

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.

9

00:00:28,428 --> 00:00:30,663

So I'm really excited, Erin,

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00:00:30,663 --> 00:00:34,100

today to be talking to Deepak Kashyap.

11

00:00:34,100 --> 00:00:35,635

I've met him quite a few times.

12

00:00:35,635 --> 00:00:38,905

I know you haven't yet.

So welcome, Deepak.

13

00:00:39,005 --> 00:00:41,608

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

14

00:00:41,941 --> 00:00:43,643

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

15

00:00:43,643 --> 00:00:47,447

is a member of the Ontario Association
of Mental Health Practitioners

16

00:00:47,447 --> 00:00:50,750

and the Canadian Counseling
and Psychotherapy Association.

17

00:00:51,184 --> 00:00:53,053

He provides emotional and mental health

18

00:00:53,053 --> 00:00:57,323

services in person

as well as online for over ten years.

19

00:00:57,357 --> 00:01:00,460

He holds a master's degree

in the Psychology of Education

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00:01:00,460 --> 00:01:03,596

from the University of Bristol, U.K.,

has been formally trained

21

00:01:03,596 --> 00:01:07,300

in advanced programs in REBT and CBT

22

00:01:07,300 --> 00:01:11,304

from the Albert Ellis Institute

in New York and attended the MBCT

23

00:01:11,971 --> 00:01:15,775

Summer School Program at the Oxford

Mindfulness Center at the University

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00:01:15,775 --> 00:01:16,976

of Oxford.

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00:01:16,976 --> 00:01:21,481

Deepak's experience lies in developing and delivering programs for organizational

26

00:01:21,481 --> 00:01:25,652

mental health initiatives, anti-racism and anti-oppression frameworks, diversity,

27

00:01:25,685 --> 00:01:29,989

inclusion, training and LGBTQ2S plus leadership and rights activism.

28

00:01:29,989 --> 00:01:34,861

He has developed and delivered programs like Employee Emotional First

29

00:01:34,861 --> 00:01:38,798

Aid, Productivity and Mental Health During the Pandemic, Working from Home:

30

00:01:38,798 --> 00:01:43,002

The New Normal, Unconscious Bias, Safe and Respectful Work Environment.

31

00:01:43,002 --> 00:01:47,207

Psychological Safety at Work, Effective versus Performative Allyship,

32

00:01:47,207 --> 00:01:48,441

Making Workplaces

33

00:01:48,441 --> 00:01:52,645
More Welcoming of the Queer Employees
Beyond Just the Pride Month,

34
00:01:52,679 --> 00:01:54,447
Emotional Skills for Feminism,

35
00:01:54,447 --> 00:01:56,883
Distinctions
between Social Justice Warriors

36
00:01:56,883 --> 00:02:00,220
and Workers, Squaring Up Meritocracy
and Privilege Myths.

37
00:02:00,286 --> 00:02:03,556
He has conducted
workshops in India, Dubai,

38
00:02:03,590 --> 00:02:06,793
the United States, UK, Europe and Canada.

39
00:02:06,826 --> 00:02:08,461
He is a published columnist.

40
00:02:08,461 --> 00:02:11,998
He has appeared on various national
and international news channels,

41
00:02:11,998 --> 00:02:15,435

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.

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00:02:41,227 --> 00:02:44,230

Deepak (he/him): Exactly the same, exactly the way.

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00:02:44,397 --> 00:02:48,001

I was just like, Oh, my God,
I'm going to apologize to Jade later

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00:02:48,001 --> 00:02:52,172

and tell them that listen, next time
I'll send you an abbreviated one.

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00:02:54,574 --> 00:02:56,609

So yeah, thank you very much.

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00:02:56,609 --> 00:02:59,846

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

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00:02:59,846 --> 00:03:04,350

And as somebody with a background in
Social Work who's working in this space,

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00:03:04,350 --> 00:03:10,390

I know how often those of us
who are doing that kind of Social Work

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00:03:10,390 --> 00:03:14,961

or Psychology,
Counseling Support often are focused

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00:03:14,961 --> 00:03:18,965
so much on others that it's hard
sometimes to focus on ourselves.

58
00:03:18,965 --> 00:03:20,900
But we're all about you today.

59
00:03:20,900 --> 00:03:24,304
And I think that every piece of that
is important.

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00:03:25,838 --> 00:03:28,007
Deepak (he/him): That it gives me such an ego boost.

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00:03:28,007 --> 00:03:30,543
Jade (they/them): We all need those each
give us once in a while.

62
00:03:30,543 --> 00:03:34,180
I think, especially those of us
who do community work, we deserve it

63
00:03:34,180 --> 00:03:35,181
once in a while.

64
00:03:35,181 --> 00:03:38,284
So, Erin,
do you want to get to know Deepak a bit

65
00:03:38,284 --> 00:03:40,553

more in terms of beyond the on the bio?

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00:03:40,820 --> 00:03:41,621

Erin (she/her): Absolutely.

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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?

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00:03:45,725 --> 00:03:49,562

How did you end up in the Diversity
and Inclusion space?

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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.

74

00:04:05,311 --> 00:04:08,248

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

75

00:04:08,248 --> 00:04:11,584

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

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00:04:11,584 --> 00:04:12,986

His father had moved here.

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00:04:12,986 --> 00:04:14,787

I was raised in India as the English

78

00:04:14,787 --> 00:04:18,258

speaking elite of the country,
as the upper caste, upper class.

79

00:04:18,625 --> 00:04:21,661

But we were still refugees from Pakistan.

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00:04:22,028 --> 00:04:23,997

It was a very interesting experience.

81

00:04:23,997 --> 00:04:29,402

We were upper cost but economically poor
because we were refugees

82

00:04:29,636 --> 00:04:32,739

when I was growing up,
I think because of who we were,

83

00:04:32,839 --> 00:04:37,977

our education and things like that,
we quickly rose through the social ranks.

84

00:04:38,177 --> 00:04:41,514

We were already the upper,
and I know it's a horrible thing

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00:04:41,748 --> 00:04:44,384

to even use that word "upper cast"
and "lower cast".

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00:04:44,484 --> 00:04:47,787

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

87

00:04:47,820 --> 00:04:50,390

So that's important
as a context to remember.

88

00:04:50,757 --> 00:04:55,695

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

89

00:04:55,695 --> 00:04:58,197

and get the connections

and whatnot and rise

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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.

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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

98

00:05:26,693 --> 00:05:30,563

which includes a reference to human trafficking and sex trafficking.

99

00:05:30,563 --> 00:05:33,900

So if you need to, you may want to press the skip forward button

100

00:05:33,900 --> 00:05:36,069

to go about a minute or two forward.

101

00:05:39,572 --> 00:05:42,508

Deepeak (he/him): So of course, I went through the sophomore year of angry

102

00:05:42,508 --> 00:05:46,446

college student who's angry at everything and everything is racist.

103

00:05:46,446 --> 00:05:49,816

And everyone's homophobic and everyone's "this"phobic.

104

00:05:49,849 --> 00:05:52,518

And then I had a teacher from Ghana.

105

00:05:52,719 --> 00:05:57,056

She had worked on salvaging, saving literally

106

00:05:57,056 --> 00:05:59,225

saving girls from human trafficking.

107

00:05:59,492 --> 00:06:01,961

And I was this angry sophomore person.

108

00:06:02,328 --> 00:06:06,933

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

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00:06:07,033 --> 00:06:08,901

You talk about injustice with this -

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00:06:08,901 --> 00:06:13,940

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

111

00:06:14,040 --> 00:06:17,777

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

112

00:06:17,777 --> 00:06:19,145

to name and shame.

113

00:06:19,145 --> 00:06:22,882

And then I realized quickly that I'm yelling at a Black woman

114

00:06:23,082 --> 00:06:26,886

in a class and I'm like, Oh,
my God, you need to,

115

00:06:27,286 --> 00:06:30,690

like, you know, calm the fuck down a little,
a little, blah, blah, blah.

116

00:06:30,690 --> 00:06:34,293

And then I go up to her
and she says, "Deepak, the only difference

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00:06:34,293 --> 00:06:38,297

between you and I at
this moment is you look at inequalities

118

00:06:38,297 --> 00:06:41,834

and discrimination
as a result of human evil evilness.

119

00:06:42,368 --> 00:06:45,238

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

120

00:06:45,805 --> 00:06:47,907

Erin (she/her): Wow.
Deepak (he/him): And I still remember it.

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00:06:47,940 --> 00:06:51,978

That was the start of the change
that a woman who was sex

122

00:06:51,978 --> 00:06:56,582

trafficked herself,
who saved herself into becoming

123

00:06:56,916 --> 00:07:01,921

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

124

00:07:02,188 --> 00:07:05,057

And I was this little privileged boy
from India.

125

00:07:05,258 --> 00:07:09,662

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

126

00:07:09,662 --> 00:07:12,732

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

127

00:07:13,166 --> 00:07:15,101

So that sort of made me realize that

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00:07:15,101 --> 00:07:18,471

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

129

00:07:18,838 --> 00:07:20,706

And she kept educating me about this.

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00:07:20,706 --> 00:07:24,944

And she would say, you have to realize
that the moment you are in the warrior

131

00:07:24,944 --> 00:07:28,347

mentality, you have to choose sides
and you have to look at the other side

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00:07:28,347 --> 00:07:31,984

as a monolith to be attacked,
not to be understood.

133

00:07:32,618 --> 00:07:34,787

The moment we are in war mentality.

134

00:07:34,787 --> 00:07:39,258

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

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00:07:39,425 --> 00:07:41,561

Women, children, old alike.

136

00:07:41,661 --> 00:07:45,531

But a worker has to passionately work
with everybody.

137

00:07:46,098 --> 00:07:47,900

The worker doesn't have to choose sides.

138

00:07:47,900 --> 00:07:51,003

It has to be on the side of values
and not identities.

139

00:07:51,003 --> 00:07:55,208

If you're applying justice, that applies
to everyone. That particular teacher

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00:07:55,208 --> 00:07:59,312

of mine really changed my attitudes
towards it. Erin (she/her): Wow.

141

00:07:59,312 --> 00:08:02,849

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

142

00:08:02,849 --> 00:08:06,786

And this has been said about the Canadian
immigration system that it's very just

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00:08:07,119 --> 00:08:08,588

but it's not very fair.

144

00:08:08,588 --> 00:08:11,524

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

145

00:08:11,524 --> 00:08:14,594

You have to fulfill some of the things
and if you fulfill, regardless

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00:08:14,594 --> 00:08:17,129

of where you are from,
you will make it to Canada.

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00:08:17,129 --> 00:08:18,664

So, it's just that way.

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00:08:18,664 --> 00:08:22,435

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

149

00:08:22,435 --> 00:08:24,303

We asked for a Master's degree.

150

00:08:24,303 --> 00:08:27,340

We ask for certain
level of English proficiency.

151

00:08:27,340 --> 00:08:29,208

We ask for a certain amount in your bank.

152

00:08:29,208 --> 00:08:30,676

We ask for this, that and the other.

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00:08:30,676 --> 00:08:35,114

So we are going around not just picking up
anyone other than the refugee things

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00:08:35,114 --> 00:08:38,551
that we have going on,
which I applaud with all of my heart.

155
00:08:38,718 --> 00:08:40,653
We're not just inviting anyone.

156
00:08:40,653 --> 00:08:44,190
We are inviting the cream of the crop
and then the moment they land in Canada,

157
00:08:44,190 --> 00:08:47,460
we like, Oops, sorry,
you can only work at Tim Hortons

158
00:08:47,727 --> 00:08:48,728
and there's nothing wrong

159
00:08:48,728 --> 00:08:51,797
with working at Tim Horton's,
but that's not what these people

160
00:08:51,797 --> 00:08:53,466
have proved their skills for.

161
00:08:53,466 --> 00:08:54,734
So that's what happened to me.

162
00:08:54,734 --> 00:08:58,538
Yes, there are unions and yes,

there are quality assurance things

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00:08:58,538 --> 00:09:02,942

that every country needs to have,
but these quality assurances could quickly

164

00:09:02,942 --> 00:09:07,246

turn into entry barriers
for people who are very qualified

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00:09:07,246 --> 00:09:09,248

but are not allowed to work.

166

00:09:09,248 --> 00:09:10,816

I've sat in one too many

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00:09:10,816 --> 00:09:15,121

Ubers being driven by doctors
from Iran, from Syria, from India.

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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,

169

00:09:20,226 --> 00:09:23,563

but, you've taken my professional identity
away from me

170

00:09:23,663 --> 00:09:25,631

and there is no recourse to it.

171

00:09:25,631 --> 00:09:28,167

And no one tells you this
when you're immigrating to Canada

172

00:09:28,534 --> 00:09:31,938

and that's what that me like,
hey, I need to do something.

173

00:09:32,505 --> 00:09:35,575

So it's like I've been doing Diversity
and Inclusion work in India.

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00:09:35,608 --> 00:09:36,542

I'm going to continue.

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00:09:36,542 --> 00:09:40,613

So I set up my own organization
called Lotus Mindfulness Center

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00:09:40,613 --> 00:09:44,283

where we work on Wellness,
we work on Psychological Safety

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00:09:44,283 --> 00:09:47,687

in workplaces, and we work on Diversity
and Inclusion and Belongingness.

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00:09:47,687 --> 00:09:51,557

Yes, sorry, that was a long story,

but I kind of needed to get through it

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00:09:51,557 --> 00:09:56,028

for you to understand why I'm so
passionate about wellness and diversity.

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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

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00:10:09,075 --> 00:10:13,879

doing for years definitely constitutes
the work that we do now in this space.

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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

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00:10:18,451 --> 00:10:23,823

to say that we are doing these things
to make people feel included at work.

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00:10:23,823 --> 00:10:27,994

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

188

00:10:28,127 --> 00:10:30,730

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

189

00:10:30,796 --> 00:10:33,866

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

190

00:10:34,266 --> 00:10:36,902

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

191

00:10:37,036 --> 00:10:39,372

You can find belonging from outside

192

00:10:39,405 --> 00:10:42,942

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

193

00:10:43,242 --> 00:10:45,344

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

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00:10:45,344 --> 00:10:48,314

I've got a weird accent.

I switch accents every now and then.

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00:10:48,314 --> 00:10:51,884

When I go to India, or here
I've lived in four different countries.

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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

203

OO:11:15,541 --> OO:11:18,944
that I have to prove myself to somebody.
This is who

204

OO:11:18,944 --> OO:11:21,347
I am in my unique colours.

205

OO:11:22,248 --> OO:11:22,982
Erin (she/her): Absolutely.

206

OO:11:22,982 --> OO:11:27,720
And I think there's this fascinating
component to the work that we do in terms

207

OO:11:27,720 --> OO:11:32,124
of our own unique identities
and this need to fit in

208

OO:11:32,124 --> OO:11:36,128
that I need to be like others
to feel a sense of belonging.

209

OO:11:36,128 --> OO:11:41,701
But as you unpack, it is absolutely not
that it's our unique sense of

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OO:11:41,701 --> OO:11:44,970

how do we have this attachment
to something,

211

00:11:44,970 --> 00:11:49,709
but also make that connection,
knowing that we can exist

212

00:11:49,709 --> 00:11:52,712
within differences
and celebrate those differences.

213

00:11:52,712 --> 00:11:56,449
So I'll turn it over to Jade
to take us a little bit down that pathway.

214

00:11:57,249 --> 00:12:01,921
Jade (they/them): This discussion is making me think
a lot about chosen family, and I think

215

00:12:01,921 --> 00:12:06,092
this is something that a lot of workplaces
struggle with understanding

216

00:12:06,092 --> 00:12:10,763
is that for equity-deserving groups,
those people who we build

217

00:12:10,763 --> 00:12:15,000
attachment and connection
and care with may not be who

218

00:12:15,000 --> 00:12:19,839

we are biologically or legally related to
in the same ways.

219

00:12:19,839 --> 00:12:22,975

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

220

00:12:22,975 --> 00:12:26,011

That has a big impact
on how we see ourselves

221

00:12:26,011 --> 00:12:28,781

and in the supports that we need.

222

00:12:28,981 --> 00:12:32,284

So, Deepak,
what are some of the barriers that you see

223

00:12:32,418 --> 00:12:35,287

in terms of building that wellness?

224

00:12:35,821 --> 00:12:38,591

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

225

00:12:38,824 --> 00:12:43,562

The word choice
means that you have to act to choose.

226

00:12:43,829 --> 00:12:44,730

Jade (they/them): Right.

227

00:12:44,730 --> 00:12:47,666

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

228

00:12:47,700 --> 00:12:51,570

To venture out
and take dangerous risks of vulnerability.

229

00:12:51,604 --> 00:12:54,673

Jade (they/them): Yes.

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

230

00:12:54,774 --> 00:12:57,843

Neither is heart guaranteed,
nor is safety guaranteed.

231

00:12:58,210 --> 00:13:00,746

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

232

00:13:01,080 --> 00:13:03,816

You will face discomfort on a day to day
basis.

233

00:13:03,816 --> 00:13:07,419

When you go out, there will be people
who probably don't understand pronouns.

234

00:13:07,453 --> 00:13:11,090

There are people who do not understand
or believe in intersectionality.

235

00:13:11,323 --> 00:13:14,160

There are people who think
that you are probably

236

00:13:14,160 --> 00:13:17,196

overstating the harm and hurt
that's been done to you.

237

00:13:17,196 --> 00:13:18,631

Or you're being dramatic.

238

00:13:18,631 --> 00:13:22,401

All of these are discomfoting,
distressing things,

239

00:13:22,701 --> 00:13:24,737

but they are not dangerous.

240

00:13:24,737 --> 00:13:28,073

The moment we conflate danger
and discomfort,

241

00:13:28,107 --> 00:13:30,876

then we're ensuring safety
only for ourselves.

242

00:13:31,177 --> 00:13:34,380

So while it is super important
to make safe

243

00:13:34,413 --> 00:13:37,883

spaces, it's also super important
to make brave spaces.

244

00:13:37,883 --> 00:13:39,852

We need to have both.

245

00:13:39,852 --> 00:13:40,953

A lot of the times

246

00:13:40,953 --> 00:13:44,824

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

247

00:13:45,057 --> 00:13:49,528

I'm not coming here with a
"but" I'm coming here with an "and" safe

248

00:13:49,662 --> 00:13:50,930

and brave,

249

00:13:50,930 --> 00:13:53,699

because if we're going to choose
to be leaders,

250

00:13:53,699 --> 00:13:59,338

we will have to expect these bumps to
come our way and they can get very tiring.

251

00:13:59,672 --> 00:14:03,042

Jade (they/them): Yeah,
I hear a lot about self-accommodation,

252

00:14:03,375 --> 00:14:08,347

creating those spaces for yourself,
especially when we're in just spaces of

253

00:14:08,347 --> 00:14:13,118

discomfort, and that discomfort can come
from a number of different reasons.

254

00:14:13,118 --> 00:14:15,454

But if we're in that space of discomfort,

255

00:14:15,454 --> 00:14:19,024

identifying
where is this discomfort coming from? Deepak (he/him): Yeah!

256

00:14:19,291 --> 00:14:23,229

Jade (they/them): Is it because there's
a rooted to historical harm,

257

00:14:23,229 --> 00:14:26,298

or is it my uncomfotability
with getting to know

258

00:14:26,298 --> 00:14:30,135

something new

or getting engaged with a new thought

259

00:14:30,135 --> 00:14:34,340

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

260

00:14:34,340 --> 00:14:37,943

And so making those accommodations
for yourself, making that space

261

00:14:37,943 --> 00:14:41,013

for yourself,

I think is a big piece of this discussion.

262

00:14:41,580 --> 00:14:45,551

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

263

00:14:45,551 --> 00:14:49,121

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

264

00:14:49,388 --> 00:14:50,589

That's my job description

265

00:14:50,589 --> 00:14:55,060

is to be a Learning and Development person
for Diversity and Inclusion programs.

266

00:14:55,294 --> 00:14:59,298

Otherwise, my job is not here
to make you comfortable with who I am.

267

00:14:59,365 --> 00:15:03,636

Your job, on the other hand,
is to not stand in the way of inclusion,

268

00:15:03,969 --> 00:15:07,439

don't make the environments such that
I feel like you don't belong there.

269

00:15:07,539 --> 00:15:08,607

Does that make sense?

270

00:15:08,607 --> 00:15:09,742

Definitely does.

271

00:15:09,742 --> 00:15:13,545

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

272

00:15:13,545 --> 00:15:18,784

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

273

00:15:18,784 --> 00:15:20,786

I'm going to communicate differently.

274

00:15:20,786 --> 00:15:24,023

I'm going to engage slightly differently,
and I might not pick up

275

00:15:24,023 --> 00:15:29,194

on some social cues and it's recognizing
these intersections with each other

276

00:15:29,194 --> 00:15:35,134

and the different ways that we can
make sure that we're not causing harm

277

00:15:35,134 --> 00:15:38,938

as we go forward
and not intentionally making other people

278

00:15:38,938 --> 00:15:42,741

feel like they don't belong in a space
through those actions.

279

00:15:42,741 --> 00:15:45,244

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

280

00:15:45,244 --> 00:15:48,480

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

281

00:15:48,480 --> 00:15:53,452

There are certain experiences of identity

I just don't understand.

282

00:15:53,452 --> 00:15:57,222

But that doesn't mean I'm going to make them not feel like they belong.

283

00:15:57,222 --> 00:16:01,760

So what has worked well to make people feel like they belong

284

00:16:01,760 --> 00:16:05,030

through wellness programs or otherwise or what

285

00:16:05,030 --> 00:16:08,701

are those small moments that have made you feel like you belong?

286

00:16:09,168 --> 00:16:13,472

Deepak (he/him): So I think the moment I let go of the insistence on

287

00:16:13,472 --> 00:16:16,842

I will make progress only when I guilt and shame you.

288

00:16:17,176 --> 00:16:20,746

I don't insist on that just because I've gone through something.

289

00:16:20,746 --> 00:16:22,881

Now you have to change your mind for me.

290

00:16:23,315 --> 00:16:26,585

But I also make sure that reasonable

291

00:16:26,919 --> 00:16:31,890

accommodations

are made for things that I cannot change

292

00:16:32,091 --> 00:16:36,061

and things that actually make the work
environment unsafe.

293

00:16:36,362 --> 00:16:40,332

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

294

00:16:40,366 --> 00:16:44,837

I do not go
the route of making financial arguments

295

00:16:44,837 --> 00:16:49,408

about the validity of diversity, inclusion
and belonging to work.

296

00:16:49,742 --> 00:16:50,909

I love money.

297

00:16:50,909 --> 00:16:53,946

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

Erin (she/her): I totally agree. Deepak (he/him): Right.

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.

306

00:17:17,703 --> 00:17:21,440

I take you through the journey
of how we used to look at workers.

307

00:17:21,607 --> 00:17:27,479

We have improved a lot, but we cannot say
now we've come to the place

308

00:17:27,479 --> 00:17:32,418

where there's no more evolution required
in terms of bettering workers conditions.

309

00:17:32,418 --> 00:17:34,119

In terms of bettering inclusion.

310

00:17:34,119 --> 00:17:36,989

It's like, say to women;
"You know, you've got the right to vote.

311

00:17:36,989 --> 00:17:39,158

You can own property. Now
what else do you need?"

312

00:17:39,291 --> 00:17:44,196

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

313

00:17:44,263 --> 00:17:48,634

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.

322

00:18:15,360 --> 00:18:19,865

And so do you have any advice
for engaging employers

323

00:18:19,865 --> 00:18:23,168

or for others
within their organizations process?

324

00:18:23,168 --> 00:18:26,238

Deepak (he/him): Profit becomes more and more
and more meaningful

325

00:18:26,238 --> 00:18:30,709

only when there are three
other P's that come before it; People

326

00:18:31,210 --> 00:18:34,046

Purpose and Planet.
Their relationship to each other

327

00:18:34,046 --> 00:18:37,216

is very interdependent
and circular in nature.

328

00:18:37,449 --> 00:18:40,552

If you have more profit, you have more
money, you will invest it in your people.

329

00:18:40,719 --> 00:18:43,155

You will try to invest it
in more purposeful ways.

330

00:18:43,155 --> 00:18:48,060

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

331

00:18:48,127 --> 00:18:51,363

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

332

00:18:51,497 --> 00:18:54,867

And the moment they upskill themselves
and they better themselves,

333

00:18:54,867 --> 00:18:57,069

the first thing they want to do is leave.

334

00:18:57,069 --> 00:19:00,672

And people have woken up
to the three M's, which is Money

335

00:19:00,873 --> 00:19:02,841

Manager and Meaning. Money.

336

00:19:02,841 --> 00:19:05,611

We were always aware of money,
but people have woken up.

337

00:19:05,611 --> 00:19:06,512

Now they can compare

338

00:19:06,512 --> 00:19:10,682

how much the same position is being paid
in other companies of similar size.

339

00:19:10,682 --> 00:19:13,585

It's no longer secret. Managers.

340

00:19:13,585 --> 00:19:15,487

People know people don't quit their jobs.

341

00:19:15,487 --> 00:19:17,956

They quit their Managers.

They don't feel included.

342

00:19:17,956 --> 00:19:19,091

They don't feel they belong there.

343

00:19:19,091 --> 00:19:22,227

They feel humiliated

or they feel psychologically

344

00:19:22,227 --> 00:19:25,464

unsafe.

And meaningful connection to the work.

345

00:19:25,464 --> 00:19:29,134

Not every work is evidently meaningful

in and of itself.

346

00:19:29,401 --> 00:19:32,971

The most rewarding and meaningful things is make it relational, make it

347

00:19:32,971 --> 00:19:36,842

relational, make it attached to real meaning, real life, real people.

348

00:19:36,842 --> 00:19:39,411

Because nothing in this world is important

349

00:19:39,411 --> 00:19:42,648

if it is not affecting real people's lives, either

350

00:19:42,648 --> 00:19:45,717

in the long term or the short term immediately or in a bit of time.

351

00:19:46,084 --> 00:19:49,421

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

352

00:19:49,688 --> 00:19:53,792

a good Manager and Meaning, you'd probably be able to hold on

353

00:19:53,792 --> 00:19:57,462
to people a little longer
and make them feel dignity in the process.

354
00:19:57,663 --> 00:20:05,437
Jade (they/them): That concept of meaning is so deeply
connected for this idea of belonging.

355
00:20:05,671 --> 00:20:08,807
If you don't have meaning,
you're not going to feel like you belong.

356
00:20:08,941 --> 00:20:12,444
If you don't have purpose,
you're not going to feel like you belong.

357
00:20:12,744 --> 00:20:16,949
If you're not compensated properly,
you're not going to feel like you belong.

358
00:20:17,249 --> 00:20:22,221
If your manager micromanages
or just doesn't manage at all.

359
00:20:22,221 --> 00:20:26,425
Also, where you're just like left
hanging and left in the wind,

360
00:20:26,792 --> 00:20:28,193
you're not going to feel like you belong.

361

00:20:28,193 --> 00:20:31,396

So I appreciate
like all of these different aspects

362

00:20:31,396 --> 00:20:35,567

of recognizing the changing nature of work
where it's

363

00:20:35,567 --> 00:20:40,772

actually caught up to our humanness
or we hope that it is, at least.

364

00:20:41,907 --> 00:20:42,307

Deepak (he/him): And the good

365

00:20:42,307 --> 00:20:46,278

news about meaning, Jade,
is that it is always created.

366

00:20:46,278 --> 00:20:49,081

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

367

00:20:49,081 --> 00:20:50,882

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

368

00:20:50,882 --> 00:20:53,018

Your money
is not going to make me emotional.

369

00:20:53,552 --> 00:20:55,354

Neither will it make you immortal.

370

00:20:55,354 --> 00:20:59,858

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

371

00:21:00,092 --> 00:21:03,061

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

372

00:21:03,395 --> 00:21:07,666

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

373

00:21:07,666 --> 00:21:09,234

And we live with dignity.

374

00:21:09,234 --> 00:21:11,003

And that's all that we are asking.

375

00:21:11,003 --> 00:21:13,338

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

376

00:21:13,338 --> 00:21:15,707

So let's look towards the future.

377

00:21:15,841 --> 00:21:20,178

Erin, where are we going from here

to build that future?

378

00:21:20,312 --> 00:21:21,413

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

379

00:21:21,413 --> 00:21:25,250

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

380

00:21:25,250 --> 00:21:27,286

I use the term "utopia".

381

00:21:27,319 --> 00:21:30,989

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

382

00:21:30,989 --> 00:21:35,193

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

383

00:21:35,193 --> 00:21:39,631

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

384

00:21:40,232 --> 00:21:43,802

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

385

00:21:44,102 --> 00:21:48,640

The idea of utopia where everyone is

386

00:21:49,174 --> 00:21:51,910

"woke" and no one's hurt.

387

00:21:52,377 --> 00:21:57,416

I'm not sure we'll get to that point
because in this story is a very linear

388

00:21:57,416 --> 00:22:03,055

and one dimensional story where there's
only one oppressor, one victim, one hero.

389

00:22:03,422 --> 00:22:06,425

Most of the Eastern stories will confuse

390

00:22:06,425 --> 00:22:09,227

you because the hero
sometimes act sense a villain.

391

00:22:09,461 --> 00:22:11,863

Sometimes a villain
is actually the victim.

392

00:22:12,030 --> 00:22:14,132

Sometimes the victim is the oppressor.

393

00:22:14,499 --> 00:22:16,635

You are a dynamic human being.

394

00:22:16,635 --> 00:22:18,904
You're going to break all the rules.

395
00:22:18,904 --> 00:22:22,441
So part of Utopia would be giving yourself
more dimensions

396
00:22:22,441 --> 00:22:25,210
and others
more dimensions than are meeting the eye.

397
00:22:25,610 --> 00:22:28,246
I also love this one line from Buddha.

398
00:22:28,246 --> 00:22:32,250
He says, do
you want the wire to be so tight that it

399
00:22:32,250 --> 00:22:35,554
breaks, or do you want it to be so loose
that it can't produce

400
00:22:35,554 --> 00:22:39,991
music. It has to be somewhere in that golden
medium, that it's tight enough

401
00:22:39,991 --> 00:22:43,929
and loose enough that it produces
the music of poetry

402

00:22:44,162 --> 00:22:48,700
of life. So functional utopia is wherever
there is suffering,

403
00:22:49,067 --> 00:22:51,636
you shall have the coping mechanism
to deal with it.

404
00:22:52,037 --> 00:22:53,772
Erin (she/her): Yeah, I think that's fair.

405
00:22:53,772 --> 00:22:56,842
Deepak (he/him): It's very interesting exercise
to talk about utopia right?

406
00:22:58,610 --> 00:22:59,978
Erin (she/her): No, keep going, keep going.

407
00:22:59,978 --> 00:23:02,647
I like this picture
that you're painting for us.

408
00:23:02,647 --> 00:23:02,948
Deepak (he/him): Yeah.

409
00:23:02,981 --> 00:23:06,551
So I think accountability, vulnerability

410
00:23:07,552 --> 00:23:10,856
and safety, they're not mutually exclusive

of each other.

411

00:23:10,856 --> 00:23:13,959

They, in fact, are
complementary of each other.

412

00:23:14,459 --> 00:23:16,895

You still have the accountability
for your behavior

413

00:23:16,895 --> 00:23:18,630

to not traumatize others.

414

00:23:18,630 --> 00:23:22,801

The moment you asked for unreasonable
things of others to accommodate you,

415

00:23:22,834 --> 00:23:24,803

that is no longer trauma.

416

00:23:24,803 --> 00:23:26,104

That's entitlement.

417

00:23:26,104 --> 00:23:28,440

There's trauma-entitlement as well.

418

00:23:28,440 --> 00:23:30,242

There's privilege-entitlement.

419

00:23:30,242 --> 00:23:31,977

There's trauma-entitlement.

420

00:23:31,977 --> 00:23:33,078

Listen, you could come

421

00:23:33,078 --> 00:23:36,148

from all sorts of identities
and all sorts of lived experiences.

422

00:23:36,381 --> 00:23:39,151

But an explanation
and an excuse are two different things.

423

00:23:39,451 --> 00:23:42,254

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

424

00:23:42,421 --> 00:23:44,623

Our "yeses" also become meaningless.

425

00:23:45,090 --> 00:23:49,060

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

426

00:23:49,594 --> 00:23:50,495

Erin (she/her): Absolutely.

427

00:23:50,495 --> 00:23:52,697

Thank you so much

for answering our questions,

428

00:23:52,697 --> 00:23:56,835

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

429

00:23:56,835 --> 00:23:58,537

Jade's going to start us off.

430

00:23:58,537 --> 00:24:01,006

We want the first
thing that comes to mind.

431

00:24:02,040 --> 00:24:02,974

Jade (they/them): So, question

432

00:24:02,974 --> 00:24:07,045

one: if you could recommend one book,
what would it be?

433

00:24:07,112 --> 00:24:09,781

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

434

00:24:09,781 --> 00:24:11,116

And not only because he's gay.

435

00:24:11,116 --> 00:24:12,884

It's an amazing book. Erin (she/her): Amazing.

436

00:24:12,884 --> 00:24:15,053

I now have another book to add to my list.

437

00:24:15,053 --> 00:24:18,323

My question is, what brings you joy?

438

00:24:18,490 --> 00:24:20,192

Deepak (he/him): Oh my God, I'm such a nerd.

439

00:24:20,192 --> 00:24:26,231

Learning new things about philosophy,
psychology, politics, history, sexuality.

440

00:24:26,364 --> 00:24:30,836

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

441

00:24:30,836 --> 00:24:33,872

And I do enjoy good standup
comedy routine.

442

00:24:34,139 --> 00:24:34,506

Erin (she/her): I love it.

443

00:24:34,506 --> 00:24:38,109

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

444

00:24:38,176 --> 00:24:42,881

"Go Easy on Me" by Adele.

445

00:24:43,114 --> 00:24:45,617

Erin (she/her): Yes, I am over here
loving all of these answers.

446

00:24:46,117 --> 00:24:49,821

Oh, Adele. Who is someone that inspires you

447

00:24:49,821 --> 00:24:53,558

and how you create belonging
and doesn't get enough credit?

448

00:24:53,692 --> 00:24:55,527

There's a gay prince from India.

449

00:24:55,527 --> 00:24:57,996

His name is Manvendra Singh Gohil.

450

00:24:58,230 --> 00:25:02,934

He came out
as probably among the first royalty

451

00:25:02,934 --> 00:25:06,505

in the world to openly come out
and declare that he's gay.

452

00:25:06,505 --> 00:25:07,806

And he's been trying.

453

00:25:07,806 --> 00:25:11,076

He was thrown out of the palace,
has just the title and no money.

454

00:25:11,076 --> 00:25:15,947

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

455

00:25:16,114 --> 00:25:17,983

That's just like
one of my personal heroes.

456

00:25:17,983 --> 00:25:20,919

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

457

00:25:20,919 --> 00:25:22,787

And our final question is,

458

00:25:22,787 --> 00:25:26,591

what is one call to action
you'd like from our listeners?

459

00:25:26,758 --> 00:25:29,060

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

460

00:25:29,194 --> 00:25:34,132

So I would like all of us
to be as honestly introspective

461

00:25:34,132 --> 00:25:37,536
and honestly accepting of ourselves
as we can.

462
00:25:37,802 --> 00:25:39,104
And don't get too scared.

463
00:25:39,104 --> 00:25:39,971
You'll be fine.

464
00:25:39,971 --> 00:25:42,507
Jade (they/them): To sit in the discomfort once in a while.

465
00:25:42,674 --> 00:25:44,342
Deepak (he/him): Yeah.

466
00:25:44,342 --> 00:25:49,114
Jade (they/them): I am so grateful for everything
that you've shared today, Erin (she/her): and

467
00:25:49,114 --> 00:25:51,583
Thank you for giving us
the gift of your time today.

468
00:25:51,750 --> 00:25:52,817
Deepak (he/him): Thank you for having me.

469
00:25:52,817 --> 00:25:54,686
It was amazing experience.

470

00:25:56,521 --> 00:25:58,456

Jade (they/them): Erin, what do you think?

471

00:25:58,456 --> 00:26:04,729

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

472

00:26:05,163 --> 00:26:06,665

What stood out for you?

473

00:26:06,665 --> 00:26:10,168

Jade (they/them): You know, one of the things that I really saw through the conversation

474

00:26:10,168 --> 00:26:15,206

today with Deepak was just how much he brought vulnerability to the discussion

475

00:26:15,206 --> 00:26:19,344

of being a newcomer in Canada and what that was like for employment.

476

00:26:20,011 --> 00:26:22,047

Erin (she/her): I totally agree.

477

00:26:22,047 --> 00:26:27,586

I know from my personal experience, I meet many people who have come to Canada

478

00:26:27,586 --> 00:26:33,391
who have such a high education, yet
they face barriers in terms of access

479
00:26:33,391 --> 00:26:39,331
to jobs and jobs that would be meaningful
to them based on their education,

480
00:26:39,331 --> 00:26:42,334
what they're passionate about.
Why does this matter?

481
00:26:43,602 --> 00:26:46,538
We know through statistics
that immigrants and refugees

482
00:26:46,538 --> 00:26:50,108
comprise 21.9% of the Canadian population,

483
00:26:50,108 --> 00:26:52,410
and this number continues to rise.

484
00:26:53,244 --> 00:26:55,647
This is part of the work
that we have to do to unpack

485
00:26:55,647 --> 00:26:59,651
our own privileges and understand
the work that still needs to be done

486

00:26:59,651 --> 00:27:03,722
to allow everyone
to achieve their highest potential.

487
00:27:04,356 --> 00:27:07,459
Jade (they/them): Yeah,
I see that questioning happening a lot.

488
00:27:08,093 --> 00:27:08,893
Erin (she/her): Yeah, absolutely.

489
00:27:08,893 --> 00:27:12,030
And I think it'll will give our listeners
lots to think about as well.

490
00:27:12,030 --> 00:27:15,066
And I look forward
to continuing these conversations.

491
00:27:15,900 --> 00:27:18,003
Jade (they/them): Thank you so much for tuning in today.

492
00:27:18,069 --> 00:27:23,708
We hope that you enjoyed learned
and uncovered deeper belonging with us.

493
00:27:23,708 --> 00:27:27,946
and our guest Deepak Kashyap.
We encourage you to connect with us on

494

00:27:27,946 --> 00:27:32,851

LinkedIn and let us know what part of today's episode resonated most with you.

495

00:27:33,084 --> 00:27:37,055

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

496

00:27:37,355 --> 00:27:40,759

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

497

00:27:40,859 --> 00:27:43,228

They connect millions of Canadians every day

498

00:27:43,261 --> 00:27:46,665

to brighter technology solutions, and they're proud to celebrate

499

00:27:46,665 --> 00:27:50,335

the rainbow of identities on their teams that make that possible.

500

00:27:50,368 --> 00:27:51,936

The richness of diversity

501

00:27:51,936 --> 00:27:55,974

among their staff and communities is what makes them uniquely Shaw.

502

00:27:56,074 --> 00:28:00,278

It impacts everything they do. Shaw is a place where everyone can bring

503

00:28:00,278 --> 00:28:03,281

their whole selves to work and feel a sense of belonging.

504

00:28:03,448 --> 00:28:06,551

To learn more about Shaw, visit Shaw.ca

505

00:28:06,918 --> 00:28:10,722

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

506

00:28:11,623 --> 00:28:16,127

Jade (they/them): Also thanks to our production team, including our editor Sean Ahmed, our

507

00:28:16,127 --> 00:28:21,232

communications coordinator, Luis Augusto Nobre, and our production support,

508

00:28:21,232 --> 00:28:22,233

Connor Pion.

509

00:28:22,233 --> 00:28:23,068

And of course

510

00:28:23,068 --> 00:28:27,272

most of all, we'd like to thank you

for joining us on our first episode.

511

00:28:27,272 --> 00:28:27,806

This has been

512

00:28:27,806 --> 00:28:31,576

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

513

00:28:31,976 --> 00:28:35,547

For more information
about today's guests, links referenced

514

00:28:35,547 --> 00:28:37,716

and a transcript,
check out our show notes,

515

00:28:37,716 --> 00:28:40,351

which are available on the Pride at Work
Canada website.

516

00:28:40,351 --> 00:28:44,055

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wherever you get your podcasts,

517

00:28:44,055 --> 00:28:47,992

and we look forward to joining us
in the future and finding moments

518

00:28:47,992 --> 00:28:49,427

where we can uncover belonging