CEO, a head of an orchestra. And a lot of those things exist for us too. And we're more likely to push a woman on how are you gonna balance this? What are you gonna do with family than we are for our male counterparts? And there's been many studies that show that as well. So, it's, it's, it's embedded in our society across genders, and so yeah. We have to be really smart around how we navigate that.

Corey Andrew Powell ([07:06](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. And I've heard, um, some women talk about the Disney, uh, syndrome One, uh, I love this author named Elisa Sist, who I have in the show, and she talks about like, women are sort of programmed from the beginning, uh, when they're young of this sort of like Disney thing of like, you know, the, the man has to complete you. The man's going to save you, you're the damsel in distress. You have to like, put your braid out of a window for him to climb up. And she's like, well, wait a minute. Why don't you just tie your braid to something and climb down your own braid? Like, how about that? So, um, yeah. I just think it's a programming thing and I love that, you know, you're addressing that it's not necessarily women, it's societal, um, the, the almost impossible things that are put onto women, um.

Christie Hunter Arscott ([07:48](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([07:49](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

To succeed, but then also be the nurturer, be the caregiver, but then get reprimanded for being those things. It's like this really vicious cycle when you think about it.

Christie Hunter Arscott ([07:59](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. It's incredibly complex and so difficult. So, um, within the US recent studies have shown, like even where women take on the majority of the income earning in a family, they're either the sole income earner or the highest income earner in a married couple, that they're still more likely to take on the majority of the housework and childcare.

Corey Andrew Powell ([08:21](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Christie Hunter Arscott ([08:21](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And so these gender norms create conflicts and tensions for women in so many different ways. And then the trade-offs in terms of their career are, are greater. And so I keep on thinking about like, how do we create kind of the tools and equip women to navigate these conflicts, these tensions, these challenges while we're hopefully in parallel changing organizations, policy, society as well.

Corey Andrew Powell ([08:46](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Right. And I love in the beginning you mentioned that men have actually, men as well as women have seen something in your work that they relate to. And I have to tell you, especially for me, I mean, I'll also being of a marginalized group myself.

Christie Hunter Arscott ([08:59](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yes.

Corey Andrew Powell ([09:00](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

I completely was like, my mouth dropped open when I read sort of your correlation between like the, the glass ceiling and the bottom rung on the ladder.

Christie Hunter Arscott ([09:09](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([09:10](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And I thought about this whole idea of the goalposts being moved. It's like, you know, the glass ceiling is actually a myth. The issue is right when I get to it, someone moves the bottom rung from the ladder, <laugh>, and I go down a notch. And that's sort of what I took. I was fascinated by this. So share a little bit about that.

Christie Hunter Arscott ([09:29](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. And you're also bringing up a great point, like we're talking about kind of gender in these broader terms. But you know, when you look at the intersectionality of identities, whether it be sexuality, race, gender, like all of these different things play out in different ways. And so I particularly say in the book too, like, if you're a woman that's underrepresented from another aspect of your identity as well, then you're gonna even need some of these supports and tools more.

Corey Andrew Powell ([09:53](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Christie Hunter Arscott ([09:53](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

It is essentially what it is. And so for you, when you're talking about your experience, so what I've heard again and again is like the glass ceiling's broken. Look at these leaders who are African American, who are women who are in these executive roles. And so people then think that the issues kind of resolved. Hmm. But the reality is not only are those few and far between, we only have to look at the stats of, you know, top companies to know that.

Christie Hunter Arscott ([10:19](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Right. But we're seeing issues earlier on in the pipeline. And so the reality is what I was talking about when I was, um, looking at the broken rung, that's actually something that McKinsey and Lean In published on in the last couple years, is that women are actually getting stuck at that first kind of step to manager. So it's earlier than we think. And my research prior to that, um, report coming out actually reinforced that it was that, you know, there's this gap in the first 10 to 15 years for women. Um, most corporate programs for women are too little too late. Yeah. When really women are lagging men in aspiration and confidence in job title and promotion from day one or day two or day three on the job.

Corey Andrew Powell ([11:05](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([11:05](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And so we have this glaring gap and, and the, the analogy I use actually, um, is that we keep on thinking about if you think about people that are underrepresented, if you think about women, we keep on doing these programs later on in the pipeline, like let's say executive or senior manager level. And I'm like, that is the same as plugging the final fisher in a pipeline that has so many holes before. Right, right, right. So like, how are we doing these things earlier? And that's what really got me excited about really targeting those kind of earlier career years.

Corey Andrew Powell ([11:39](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>. Yeah. And I will say, I'm happy to report that a lot of the women who I am who I've spoken to on the show, they are doing just that. They are doing things like beginning mentorship programs for girls in high school.

Christie Hunter Arscott ([11:49](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Amazing.

Corey Andrew Powell ([11:49](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Um, areas like amazing. Yeah. It's really, really super to, to know that that's, you know, people are recognizing that that needs to happen earlier beginning like programs for girls who are interested in STEM when they're like in elementary school, you know, really early. So girls know that, you know, they can code and program. So on one hand you're right, that's an issue. And on the other hand, we do see at least some women getting in there and trying to make a difference. 'cause you know, they saw a need and they went in and decided to, to make that difference. So that's a good thing. At least I think.

Christie Hunter Arscott ([12:22](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Amazing. Yeah. And I've done work with, um, girls in high school as well for those kind of same reasons that we need to think about cultivating those mindsets and skill sets earlier.

Corey Andrew Powell ([12:32](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([12:32](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

and not just telling girls you can be anything you wanna be like helping them actually think about like <laugh>.

Corey Andrew Powell ([12:37](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Right.

Christie Hunter Arscott ([12:37](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And here's the tools and the support systems you'll need to do that.

Corey Andrew Powell ([12:40](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([12:41](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Um, but what I did find is in the corporate landscape, when I looked at it, the majority of companies that we're investing in women's programs were kind of later on and or like middle manager or coming to manager and above. But there was this gap in a lot of companies kind of in that early career stage.

Corey Andrew Powell ([12:59](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Christie Hunter Arscott ([12:59](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

When it's really essential. And so the book was really born from that is like, how do I provide people almost with a curriculum and toolkit that they could just run with without having to invest in a whole programmatic element?

Corey Andrew Powell ([13:11](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm.<affirmative>. Yeah. And it's amazing because there are so many opportunities now for women that didn't exist before. So, you know, the talent is there. You'll hear a company sometimes, which is so funny, um, not funny, it's kind of pathetic in some ways. They, they will say things like, we really wanna hire, you know, a, a black CEO woman, lesbian, but we can't find one <laugh>. I'm like, there's no, you're not looking because there's no way you can't find like, you know, women who are brilliant and.

Christie Hunter Arscott ([13:38](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([13:39](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

You know, and, and who are capable of that. So it's like a lot of brands are sort of using that excuse. And so I think it's good for people to do work like what you're doing because you go to organizations and you go, no, here's the whole realm of people Yeah. Who you're just not really tapped into.

Christie Hunter Arscott ([13:53](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. I mean, you hit the nail on the head. Like, I, so I do broader inclusion work with companies. So part of my work is, is coaching, and I do a lot of coaching programs for women, but then part of it's on strategic advisory retainer with companies where they're engaging me to think about how to be more inclusive or dynamic.

Corey Andrew Powell ([14:11](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([14:12](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And the number one thing, like I'd be so rich if I had a dollar for every time I heard, we want to hire a black CEO, we want to hire X, but we can't find them. And they, it's a supply issue, right.

Corey Andrew Powell ([14:26](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

<laugh>, my gosh.

Christie Hunter Arscott ([14:26](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And so, and so I always am kind of like, respectfully, let's look at your recruitment process. Right?

Corey Andrew Powell ([14:32](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([14:33](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

So even things like the language you use in job descriptions, if you know that people who are in a minority or underrepresented position are less likely to apply for something unless they tick all the boxes, how do you frame things as kind of nice to haves or preferred rather than required?

Corey Andrew Powell ([14:50](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([14:52](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

How do you frame your language with a blend of kind of gender neutral, um, language as well as like, there's certain like age agentic more masculine words and communal, more, more feminine words that, that they've shown have an impact on who applies.

Corey Andrew Powell ([15:06](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([15:07](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And then even in outreach, like people will say, well, we're not getting anyone. And I'm like, well, what universities or schools are you going to? And what is their diversity proportion? Because if they only have 10% black individuals, then you might need to also think about outreach at other places.

Corey Andrew Powell ([15:23](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Right.

Christie Hunter Arscott ([15:23](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And then in, even in the interview process, like I've worked with people around interrupting bias around using scorecards and metrics. So we don't just say, this person isn't a good fit, or this person is, um, using a bias interrupter in interview processes. So there's lots of really, really cool things that you can do.

Corey Andrew Powell ([15:42](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([15:43](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And one of the things that I am really, um, excited about and proud of is I'm actually now, um, National Rhodes Secretary for Bermuda. So I'm originally from Bermuda. Oh, okay. And I run, I run selection and outreach now for the Rhodes Scholarship for Bermuda. And we saw historically that there was a kind of like, you see a more homogeneous pool coming through, and it might be word of mouth, it might be certain, you know, established networks of people that know Rhodes Scholars or come from these schools that have machines that produce Rhodes Scholars.

Corey Andrew Powell ([16:18](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Christie Hunter Arscott ([16:18](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And in the last few years, we've finally seen kind of the pendulum swing and our applicant pool be more reflective of the racial and gender diversity of our community.

Corey Andrew Powell ([16:29](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Christie Hunter Arscott ([16:29](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And that to me, by implementing some of these tools, so I totally think it's possible. And to your point, we need to stop that narrative around like, they don't exist because they do <laugh>.

Corey Andrew Powell ([16:38](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. I mean, it's sort of, it's sort of a strange position for a company to even take to even, you know, say something like that. I mean, you know, clearly some of our top universities, even if you look at HBCUs themselves.

Christie Hunter Arscott ([16:49](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yes.

Corey Andrew Powell ([16:49](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

They are what we call Black Ivy League. So how are you not finding, you know, people who can run a company at those organizations? But again, I think there is change. I try not to be pessimistic. I, I, you know, change is not always fast, doesn't happen when you want it. Uh, the world that I live in is more, there's more opportunities for me than my mother had. So I get it in that regard. But in many ways, we are still sort of stuck. And one of the situations now, and we don't have to have a political conversation about it is, but it is sort of like the elephant in the room is what's going on in Texas right now. And, you know, whatever side of that argument you're on, I find it just bizarre that in 2023 that politicians are interjecting themselves into a conversation about what a woman can do regarding her own health in any aspect. So, you know, when you have that extreme, it makes me feel a little pessimistic about, well, how far can women really go when you're at the level where it's legislated that someone else can control your body? So it's a, it's a weird dichotomy for women to exist, I think, in our society. What's your take on that?

Christie Hunter Arscott ([17:55](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Ooh, uh, yeah,

Corey Andrew Powell ([17:56](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

I know. I was a little deep.

Christie Hunter Arscott ([17:57](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Sorry. I get No, no, no, no. I just get emotional talking about it. Um, so I'm gonna share something. When I got the Rhodes Scholarship, I was the second Rhodes Scholar ever to pursue women's studies. And a lot of people, this article came out at the time and said like, well, most Rhodes scholars do law or medicine like Christie's doing this. And it was always, it was questioned. It was like, what are you gonna do with this degree? Why are you wasting the Rhodes scholarship on this degree? And a lot of people kind of in my generation were like, this is a battleground that was won in our mother's generation, like in the sixties.

Corey Andrew Powell ([18:36](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([18:36](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Like, we have everything. Why is this still kind of an issue? And I almost had to justify it, and it was always questioned.

Corey Andrew Powell ([18:43](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([18:44](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And unfortunately, because of what's been happening in the political landscape in the US and globally, we've seen it around diversity.

Christie Hunter Arscott ([18:54](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Um, you know, whether you're looking at what, what the legislation that just, um, the arguments in, uh, India around gay marriage, whether you're looking at Aboriginal representation in Australia.

Corey Andrew Powell ([19:06](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>,

Christie Hunter Arscott ([19:06](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

there's like this there's this movement against what I would call inclusive policies. And the only silver lining is there is a deep, deep recognition that these are no longer sidelined issues. These are mainstream issues.

Corey Andrew Powell ([19:22](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Christie Hunter Arscott ([19:22](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And so the, the working in this space does not need to be justified anymore. However, if you look at book banning affirmative action, abortion rights, there's a lot of stuff that is very deeply personal for individuals and going to impact their day-to-day existence.

Corey Andrew Powell ([19:39](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([19:40](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And so the one thing that I would say kind of to, to companies too, and leaders in companies is if legislation is one way in where you are, companies then need to take more responsibility to how do I support my employees and their health and psychological wellbeing.

Corey Andrew Powell ([19:59](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Right.

Christie Hunter Arscott ([20:00](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And their, and their overall physical health, which, which this is in ways that I may not have had to before because the state was more supportive in a certain way. So I think in some ways it's changing the dynamic of the discussion for companies and organizations and what it looks like to support women given the current state of affairs, which is frankly pretty depressing.

Corey Andrew Powell ([20:23](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. It's pretty, it definitely is very depressing. My mother was born in 1949, and she and I have conversations like this often we're like, as you mentioned, you know, she's like, didn't we already go through this? I mean, I thought, we are.

Christie Hunter Arscott ([20:34](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([20:34](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

We were. And then for my grandfather who passed away last year at the age of 92, I thought it was sad that for him at the end of his life, he began to see such racial unrest after having gone through, I mean, a man being born in 1929, what that must have been like getting through that, then getting through the sixties civil rights movement. Then on his deathbed, he sees the rise of all that crazy again. So it's exhausting. I know the word patriarchy is thrown around a lot, and it's not necessarily derogatory. It's what it is. It's kind of what has dictated, uh, the lives of marginalized groups, which include women, which include.

Christie Hunter Arscott ([21:09](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([21:09](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

You know, uh, people of color, gay, I would just say anybody who's not like a white Christian, straight man <laugh>. Right. I mean, that's pretty much what that would be. Anyone who's not that, that would be seemingly, I guess, anti patriarchy in a way, in some cases.

Christie Hunter Arscott ([21:26](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. I mean, there's so many things in the US that are just concerning now. If you look at like maternal death rates, and particularly amongst the African American population, it's appalling. And if you look at even the studies that came out this summer around like fit women that were track stars, right?

Corey Andrew Powell ([21:42](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Christie Hunter Arscott ([21:43](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And the implication that they had, if you look at, um, hate crimes, um, and, and, and that now, particularly in the US in terms of, um, anti-Semitism and Islamophobia, like, there's, there's rising numbers. And the division is very, very scary. And I would say that like now more than ever, we need to come together to really think about like, what does an inclusive society look like?

Corey Andrew Powell ([22:07](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([22:08](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

But it, but the discussion seems to be harder to, harder to have in a lot of ways.

Corey Andrew Powell ([22:13](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Christie Hunter Arscott ([22:13](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And, and I will say that like I, earlier on in my career, I had a lot of, you know, clients saying like, what, let, can you come in and make the business case for DEI?

Christie Hunter Arscott ([22:24](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And it just felt like exhausting to have to go back to that. Yeah. And then the, the only positive there was around George Floyd and that, and the rising of Black Lives Matter was, um, that my phone started ringing. And I was almost angry though, because like people suddenly wanted to focus on it.

Corey Andrew Powell ([22:43](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm.

Christie Hunter Arscott ([22:43](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And I was like, it took this, yeah. It took us getting to here to focus on this. Like why, but then I realized that that was an opportunity to kind of bring this into the mainstream discussions of culture and leadership and organizations, but now we're seeing kind of the pendulum swing again with less investment, um, and, and less focus in a time where it's really, really critical.

Corey Andrew Powell ([23:06](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. So almost like they, it's almost like there was like a, a, uh, an instinctive response to the situation at first just to kind of check the box of like, you know, we're doing something right. And then now that the headlines are kind of over and it's subsided, the, the brands are sort of, and organizations are sort of subsiding their their efforts as well.

Christie Hunter Arscott ([23:25](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. And I think that there's also a broader discussion like with legislative changes around affirmative action. What does that mean for companies? And how will their policies look one way or another? And what constitute that or not? But the, but the reality is we have deep, deep legacies of socioeconomic, um, inequities of like health inequities that go back centuries, you know, for multiple different reasons.

Corey Andrew Powell ([23:51](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Christie Hunter Arscott ([23:51](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

And there's many different things that needs to be hit on an individual level. That's why I write books for individuals on organizational levels, and that's why I do the advisory work, but then also on the policy level. And so when I get down about it, I just think about like, well, what is my kind of realm of influence and where I can make the most impact right now?

Corey Andrew Powell ([24:11](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([24:11](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

For individuals that are really, really hungering for the support.

Corey Andrew Powell ([24:14](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. You know, what I find to be really helpful when I have to sort of educate, if you will, the younger generation, gen Z specifically. And, and for me, I guess a few years back was more like when I had to deal with, uh, or not deal with, but speak to millennials. If I had hired them in like, um, a junior role as a copywriter and I was their manager, I'd have conversations about the recent history of a lot of the oppression that we are still combating one of them. Of course, I was so shocked when I realized I had, I had a woman financial executive on my show once, and she was telling me about how in the 1970s still, uh, at that point, I think that was just when, I think 1976 is like when women were able to get their own credit card or something like, really bizarre. Like, women up till that point would not be able to get a credit card without a husband present or a husband's authorization. But that's like the 1970s, which is, I was born in the seventies. Right. That's like my generation of crazy misogyny against women that it's in real time really close to our current history. So I, I think that helps, you know, letting people understand the proximity on the timeline of we're not too far away from this stuff.

Christie Hunter Arscott ([25:27](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

No. It's, it's also not just past, there's so many things that are happening in the present. And you can also see, like with the Me Too movement, and there was that law in New York that just ended, I think it was like the end of November that allowed people to come out, I'm, I'm forgetting the, the name of it, but allowed people to come out years later.

Corey Andrew Powell ([25:47](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Christie Hunter Arscott ([25:48](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Um, who were sexual abuse victims. And, and it's just been, I mean, interesting to see, like this is the state of play now, still in so many industries. It's not like sometimes we talk about race equity or gender equity, like issues of the past. And if anything we've seen in the last few years that this is, these are issues now.

Corey Andrew Powell ([26:09](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. Yeah. Still going, still going forward. Um, I find it to be sad too, that we have wasted, we have lost so much opportunity for brilliance and growth as a nation, because not everyone has had a seat at the table. And I just find, you know, I find when I look at it, it's like, you know, we could be so much further ahead. Um, maybe in the arts, the sciences, um, financial health, world economics, national economics, so many great ideas were never heard and did not get listened to, or were not even welcomed into the conversation because they were, there was not representation of all people there. So I find it sort of, unfortunately, it's, it's, it's very, uh, self-defeating as a nation to continue on in this way 'cause I think we're losing out on some greatness because everyone's not not included.

Christie Hunter Arscott ([27:02](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah. I mean, I completely agree. And I would just say the US isn't alone in that.

Corey Andrew Powell ([27:06](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Christie Hunter Arscott ([27:07](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Um, the reality is, some of my work focuses on affinity bias and all, everyone has affinity bias. We're more likely to gravitate towards people like us, and that impacts our purchasing decisions, who we hear in the room, who we invite to sit at the table, who we promote. And so we've really gotta be conscious of like that. And even now entering the, um, holiday season, I don't know when this is coming out, but, um, but I've been thinking about, you know, how are we investing our money and purchasing power? Are we supporting black-owned businesses? Are we supporting women entrepreneurs? There's so many things on an individual level that you can do as well in terms of like, like who are those underrepresented artists.

Corey Andrew Powell ([27:48](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yeah.

Christie Hunter Arscott ([27:49](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

That you can even support. So I, I completely agree. And in terms of, um, organization, I always say like, instead of walking into room and looking at who's around the table, look at who's not around the table that should be and invite them to join. And just those simple flips of the script and mindsets really help.

Corey Andrew Powell ([28:07](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yes. And your messages are universal. Again, as I mentioned, I got so much, I get so much out of what you say that really apply to me as a person also who checks a box, a couple boxes of other <laugh>. Yeah.

Christie Hunter Arscott ([28:19](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

So, yeah, of course.

Corey Andrew Powell ([28:20](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Yes. Yes. So thank you so much, Christie Hunter, Arscott Award-winning advisor and speaker, author of "Begin Boldly: How Women Can Reimagine Risk, Embrace Uncertainty & Launch a Brilliant Career." Oh, what a great conversation. I thank you for being here today with us on Motivational Mondays.

Christie Hunter Arscott ([28:35](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Thank you so much for having me.

Speaker 3 ([28:38](https://www.temi.com/editor/t/e3HfBeQ1JpKBsIqJN7KSAfI0o0JKVjmKvbwTGRN0ozyboNZySNdysVfFXymSvGhybGKhLzFYc7uYWBCBw-dkJIaktps?loadFrom=DocumentDeeplink)):

Thank you for listening to Motivational Mondays, presented by the National Society of Leadership and Success, and available wherever you listen to your favorite podcast. I'm Corey Andrew Powell, and I'll see you again here next week.