Uncovering Belonging
Episode 1: Being a Social Justice Worker with Deepak Kashyap Transcript

1
00:00:00,500 --> 00:00:04,504
Deepak (he/him): When I came to Canada, I realized that
and this has been said about the Canadian

2
00:00:04,504 --> 00:00:08,441
immigration system, that it's very just
but it's not very fair.

3
00:00:10,777 --> 00:00:12,645
Jade (they/them): I'm Jade Pichette, they/them.

4
00:00:12,645 --> 00:00:15,648
Erin (she/her): And I'm Erin Davis
and I use the pronouns she and her.

5
00:00:16,049 --> 00:00:18,151
Jade (they/them): Welcome to Uncovering Belonging.

6
00:00:18,151 --> 00:00:22,555
Erin (she/her): A podcast that explores the professional
and personal stories of unique voices

7
00:00:22,555 --> 00:00:23,890
of what it means to belong.

8
00:00:23,890 --> 00:00:26,126
Jade (they/them): And the journey
to finding our authentic self.

So I'm really excited, Erin,

today to be talking to Deepak Kashyap.

I've met him quite a few times.

Deepak (he/him): Thank you very much. It means a lot to me.

Jade (they/them): Deepak Kashyap, he/him,

is a member of the Ontario Association of Mental Health Practitioners
and the Canadian Counseling and Psychotherapy Association.
He provides emotional and mental health services in person as well as online for over ten years.

He holds a master’s degree in the Psychology of Education from the University of Bristol, U.K., has been formally trained in advanced programs in REBT and CBT from the Albert Ellis Institute in New York and attended the MBCT Summer School Program at the Oxford Mindfulness Center at the University.

of Oxford.
Deepak's experience lies in developing and delivering programs for organizational mental health initiatives, anti-racism and anti-oppression frameworks, diversity,

He has developed and delivered programs like Employee Emotional First Aid, Productivity and Mental Health During the Pandemic, Working from Home: The New Normal, Unconscious Bias, Safe and Respectful Work Environment.

Psychological Safety at Work, Effective versus Performative Allyship,

Making Workplaces
More Welcoming of the Queer Employees
Beyond Just the Pride Month,

Emotional Skills for Feminism,

Distinctions between Social Justice Warriors and Workers, Squaring Up Meritocracy and Privilege Myths.

He has conducted workshops in India, Dubai, the United States, UK, Europe and Canada.

He is a published columnist.

He has appeared on various national and international news channels,
talk shows,
and this is something that I am learning

42
00:02:15,435 --> 00:02:20,140
also, is that Deepak is India's first
openly gay television co-host.

43
00:02:20,173 --> 00:02:24,344
Deepak, happy
to have you as a guest on our podcast.

44
00:02:24,410 --> 00:02:28,248
Erin (she/her): I don't know if this is true for you, but
I will set in a little bit of discomfort

45
00:02:28,248 --> 00:02:31,384
as someone else reads
my bio and feel like,

46
00:02:31,384 --> 00:02:34,621
wow, that's really a lot of things.

47
00:02:34,621 --> 00:02:38,791
We don't need to spend time on myself,
but I'm here to give gratitude

48
00:02:38,791 --> 00:02:41,227
for all of the amazing work
that you've done.
Deepak (he/him): Exactly the same, exactly the way.

I was just like, Oh, my God, I'm going to apologize to Jade later and tell them that listen, next time I'll send you an abbreviated one.

So yeah, thank you very much.

Jade (they/them): I just think all of those pieces of yourself are important.

And as somebody with a background in Social Work who's working in this space, I know how often those of us who are doing that kind of Social Work or Psychology, Counseling Support often are focused.
so much on others that it’s hard sometimes to focus on ourselves.

But we’re all about you today.

And I think that every piece of that is important.

Deepak (he/him): That it gives me such an ego boost.

Jade (they/them): We all need those each give us once in a while.

I think, especially those of us who do community work, we deserve it once in a while.

So, Erin, do you want to get to know Deepak a bit
more in terms of beyond the on the bio?

66
00:03:40,820 --> 00:03:41,621
Erin (she/her): Absolutely.

67
00:03:41,621 --> 00:03:43,990
And I know that our listeners
will want to as well.

68
00:03:43,990 --> 00:03:45,725
So how did you get to this work?

69
00:03:45,725 --> 00:03:49,562
How did you end up in the Diversity
and Inclusion space?

70
00:03:49,696 --> 00:03:53,633
I mean, I chose Psychology
because I absolutely love Psychology.

71
00:03:53,700 --> 00:03:58,204
And at the time we’re talking 15,
20 years ago when Diversity and Inclusion

72
00:03:58,204 --> 00:04:02,575
wasn’t the hot topic, as the history of
topics goes, it’s literally 5 minutes old.

73
00:04:02,575 --> 00:04:04,978
It’s still hot.
Everyone wants a piece of it.

So I was born in India, my father was born in India,

but his father was born in Pakistan during the partition of the country.

His father had moved here.

I was raised in India as the English speaking elite of the country, as the upper caste, upper class.

But we were still refugees from Pakistan.

It was a very interesting experience.

We were upper cost but economically poor because we were refugees
when I was growing up, I think because of who we were, our education and things like that, we quickly rose through the social ranks.

We were already the upper, and I know it's a horrible thing to even use that word "upper cast" and "lower cast".

But right now I'm talking about what is not what I would like it to be.

So that's important as a context to remember.

So it was easier for us to sort of, you know, get education and get the money and get the connections
and whatnot and rise

90
00:04:58,197 --> 00:05:01,501
up to the level of truly calling on
sounds middle class Indians.

91
00:05:01,868 --> 00:05:05,638
So while I was in India
and before I was sent to England

92
00:05:05,638 --> 00:05:07,674
to study and my parents then could afford

93
00:05:07,674 --> 00:05:11,277
to send me to England to study,
I had so much privilege.

94
00:05:11,477 --> 00:05:15,214
The moment I landed in England,
I was just another brown immigrant.

95
00:05:18,584 --> 00:05:20,253
Jade (they/them): Hi, everyone, this is Jade,

96
00:05:20,253 --> 00:05:24,557
and I'm recording this after the fact
to provide listeners with a content note.

97
00:05:24,957 --> 00:05:26,693
Deepak is going to share a story
which includes a reference to human trafficking and sex trafficking.

So if you need to, you may want to press the skip forward button to go about a minute or two forward.

Deepeak (he/him): So of course, I went through the sophomore year of angry college student who's angry at everything and everything is racist. And everyone's homophobic and everyone's "this"phobic.

And then I had a teacher from Ghana.

She had worked on salvaging, saving literally
saving girls from human trafficking.

And I was this angry sophomore person.

So once I kind of had it out with my teacher and I said, Why are you not angry?

You talk about injustice with this -

Um - the word that I use Jade in Erin was "academic sterility".

And I was so proud of my vocabulary because I was learning this vocabulary

to name and shame.

And then I realized quickly that I'm yelling at a Black woman
in a class and I'm like, Oh, my God, you need to, like, you know, calm the fuck down a little, a little, blah, blah, blah.

And then I go up to her and she says, "Deepak, the only difference between you and I at this moment is you look at inequalities and discrimination as a result of human evil evilness.

I look at them as a result of human weakness."


That was the start of the change that a woman who was sex
trafficked herself,
who saved herself into becoming

literally the savior for others, for many,
many others wasn't angry.

And I was this little privileged boy
from India.

And I was carrying this anger
from everyone around me thinking that

that's what gives me identity
and that's what gives me validation.

So that sort of made me realize that

I need to make the shift
from being a warrior to a worker.

And she kept educating me about this.
And she would say, you have to realize that the moment you are in the warrior mentality, you have to choose sides and you have to look at the other side as a monolith to be attacked, not to be understood.

The moment we are in war mentality.

The other is a monolithic tribe and all have to be attacked.

Women, children, old alike.

But a worker has to passionately work with everybody.

The worker doesn't have to choose sides.
It has to be on the side of values and not identities.

If you’re applying justice, that applies to everyone. That particular teacher of mine really changed my attitudes towards it. Erin (she/her): Wow.

Deepak (he/him): And then the second step came into my journey when I came to Canada.

And this has been said about the Canadian immigration system that it’s very just but it’s not very fair.

Why is it just? Because you can’t bribe yourself into Canada.

You have to fulfill some of the things and if you fulfill, regardless
of where you are from, you will make it to Canada.

So, it's just that way.

But Canada goes around the world collecting the cream of the crop.

We asked for a Master's degree.

We ask for certain level of English proficiency.

We ask for a certain amount in your bank.

We ask for this, that and the other.

So we are going around not just picking up anyone other than the refugee things
that we have going on, which I applaud with all of my heart.

We're not just inviting anyone.

We are inviting the cream of the crop and then the moment they land in Canada,

we like, Oops, sorry, you can only work at Tim Hortons

and there's nothing wrong

with working at Tim Horton's, but that's not what these people

have proved their skills for.

So that's what happened to me.

Yes, there are unions and yes,
there are quality assurance things

00:08:58,538 --> 00:09:02,942
that every country needs to have,
but these quality assurances could quickly

00:09:02,942 --> 00:09:07,246
turn into entry barriers
for people who are very qualified

00:09:07,246 --> 00:09:09,248
but are not allowed to work.

00:09:09,248 --> 00:09:10,816
I've sat in one too many

00:09:10,816 --> 00:09:15,121
Ubers being driven by doctors
from Iran, from Syria, from India.

00:09:15,721 --> 00:09:20,092
So that just made me realize that, yes,
you've let me in and I'm grateful,

00:09:20,226 --> 00:09:23,563
but, you've taken my professional identity
away from me

00:09:23,663 --> 00:09:25,631
and there is no recourse to it.
And no one tells you this when you're immigrating to Canada and that's what that me like, hey, I need to do something.

So it's like I've been doing Diversity and Inclusion work in India. I'm going to continue. So I set up my own organization called Lotus Mindfulness Center where we work on Wellness, we work on Psychological Safety in workplaces, and we work on Diversity and Inclusion and Belongingness.

Yes, sorry, that was a long story,
but I kind of needed to get through it

179
00:09:51,557 --> 00:09:56,028
for you to understand why I'm so
passionate about wellness and diversity.

180
00:09:56,195 --> 00:09:57,930
Erin (she/her): There's no need to apologize.

181
00:09:57,930 --> 00:10:01,867
I'm taking copious amounts of notes
because I love all of these

182
00:10:01,867 --> 00:10:03,769
different pieces
that you're sharing with us.

183
00:10:03,769 --> 00:10:09,075
And yes, D&I is 5 minutes old,
and the work that people have been

184
00:10:09,075 --> 00:10:13,879
doing for years definitely constitutes
the work that we do now in this space.

185
00:10:13,879 --> 00:10:18,451
It's just been sort of categorized in a
way to allow organizations to check a box

186
00:10:18,451 --> 00:10:23,823
to say that we are doing these things
to make people feel included at work.

But do they? Do they truly find
and feel that sense of belonging?

And I wonder
now, at this stage in your career,

why does this work
make you feel that sense of belonging?

Deepeak (he/him): Because belongingness is a two way street.

You can find belonging from outside

but a sense of belonging
can also be generated from within.

Like, for example, I look the way I do.

I've got a weird accent.
I switch accents every now and then.

195
00:10:48,314 --> 00:10:51,884
When I go to India, or here
I've lived in four different countries.

196
00:10:51,884 --> 00:10:54,120
There are times when I ask,
Where do I belong?

197
00:10:54,120 --> 00:10:55,488
I know where I was born.

198
00:10:55,488 --> 00:10:58,524
I speak four languages,
but where do I belong?

199
00:10:59,191 --> 00:11:02,795
I had to start belonging to me first.
Belongingness

200
00:11:02,795 --> 00:11:07,366
is another name for attachment
plus connection.

201
00:11:07,967 --> 00:11:10,703
I'm connected to you,
but I also feel care.

202
00:11:11,003 --> 00:11:15,541
So if I start feeling the connection with myself I give up this idea that I have to prove myself to somebody. This is who I am in my unique colours.

Erin (she/her): Absolutely.

And I think there's this fascinating component to the work that we do in terms of our own unique identities and this need to fit in that I need to be like others to feel a sense of belonging.

But as you unpack, it is absolutely not that it's our unique sense of
how do we have this attachment
to something,

but also make that connection,
knowing that we can exist

within differences
and celebrate those differences.

So I'll turn it over to Jade
to take us a little bit down that pathway.

Jade (they/them): This discussion is making me think
a lot about chosen family, and I think

this is something that a lot of workplaces
struggle with understanding

is that for equity-deserving groups,
those people who we build

and care with may not be who
we are biologically or legally related to in the same ways.

And that has a big impact on our wellness at work.

That has a big impact on how we see ourselves

and in the supports that we need.

So, Deepak, what are some of the barriers that you see in terms of building that wellness?

Deeoeak (he/him): I think you said something really important about choosing family.

The word choice means that you have to act to choose.
Jade (they/them): Right.

Deepak (he/him): The choice has to be made for belonging.

To venture out and take dangerous risks of vulnerability.

Jade (they/them): Yes.

Deepak (he/him): And safety is not guaranteed.

Neither is heart guaranteed, nor is safety guaranteed.

And that's how I'm going to sort of come to the barriers.

You will face discomfort on a day to day basis.

When you go out, there will be people who probably don't understand pronouns.
There are people who do not understand or believe in intersectionality.

There are people who think that you are probably overstating the harm and hurt that's been done to you.

Or you're being dramatic.

All of these are discomforting, distressing things,

but they are not dangerous.

The moment we conflate danger and discomfort,

then we're ensuring safety only for ourselves.
So while it is super important to make safe spaces, it's also super important to make brave spaces.

We need to have both.

A lot of the times people dismiss the safety of it, and I don't stand behind that idea.

I'm not coming here with a "but" I'm coming here with an "and" safe and brave, because if we're going to choose to be leaders,
we will have to expect these bumps to come our way and they can get very tiring.

Jade (they/them): Yeah, I hear a lot about self-accommodation, creating those spaces for yourself, especially when we're in just spaces of discomfort, and that discomfort can come from a number of different reasons.

But if we're in that space of discomfort, identifying where is this discomfort coming from? Deepak (he/him): Yeah!

Jade (they/them): Is it because there's a rooted to historical harm, or is it my uncomfortability with getting to know
something new
or getting engaged with a new thought

and getting to engage with something
that is different for yourself.

And so making those accommodations
for yourself, making that space

I think is a big piece of this discussion.

Now when we're talking about workplaces
isn't just another employee

my job is not to educate you
unless that's my job description.

That's my job description

is to be a Learning and Development person
for Diversity and Inclusion programs.
Otherwise, my job is not here to make you comfortable with who I am.

Your job, on the other hand, is to not stand in the way of inclusion, don't make the environments such that I feel like you don't belong there.

Does that make sense?

Definitely does.

Like, I don't need you to understand my experience.

as an autistic person for instance, but I do need you to respect that.

I'm going to communicate differently.
I'm going to engage slightly differently, and I might not pick up on some social cues and it's recognizing these intersections with each other and the different ways that we can make sure that we're not causing harm as we go forward and not intentionally making other people feel like they don't belong in a space through those actions.

Like there are certain things that I just don't understand.

Like there are certain political beliefs I don't understand.

There are certain experiences of identity
I just don't understand.

00:15:53,452 --> 00:15:57,222
But that doesn't mean I'm going to make them not feel like they belong.

00:15:57,222 --> 00:16:01,760
So what has worked well to make people feel like they belong through wellness programs or otherwise or what

00:16:01,760 --> 00:16:05,030
are those small moments that have made you feel like you belong?

00:16:09,168 --> 00:16:13,472
Deepak (he/him): So I think the moment I let go of the insistence on

00:16:13,472 --> 00:16:16,842
I will make progress only when I guilt and shame you.

00:16:17,176 --> 00:16:20,746
I don't insist on that just because I've gone through something.
Now you have to change your mind for me.

But I also make sure that reasonable accommodations are made for things that I cannot change and things that actually make the work environment unsafe.

The other unrelated thing that sort of has worked for me is

I do not go the route of making financial arguments about the validity of diversity, inclusion and belonging to work.

I love money.
I love people when they make money fair and square.

298
00:16:53,979 --> 00:16:54,646
It's amazing.

299
00:16:54,646 --> 00:16:58,584
But we are here not to make money over other people’s suffering.

300
00:16:58,584 --> 00:17:01,820
So you’re not righting the wrongs so that you can earn more money

301
00:17:01,887 --> 00:17:04,556
if it's a happy consequence. Amazing.

302
00:17:04,556 --> 00:17:06,725

303
00:17:06,725 --> 00:17:10,729
So if I’m presenting to you a company, you’d probably find one slide

304
00:17:10,729 --> 00:17:11,797
that talks about this.

305
00:17:11,797 --> 00:17:17,569
You find another slide that makes the point of socio-ethical, legal arguments.
I take you through the journey of how we used to look at workers.

We have improved a lot, but we cannot say now we’ve come to the place where there’s no more evolution required in terms of bettering workers conditions.

In terms of bettering inclusion.

It’s like, say to women; "You know, you’ve got the right to vote. You can own property. Now what else do you need?"

There never comes a time where you have to many rights.

Rights is not a concept.
that can be applied in excess.

314
00:17:48,734 --> 00:17:51,804
Rights is a concept
that's not giving. Rights

315
00:17:51,804 --> 00:17:53,972
are never given -
you just move out of the way.

316
00:17:54,406 --> 00:17:59,611
Jade (they/them): Yeah, I think there's a lot of progress that
we've made, but a lot more that can be.

317
00:17:59,611 --> 00:18:02,848
And I see how some of these workplace
wellness initiatives

318
00:18:02,848 --> 00:18:05,851
that we've learned over recent time

319
00:18:05,851 --> 00:18:09,755
over the pushing of the moral case
for Diversity,

320
00:18:09,755 --> 00:18:12,991
Equity, Inclusion
are getting a bit of pushback, too.

321
00:18:12,991 --> 00:18:15,360
But I do see the progress still.

And so do you have any advice for engaging employers or for others within their organizations process?

Deepak (he/him): Profit becomes more and more meaningful only when there are three other P's that come before it; People Purpose and Planet. Their relationship to each other is very interdependent and circular in nature.

If you have more profit, you have more money, you will invest it in your people.
You will try to invest it in more purposeful ways.

Otherwise you're just going to be looked at as a heartless organization.

an organization where people work only because they're desperate.

And the moment they upskill themselves and they better themselves,

the first thing they want to do is leave.

And people have woken up to the three M's, which is Money Manager and Meaning. Money.

We were always aware of money, but people have woken up.
Now they can compare how much the same position is being paid in other companies of similar size.

It's no longer secret. Managers.

People know people don't quit their jobs.

They quit their Managers. They don't feel included.

They don't feel they belong there.

They feel humiliated or they feel psychologically unsafe.

And meaningful connection to the work.

Not every work is evidently meaningful
in and of itself.

The most rewarding and meaningful things is make it relational, make it relational, make it attached to real meaning, real life, real people. 

Because nothing in this world is important if it is not affecting real people's lives, either.

And if you're able to get these three M's: Money, 

a good Manager and Meaning, you'd probably be able to hold on
to people a little longer
and make them feel dignity in the process.

Jade (they/them): That concept of meaning is so deeply connected for this idea of belonging.

If you don’t have meaning,
you’re not going to feel like you belong.

If you don’t have purpose,
you’re not going to feel like you belong.

If you’re not compensated properly,
you’re not going to feel like you belong.

If your manager micromanages
or just doesn’t manage at all.

Also, where you’re just like left hanging and left in the wind,

you’re not going to feel like you belong.
So I appreciate like all of these different aspects of recognizing the changing nature of work where it's actually caught up to our humanness or we hope that it is, at least.

Deepak (he/him): And the good news about meaning, Jade, is that it is always created.

There is no inherent meaning in anything, as I see it.

Jade (they/them): Yeah. Deepak (he/him): There's your job.

Your money is not going to make me emotional.
Neither will it make you immortal.

Yes. Your funeral procession might be slightly bigger than mine.

More people might attended, but it won't bring you back to life.

All that we are asking for is before we die, we suffer less.

And we live with dignity.

And that's all that we are asking.

Jade (they/them): I'm so grateful for that share.

So let's look towards the future.

Erin, where are we going from here
to build that future?

Erin (she/her): Yeah. Thanks, Jade.

I think this is sort of our opportunity to paint a picture.

I use the term "utopia".

I don't know if we will ever get there as a human species,

because you said it earlier, Deepak, evolution is still required.

But can you create and paint a picture for us what does that utopia look like?

Deepak (he/him): So I think there are functional utopias and dysfunctional utopias.

The idea of utopia where everyone is
"woke" and no one's hurt.

I'm not sure we'll get to that point because in this story is a very linear and one dimensional story where there's only one oppressor, one victim, one hero.

Most of the Eastern stories will confuse you because the hero sometimes act sense a villain.

Sometimes a villain is actually the victim.

Sometimes the victim is the oppressor.

You are a dynamic human being.
You're going to break all the rules.

So part of Utopia would be giving yourself more dimensions and others more dimensions than are meeting the eye.

I also love this one line from Buddha.

He says, do you want the wire to be so tight that it breaks, or do you want it to be so loose that it can't produce music. It has to be somewhere in that golden medium, that it's tight enough and loose enough that it produces the music of poetry.
of life. So functional utopia is wherever there is suffering,

you shall have the coping mechanism to deal with it.

Erin (she/her): Yeah, I think that's fair.

Deepak (he/him): It's very interesting exercise to talk about utopia right?

Erin (she/her): No, keep going, keep going.

I like this picture that you're painting for us.

Deepak (he/him): Yeah.

So I think accountability, vulnerability and safety, they're not mutually exclusive
of each other.

They, in fact, are complementary of each other.

You still have the accountability for your behavior to not traumatize others.

The moment you asked for unreasonable things of others to accommodate you, that is no longer trauma.

That's entitlement.

There's trauma-entitlement as well.

There's privilege-entitlement.
There's trauma-entitlement.

Listen, you could come from all sorts of identities and all sorts of lived experiences.

But an explanation and an excuse are two different things.

If we say "no" to, everything just makes us uncomfortable.

Our "yeses" also become meaningless.

So we need to know our "no's" so that our "yeses" are more meaningful.

Erin (she/her): Absolutely.

Thank you so much
for answering our questions,

but we have a few rapid fire questions to close us out.

Jade's going to start us off.

We want the first thing that comes to mind.

Jade (they/them): So, question one: if you could recommend one book, what would it be?

Deepak (he/him): (Homo) Sapiens by Yuval Noah Harari.

And not only because he's gay.

I now have another book to add to my list.

My question is, what brings you joy?

Deepak (he/him): Oh my God, I'm such a nerd. Learning new things about philosophy, psychology, politics, history, sexuality.

No matter how sad I am, if I do that, I'm just put in a different zone altogether.

And I do enjoy good standup comedy routine.

Erin (she/her): I love it.

Jade (they/them): Amazing what's your theme song for today?

"Go Easy on Me" by Adele.
Erin (she/her): Yes, I am over here loving all of these answers.

Oh, Adele. Who is someone that inspires you and how you create belonging and doesn't get enough credit?

There's a gay prince from India. His name is Manvendra Singh Gohil.

He came out as probably among the first royalty in the world to openly come out and declare that he's gay.

And he's been trying.
He was thrown out of the palace, has just the title and no money.

He's still trying and trying and trying to create an inclusive society.

That's just like one of my personal heroes.

And I also happen to know him personally. Jade (they/them): Amazing.

And our final question is, what is one call to action you'd like from our listeners?

Deepak (he/him): Introspection is where we start.

So I would like all of us to be as honestly introspective
and honestly accepting of ourselves as we can.

And don't get too scared.

You'll be fine.

Jade (they/them): To sit in the discomfort once in a while.

Deepak (he/him): Yeah.

Jade (they/them): I am so grateful for everything that you've shared today, Erin (she/her): and

Thank you for giving us the gift of your time today.

Deepak (he/him): Thank you for having me.

It was amazing experience.
Jade (they/them): Erin, what do you think?

Erin (she/her): I am still processing all of the amazing pieces that Deepak shared with us.

What stood out for you?

Jade (they/them): You know, one of the things that I really saw through the conversation today with Deepak was just how much he brought vulnerability to the discussion of being a newcomer in Canada and what that was like for employment.

Erin (she/her): I totally agree.

I know from my personal experience, I meet many people who have come to Canada
who have such a high education, yet they face barriers in terms of access to jobs and jobs that would be meaningful to them based on their education.

Why does this matter?

We know through statistics that immigrants and refugees comprise 21.9% of the Canadian population, and this number continues to rise. This is part of the work that we have to do to unpack our own privileges and understand the work that still needs to be done.
to allow everyone
to achieve their highest potential.

Jade (they/them): Yeah, I see that questioning happening a lot.

Erin (she/her): Yeah, absolutely.

And I think it'll will give our listeners lots to think about as well.

And I look forward to continuing these conversations.

Jade (they/them): Thank you so much for tuning in today.

We hope that you enjoyed learned and uncovered deeper belonging with us.

and our guest Deepak Kashyap. We encourage you to connect with us on
LinkedIn and let us know what part of today's episode resonated most with you.

We also would like to thank and share a brief message from our sponsors.

Erin (she/her): Today's episode is sponsored by Shaw Communications.

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That's s-h-a-w-dot c-a.

Jade (they/them): Also thanks to our production team, including our editor Sean Ahmed, our communications coordinator, Luis Augusto Nobre, and our production support, Connor Pion.

And of course most of all, we'd like to thank you
for joining us on our first episode.

This has been a bit of a dream for Erin and I and so we're so grateful for the support.

For more information about today's guests, links referenced and a transcript, check out our show notes, which are available on the Pride at Work Canada website.

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where we can uncover belonging