Corey Andrew Powell ([00:02](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Hello everyone and welcome to a special edition of Motivational Mondays. In honor of Women's Month. We are thrilled to present a special rewind episode highlighting the wisdom and inspiration from some of our most inspiring female guests. From entrepreneurs to activists, leaders and artists, these women have shared invaluable insights on overcoming challenges, pursuing dreams, and making a difference in the world. So tune in and let their stories ignite your passion and drive as we celebrate the strength, resilience, and brilliance of women everywhere. First up, social impact advocate, Dana Marlowe shows how a simple idea, while shopping for undergarments launched a national support effort for women in need.

Dana Marlowe ([00:42](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Back in the summer of 2015, I woke up one morning and my husband said to me, you know, I think you need it's time to shop for new bras <laugh>, which I'm sure a lot of your motivational Mondays probably open up with. Let's go shopping for a bra, right?

Corey Andrew Powell ([01:01](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

<laugh>.

Dana Marlowe ([01:02](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

So I had to, to bring it back a step. Um, before that I had worked hard at exercising and losing weight over the entire year before that moment. And I'm also a mom of two kids who are amazing. Um, but things shift and change as one ages and goes through ages and stages in life. And after losing weight over the course of that year, things that were up here, you know, higher up or now lower down, right? Just how gravity works, right?

Corey Andrew Powell ([01:36](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yes. Yes.

Dana Marlowe ([01:37](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

It's life.

Corey Andrew Powell ([01:38](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm, <affirmative>.

Dana Marlowe ([01:39](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And one that hot morning, my husband said, you know what? You're wearing all these suits, like you need, like you need a bra that fits. And so I went to my local, um, mall and went to a, um, a bra fitting and like they sell, um, undergarments and pajamas and, um, uh, lingerie. And I went to go get fitted for a bra. So for any listeners who have never had the experience of getting fitted for a bra, it's a little bit uncomfortable because you're potentially going, you know, into a small space and someone's getting particularly close to your chest to get their proper measurements so they can then go and pick out the best, the best fitting, um, bras for you. So it's a little awkward for those of your listeners, um, who are, or viewers are like, oh yeah, this is a weird experience.

Dana Marlowe ([02:31](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

They're probably like nodding their head like, oh yeah, 'cause you're in, like, there you are. Like, I was in the small dressing room with this lovely woman who is taking my measurements, um, so that I could get the proper size bra to support me. Um, and I am somebody, I, I am a person who chooses to wear a bra out and about, um, for back support, for pain, for comfort. And I was getting, as I got fitted, it dawned on me, I had one of those little light bulb moments, you know, ding. And I said to, I said to her, her name is Denine. Uh, and I, I turned to her and I said, what do I do with my perfectly good but no longer fitting old bras? Because I have so many of them that are shoved in my drawer as my body changed shape.

Dana Marlowe ([03:16](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

I just kept putting more and more in because I didn't know which ones I would need and which ones would fit right. And I wanted this one for this outfit and this bra for this dress, and this one for working out. And she said, well, I said, what do I do with my perfectly good but no longer fitting me brass? And she said, four really important words, Corey. She said, homeless women need bras full stop. And I hadn't thought about that until that moment in time, standing in this little tiny dressing room with, with Denine, because I'm somebody who does donate a lot of, a lot of my stuff. I, I donate my clothing, winter jackets. Um, I donated my wedding dress after I got married. I donate furniture, my children's books, whatever it is. Like, I'm happy to keep like, being part of that like sustainability free cycle lifestyle. But I had never opened up my top drawer where I keep my bras and taken the bras out. 'cause I didn't know that they could be donated.

Corey Andrew Powell ([04:18](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Absolutely. Yeah. I was just thinking about that too. 'cause I used to work at Sachs Fifth Avenue in New York, and, um, and sometimes I'd have to work in different floors, and one of them would be women's lingerie. And so you, there's a, a, there's a thought pattern that those are personal, intimate. So, you know, once they're on one body, even if it's just once that they must be <laugh>, they must be sanitized and thrown away or, right. And you were just, the distinction is that, you know, you're like, these are, uh, gently used products like any other, and that could benefit other people. And that's the distinction you make

Dana Marlowe ([04:47](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Correct and, and clean, you know, once they're, you know, properly cleaned and washed and whatnot. And so I went home that day, and I'm super nerdy also, and went online. I was like, okay. She said, homeless women need bra's. Let's take a look. I, I happened to live in the, in the Washington DC area, and I went online and I found a homeless shelter near where I live in DC and I picked up the phone and I called 'em up and I said, I just learned about this need. I noticed that you were in this very recent article where you're looking to distribute bras to some of your clients that identify as women is do want some bras, but let me just tell you, I have 16 perfectly good bras, but they're all used, they're all washed. I will rewash them again, but they're not new. Is that okay? And the guy on the other end of the line, his name is Greg, said, oh my gosh, how soon can you get them here?

Corey Andrew Powell ([05:45](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm. Wow, that's incredible. I mean, that's really incredible. Wow.

Dana Marlowe ([05:50](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And I didn't know that. I was like, oh, okay. I was like, well, I don't know what I don't know. So what else do you all need? How can I be of service? How may I help you? And he's like, well, if you're willing to bring your bras to donate to our clients, would you possibly be also willing to pick up some packages of maxi pads and tampons? Because we do not have them as, as a budgetary line item. We can't cover them in a, you know, in a lot of states they are not covered under, like even, um, under any of the snap programs, food, um, stamp programs, any of those like benefit programs, you still have to pay for them. They're not covered by them. And in half the number of states, there's also a sales tax on these items, making 'em that much more out of reach.

Dana Marlowe ([06:37](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

So I was like, sure, I can go to my local big box store and pick up some packages of pads and tampons. And so then I took it from there and I decided to post on Facebook and the response blew up. And my 16 bras immediately, like things doubled, tripled, quadrupled. And ultimately that first donation turned out to be just over a thousand bras and over 7,100 maxi pads and tampons. The biggest challenges early on have been trying to solicit donor financial donations from men, right? People who don't get why this is a big deal. People who don't understand why period poverty exists, why it's a big thing, um, and what it must be like. And so we, and we have a variety of different programs that do everything from education, like the intersection of mental health and menstrual health, or our disaster relief programs, so that when folks are evacuating from hurricanes or tornadoes or wildfires, you know, obviously they're encouraged to grab their medication and their pets and some, and food and staples.

Dana Marlowe ([07:54](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Um, but oftentimes folks forget that they're gonna need menstrual products, and they might need those products two days after evacuating whatever their home is. And they'll just be like, well, I'll be back. It won't be a big deal. I'll run to my pharmacy nearby, and there is no pharmacy nearby to go to, or there is no home to go to. And the federal programs don't always supply enough menstrual products, is what it turns out, because we constantly get emails literally every month from the Red Cross, and we're, we're not the size of the Red Cross. Like, make no mistake. Um, so we try to educate men that these issues matter, um, because it's, you wanna be able to safely and healthily manage your menstrual cycle.

Corey Andrew Powell ([08:44](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

In this next clip, speaker and author, Eliza VanCort shares her journey navigating life as a young girl whose mother developed schizophrenia. You have been through some stuff, <laugh> and, um.

Eliza VanCort ([08:56](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

indeed. Indeed.

Corey Andrew Powell ([08:57](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Indeed. And so, um, and now I know at your core, you sort of, you explain yourself basically as, you know, a teacher, someone who can break down complex topics and simple steps. And in your book, you do a great job of doing that, helping people grow. But before we get into that, I would love for you to share a little bit as much as you'd like to about that past the, the, the, the childhood experiences that are part of your, I guess your, your legacy, if you will, as to what you're bringing forward to the world. So share a little bit about that.

Eliza VanCort ([09:25](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah. Well, when I was a little girl, I had a really wonderful mom, actually. And then she had a late onset schizophrenia. I was actually paranoid schizophrenia. And at four and a half, she had a breakdown, her first very serious breakdown, and she ended up kidnapping me and taking me across the whole country by truck, from truck stop to truck stop, to truck stop to New York from New York to California. And what happened on that trip made me start to conflate invisibility with safety. I thought, if I'm just invisible, then I'm gonna be safe. And of course, we all know being invisible isn't safe. It's really dangerous. So I kind of clawed my way out of there. I had a lot of help from my community, but things still weren't going particularly well. I was great at helping other people claim space not so good about myself. And then in 2013, I had a bike accident. Somebody was texting and driving. They hit me in the head with their car <laugh>, and I had a bilateral brain injury and a subdural hematoma. And the process of rebuilding my communication brick by brick allowed me to really break down the minutia of human behavior in a way that basically I kind of see myself sometimes, like Neo, at the end of the Matrix,

Corey Andrew Powell ([10:36](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

<laugh>, he's like,

Eliza VanCort ([10:37](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

I see the coding. Right? Right. And so I started showing you with other people, and it was transformative. And so I wrote a book about it. Hmm.

Corey Andrew Powell ([10:43](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And did you actually, like, you, uh, lose the ability to communicate because of that injury at the time? Or like, how, how severe was that?

Eliza VanCort ([10:51](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Well, it wasn't terribly severe in terms of, um, wait, I think I lost you. Are you still there?

Corey Andrew Powell ([10:57](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Oh, I'm still, I'm here.

Eliza VanCort ([10:58](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Okay, great.

Corey Andrew Powell ([10:58](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm, <affirmative>,

Eliza VanCort ([10:59](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Um, it wasn't terribly severe in terms I could actually communicate. One of my friends who was a nurse said to me, dude, you sound like a stoned third grader <laugh>,

Corey Andrew Powell ([11:08](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

So you're just gonna slow down a little bit while.

Eliza VanCort ([11:11](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

You were talking. So I didn't really know what that meant. I knew it wasn't good. Someone else who's a therapist said, your vocabulary's gone. You're speaking really slowly. It makes everyone feel incredibly uncomfortable.

Corey Andrew Powell ([11:20](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Hmm. Well, that's interesting. So how you're going through a pro a, a situation, but it's making everyone else feel uncomfortable. Interesting.

Eliza VanCort ([11:29](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Well, I think that, I mean, I think that the thing is people don't wanna say anything, you know?

Corey Andrew Powell ([11:32](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Eliza VanCort ([11:33](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

When you're having trouble, everybody wants to pretend it's okay.

Corey Andrew Powell ([11:35](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah. Yeah.

Eliza VanCort ([11:36](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And in my head, it sounded awesome, <laugh>. So I had no idea. And I said to my friend, Kim, why is everybody acting so strangely? And she said, Eliza, they're not acting strangely. You are. You have vocabulary shot, you're speaking really slowly, you're repeating yourself, and everyone's really uncomfortable and they don't know what to do.

Corey Andrew Powell ([11:55](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm. It reminds me, I mean, in a much more severe situation when, um, uh, the congresswoman, or was she a senator? Gabby, Gabby Giffords was shot.

Eliza VanCort ([12:04](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yes.

Corey Andrew Powell ([12:04](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Um, in the head. And, um, and we all watched sort of that period, I mean, years. And she still probably, you know, still trying to rebuild her vocabulary. But that was very similar. We watched something like that happen. And, you know, to me, head injuries are one of the most terrifying things in the world. Like, it's something that I actually think about, like, God, please let me get through this life without ever having head trauma, because everything you've put in it, then you may lose and you have to start again.

Eliza VanCort ([12:32](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yes.

Corey Andrew Powell ([12:32](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And that's, you know, really, really traumatic.

Eliza VanCort ([12:35](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

It's terrifying. I mean, for me, particularly because my communication had always been sort of my superpower.

Corey Andrew Powell ([12:40](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm, exactly.

Eliza VanCort ([12:41](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And so that was so scary. And then on top of that, my mom had lived a life not knowing that she was not using her brain the way it should be. She thought all her, her hallucinations were real.

Corey Andrew Powell ([12:52](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah.

Eliza VanCort ([12:52](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

She, you know, and so for me to think, oh man, I'm so far gone that not only am I far gone, but I don't know that I am.

Corey Andrew Powell ([12:59](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Eliza VanCort ([13:00](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

That was scary.

Corey Andrew Powell ([13:01](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah

Eliza VanCort ([13:01](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

That was really scary.

Corey Andrew Powell ([13:03](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And so then how do you, uh, I would imagine through your close friends who helped you through it, but then how do you then go from that to saying, okay, um, now I have a book <laugh> that I wanna actually share some of these, I mean, that's quite a jump, so, but you bring us to that point.

Eliza VanCort ([13:18](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah. Well, I'm not gonna say that. You know, everybody told me I wasn't communicating well, and I was like, you know what? I'm gonna go out and fix it right now. That's not what I did at all. I went in my bed, I went under the covers and I thought, you know, I'm not gonna get out of the covers, <laugh>, I'm done. And then I thought, you know, I've been through so much, this can't be the thing that breaks me. And, you know, staying in bed is definitely not a solid and stable life strategy. So I decided to start breaking it all down. And one of my best friends, and this is kind of my philosophy about life, he said, how do you eat an elephant, Eliza? One bite at a time?

Corey Andrew Powell ([13:51](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

<laugh> Yes, yes, yes. I love that. Yeah.

Eliza VanCort ([13:53](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

So every day, just a little bit. And eventually I started going out there and working with people on what I'd learned. And it, then I gave talks. And what ended up happening is that women, after the talks would follow me to the bathroom. Sounds strange, <laugh>. And as I was washing my hands, they'd kind of sidle up to me and say, okay, I gotta ask you a question I didn't wanna ask in q and a. And I found that if I was in Hong Kong or New York, it was the same questions didn't matter, Texas. And I thought, you know what? These are questions people don't feel safe talking about in public. I need to take these answers out of the darkness and into the sunlight.

Corey Andrew Powell ([14:29](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah.

Eliza VanCort ([14:30](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

They can't be conversations. I almost named the book Conversations in the Bathroom, <laugh>, but that wasn't in my mind, publisher not that was the best title.

Corey Andrew Powell ([14:37](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Well, there's a but there's a backstory to that though. So it would've made, it would've made perfect sense. I mean, 'cause I, I know what you mean. Yeah. I've, I've been there, I've been like in an audience at talks or symposiums and I'll, you know, the keynote speaker, I'll kind of catch them off to the side, maybe not at the urinal. 'cause that might, might, you know, have a whole other implication. <laugh>, but <laugh> may

Eliza VanCort ([14:53](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Be slightly awkward, might be a little awkward <laugh>. But, um, but yeah, it's moral.

Corey Andrew Powell ([14:57](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

But I have, I mean, so I totally get that. And I love that you sort of identified that people were asking the.

Eliza VanCort ([15:02](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([15:02](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

The uncomfortable questions. And I know, I think what's so important about this book too is, um, it's, although it's a woman's guide to claiming space, I found a couple things happened when I was reading it first as a man, I realized how many times men are actually imposing in women's spaces. I mean, not that I didn't know that, interesting. But when you make the point about like, uh, uh, man spreading like <laugh>, you know, like, do what men do sometimes go in that space and be like, yeah. And sit down and, you know, and claim new space. I mean, there's moments when that makes perfect sense. And, um, but I, you know, I became aware of like, gosh, that's awful that a woman has to even do that.

Corey Andrew Powell ([15:42](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Like, why aren't we just making space for the woman? So that was the first thing I thought. But then I also thought, you know, you were also sharing that, um, women are sometimes made to feel small and it's sort of programmed in them. So you are trying to help them sort of unprogram themselves and go in there and know that you do play small sometimes if you to your, but to your advantage, but own your space, own who you are. So is that as a man, is that, am I capturing some of the essence you're trying to explain in your book?

Eliza VanCort ([16:13](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah, for sure. I mean, I think that we all have intergenerational programming and that programming is what we walk around with. I mean, it's similar for me. I have racism. I'm a white person. I breathe in racism. So of course I'm gonna exhale it and I need to be mindful not to, you know, because it is literally all around me and I'm surrounded by it. And that is our culture. And it's similar to sexism, not the same problems, but with sexism. You know, I don't think men in the airport are like in the, on the airplane are like, you know what? I'm gonna spread out and take all the armrest because that really doesn't deserve it. I think they just say, Hey, I get armrest for being alive. That's what I get. I'm, you know, I get to do this. And they don't really think about it because just as women will do certain behaviors that might not be wonderful for us, because of our programming, men do the same thing. And often they boomerangs onto women.

Corey Andrew Powell ([17:03](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Hmm.

Corey Andrew Powell ([17:03](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Afghan human rights activist and author, Pashtana Durrani dispels the myths and stereotypes about Arab women. And I wanna hold up your book, which is an amazing book called Last to Eat, Last to Learn. Make sure I get my glare off the book there. Um, your father is a rockstar to me. Oh,

Pashtana Durrani ([17:20](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Thank you. Thank you.

Corey Andrew Powell ([17:22](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Oh, he is so incredible. So, and your mom's awesome too, but you know, your father had this very different position from an Afghan father point of view.

Pashtana Durrani ([17:31](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([17:31](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And so I would love just to talk a little bit about the the the influence your father had and how you were educating people with him at seven years old.

Pashtana Durrani ([17:38](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

I think, uh, when, uh, people talk about a one man, all they see is like men who are controlling or who are the sort of people who don't want a lot of liberty for their kids. I remember when I was six, five years old, um, he was like, your only ticket to freedom from this craziness is like if you get educated. And it's not like a father. Like, you know, normally people are like, oh, you'll get educated, you'll go somewhere. He was like, no, that's your only freedom ticket, um, leader. And I understood why he said that because as much as my father is a progressive man, when he passed away, there was a crazy world that I entered where all my uncles, my cousins, really wanted me go, gone from that space where I wanted to take over his position. But then you look at this, uh, space where he created not this for me, he created this for his sister because his sister was divorced, uh, in a place in a space where divorces were not common. You don't do that in tribal ruler regions and you don't do that in our community. And she had a divorce and she was sent to study post that. And then she comes back. And one thing I remember is like, my dad didn't become a feminist because of me, I'm gonna be honest, he became a feminist because of his mother and sister. What they went through the repressive cultural norms or the social norms that we have in place. And he is like, I want to change that for everyone. And he started with his sister. Then I came into the play, of course I did resemble his mother a lot, sir. That was a win win for me.

Corey Andrew Powell ([19:04](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

<laugh> <laugh>.

Pashtana Durrani ([19:04](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Um, but the best part was like, he was not choosing women to do that for them. Oh, she's my daughter, I'm gonna do it for her. She's my second daughter. I'm gonna no for him. Every village girl is supposed to come to the school and learn. And the funny thing is, which I hated back in the day, it was like, I used to go to this private school in the morning and I used to study all subjects in English. And then in the evening, because we had a two time school for younger girls in the morning, for older girls who couldn't make it in the morning, 'cause they were doing house chores would come in the evening. And I was forced to sit with those girls and teach them everything I learned in the school. So if I was learning anything in English, I was supposed to do that. And for me it was horrible because it's like, I learned the morning time, I did my time <laugh>, why am I doing that again?

Corey Andrew Powell ([19:48](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Right, right, right, right.

Pashtana Durrani ([19:50](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

But um, but I was taught like, this is your social responsibility. If you're privileged enough to be able to afford a private school, you should be sharing that knowledge. And I think a lot of that subconscious conditioning is the reason that, um, this makes me feel that we are responsible for our communities and our country, and we should be the one doing everything to build from scratch. So yeah, a lot of that. But I do remember, like my father being the sort of person who's like, you are way out of this chaos is education or make this chaos better. You know, one of the two things. So yeah, I admire him for doing that. And he has stood up to his own brothers for me to his own community. I mean, when I was 14, I was sent to a boarding school and, um, I remember people, his cousin telling him, what if she brings bad name? And my father's like, so what? Like, you know, she'll bring bad name and then she'll marry the guy. So what, like for him saying that is a big deal, you know? Um, but he was okay with that or he had to make himself okay with that, comfortable with that, uh, thing. And, uh, I'm so, um, fortunate that now people in my family who were not sending their daughters to school, send their daughters to school because of me. So, um, it's not just because of me, but because of my father. But it's an important step, including in my own family, you know?

Corey Andrew Powell ([21:06](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah. It's wonderful you're carrying on his legacy because, you know, through the pages of this book, his passion for education comes through and then, and his passion for wanting you to learn comes through. And I, I just wanna, I love these moments so we can really clarify some things for people who don't understand certain cultures. When you say, uh, bring on a bad name, would that be marrying outside of the Afghan culture? Is that what that would mean? Or for you to do something that was dishonoring? Or what would that mean exactly?

Pashtana Durrani ([21:30](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

So it's a lot of things. It's a lot of things you could, uh, be, uh, hanging out with friends that are not good company. Uh, you could be heading somewhere without a scarf or without your proper hijab.

Corey Andrew Powell ([21:42](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Pashtana Durrani ([21:43](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Uh, uh, even to this date, like if I upload a picture on my WhatsApp status with I customer, why are you doing this? Don't do that <laugh>. Okay. I'm like, okay, control. Calm down, <laugh>.

Corey Andrew Powell ([21:53](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Right, right. I'll put the scarf on. Okay. Right. Yeah, yeah,

Pashtana Durrani ([21:55](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah, yeah. And I, I, I'm not saying it's a oppressive thing, it's just a sort of thing that we are conscious about. It's sensitive towards our own community.

Corey Andrew Powell ([22:02](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Pashtana Durrani ([22:03](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And, um, or like, you know, I fall in love with a guy because I was going to a co-ed private school. So he is like, oh, if she falls in love with a guy in a boarding school in a foreign land, what if she does like, you know, brings bad name and like, you know, talks to him, oh my God.

Corey Andrew Powell ([22:16](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Right.

Pashtana Durrani ([22:16](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

So sort that sort of stuff. Um,

Corey Andrew Powell ([22:18](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Sure, sure.

Pashtana Durrani ([22:19](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

But he was like, okay, so what, she'll marry the guy. That's it. Like that would be the <laugh>, like that would be the world coming down, but yeah.

Corey Andrew Powell ([22:26](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>,

Pashtana Durrani ([22:27](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Uh, for a ruler man and still being in, um, in those tribal regions and being able to stand up to like, you know, more than 50 men in your own, uh, community and family, um, just to send your like teenage kid to school, uh, is big move. It's a big move.

Corey Andrew Powell ([22:44](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah.

Pashtana Durrani ([22:44](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

I appreciate him on that. Yeah.

Corey Andrew Powell ([22:46](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Next up, television host and podcaster, Erica Cobb shares the importance of parental positive influence and how drive and determination helped her find her success.

Erica Cobb ([22:56](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

You know, um, my parents, uh, my mother, well actually both of my parents were the first, um, in their family to go to college and graduate. Um, and I was there when, you know, I was there <laugh>, like I was, um, a teenager when my mother, uh, pursued her EDD to get her doctorate. Um, I was a teenager when my father decided that he was no longer going to be, um, in the finance world for corporate, and he was gonna go back to school and become, um, own his own funeral home. So I saw my parents, um, really doing this building in very real time. So to me it wasn't ever a sense of if things were possible, it was that if you set a goal and you actively work towards that goal, then all things are possible because I had never seen anything to tell me different.

Erica Cobb ([23:53](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

So for me it was just about knowing that there's a goal and then actively working towards it each day. And what that meant in my life as a college student was going to the radio station every day. How do I use that and parlay that into the next thing? Well, now I'm also 21 and I'm bartending at the hottest nightclubs in Chicago who's coming into those nightclubs artists and people who we might have on the radio who's making those connections. Like it was, it kind of became a running joke on when I ended up doing mornings, which was my ultimate goal of life. I thought that that would happen far, far away. <laugh> it happened when I was 24. Um, but it was a running joke that like I was, you know, by far the youngest person in the studio, but I was the most connected because I would bartend six nights a week. I would, you know, be at the radio station five days a week, I would be in school. So it was really about leveraging all of these different, um, points of contact and my experience at that time.

Corey Andrew Powell ([25:00](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And that's an important, um, note to make as well, because so often the networking component is overlooked.

Erica Cobb ([25:07](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>,

Corey Andrew Powell ([25:08](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

We stress that a lot because we're a, a leadership honor society. And so we, we, that's one of our pillars to make sure that we're building a community where, you know, you have lifelong connections with people who you can call upon, who knows, it could be lifelong professional or just close friends. Um, but I find that is a lacking component. And I wonder if you think, is it even more difficult now because this, there's a particular generation that's so tied up in technology that they're not looking up <laugh> enough to notice that, oh, is that puffy over there at the bar? Right. <laugh>? I might, they're too busy like texting. So I mean, do you find that maybe there's a disconnect with maybe how the, the the the importance that maybe this particular current generation of college aged people might be putting or not putting on, uh, the connection aspect?

Erica Cobb ([25:56](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

You know, um, I, I go back and forth on this one because I do think that interpersonal communication, especially in person, um, is just, it, it's more important than people really give it credit for. However, um, you know, I, you know, I'm a hybrid kid, so to speak, you know, I was of what, in high school? Well, actually I was in college when the internet really became a thing. Um, and so it's not like I grew up on this technology. So of course, like I was still writing letters and doing all of those things. When I met, uh, someone who was in the industry, I might send them something, you know, in the mail, uh, <laugh>, things like that. But the way that people are really utilizing social media in order to network and build connections in their industry is also extremely valuable. And it's highly effective. What I've learned the most in the past two years, um, since lockdown is, it's amazing to me now that we back outside <laugh>, you know, now I'm meeting people who I made connections with in those two years. And it's the strangest thing because we're hugging, you know, we're embracing, we're so excited to see each other and we're having these full conversations. And it'll be like 20 minutes will go by and someone will say, this is so strange because we've actually never met <laugh>. You know, but,

Corey Andrew Powell ([27:25](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

But we're already connected.

Erica Cobb ([27:26](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Exactly, exactly. You've laid that foundation. So I think that, you know, social media and technology can be equally as effective, but I do think to solidify relationships, it is important to at least acknowledge that being out in a social setting, um, should be a place where you're engaging with other people.

Corey Andrew Powell ([27:46](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And our final featured clip comes from Rose Fass, chairman and founder of fassforward Consulting Group. The celebrated business woman is an expert on the art of communication and self-empowerment.

Rose Fass ([27:58](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Dad used to say to me, you know, Rosemarie, if you have to shout, then you can't hold up your side of the argument.

Corey Andrew Powell ([28:05](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative> <laugh>. Yeah. Yeah. There's a couple great anecdotes from dad in here.

Rose Fass ([28:09](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

<Laugh>.

Corey Andrew Powell ([28:09](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Um, I think, yeah, I think, um, yes, I love this part. And I actually, I'm glad you brought that up because one part I love when you're talking about Jack Winters and that's, I don't wanna give it away, but you know, he, Jack Winters picked up where my dad left off and taught me how to be a successful entrepreneur. But I, I'm so glad you brought this up because I wanted to ask you, number one, in negotiation when everything is said, the first one who talks loses, I want to get into that now, is that, like, does that indicate that whoever spoke first really is second guessing their last negotiating point and so they might not have the strongest hand.

Rose Fass ([28:45](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Yeah. And put it very well, Corey, think about this. You, in this particular case, Jack, of course, was referring to us presenting the new line. Okay. That we were out there with retail outlets trying to sell. And he would say, don't be afraid of the silence. Don't be afraid. Someone's thinking they're hearing what you've said. You said everything you need to say. Give them an opportunity to come back to you to ask a question, share an objection, a different point of view, then you can respond. But if you jump right in and fill the space and fill the silence, you may end up buying back what you just got bought into. Um, and that's, that's something I never forgot. You know, when it's all been said and the negotiation is through the first one who talks loses, because then you may end up in a situation where you are defending rather than responding.

Corey Andrew Powell ([29:46](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Hmm. I mean, when I read that, I thought about how we often feel like there's a need to fill the silence in conversation when someone's talking. Right. And you just, and I, I mean that was so profound, that one, that one bullet, and quite honestly, all five of those, uh, points could be a, a show on its own. I'm <laugh>. Um, you know, it's, it's just, uh, I'm gonna grab one more of those, which was, uh, there are two times you can afford to be strong, which I love this one too 'cause very often we always talk about when you have everything to lose. But you say from dad's advice, uh, there are two times when you can afford to be strong, when you have nothing to lose and when you have everything to lose. Right? And I thought that was also very profound. Share a little bit about that.

Rose Fass ([30:28](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

I'll give you an exact, an example that's in the book. I was hired as one of two people in the, uh, in 1978, going back a long time. Uh, two women, uh, were allowed to come into the company. And this was Xerox early days. And the idea was that, um, they would start to create a diverse workforce. Men of color were already in the, the system, but women not. So I had my first operations review and it was absolutely a disaster because I had been given a team and they took all of the prime real estate off of it and gave it to a guy. And I got left with sort of the drags. So it was 29% of plan, Corey. Um, and I got up and all these ominous men sitting in the back and being very difficult. And they were hammering at me, how much talent does it take to be 29% of plan?

Rose Fass ([31:28](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And it was like, it was brutal. And, uh, there was a gentleman there, Holly- Hollis Chin-kee-Fatt, I will never forget it. God rest his soul Jamaican. Um, just a wonderful guy. And he was really concerned for me. And he was looking at me, he was one of my peers at the time, and kind of giving me as some encouragement. And that thing came into my head. There's two times you can afford to be strong, um, when you've got nothing to lose and you've got everything to lose. And I knew that I had everything to lose 'cause I was brand new, and they could take me right out of this job. And I figured I got nothing to lose. 'cause they're already thinking I'm a, I'm a jerk. So I, I looked at them and I said, you know, I've been in this job for 30 days.

Rose Fass ([32:14](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

And they all looked at me as though I was gonna make an excuse. I said, if I were 290% of plan, not 29% of plan, would you attribute that to my brilliance and my expertise? And David Bliss, also, God rest his soul. Um, great guy who later went and started a massive consulting firm, turned to him and said, she's got a point. She's got a point. We can't throw the failure at her feet. If in fact, in 30 days she had that level of success, we wouldn't throw that at her feet. And that was a moment when I had dad's voice inside of me and I said, okay, go for it. And it kind of got me through that particular review. And from that day forward, I started building back the, the business. And, uh, I ended the year, believe it or not, at 89%, not at a hundred, but given a great deal of praise for doing that much to bring it back home, uh, with a team that didn't have a full course. So I think you have to pick your spots, but there are times when you just have to be courageous and you've gotta say, you know, I've gotta stand up for myself or for this particular ideal that I believe in, whether it's popular or not.

Corey Andrew Powell ([33:35](https://www.temi.com/editor/t/2MK0OnkmvCUUrx_pi-b-ekuFAPSOUpjPJHzR4nwTdxvgbRw7rUBPcNlAxl7v3fkjFMsDUuN0VXCiFbUX5Hm6EghHfjc?loadFrom=DocumentDeeplink)):

Thanks for checking out this Special Women's Month, episode of Motivational Mondays.