Corey Andrew Powell ([00:01](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Hello everyone, and welcome to a Special Pride Month rewind episode of Motivational Mondays. I'm your host, Corey Andrew Powell. And today we've gathered inspiring voices celebrating authenticity and resilience. You'll hear from wellness expert and author Oneika Mays on the importance of being your true self. Olympic icon, Greg Louganis reflects on his early challenges as an openly gay athlete, performer, and trans advocate Peppermint shares why she initially turned down RuPaul's Drag race, foster care reform advocate. Rob Scheer discusses his journey from foster child to loving foster parent and Jennifer Brown and Giselle Phelps. Close us out with messages of inclusion and why we should avoid misguided stereotypes. Let's dive in. First up, author yoga instructor and wellness expert, Oneika Mays delves into the importance of embracing your authentic self in today's world.

Oneika Mays ([00:55](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah, I have to say yoga was a transformative, um, part of my life. About 15 years ago, I had a personal tragedy in somebody that, um, I loved got killed in Iraq, and I found myself on my yoga mat. And when I hit my yoga mat, I recognized and realized that I didn't really love myself fully. And that practice allowed me to completely fall in love with myself. And from that, I fell in love with the world and realized that as like a black woman, I was, um, holding onto some narratives about myself that I didn't wanna necessarily admit and some self-loathing. And when I practiced yoga, I opened myself up and I realized that I could show up just as who I was, and it didn't matter what the world thought of me. And when I did that, I found joy. And then from there I wanted to share that joy with the world.

Corey Andrew Powell ([01:47](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

That's amazing because, you know, so much of what we talk about is always like finding or or finding who you are and showing up as your most authentic self. And that's a really big part of the leadership conversation here that we have on Motivational Mondays. And here at the NSLS.

Oneika Mays ([02:02](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([02:02](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

In general 'cause it's a really big one. Uh, so for me, you know, I have a very similar connection, you know, very similar story as yours. You know, my story, you know, I had those same issues sort of growing up and trying to reconcile who I was with the narratives as a, a black gay man, who was always sort of in conflict with self.

Oneika Mays ([02:20](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. And it's like the things that we think stop people from loving us are the very things that people will love about us. You know, the things that we try to hide are the things that make us so interesting and unique. So why not let that stuff shine and share that with the world? And I think that's important for leaders, right? When they're working with teams, those things that, you know, your team members have that you might think are an issue, are actually the very strength that you should be tapping into them, because then they're gonna show up to be their best because they can be them, their true selves.

Corey Andrew Powell ([02:54](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. You know, it's so funny, I always laugh and say that, you know, I check off so many boxes now, but back in the day, you know, we were afraid to check off those boxes. You know, we didn't want to identify as this or that, or have people look at us a certain way or pass judgment. And now I'm like, you know what? I check all the boxes. I'm like, I'm going in. I'm gonna walk in, I'm gonna check black, I'm gonna check gay, I'm gonna check male. I'm gonna check <laugh>. You know?

Oneika Mays ([03:14](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Uhhuh.

Corey Andrew Powell ([03:14](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Like all the things who I am. Because once you embrace who you are, unapologetically, it makes all the difference in the world. Right?

Oneika Mays ([03:22](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. I think one of the boxes that I realized that I couldn't check was that I didn't really feel like I fit in a box anywhere. You know? I think growing up I felt two black for my white friends, two white for my black friends, not straight enough for straight people too gay, for like, not gay enough for gay people, too gay for straight people. And then I realized, you know what? I just gotta be me and my people will find me and I will find my people.

Corey Andrew Powell ([03:51](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. I love that. You know, and you know, you and I have privately talked as well about the whole black, white dynamic too, because we both sort of had that similar experience, you know, being young, sort of, I guess, lovers of language and speaking a certain way. And especially when you're an African American, uh, in this country, sometimes, you know, you speak a certain way and, um,

Oneika Mays ([04:13](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-hmm. <affirmative>.

Corey Andrew Powell ([04:13](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

With a less urban vernacular, I would say.

Oneika Mays ([04:15](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yep. <laugh>.

Corey Andrew Powell ([04:16](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And, you know, you get a lot of the, um, you sound white or you talk white, and I would get that, and I know you did too, 'cause we talked about it. But yeah, I'd always get that from other, actually inner city, black kids would tell me that.

Oneika Mays ([04:27](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([04:27](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And I'm like, no, Uhuh, I don't talk <laugh> white. I just, I'm just speaking English.

Oneika Mays ([04:33](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Corey Andrew Powell ([04:34](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

So, you know, we've been through that our whole lives. And, um, I would just say, no, I'm, I'm speaking English, so I don't understand that whole dynamic. But yeah, there's a lot of layers to navigate and, um, we have to kind of finally identify with who we are, love ourselves, and that's when we, that's when we really propel ourselves forward, I believe. You know. Now I wanna ask you as well, as far as your work, uh, how does being, I guess, a black feminist who is a part of the LGBTQ community.

Oneika Mays ([04:59](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([04:59](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

How does that shape, you know, or assist your work and the things that you do? Um, how you perceive your, your role as a yoga instructor who's teaching mindfulness to your students? How does that work?

Oneika Mays ([05:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I think I teach through my lens. And so when I show up to spaces authentically as who I am, I think it sets a, a, sets a tone for students to allow themselves to have the experience that they need to have. And I think because of who I am, I recognize that often people will try to have stories about you, um, or, or think certain things about you. So I'm very conscious.

Corey Andrew Powell ([05:37](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Oneika Mays ([05:38](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Of the fact that I allow people, and I don't know everybody's experience. I don't think I have to. But what I do recognize is that because of my own lived experience, I'm not here to judge anybody's experience so people can show up and do what they need to do for themselves, because I think that's liberation, right? And that's what yoga did for me. It allowed me to liberate myself from being seen a certain way or sort of swallowing stories about myself. So being me allows myself to have students to, to, for them to be themselves. And I think that really helped when I was working in a really vi violent environment like Rikers.

Corey Andrew Powell ([06:15](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yes, absolutely. I wanna talk about that Rikers, that's one of the most fascinating things to me about what you've been doing over the past few years, the work at Rikers. Um, but before we get to that, I want to just mention though, on the same topic that you just mentioned, you know, you know, um, it's, it's very aligned with, when I have heard people talk about the most doubting voice very often, that's in our own head, is the one that we've put there. Mm-Hmm. <affirmative>. Um, it's, it's so prominent. Like my colleague Rob Shuter, who I do the, uh, Naughty but Nice Podcast with, you know, he said that he's like, you know, that voice in our head is usually our own, but it's really just.

Oneika Mays ([06:52](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([06:52](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Regurgitating all the negative things that people have said about us, right? All the naysayers, all the negative, all the things that they like have been projecting on us. It's really that voice in our head that we hear. It's really that being said over and over again, the things that other people thought about us. Yes. So you have to kind of like, you know, mute those voices, know how to get rid of them, and then get back into who you are, who I am, you know? And believe what's true to you and your vision and what you want, not how other people perceive you.

Oneika Mays ([07:26](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Oh, I love that. I, you, that's what happened. You know, I had a similar experience when I decided to completely change my life, because I had a whole life before I was doing what I was doing Now, I was in book retail for almost 20 years, and, and love that, you know, book people are my people. But after I, um, I had that tragedy and I was in a yoga class in, in Manhattan. It was about, um, 110 degrees, 75% humidity. And the yoga teacher said, you can change, or you can be comfortable, but you can't do both things at the same time. And my world exploded, and I recognized that I was going to do things differently. And that was going to mean having to confront that doubting voice that you were just talking about, and, and really putting her to rest by telling her, like, listen, you're okay. And those things that you did, and you moved in a certain way because you had to, because you didn't know any other, you didn't know better. But once you know better, like, man, Maya Angelou says, you can do better. So I allowed that little girl who didn't feel like she was enough to rest and play, let her know that I was gonna take care of her with this newfound love that I had for myself. And that's the way that I show up into spaces. Now,

Corey Andrew Powell ([08:38](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Up next Olympic diving icon, Greg Louganis opens up about the challenges he faced as an openly gay athlete in the early 1980s, shedding light on his inspiring journey. People don't really realize, I guess, how different the world was, 1980s versus now for, for gay people. But if you wouldn't mind, talk a little bit about being a gay athlete at that time, and some of the fear you had with being, I guess, exposed by the media.

Greg Louganis ([09:05](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

You know, I always wanted my diving to be about the diving. Uh, I, I felt that if I came forward with my, um, sexual identity, I mean, I was out to friends and family, uh, and people who were close to me, people in USA diving knew about my sexual identity. So, um, uh, my sexual preference. And so, you know, it was, um, it was just not, uh, I mean, I was encouraged by my agent said, you know, okay, keep the gay thing, you know, <laugh>, um, to, you know, just, uh, you know, not be so open about that. Um, because the concern was, you know, uh, uh, commercial endorsements, people wouldn't wanna work with you. Um, you know, and, you know, I'm sure it did cost me, you know, potential sponsors. Um, and so, you know, that was, you know, that was the concern. I, you know, that I justified it in the way that everybody's entitled to a private life. And so I just, uh, you know, maintain that. And also back in, in those days, the sports reporters, um, you know, they were actually very respectful, you know, in, in, in, in this day and age with social media. We are, we are in so much in people's lives, uh, and in, in their personal lives. Um, so it's, it's really kind of a hard line. Um, but I was just, uh, you know, I just didn't discuss my personal life with members of the media. It was, uh, I wanted the focus to be on, on the diving. Um, so yeah, I mean, it wasn't a real, uh, warm and welcoming, uh, atmosphere, uh, to be open and gay. Uh, so, uh, I mean, uh, I mean, I was, the diving team is a really small team. And so when we travel internationally, you know, they'd have meetings that I wasn't invited to, you know, it was who was in the room with the, you know? And it was like, I mean, you know, you should, my feeling was okay, you should be so flattered <laugh>. Right?

Corey Andrew Powell ([11:21](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Greg Louganis ([11:21](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

But, you know, it's just like, you know, that was an issue. And really, a lot of people say that, that, you know, they tried to identify that as homophobia. But you know, in meeting up with a lot of those, you know, those guys, you know, it was more about jealousy than it was homophobia as I was winning at the time. So, you know, I don't, I don't know. Uh, I, I think it, to a small degree, it was homophobia, but, you know, it wasn't a real welcoming atmosphere during those years.

Corey Andrew Powell ([11:54](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yes. And then you compile that with the fact that the epidemic for HIV and AIDS was sort of just beginning to, to infiltrate the news cycle. And just every day our psyche, and I can remember the, the hysteria of like, the dynasty kiss <laugh>, you know.

Greg Louganis ([12:13](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Corey Andrew Powell ([12:13](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

With Rock Hudson and all that. And people didn't know, like if you could be in a room with a gay person that you might like implode or something. Right. It was just.

Greg Louganis ([12:19](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([12:19](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

A bunch of silliness to a degree. But then you did have a very real, um, I guess you had a real moment where you disclosed your HIV status at the time, which was definitely such a trailblazing thing to do. Uh, that was like, I guess 95 is when you actually did it. So it was past, I guess, your Olympics, uh, but still, it was a pretty bold thing to do. I mean, what made you make that decision?

Greg Louganis ([12:44](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I knew that it was my next step in my journey because, um, I was doing a play, I was doing Jeffrey in New York, um, at the Minetta Lane Theater, and my character that I played Darius, I was able to, um, kinda live out my fantasies and, um, and face my fears, uh, because, you know, Darius was out and proud and gay Pride parades and, uh, and, and, you know, he was in Kaz, um, his cast member in Kaz. And, uh, but he also dies and the play, and he, his spirit comes back and he tells the main character, I, I felt was a very poignant moment is to hate AIDS to tell Jeffrey to AIDS not life. And so that was kind of my journey. And then, you know, doing the play for six months, I, I went to a friend of mine, Robbie Brown, I said, you know, I wanna write a book because with my HIV I felt that not many people knew about my HIV status. There was still so much stigma surrounding HIV, um, uh, you know, like some of the, you know, mentality across the country, especially in the Bible Belt, was, oh, it's killing the right people, you know, um, IV drug users and, you know, prostitutes and gay men. And so, um, you know, there was just this, it, like you said, it was a mass hysteria. Um, and also the reality of it was we were going to memorials every weekend, you know, several memorials in a weekend. Um, and so, you know, and you, and you just heard all these horror stories. Um, so yeah. So there wasn't a whole lot of compassion. I, I do remember that, uh, when I came out, um, I, I actually was pointed out to me a way, way after the fact, 'cause I don't read my press. Um, but one thing I learned was that they were trying to take my medals away from me because.

New Speaker ([14:57](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Oh, wow.

New Speaker ([14:57](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Because I was, uh, I competed in, in Seoul, Korea, which they had a travel ban surrounding HIV. So had they known my IV status, I wouldn't have been able to compete at the Olympics.

Corey Andrew Powell ([15:09](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And that is the one where you hit your head on the springboard, that's

Greg Louganis ([15:11](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

The, in my head. Right.

Corey Andrew Powell ([15:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Which terrified me, by the way. I was like, Lord, he is not gonna come out that pool. I was <laugh>. I mean, yeah. And so you, you say, and you, and you bled in the pool. I think that was the controversy. Well,

Greg Louganis ([15:24](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

As well, that's, I mean, that's the speculation. But when you get an injury like that, you know, you have the impact and the injury, um, you know, especially on the head, you know, it, it doesn't, oh, it doesn't bleed right away. It's not just, you know, it, um, it takes, takes some time. 'cause like when I, you know, got outta the pool, I was holding my head. I went, uh, around the, the corner to my coach, and then, you know, that's when he noticed a little trickle of blood running down.

Corey Andrew Powell ([15:54](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Greg Louganis ([15:55](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And so he pushed the blood back up into my hairline. So as we passed the Chinese, because he didn't want them to know that I bled,

Corey Andrew Powell ([16:03](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. <laugh>. Oh, <laugh>. Well, the show must go on. I mean, you know, you are a trained actor, so, you know, <laugh> all aspects.

Greg Louganis ([16:11](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And, and see that's where, um, you know, that that's where the course is so important to me, finding your rhythm, because that's how I train. I trained from the inside out. And one of the, the things, I started dancing and doing acrobatics when I was a year and a half. I was performing on stage when I was three. And so what happened was my, you know, I had my new, my costume, it was the day of the rehearsal, have my costume. So I have a top hat, and I was given a cane. So some of the choreography changed, you know, was adjusted. And so what my teacher did, she played the music. She said, okay, um, you know, do the routine fluid, put the music on, and left the room as a three-year-old. My interpretation was, okay, imagine myself doing the routine and making it fluid, making all of those transitions. And so it took four times, and then I found her, and I said, okay, I made it fluid. And she came back and she turned the tempo up to make it faster than what I would be performing. And so she said, make it fluid. And she played the music, and I said, it was fluid. And she said, okay, you're ready.

Corey Andrew Powell ([17:25](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Wow, that's fast.

Greg Louganis ([17:26](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And so, because at three years old, had I done the routine over and over and over and over again, my muscles would've been, you know, so fatigued. I pro wouldn't be able to perform. So that is how I learned visualization.

Corey Andrew Powell ([17:43](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

You almost, um, in that regard, I guess even to simplify it more, it's almost in a way, like there's no one way that people will learn and adapt to something. And so in your case, you sort of had a system, you created a system in which you learned that routine quickly. But apparently that sort of process for you carried you all the way through all your successes up to being the greatest I ever in the world, basically.

Greg Louganis ([18:11](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. Because like in, um, in, uh, the, towards the end of the seventies, in the late seventies, the sports psychologist started coming around the pool and saying, oh, have you tried visualization or mental imagery? And I'm like, going, duh, doesn't everybody do that? You know?

Corey Andrew Powell ([18:28](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Greg Louganis ([18:29](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I thought, you know, as a three-year-old, your perception doesn't go much beyond yourself. And here I had all of these years of practicing this, whether it be, uh, a dance routine, gymnastics, diving, it, it all was connected, because I just thought that's how you did things.

Corey Andrew Powell ([18:50](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And our third clip, RuPaul's Drag Race alum, trans Advocate, Peppermint Shares, why she initially declined to participate in the now iconic Reality Show competition. I wanna begin, though, by saying, I've been in New York for a long time performing, auditioning. I mean, I was in the same kind of entertainment circles, I would imagine, as you were. So I wanna just say, I remember, um, before RuPaul's Drag Race, you know, you were really putting in the work <laugh>. I remember seeing you like doing, you know, promoting and doing your show. So people, I want people to know, like, things, people think things are like overnight, but you had been putting in the work prior to that. So talk a little bit about the pre RuPaul when you were just a New York performer, like all of us struggling, trying to make it happen.

Peppermint ([19:31](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I moved to New York, uh, to go to acting school, and I would do that during the day and at night I would work at all the drag clubs. And at first it was just like a, you know, every once in a while and sometimes not even for, for money. Uh, and then I eventually after school a few years later, was just going to enough, you know, uh, competitions and performances and meeting enough people, sort of networking in the city and getting to know people, honestly. Making friends and lasting connections with people that I still have today. Uh, who, you know, some of those people were like, some drunk Go-go dancer, you know, one year. And then five years later, they owned the club <laugh> just New York, you know? Yeah. And so there was a lot of that happening. And then I ended up eventually working at, you know, getting my first show, and then another one, and another one to the point where at a, at a certain point, by 2008, I had a show and all the major bars and clubs in the city, I was working seven nights a week, many weeks. Um, and, you know, yeah, I was, I even had the opportunity to travel and, you know, I, I recorded some music for a, an, it was supposed to be just like a performance in a club with Johnny McGovern, and he wanted to record the song. And I was like, okay. So we recorded it for one performance of one show of one time, and then he ended up putting all those onto what he called the East Village Mix Tape, an album or CD that, uh, you know, I was like, well, I'm gonna make a music video for this. And I made a music video, and then it went on to, uh, the logo channel had a program called the ClickList, which is kind of like TRL, like, you could call in and request the VI whatever. And so I was featured at, on that, and was number one on the click list for weeks and weeks. And at the time was the first drag entertainer to have a music video to play on the logo channel. Um, and so because of that, I was, you know, people would travel in, in those years, people would travel to New York from other countries, other places, bark and club owners, people in the nightlife industry, entertainment folks to see what was happening in New York City nightlife. And then they would bring it to wherever they were, you know? So my first time out of the country, a couple of guys from England saw my performance, uh, at a club, and were like, we want you to come to London. And they flew me out there, and they put me up. And then, you know, so I was traveling and performing and doing all these things and making music, uh, before I even thought before Drag Race was even on tv. And then eventually, uh, you know, obviously I went on to the show.

Corey Andrew Powell ([22:19](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Absolutely. So what, when it comes to drag as a, as an art form itself, had that been something that you had aspired to do beforehand? Or was it more like an organic extension of performing once you got to New York and you saw an opportunity?

Peppermint ([22:30](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I mean, I'd done drag a bit, you know, before moving to New York. Uh, it was very fun, and I loved it, and I couldn't explain why. Now it's probably a lot more obvious <laugh>, you know, but at the time, you know, I, I didn't even, it didn't even occur to me that a person could work and hold a job as a drag entertainer and make ends meet or do what they needed to do, or, or be successful. Uh, you know, when I was a kid, we only heard, you know, what do you wanna be? Your options are a police, a doctor, a lawyer, or a firefighter? Like, that's what we heard. Um, and so I wasn't really thinking about drag as a career. Uh, I didn't even think of it as a job until I moved to New York, you know, where I'm from, which is, you know, I'm from Pennsylvania and near the Delaware near Philadelphia. And people at the time, drag entertainers were not doing drag for money. They were just doing it be, you know, maybe they would, it would be a contest, and they would win the prize, but that'd be it. And then it certainly wasn't a career or a job that you would go to. And so it wasn't until I moved to New York that I was able to envision working in the clubs and doing it on a weekly basis where people were coming back and, you know, you were getting paid to be there, and they wanted me to be there. And so once that happened, I realized, okay, maybe there's a, maybe there's a future here.

Corey Andrew Powell ([23:58](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. And it's fascinating too, because as you mentioned, there's a, there's an evolution that happens, whereas even for me, growing up, there was all negativity around any man who would wear makeup, so to speak, in that sort of very basic term. And, um, drag was this sort of very taboo thing, sort of backroom. And I remember for me, the moment that I saw the original RuPaul show on VH one, um, it blew my mind because <laugh>, I was like, but did he just land an actual, like, major cable TV show in full drag? And that was an amazing moment where, I mean, obviously it became the catalyst for so many of you all who had gone on to do great things. Um, did that show impact you at all when it first started, or was it something you realized later?

Peppermint ([24:42](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Uh, well, personally, it didn't. I mean, you know, I I sort of, first of all, RuPaul has obviously always been a trailblazer for me, I think, for the community, and definitely for the art form of drag. And I remember watching the RuPaul show on v the RuPaul show on VH one, the talk show, uh, you know, obviously 10 years, it was like 1992. Um, and, or maybe 1996 actually, whatever it was in the nineties. And that was obviously before Drag Race came out. And so I was obviously knew who RuPaul was, always really inspired by Ru. Um, and, you know, I thought that was ama, I mean, the fact that when RuPaul released Supermodel and it was playing on MTV next to all of the, in 1990, next to all of, or maybe 91 whatever next to all of these mainstream artists in, in music and, and television, that also blew my mind, you know, that it felt like one of us had sort of arrived, you know, uh, obviously that was like 15 years before Drag Race ever came around. And so there was still more to be done. But when Drag Race came out on tv, I mean, before it actually ever aired, the produ, one of the producers, uh, or someone <laugh> representing the show was going around to a lot of the bars and clubs in New York, probably around the country, but definitely in New York, and asking if we wanted, if we wanted to audition, they asked me if I wanted to to be on the show. And I said, no, I don't even think they asked me to audition. I think they were like, we're doing the show. Would you like to do it? And I was like, this sounds shady <laugh>, you know.

Corey Andrew Powell ([26:23](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Because it was so uniquely different. Right. You didn't know what this was like, is this a-

Peppermint ([26:27](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

There was no, I had no idea what it could have been. I thought what they were gonna do 'cause at, at the time, you know, the only time we'd ever really seen drag, um, on regular sort of mainstream TV programming was on talk shows.

Corey Andrew Powell ([26:43](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

New Speaker ([26:44](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Where drag entertainers, they were, there was this thing, this really transphobic thing that talks daytime t tv, like to do, I remember Yeah. Where they would bring trans women on and drag entertainers and people, or cis women, they would just bring on bunch of different femes Mm-Hmm. <affirmative> and be like, who's the man who's, who's the, a natural woman, who's real, who's not? And they would scream, man, man, you know? Yeah, yeah,

Corey Andrew Powell ([27:07](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. Terrible. Very Geraldo. Very,

Peppermint ([27:10](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([27:10](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Very much Phil Donahue. Yeah. Yeah.

Peppermint ([27:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And that's what I thought was gonna happen. I was like, they're gonna put us in some kind of precarious situation, but we're gonna be humiliated for the sake of some reality TV show. And I wasn't into that, and so I didn't wanna do it. I'm glad I didn't at the time. Um, and also after the one first one or two seasons, you know, the prize at the time was, I think the first prize was $25,000 and a spot on the absolute headlining, headlining spot on the absolute pride tour.

Corey Andrew Powell ([27:45](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right, right.

Peppermint ([27:46](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Which basically meant doing some pride gigs at some gay pride parades in marches. And, you know, that's that I was already doing that kind of stuff. I was traveling to London and Amsterdam and Australia. So I was like, what do I wanna do this for <laugh> <laugh>?

Corey Andrew Powell ([28:02](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Peppermint ([28:03](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And it wasn't until later that the show became more popular. The platform got bigger. Mm-Hmm. <affirmative> the opportunities that for, for people were, were getting larger as drag, because as a result of the show was becoming more part of the mainstream.

Corey Andrew Powell ([28:15](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Peppermint ([28:16](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And then the desire for it also grew. Now people want drag entertainers at their birthday parties and at their, um, book, you know, the.

Corey Andrew Powell ([28:24](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Peppermint ([28:24](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Drag queen story hours if it's not banned. Um,

Corey Andrew Powell ([28:28](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Well, yeah. Un unfortunately, <laugh>, because you just mentioned all these beautiful things about the evolution of the art form, and then it really is an art form. And so now as we pivot to that, how do you feel when you now have to be faced with what seemed to be this progressive evolution, um, of us getting going forward and being inclusive and drag being this actually part of a American fiber where Ru has won. Like, you know, what a bazillion Emmys, uh, for the show, I

Peppermint ([28:57](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mean, right. Has a lot of Emmys,

Corey Andrew Powell ([28:59](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

<laugh>, he has a lot of Emmys, and now, but then fast forward to like banning drag performances across the country to the point where in some instances it could be a felony. What are your reflections on that? What do you feel?

Peppermint ([29:14](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

It's upsetting. It's just upsetting, but it, it's obviously upsetting and I don't want these things to happen. And I think it's a, it's a signal to us that we need to do whatever it is that we need to do to fight back against these things, to speak out against them, to show people the truth. Because a lot of these things are just really, you know, con overblown, conflated not, you know, really not accurate, represent representation of whatever it is that they're talking about, whether it's drag shows, or whether it's trans healthcare or what, or, you know, the accurate portrayal and, and account of black history in our country. It's just, they're, they're lying about it and saying it's one thing, and it's when it's really another. Um, and so I think that it's important that we tell the truth and tell our own stories, uh, you know, and it, it shows me that we should part, I believe we should participate as best we can in the voting process if you're not being blocked from that as well.

Corey Andrew Powell ([30:17](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right. Yeah, yeah. Yeah. Because there's a whole other dynamic there by which people who kinda look like you and me, um, are facing a lot of voter suppression acts across the country.

Peppermint ([30:26](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([30:26](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, and so that's also a problem. Yeah.

Peppermint ([30:29](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. So I do, I think that there's always something that can be done. I think I try my best to lead with empathy and just give people the benefit of the doubt and assume they're not being shady. But a lot of these things, these attacks on our community, you know what I think what they're trying to do is make everyone, including us, feel like they are the main, the norm, and that they're widespread, and that it's millions of people trying to ban drag and trying to ban this. And it, it's not, it's just a very small group of people. And if we look and do the research, it's actually literally the same human beings doing it in every state. Mm-Hmm. <affirmative> like traveling from state to state, saying, I can help you with your drag queen problem.

Corey Andrew Powell ([31:10](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right. Proud out parent Rob Scheer reflects on his journey from being a foster child to becoming a foster parent and now adoptive parent of his own children. It's a great story of the transforming power of love and family. Your background is, you were, obviously, you were in the foster system.

Rob Scheer ([31:29](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah, I did. I was actually the youngest of 10 children, and my mother had been married six times. We lived in and out of every shelter in Maryland, Virginia, and dc. I don't ever remember a picture hung on the wall. I don't remember a Christmas tree. And I sure do not remember her ever saying, I love you, but I always remember the monster that she would allow into our home, which was my father, you know, coming from such an abusive household where I'm 55 years old, and every day I am reminded of the abuse by the scars on my legs from the cigarettes that my father would put out on us children. And that's just the way my life was. And that's what I thought family was supposed to be. And then I turned 12, and when I turned 12, my parents passed away. And it was one of the greatest gifts that it could have ever been given to me, Corey, because for me, I had already known about foster care. I had siblings that had already gone into the system, um, because of, you know, the fact of truancy or, you know, my, my bio, my family couldn't feed them. And, you know, and so I knew that foster care, what I thought as a young boy, that it was a savior. Well, little did I know that as I walked up that house with my trash bag, that I would walk into a home that, you know, I thought loved me. Um, I remember that I decided at the age of 12 that I wasn't gonna be a statistic. That I wasn't gonna let the trash bag define me. And I went to school every single day. And in the fall of 1984, I turned 18 years old. I couldn't believe it. I had actually made it. I had actually made, um, something of myself, you know, by that point, my brothers and sisters had already fallen to the wayside. There was already teenage pregnancy, there was drug addiction, there was incarceration, there was suicide. So I had seen the gambit with my, my siblings, but for me, I was finally gonna graduate high school. Little did I know, Corey, that when I walked home from school on that fall day and walked into the front door of the place that I thought was my home there at set, something that I had not seen in years, that I had not even thought about my trash bag. And it was full of my belongings. You know, I remember looking at my foster parents, who I actually called mom and dad, and I said, what is this? And they said, it's your stuff. And I said, why? And they said, because you can't live here any longer. I said, what do you mean? And they said, you're 18 years old, and we're no longer gonna get a check from the state. So since we're not gonna get a check, you can't live here. And I literally became homeless.

Corey Andrew Powell ([34:11](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Wow. You know, it's, so that component right there, we have to elaborate on, because I don't think people do know about that part of the foster care system. I think the term is called aged out. Right? When you get, when you're, when you age out of the system, so to speak, and you turn 18, I've never heard that. It could be that abrupt, that abrupt that when you turn 18, the actual family that you may have been with for a few years, they just turn it off because there's a check associated with taking care of these children. There's a, there's, so, it's a financial opportunity for, oh, a lot of families,

Rob Scheer ([34:44](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

A total financial response, uh, opportunity. You know, the fact is, is that this industry, as we call foster care, is no more than an industry that makes money on the backs of children. Okay. Let's, let's make sure that we understand. The foster care system is not broken. Corey. The foster care system is shattered. It is absolutely shattered. And you know, as you said in the beginning, children are taken from homes and understanding that 64% of children who enter the foster care system enter because of the word neglect. Okay? The word neglect. Understand that that word is defined differently in every state, in every county. But I want to tell you the definition in neglect. It's called poverty. It's called poverty. The fact is, is that as a community, our forefathers built it for one reason to take care of each other. When if someone falls, we need to be there to lift them up. We do not yank their children away from them because they're not able to provide food on the table. Because we don't pay a living wage. We take their children. I understand that children come into the system from abuse. I was one of those kids. Two of my five children came into the system because of severe abuse that I get. But what I don't understand is when a child turns 18, 19, some states it's 20, and we have put them in a system because of a choice someone else made, then all of a sudden we turn our backs on them. We come in as the saviors when we put them in the system. But then when it's time to leave the system, we say, not a word. And that's what happened to me. You know, every day I would go to school, every day I would, um, hide my trash bag behind the, the bushes. I would walk in the school. I hope kids wouldn't make fun of me and remind me of the holes in my shoes 'cause I knew they were there 'cause I felt the water coming through them. I hope the kids wouldn't remind me of my stench, because I can tell you, I don't remember the last time I had showered in some months, or the fact that I had not brushed my teeth and my long scraggly hair. And I used to wait till all the kids left the cafeteria, and I would dig through the trash and gather as much food as I could, because I didn't know if I would eat that night. And then I remember in the, in the spring of 1985, I had finally made it. I made it. I was a kid that was getting ready to graduate. And you've gotta understand, only 54% of kids in foster care actually graduate from high school. And I was making it, you know, I would sit in Mrs. Brown's English's class, and I'd watch, watch the guidance counselor come in, and she would take children out of the classroom to talk about their future. I would sit there and then I could hear in my head screaming at them, look at me, look at me. Because the fact is, is that if you looked at me, you have to acknowledge, you failed me. You failed me. But no one ever looked at me. And then June, 1985, they lined us all up, put caps and gowns on us. People in the auditorium were cheering and capping and screaming. And then all of a sudden they called my name exactly silence. No one clapped. No one cheered, no one cared. The trash bag had done exactly what my community wanted it to do. It made me feel disposable, invisible that I didn't matter. You know, my baby girl, she's 18 tomorrow, and she graduated from high school last week. And I remember standing on in that auditorium and standing up with my husband and my kids and my in-laws. And I get chills right now because I could not have screamed loud enough. I'm proud of you. Just if someone would've said, I'm proud of you, but they didn't.

Corey Andrew Powell ([38:36](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Wow. Okay. So that's re so much there. So much emotive response there. Um, you know, it's, it's sad and it feels hopeless, and it feels like society, as we've mentioned, is to blame because they're not paying attention or working to create a better system. Um, and in many ways, you've also tapped into the irony that, you know, quote unquote, the system not being broken. Well, maybe the system is actually working the way someone designed it to work, which was like a, almost like a for-profit, um, um, industry. And so, yeah, there's some major reforms that have to happen. And it's so crazy that there's nothing to support a foster. Well, not, I won't say nothing, but I'm sure the resources are limited to prepare and support an 18-year-old person who's aging out of the foster care system. I mean, what kind of programs are there?

Rob Scheer ([39:34](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

You hit the nail on the head. Let me tell you something. First of all, we have to realize and make an, we have to understand as a community, and by the way, your community is not your zip code, Corey, your community is our human race. And we must understand that the 438,000 children who sit in the United States foster care system are in the system because of a choice. Someone else made a choice, someone else made. So all of a sudden, we stick them in this shattered system. Some of them go to homes that are worse than the homes that we took them from. Okay? Then they are moved around from house to house, to house to house, from school to school, to school to school, trauma, trauma, trauma, trauma. And then all of a sudden they turn 16, 17. And then we wanna come to them and say, Hey, let's talk about what we're gonna do when you turn 18. By the way, I'm so pissed off at you by that point. I don't even want you to talk to me. You know, I don't want you to speak to me. I want away from you. I want to get as far away as I can. Because every time that a social worker walks into a door, it triggers a child in the system. Because we must prepare these children from the day they walk in of where they going to be when they turn 18. And let me tell you where they should be. We as a society need to do two things in the system. Number one, financially, place these children in a better position than when they arrived in the system. And if you can give a foster parent a stipend every single month, and by the way, I live in a state where they pay the highest amount, almost a thousand dollars a kid a month with no questions asked, why can't we take some of that money and put it in an interest bearing savings account, save that money up for that child. So they have a net. You know, my son arrived at the age of 18. In 2019, he'd been in foster care most of his life, in and out, in and out. My husband and I never thought we'd have a fifth child. But when he arrived, he arrived literally with a trash bag and with no future. You know, the fact that I look at my son now, who is, by the way, just finished his sophomore year of college and getting ready to study abroad for a year, you know, I look at the fact that where would my son be if my husband and I had not stepped up? We would've, he would've been like the 30,000 children that we see in the United States that age out every single year. And 70%, listen to that number, Corey, 70% of 30,000 children every year become homeless just like I was.

Corey Andrew Powell ([42:07](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And last but not least, diversity advocates, Jennifer Brown and Giselle Phelps deliver heartfelt messages of inclusion and support for the LGBTQIA+ community. It's almost like the, the opposite end of that, where she is actually going into organizations and being like, no, we're a normal community. Like we're the same as you. We put our pants on one leg at a time. You know, we're diverse as everyone else. So, Jennifer, when it comes to that kind of, I guess, if you will, movement in some parts of the country, um, how does that impact what you do when you go into corporations or organizations, and your whole purpose is to unify and normalize the LGBTQ community for organizations?

Jennifer Brown ([42:50](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Oh, that's right. I mean, yeah, thanks for having me. I, we spend so much of our lives, you know, in our professional capacities. And it's interesting to think about even just hybrid or remotely. The culture of our workplace has so much to do with our own journeys of belonging and becoming and, and coming out as, as all the things that we are. And sometimes the workplace is the place that encourages people to actually do that work. Ironically, you know, some of the employers have been, have made it a priority over the many, many years I've been consulting in it, um, to be a welcoming environment and to be very overt about that. So around the world, especially, this is true. If you have the privilege of working for some of the companies that I get to support, um, there is a more open conversation going on there, then there is, in the society, in their communities, in right around the world. I mean, legal not legal.

Corey Andrew Powell ([43:46](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([43:46](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

It comes down to that question. And that's always been true. So, um, you, you get this sense when you're in inside these walls of these companies that it is, there's protection, there's commitment. And I know right now it feels shaky. You know, we're reading a lot of headlines around support being kind of rescinded and not being as strong as we would've thought it was.

Corey Andrew Powell ([44:07](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([44:08](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And we thought it was, um, and I think that's, that's destabilizing for a lot of us because, um, the Edelman Trust Index set points out that, that, you know, private institutions and companies are much more trusted than our own government at this point. You know, people sort of look to companies, you know, rightly or wrongly as these, as somewhat of these arbiters of social change and advocacy. And that's kind of what we've gotten used to. And then it's very, it's just very unsettling what's happening to watch how these companies are responding to the pushback, which has never been so targeted and strong.

Corey Andrew Powell ([44:42](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Jennifer Brown ([44:42](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I'll say that. Um, so they're having to kind of choose and, and straddle this line or thread the needle, or whichever metaphor you wanna use.

Corey Andrew Powell ([44:48](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([44:49](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And it's a very uncomfortable place, but it's making a lot of us, I think, really uncomfortable.

Corey Andrew Powell ([44:54](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Jennifer Brown ([44:54](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Because it's, you know, we, we think that demographics are on our side. We know that society's changing. We know that smart companies need to change with it. We, we know they know that. And so seeing the caving behaving behavior, you know, when it's not convenient or when it becomes more difficult or challenging.

Corey Andrew Powell ([45:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Jennifer Brown ([45:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And not standing by the community is really troublesome. So,

Corey Andrew Powell ([45:15](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([45:15](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I, I know, I know what I'm saying. When I go in, I say, look, you, which side do you wanna be on? Like, what kind of future do you envision? And do you wanna thrive? And do you wanna attract and retain great people? Do you wanna, um, cater to customers that are changing and really understand their world because there is no business without understanding who your constituents are?

Corey Andrew Powell ([45:32](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([45:33](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, and so all those like business case things are still in place. Um, but certainly they're being rattled.

Corey Andrew Powell ([45:39](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Jennifer Brown ([45:39](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

They're being tested.

Corey Andrew Powell ([45:40](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. And I think, um, you know, not to call out any brands, but I would just mention things that have been in the headline. So I'm not really calling them out. I mean, two of the biggest examples would be the Bud Light situation, obviously. And then Target, I believe is the other, you know, those two and, you know, and Target. And what's crazy about both of those, I wanna make sure the public understands that both of those corporations for years have been allies. You know, there's been a rainbow on that Bud Light bottle. That's right. Every year that I've been in New York City during Pride, and I've seen that little, uh, not so little, I've seen the LGBT pride section in target with the clothing and little kids clothing with the rainbow is what, you know, little kids have in many cases, two same-sex parents.

Jennifer Brown ([46:20](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Giselle Phelps ([46:21](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([46:21](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And that rainbow for them symbolizes the two dads or two moms that they love.

Giselle Phelps ([46:26](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Wow.

Corey Andrew Powell ([46:26](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

So this notion that somehow that's a, um, a negative or something that's derogatory, uh, it's a, I think is a false narrative. Completely.

Jennifer Brown ([46:35](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([46:36](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

You know, so that's, you know, that's my <laugh> my take on it. But I also wanna ask you too, though, I'll stick with you, Jennifer, on this one. Um, because it does tie into, there's an idea of people saying, well, keep your personal life to yourself. I, I, I hear that in fact, even with, you know, the NSLS previous thread we had, there was a gentleman who I, I spoke with very, uh, constructively who said, well, you know, that's your private life. And then Jennifer, to your point, well, no, if I come to work, that might impact my benefits.

Jennifer Brown ([47:07](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([47:08](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

My same sex partner may not be covered if my employer doesn't provide. I mean, so talk about that component of why it's important to actually have that inclusion in place for the avoidance of discrimination.

Jennifer Brown ([47:21](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right. And, and by the way, we can't innovate and be creative and trust each other and sort of, you know, the things that, that grease the wheels of business and creation if we don't feel comfortable and we don't feel like we belong.

Corey Andrew Powell ([47:34](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([47:34](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, I just think it's, so if anybody's ever tried to do that, it feels like you're kind of managing your psychological safety at the same time as you're trying to be productive. And it's really the uncertainty about whether you're supported is so, um, it's so distracting and destructive, I think.

Corey Andrew Powell ([47:51](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm.

Jennifer Brown ([47:52](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, and ultimately it causes a lot of retention issues for not just LGBTQ people, but everyone who hasn't felt welcomed in the workplace.

Corey Andrew Powell ([47:59](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Jennifer Brown ([47:59](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And by the way, that's everyone. That's not a probably cisgender white straight man historically.

Corey Andrew Powell ([48:04](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([48:05](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, so, so I think that we have to see this for what, how important it's, and it go, it is, it is the benefits, but it's more, it's the culture as well.

Corey Andrew Powell ([48:14](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Jennifer Brown ([48:15](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

It's the day to day, it's what you hear, it's what you don't hear. It's what you see in leadership or who you don't see. You know, it is the commitments that your company honors or doesn't, you know? So we're always kind of taking this pulse of, you know, am I supported here? Can I, can I relax and feel right?

Corey Andrew Powell ([48:30](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Jennifer Brown ([48:31](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

A sense of belonging. And belonging is a really big word now. And, and I, I, I relate it. I mean, I'd love to hear Giselle, your thoughts, but it's very popular, I think, amongst younger generations as I've noticed it, because I remember the days when it was just d diversity.

Corey Andrew Powell ([48:44](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([48:45](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And then we sort of added the I, and then the e has been added <laugh>.

Corey Andrew Powell ([48:48](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Jennifer Brown ([48:53](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

You know, and now we're in the B land, and it just keeps growing, which is awesome. I I love that. Um, I love language and words. I think they're very important and they signify, uh, something important. But belonging is, um, is very, is a very popular way to talk about these concepts and.

Corey Andrew Powell ([49:03](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([49:03](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, and I'll tell you, the younger generation's demanding to feel it.

Corey Andrew Powell ([49:07](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yes.

Jennifer Brown ([49:08](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

To experience it, to witness it, to have the receipts.

Corey Andrew Powell ([49:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Jennifer Brown ([49:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

So, I dunno, companies think they can kind of bargain with this, and I don't think they can. Um, so they're playing a short game, but I, I think pe they're sort of losing the, the thread of what the future is really gonna look like and how they need to earn and maintain the trust and relationships.

Corey Andrew Powell ([49:27](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Jennifer Brown ([49:28](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

That, that we've got, have gotten us this far.

Corey Andrew Powell ([49:30](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. Yeah. Especially because Gen Z as we know that specifically.

Jennifer Brown ([49:33](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([49:34](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

One of the most, um, yeah. Watched and one of the most sort of like scrutinized, but looked after and looked at generations really in, in a while, maybe since the 1960s. And they are demanding social consciousness, uh, from the brands. They de they demand it. And it's interesting though about that topic, Giselle, um, the idea of being able to show up as who you are, you know, for many of us who are more visibly ethnic people who are also of the LGBTQ community, I had to like kind of put that very, so, you know, <laugh>, we walk into a room, we're sort of black first <laugh>, and then we're LGBT, we can't really, we don't have a choice in how people perceive us first. Um, so we live at like these sort of intersectionality of two things. And even for Jennifer, you know, you too. I mean, there's, you're dealing with things as a woman, which has its own area as discrimination, no matter what color you are. And then you add to that the LGBT component. So, um, Giselle, talk a little bit about, you know, building allyship across different identities and why that is important.

Giselle Phelps ([50:38](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. I mean, again, a fantastic question, and I'm still kind of, um, uh, simmering on, on Jennifer's, uh, point there about the concept of belonging. Right? And when I think about, um, belonging, I think of community, right? And so, um, is there a community for my identities within this organization?

Corey Andrew Powell ([50:58](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Giselle Phelps ([50:59](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, and so Corey, I mean, you're, you're spot on in the sense that for me, for example, I, I'm a black, I'm black, I'm a woman, and I'm bisexual, and all of those intersections intersect for me daily. All of those identities intersect for me on a daily basis simultaneously.

Corey Andrew Powell ([51:21](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Giselle Phelps ([51:21](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, and when I show up in a space, typically my blackness is going to show up first.

Corey Andrew Powell ([51:27](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Giselle Phelps ([51:28](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

So even before we get to, you know, then probably the fact that I'm a woman if I'm dressed, you know, presenting femininely or whatever.

Corey Andrew Powell ([51:36](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Giselle Phelps ([51:36](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Um, and then, you know, possibly, you know, my identity depending on, on, on the, the space and the nature of the conversation. Right?

Corey Andrew Powell ([51:47](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Giselle Phelps ([51:48](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I actually just had a very interesting, uh, conversation yesterday with a media personality, um, who interviewed one of my clients. And, uh, the person said to me that, you know, they didn't know I was. And they said, oh, I would never know. And I thought, okay, well, you know, you know, implying that, like, I, I don't appear so,

Corey Andrew Powell ([52:10](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right, right. Yeah.

Giselle Phelps ([52:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah. And so I'm like, well, we, we really need to move past that 'cause what does a, what does a person look like?

Corey Andrew Powell ([52:18](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right. Right. And we know now that it's everything. I mean, it's, it's the soccer mom. It's the construction worker. It is, you know, it's the lady at the grocery store I mean, it's everyone. And, um, I remember hearing all these really silly tropes when I was growing up, and I would come out to people and they'd be like, oh, I knew you were gay because you smiled and you showed all your teeth smiled, <laugh>, like stuff

Giselle Phelps ([52:38](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

<laugh>

Corey Andrew Powell ([52:39](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Great stuff like that. Right. Or, um, oh, I knew you were gay because, um, you dressed really nice when you in your school, <laugh>. I'm like, but people dress nice. Like, you know, so.

Giselle Phelps ([52:49](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Corey Andrew Powell ([52:50](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

I think that's a problem. People are, are, are sort of assigning all these weird things to what's gay. Like No, you don't know anyone's gay until they tell you they are gay.

Giselle Phelps ([52:59](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Exactly. You're not going to be able to, to know just by you, you know, again, maybe if I'm wearing a T-shirt that says, you know, I'm, I'm gay, I'm LGBTQ+, like, maybe, you know, then you might be able to infer, oh, okay.

Corey Andrew Powell ([53:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Giselle Phelps ([53:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

But, you know, um, so when you talk about allyship, right. Um, and how people can, it, it, it's changed. It's, it's a lot of un programming and, you know, we've all been conditioned along, you know, these hetero norms. Right. And I think especially when you, and that's really what the younger generation is challenging really fiercely. Right? And so when you are in a workplace or a part of any community, you really have to challenge yourself to think beyond, you know, heteronormative terms beyond the binary even. Right?

Corey Andrew Powell ([53:47](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Right.

Giselle Phelps ([53:47](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

So, um, in terms of some, you know, somebody's overall identity.

Corey Andrew Powell ([53:52](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Giselle Phelps ([53:52](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And I think that just, and these are new conversations, like that's the reality.

Corey Andrew Powell ([53:57](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yes. Yeah. Yeah.

Giselle Phelps ([53:57](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

These are new conversations and they're conversations that have really become part of the mainstream, um, in more substantial ways over the last, you know, five years or so. Right?

Corey Andrew Powell ([54:10](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>. Yeah. Yeah.

Giselle Phelps ([54:12](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And so these, these are for a lot of people new ways of thinking.

Corey Andrew Powell ([54:15](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Yeah.

Giselle Phelps ([54:16](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

And I, I find that, um, you know, when you broker these conversations, folks are open to listening. Um, but it's going to take time, right? For people to change, you know, centuries of thinking around identity, sexual orientation, and gender identity.

Corey Andrew Powell ([54:36](https://www.temi.com/editor/t/M3_wM2xYKYCyFl7Qo8N8fY-Bi8zurcg7u0XWg2SyCtA9vld6biw1LBZIpCCO7M3SMYWCiV8za2LLXEPvkvBrNZ6qU88?loadFrom=DocumentDeeplink)):

Mm-Hmm.Thank you once again for joining us for this special pride month rewind episode of Motivational Mondays. I hope these stories have inspired you to embrace your true self and support others in doing the same. Thank you for listening to Motivational Mondays presented by the National Society of Leadership and Success, and available wherever you listen to your favorite podcasts. I'm Corey Andrew Powell, and I'll see you again here next week.