

## Uncovering Belonging Episode 5 Transcript

1

00:00:00,066 --> 00:00:02,035

I really think you and Erin are on to something here

2

00:00:02,035 --> 00:00:04,237

with titling your podcast "Uncovering Belonging,"

3

00:00:04,237 --> 00:00:08,108

because I'm sure everyone has seen  
that diagram about belonging

4

00:00:08,108 --> 00:00:11,444

being at the center of the DEI,  
(sort of) Venn diagram.

5

00:00:12,212 --> 00:00:17,283

But belonging is such an important part  
of any workplace initiative.

6

00:00:17,350 --> 00:00:20,754

Having employees feel like they belong,  
that they matter, that they're seen.

7

00:00:20,954 --> 00:00:23,590

It hits at the business case,  
it hits at the moral case.

8

00:00:23,590 --> 00:00:27,193

It hits at the culture case.

9

## Uncovering Belonging Episode 5 Transcript

00:00:27,193 --> 00:00:27,727

I'm Jade Pichette,

10

00:00:27,727 --> 00:00:29,095

they/them.

11

00:00:29,095 --> 00:00:30,397

And I'm Erin Davis.

12

00:00:30,397 --> 00:00:32,499

They use the pronouns she and her.

13

00:00:32,499 --> 00:00:34,634

Welcome to Uncovering Belonging.

14

00:00:34,634 --> 00:00:39,039

A podcast that explores the professional  
and personal stories of unique voices

15

00:00:39,039 --> 00:00:40,440

of what it means to belong.

16

00:00:40,440 --> 00:00:44,544

And the journey  
to finding our authentic self.

17

00:00:45,512 --> 00:00:48,815

I'm really excited, Erin,  
to introduce Dr.

## Uncovering Belonging Episode 5 Transcript

18

00:00:48,815 --> 00:00:54,421

Melissa Horne, who I got to connect with through having listened to her podcast.

19

00:00:54,421 --> 00:00:57,123

Just one Q. "Welcome to Just One Q.

20

00:00:57,357 --> 00:00:57,824

I'm Dr.

21

00:00:57,824 --> 00:01:00,860

Melissa Horne,  
a Diversity, Equity and Inclusion advocate.

22

00:01:01,361 --> 00:01:06,299

Such a fantastic podcast and gave honestly a lot of inspiration for ours.

23

00:01:06,466 --> 00:01:07,467

Totally.

24

00:01:07,467 --> 00:01:10,904

One of my favorite diversity,  
equity and inclusion podcasts.

25

00:01:11,071 --> 00:01:15,475

We're so grateful to be on her podcast in June of 2022.

26

## Uncovering Belonging Episode 5 Transcript

00:01:15,542 --> 00:01:19,212

Yeah, so I'm really excited  
that we get to talk with her today.

27

00:01:19,245 --> 00:01:21,915

So to introduce Melissa, Dr.

28

00:01:21,915 --> 00:01:26,486

Melissa Horne,  
(she/her) is a historian, DEI advocate

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00:01:26,586 --> 00:01:30,623

and the director of Growth and Business  
Development at Dialectic,

30

00:01:30,757 --> 00:01:33,893

which is an inclusive workplace  
learning company based

31

00:01:33,893 --> 00:01:36,963

in Guelph, Ontario at Dialectic.

32

00:01:36,963 --> 00:01:41,734

Melissa helps DEI  
champions apply science-backed methods

33

00:01:42,068 --> 00:01:46,005

to activate inclusive practices  
within organizations.

34

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00:01:46,473 --> 00:01:48,541

Melissa holds a Ph.D.

35

00:01:48,541 --> 00:01:49,843

in modern U.S.

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00:01:49,843 --> 00:01:54,514

and African-American history  
from Rutgers University and has designed

37

00:01:54,514 --> 00:01:59,352

targeted social justice education  
for organizations both big and small.

38

00:01:59,385 --> 00:02:02,822

She is also the host of,  
as we mentioned, the Just One Q

39

00:02:02,822 --> 00:02:07,894

podcast, which spotlights  
DEI practitioners with cutting-edge ideas

40

00:02:08,161 --> 00:02:11,564

for driving real cultural  
and behavioral change.

41

00:02:12,098 --> 00:02:17,370

Well, for Melissa is calling in  
from is located in The Between the Lakes Purchase ,

42

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00:02:17,370 --> 00:02:21,441

Treaty 3 and the Treaty Lands  
and Territories of the Missisaukas of

43

00:02:21,441 --> 00:02:26,112

the Credit. It's recognized that  
the Anishinaabe and Haudenosaunee peoples

44

00:02:26,112 --> 00:02:31,951

have a unique long-standing and ongoing  
relationships with the land and each other

45

00:02:32,152 --> 00:02:35,221

and that the land and people are part

46

00:02:35,221 --> 00:02:38,024

of the archeological record of this area.

47

00:02:38,258 --> 00:02:41,494

And so we're very grateful to have Melissa  
join us today.

48

00:02:42,061 --> 00:02:43,997

Yeah. Thank you so much for having me.

49

00:02:43,997 --> 00:02:45,265

Melissa. Welcome.

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00:02:45,265 --> 00:02:46,599

Welcome to the podcast.

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51

00:02:46,599 --> 00:02:47,500

This is sort of,

52

00:02:47,500 --> 00:02:51,671

I guess, our second time connecting, but really I am excited to hear your story.

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00:02:51,671 --> 00:02:55,508

So welcome and let us know, how did you get into this work

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00:02:55,508 --> 00:02:57,477

and a little bit about you.

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00:02:57,477 --> 00:02:59,012

How did I get here?

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00:02:59,012 --> 00:03:01,080

Well, Jade mentioned I'm a historian, so we'll start

57

00:03:01,281 --> 00:03:04,384

kind of we'll do a little bit of a history and then actually started with history.

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00:03:04,551 --> 00:03:07,120

I originally received my Ph.D.

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00:03:07,153 --> 00:03:11,758

in Black History, and my journey towards that topic is interesting.

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00:03:12,625 --> 00:03:17,897

So it happened that I was trying to enroll for a history course.

61

00:03:17,897 --> 00:03:22,268

I went to Carleton for my undergrad and the course I wanted was full and

62

00:03:22,268 --> 00:03:26,472

there was one on the civil rights movement and so I ended up taking that course.

63

00:03:26,472 --> 00:03:30,777

And there is a moment there where I'm learning about the history of these

64

00:03:30,777 --> 00:03:34,948

young students who are willing to die for rights and privileges

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00:03:34,948 --> 00:03:38,251

that I often didn't even think about, didn't have to think about.

66

00:03:38,251 --> 00:03:38,451

Right.



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67

00:03:38,451 --> 00:03:42,655

I lived a fairly, I would say,  
privileged life and thinking about

68

00:03:42,655 --> 00:03:46,226

what would I put myself on the line for  
and what would I what would I do?

69

00:03:46,526 --> 00:03:50,196

Just became something that I they kind of  
needed to preserve a little bit.

70

00:03:50,196 --> 00:03:54,133

What, you know,  
what were things that mattered to me?

71

00:03:56,402 --> 00:03:57,203

Hi, everyone,

72

00:03:57,203 --> 00:04:02,141

this is Jade and I'm recording this after  
the fact during the discussion today.

73

00:04:02,141 --> 00:04:07,113

One thing that I find particularly  
interesting is how her journey led

74

00:04:07,113 --> 00:04:08,548

to a Ph.D.

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75

00:04:08,548 --> 00:04:12,151  
focused on Black history  
and the Civil Rights Movement.

76

00:04:12,518 --> 00:04:16,522  
It's always important  
in how we address these discussions,

77

00:04:16,522 --> 00:04:20,393  
where it's important to learn about Black  
and other civil rights histories

78

00:04:20,393 --> 00:04:24,864  
that so few of us were taught  
in-depth, in reality, in school.

79

00:04:25,164 --> 00:04:28,901  
We also have to be very aware  
to not center ourselves

80

00:04:28,901 --> 00:04:31,404  
when we are white in these discussions.

81

00:04:31,771 --> 00:04:33,373  
So we need to know history.

82

00:04:33,373 --> 00:04:35,341  
And knowing history is powerful

83

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00:04:35,341 --> 00:04:39,379

and recognizing how civil rights  
and other movements for justice

84

00:04:39,379 --> 00:04:42,515

are interconnected and linked,  
which is a big part

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00:04:42,515 --> 00:04:47,487

of today's discussion.

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00:04:47,487 --> 00:04:51,157

And for me,  
knowing that my cousins who are Black,

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00:04:51,157 --> 00:04:53,559

they were having different experiences  
and I was having

88

00:04:53,559 --> 00:04:55,828

and so that sort of all came together  
thinking about, okay,

89

00:04:55,862 --> 00:04:57,096

there's a lot in the world that I can do.

90

00:04:57,096 --> 00:05:00,199

And and I just became really interested  
in sort of the idea of race,

91

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00:05:00,199 --> 00:05:01,200

the history of race,

92

00:05:01,200 --> 00:05:03,636

you know, the fact that

this is a construct that has been created

93

00:05:03,670 --> 00:05:06,773

to create inequalities

and to oppress people.

94

00:05:06,773 --> 00:05:10,877

And so I got really interested in learning  
about how race was taught.

95

00:05:11,277 --> 00:05:14,847

So after the Civil War,

the formerly enslaved men

96

00:05:14,847 --> 00:05:19,018

and women of the South,

along with missionaries from the North,

97

00:05:19,352 --> 00:05:22,355

founded our Historically Black Colleges

and Universities, which we now call

98

00:05:22,355 --> 00:05:23,990

Historically Black Colleges

and Universities.

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99

00:05:23,990 --> 00:05:25,458

At the time,  
you know, they weren't called that,

100

00:05:25,458 --> 00:05:29,529

but so I was really interested  
in the idea of given that these schools

101

00:05:29,529 --> 00:05:31,464

were being founded  
just after the Civil War,

102

00:05:31,464 --> 00:05:33,733

this is also the height  
of scientific racism.

103

00:05:33,733 --> 00:05:35,401

How was race being taught? How, you know,

104

00:05:35,401 --> 00:05:37,470

what was it what was happening  
in the schools over the messages?

105

00:05:37,470 --> 00:05:39,238

Because this is a liberatory moment.

106

00:05:39,238 --> 00:05:41,908

People have freed themselves,  
liberated themselves

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107

00:05:42,241 --> 00:05:45,812

and are seeking education,  
which previously was illegal in the South.

108

00:05:45,878 --> 00:05:46,612

Right.

109

00:05:46,612 --> 00:05:48,948

So I got to sort of studying this  
and looking at that.

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00:05:48,948 --> 00:05:51,984

And as I started to follow the histories  
of these schools a bit

111

00:05:51,984 --> 00:05:55,555

more into the early 20th century,  
I started to see things popping up

112

00:05:55,555 --> 00:05:57,323

that were acts of resistance  
that looked a lot

113

00:05:57,323 --> 00:05:58,758

like what we typically associate

114

00:05:58,758 --> 00:06:01,294

with the Civil Rights  
Movement of the fifties and sixties.

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115

00:06:01,761 --> 00:06:04,997

And so I started to follow that thread  
and I became really,

116

00:06:05,064 --> 00:06:08,101

really interested in  
how do people affect change

117

00:06:08,368 --> 00:06:11,070

where it looks like  
they may not have the power to do so.

118

00:06:11,104 --> 00:06:13,139

So the Historically Black Colleges,

119

00:06:13,139 --> 00:06:17,043

Universities in the early 20th  
century were run by white men.

120

00:06:17,176 --> 00:06:19,779

They were religious men, ministers  
from different faiths.

121

00:06:19,779 --> 00:06:23,082

And their thinking and the thinking  
of the students were not aligned anymore.

122

00:06:23,082 --> 00:06:23,282

Right.

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123

00:06:23,282 --> 00:06:25,651

So Black students wanted Black professors  
and Black leaders

124

00:06:25,651 --> 00:06:29,522

because these paternalistic presidents  
and teachers were not reflecting

125

00:06:29,522 --> 00:06:31,958

what the students wanted.

And they wanted more Black history.

126

00:06:31,958 --> 00:06:35,294

They wanted to be taught topics  
that mattered and were relevant to them.

127

00:06:35,294 --> 00:06:38,931

And so you start to see that  
through resistance, through organizing,

128

00:06:38,931 --> 00:06:42,502

that Black presidents start to be hired  
and replace the white presidents.

129

00:06:42,502 --> 00:06:45,972

So as I'm living and living  
and working in the U.S.

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00:06:45,972 --> 00:06:47,540

or studying in the U.S., you know,



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131

00:06:47,540 --> 00:06:50,576

I also had the opportunity to start there during the Obama administration.

132

00:06:50,676 --> 00:06:53,746

And there was a sort of a confluence of things that were happening at that time.

133

00:06:53,746 --> 00:06:57,049

So we're looking at, you know, when we talk about representation matters,

134

00:06:57,049 --> 00:06:57,984

it truly matters.

135

00:06:57,984 --> 00:07:01,287

There is, I think, a sense there that a lot was possible at the time.

136

00:07:01,320 --> 00:07:01,921

Yeah.

137

00:07:01,921 --> 00:07:04,857

So I'm studying this moment where Black presidents

138

00:07:04,857 --> 00:07:07,860

are now coming into power at Historically Black Colleges, Universities.

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139

00:07:07,860 --> 00:07:09,929

We have the first Black president  
of the United States.

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00:07:09,929 --> 00:07:13,866

And also there's the fight for LGBTQ  
rights

141

00:07:14,233 --> 00:07:16,002

and transgender  
rights and marriage equality.

142

00:07:16,002 --> 00:07:17,603

That's all happening at the same time.

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00:07:17,603 --> 00:07:19,972

And so I realized  
that while I loved history

144

00:07:19,972 --> 00:07:22,942

and couldn't just sort of sit  
in the ivory tower and just sort of talk

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00:07:22,942 --> 00:07:26,879

about these ideas among other professors,  
I wanted to live out social justice.

146

00:07:26,879 --> 00:07:29,816

I wanted to do work

that really felt meaningful to me

147

00:07:29,816 --> 00:07:32,151

and that would make an impact  
every day, right?

148

00:07:32,718 --> 00:07:36,055

So once I finished my Ph.D.,  
I came back to Canada

149

00:07:36,055 --> 00:07:41,327

and happened across dialectic  
and you know, I was doing the job search

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00:07:41,461 --> 00:07:45,665

and saw a job posting for a role that  
I don't think I was really qualified for.

151

00:07:45,965 --> 00:07:48,968

But as I looked at the people  
who were working at Dialectic at the time,

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00:07:48,968 --> 00:07:51,037

when I looked at the mission,  
when I looked at the projects

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00:07:51,037 --> 00:07:52,972

that they were working  
on, it just spoke to me

154

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00:07:52,972 --> 00:07:55,942

and I thought that this was a company  
that really aligned with my values,

155

00:07:56,075 --> 00:07:58,811

and that was about five years ago  
and I haven't left yet.

156

00:07:58,811 --> 00:08:01,881

And we just keep growing and,  
you know, it's amazing to be able

157

00:08:01,881 --> 00:08:04,951

to work for a place where you can live out  
your values every day.

158

00:08:05,585 --> 00:08:07,987

I have so many more questions now.

159

00:08:07,987 --> 00:08:11,157

Let's do it.

So thank you for sharing that.

160

00:08:11,491 --> 00:08:15,261

I am just in awe of what  
you would have got to learn that.

161

00:08:15,294 --> 00:08:19,432

And I love the piece of like why I wanted  
to take this one course, but it was fall.

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162

00:08:19,432 --> 00:08:22,802

So I love that you really come at this from a true educational perspective.

163

00:08:22,802 --> 00:08:23,736

Me too.

164

00:08:23,736 --> 00:08:27,740

I want to dove into something that's a little bit outside of our bubble.

165

00:08:27,907 --> 00:08:32,411

You said you applied for a job that you didn't think that you were qualified for,

166

00:08:32,879 --> 00:08:34,380

as did I practitioners.

167

00:08:34,380 --> 00:08:37,550

As we talk about the space, there's a lot of people who are passionate about it,

168

00:08:37,817 --> 00:08:41,521

but they don't necessarily have the schooling, have the background.

169

00:08:41,654 --> 00:08:45,725

Can you tell us a little bit more on how you brought those two worlds together?

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170

00:08:46,292 --> 00:08:50,396

Yeah, I mean, it was really scary, actually, because I had been trained for

171

00:08:51,364 --> 00:08:53,466

15 years to be an academic.

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00:08:53,466 --> 00:08:54,100

Right.

173

00:08:54,100 --> 00:08:58,471

It is a very particular way of working, of approaching things.

174

00:08:58,638 --> 00:09:02,308

And it means that you are spending all of the time that you might have been

175

00:09:02,308 --> 00:09:06,112

working in the workforce, studying, and you acquire a ton of skills,

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00:09:06,112 --> 00:09:09,415

but they're not always readily translatable.

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00:09:09,415 --> 00:09:14,020

It's hard to parlay like organizing your dissertation committee into,

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178

00:09:14,053 --> 00:09:15,421

you know, workplace jargon.

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00:09:15,421 --> 00:09:16,422

What does that even mean?

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00:09:16,422 --> 00:09:19,992

You know, you organize this big research project is it project management?

181

00:09:19,992 --> 00:09:21,661

What is any of this?

182

00:09:21,661 --> 00:09:24,096

The thing that I think drew me to dialectic was one.

183

00:09:24,096 --> 00:09:26,999

There were other folks with PhDs who were doing work.

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00:09:27,066 --> 00:09:30,770

So I saw that they would understand why I didn't want to necessarily

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00:09:30,770 --> 00:09:34,574

pursue academia and they would see the value of the skills that I had.

186

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00:09:34,907 --> 00:09:38,678

I think the other thing too is that we often create job descriptions and right

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00:09:38,678 --> 00:09:39,312

job descriptions

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00:09:39,312 --> 00:09:40,513

and not saying that this is what happened,

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00:09:40,513 --> 00:09:43,249

but I didn't see myself in that particular role.

190

00:09:43,249 --> 00:09:46,052

And I think we unintentionally often create job descriptions

191

00:09:46,218 --> 00:09:47,687

that exclude candidates.

192

00:09:47,687 --> 00:09:48,654

Definitely.

193

00:09:48,654 --> 00:09:51,090

But I actually just reached out to Aaron, who's our president

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00:09:51,090 --> 00:09:54,126

and founder on LinkedIn, and I said, look,



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I don't normally do this.

195

00:09:54,260 --> 00:09:55,161

I literally type this.

196

00:09:55,161 --> 00:09:56,195

I said, I don't normally do this,

197

00:09:56,195 --> 00:09:59,365

but I really think that the work  
you're doing is interesting.

198

00:09:59,432 --> 00:10:02,835

I think that I have the skills  
to, you know, help you work.

199

00:10:02,835 --> 00:10:04,704

Could we meet? I love that.

200

00:10:04,704 --> 00:10:06,172

And he actually invited me in

201

00:10:06,172 --> 00:10:09,442

and luckily I started over on the research  
and creative design side.

202

00:10:09,542 --> 00:10:14,146

So I was designing e-learning  
for veterinarian and pet food companies.

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203

00:10:14,146 --> 00:10:18,818

But it ended up being that my connections  
back to my former partner in the U.S.

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00:10:18,818 --> 00:10:21,921

that I really was able to merge  
like all of my passions.

205

00:10:22,188 --> 00:10:24,123

Tell me more about that.

206

00:10:24,123 --> 00:10:27,793

My former partner had been working  
for the National Center for Lesbian Rights

207

00:10:27,793 --> 00:10:33,866

and also with some of the other national  
LGBTQ plus organizations in the U.S.

208

00:10:33,933 --> 00:10:37,703

And so we were able to work together  
creating e-learning and social

209

00:10:37,703 --> 00:10:39,238

justice campaigns.

210

00:10:39,238 --> 00:10:41,340

And so that sort of from there,  
I haven't really looked back.

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211

00:10:41,340 --> 00:10:42,541

We've just been really focusing

212

00:10:42,541 --> 00:10:46,479

a lot on figuring out

how do we design really good dehydrating

213

00:10:46,479 --> 00:10:50,449

and so that it just sort of again happened

that I was able to find people

214

00:10:50,449 --> 00:10:53,352

who saw the skills that I had

and that I was able to maintain certain

215

00:10:53,352 --> 00:10:56,922

connections with other folks

and then bring that into this company.

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00:10:57,189 --> 00:10:58,324

That's so powerful.

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00:10:58,324 --> 00:11:01,927

And there's such an element in there

for any organization.

218

00:11:01,927 --> 00:11:03,329

Thinking about. Hiring.

219

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00:11:03,329 --> 00:11:04,530

Agreed.

220

00:11:04,530 --> 00:11:08,701

It's so often that we just take the job description,

221

00:11:08,701 --> 00:11:09,902

this getting down into the weeds,

222

00:11:09,902 --> 00:11:13,105

we take the job description that we had before we take a couple of them,

223

00:11:13,105 --> 00:11:15,474

we mash them together and then we put it out to the world

224

00:11:15,474 --> 00:11:17,810

in the same way that we put it out in the world before.

225

00:11:17,943 --> 00:11:19,745

And then we get the same candidates applying.

226

00:11:19,745 --> 00:11:21,013

Exactly.

227

00:11:21,013 --> 00:11:24,750

## Uncovering Belonging Episode 5 Transcript

And so if we really want to be intentional about it, we have to think differently.

228

00:11:24,750 --> 00:11:27,720

And so the sort of,  
you know, leads into this next question

229

00:11:28,087 --> 00:11:32,191

as you share the work that you're doing,  
why does this work make you feel

230

00:11:32,191 --> 00:11:35,394

a sense of belonging and has that  
taken time for you to get there?

231

00:11:36,062 --> 00:11:38,297

Hum, that's a great question.

232

00:11:38,297 --> 00:11:41,467

It was a hard decision  
not to pursue academia again

233

00:11:41,467 --> 00:11:45,504

because so much of the training  
and your identity gets wrapped

234

00:11:45,504 --> 00:11:48,674

in with the dissertation  
with the work that you're doing, right?

235

## Uncovering Belonging Episode 5 Transcript

00:11:48,674 --> 00:11:51,243

And it's really hard to say  
to your advisor

236

00:11:51,243 --> 00:11:54,013

after they've also feel like  
they've invested many years into you

237

00:11:54,013 --> 00:11:55,948

that I'm not going to pursue  
this vocation.

238

00:11:55,948 --> 00:11:57,183

I hear that.

239

00:11:57,183 --> 00:11:59,852

It was really hard to sort of  
get a sense of like, Well, who am I now?

240

00:11:59,852 --> 00:12:02,555

Like, I have these credentials,  
but I'm not a practicing academic.

241

00:12:04,056 --> 00:12:07,359

And so for me, it was really  
trying to figure out what am I going to do

242

00:12:07,359 --> 00:12:10,796

that's going to make me feel like  
I did about the research

## Uncovering Belonging Episode 5 Transcript

243

00:12:10,863 --> 00:12:15,167

because I love researching,  
I loved learning, and I wanted something

244

00:12:15,167 --> 00:12:18,671

that made me feel like I was doing  
something that I had a purpose.

245

00:12:18,671 --> 00:12:20,673

And so when I first started out,  
I mentioned

246

00:12:20,673 --> 00:12:23,676

we were doing e-learning for veterinarians  
and for pet food companies,

247

00:12:23,909 --> 00:12:25,377

but that work was meaningful

248

00:12:25,377 --> 00:12:29,014

because we were looking at how do you help  
veterinarians connect to pet owners?

249

00:12:29,115 --> 00:12:32,752

It doesn't sound that important, but  
pets are super meaningful to their owners.

250

00:12:32,985 --> 00:12:36,655

Veterinarians love animals and, you know,  
sometimes there's a disconnect

## Uncovering Belonging Episode 5 Transcript

251

00:12:36,655 --> 00:12:38,491

between the veterinary, their prescribing.

252

00:12:38,491 --> 00:12:40,192

They get stuck in the science  
and the pet owners like,

253

00:12:40,192 --> 00:12:41,994

I don't know how to support my pet.

254

00:12:41,994 --> 00:12:44,063

Like, are you truly in it for my pet?

255

00:12:44,130 --> 00:12:47,066

Are you trying to get money out of me  
and being able to sort of help

256

00:12:47,066 --> 00:12:49,568

the two people come together  
and have a dialog felt meaningful.

257

00:12:49,568 --> 00:12:50,603

It felt like I was, you know,

258

00:12:50,603 --> 00:12:53,706

again, helping people, which is really  
what I, you know, I wanted to do.

259



## Uncovering Belonging Episode 5 Transcript

00:12:54,173 --> 00:12:55,508

Tell me more about that.

260

00:12:56,876 --> 00:12:57,309

I think

261

00:12:57,309 --> 00:13:01,013

what really helped me to feel  
that I could bring myself

262

00:13:01,080 --> 00:13:05,251

to work was just working for a place  
that lives its values totally.

263

00:13:05,251 --> 00:13:06,519

We work with organizations

264

00:13:06,519 --> 00:13:09,889

and employers to help their employees  
feel a sense of belonging.

265

00:13:10,289 --> 00:13:13,626

One of the things that we did was  
we were writing guides

266

00:13:13,626 --> 00:13:18,330

for LGBTQ youth, working with the Human  
Rights Campaign in the US

267

00:13:18,631 --> 00:13:23,435

## Uncovering Belonging Episode 5 Transcript

and knowing that we were designing,  
training, that we were creating campaigns

268

00:13:23,435 --> 00:13:26,872

that would help kids who may not  
otherwise have been seen,

269

00:13:27,406 --> 00:13:29,809

who could see themselves  
reflected back in the report.

270

00:13:29,809 --> 00:13:32,044

So we were designing stuff  
that were for them, stuff

271

00:13:32,044 --> 00:13:33,979

that like wasn't around  
when I was growing up.

272

00:13:33,979 --> 00:13:35,214

I hear that.

273

00:13:35,214 --> 00:13:39,018

I grew up in the, you know, the nineties  
and 2000, just knowing

274

00:13:39,018 --> 00:13:42,488

that I was doing work that would help kids  
where we didn't have that growing up.

275

## Uncovering Belonging Episode 5 Transcript

00:13:42,488 --> 00:13:46,792

So, so I really felt like I was able  
to do work that had meaning to me

276

00:13:46,792 --> 00:13:49,128

and that had meaning to my community  
as well.

277

00:13:49,895 --> 00:13:53,199

The thing that I keep hearing from you,  
Melissa, is about impact.

278

00:13:53,199 --> 00:13:57,002

And this is something that I also hear  
on your podcasts,

279

00:13:57,002 --> 00:14:00,339

just on cue as well, is you're often  
looking at, you know,

280

00:14:00,339 --> 00:14:04,610

what is the impact,  
how is this having meaningful change?

281

00:14:04,610 --> 00:14:08,380

And I think especially right  
now, EDI has become

282

00:14:08,380 --> 00:14:12,818

such a buzz word within within communities

## Uncovering Belonging Episode 5 Transcript

283

00:14:12,818 --> 00:14:17,089

and within employers, but not necessarily always with the impact.

284

00:14:17,089 --> 00:14:19,592

And I know that's something that all three of us share.

285

00:14:19,592 --> 00:14:22,695

And it's one of the reasons why I think we all could work together

286

00:14:22,695 --> 00:14:26,332

in certain ways, is we believe in the importance of impact.

287

00:14:26,398 --> 00:14:27,733

Exactly.

288

00:14:27,733 --> 00:14:31,637

Whether it's, you know, working with veterinarians, which is important.

289

00:14:31,637 --> 00:14:35,474

I think the importance of animals and creating a sense of belonging

290

00:14:35,474 --> 00:14:36,542

is it's important

## Uncovering Belonging Episode 5 Transcript

291

00:14:36,542 --> 00:14:39,845

I get to work in an office  
where people can bring in their dogs,

292

00:14:39,912 --> 00:14:40,880

which for me

293

00:14:40,880 --> 00:14:44,083

cultivates a sense of belonging,  
even though my dog would never be able

294

00:14:44,083 --> 00:14:44,884

to come home.

295

00:14:44,884 --> 00:14:45,618

We tried.

296

00:14:45,618 --> 00:14:47,186

We tried bringing my dog in.

297

00:14:47,186 --> 00:14:49,288

It was it was a disaster.

298

00:14:49,288 --> 00:14:50,055

Yeah.

299

00:14:50,055 --> 00:14:52,424

Mine would just be up in everybody's  
business.

## Uncovering Belonging Episode 5 Transcript

300

00:14:52,825 --> 00:14:54,927

He would be way too excited every time.

301

00:14:54,927 --> 00:14:58,664

But whether it's pets  
or organizational change

302

00:14:58,664 --> 00:14:59,932

or any of these pieces,

303

00:14:59,932 --> 00:15:03,535

they all cultivate that sense of belonging  
and have that impact.

304

00:15:03,836 --> 00:15:08,040

So what are some of the barriers  
that you're seeing in terms

305

00:15:08,040 --> 00:15:11,510

of creating that impact,  
creating that sense of belonging,

306

00:15:11,510 --> 00:15:14,747

whether that's from your own experience

307

00:15:14,747 --> 00:15:19,285

or from the many different guests  
and folks that you get to interact with.

## Uncovering Belonging Episode 5 Transcript

308

00:15:19,985 --> 00:15:25,691

Funding that really creates a barrier  
to having impact

309

00:15:25,691 --> 00:15:29,461

because unfortunately the folks  
that I interface with often

310

00:15:29,762 --> 00:15:31,997

will come and say, we have just

311

00:15:31,997 --> 00:15:35,901

this amount of money to do work,  
and so what can I get for that.

312

00:15:35,901 --> 00:15:36,802

Totally?

313

00:15:37,803 --> 00:15:38,938

Which makes it really hard

314

00:15:38,938 --> 00:15:43,042

because when I know that they have budget  
for all sorts of things, right?

315

00:15:43,042 --> 00:15:43,575

Yeah.

316

00:15:43,575 --> 00:15:47,112

## Uncovering Belonging Episode 5 Transcript

You know EDI gets very little budget  
and other stuff gets,

317

00:15:47,146 --> 00:15:48,414  
you know, a ton of budget.

318

00:15:48,414 --> 00:15:52,151  
So I think the funding is problematic  
because people will say, well,

319

00:15:52,217 --> 00:15:54,687  
I can only do this, so  
but what can you do with this?

320

00:15:54,787 --> 00:15:57,122  
And I have to say, not a lot.

321

00:15:58,223 --> 00:16:00,893  
I mean, we can start  
we can start to have the conversation.

322

00:16:00,893 --> 00:16:02,361  
But if you think that this little bit

323

00:16:02,361 --> 00:16:05,497  
is going to result in change  
that you hope to see,

324

00:16:05,664 --> 00:16:08,968  
we have to work together a bit



## Uncovering Belonging Episode 5 Transcript

more to figure out and help your leaders

325

00:16:08,968 --> 00:16:12,838

and help the people who hold the funding  
to see the value totally.

326

00:16:13,072 --> 00:16:17,343

I think the other thing that is a barrier  
is that people think that training

327

00:16:17,343 --> 00:16:18,711

is going to fix everything.

328

00:16:18,711 --> 00:16:19,812

Yes, right.

329

00:16:19,812 --> 00:16:22,815

And what we do is we do training for sure.

330

00:16:22,815 --> 00:16:25,551

And training is a really important  
part of the work.

331

00:16:25,651 --> 00:16:26,251

Right.

332

00:16:26,251 --> 00:16:29,221

We'll go back to the sort of the topic  
of inclusive hiring practices.

## Uncovering Belonging Episode 5 Transcript

333

00:16:29,388 --> 00:16:31,790

You can have a great job  
description, right?

334

00:16:31,824 --> 00:16:34,426

You can go through and remove  
gendered language.

335

00:16:34,426 --> 00:16:37,629

You can ensure that you've got the pay  
bands, you can do all the things

336

00:16:37,629 --> 00:16:39,898

that check the box to make it  
an inclusive job.

337

00:16:39,898 --> 00:16:40,799

Description.

338

00:16:40,799 --> 00:16:44,503

But if you're hiring practices,  
if the questions that you ask,

339

00:16:44,503 --> 00:16:47,940

if the way that you hire people,  
if the whole interview

340

00:16:47,940 --> 00:16:51,243

process is not inclusive,  
you're going to lose great candidates.

## Uncovering Belonging Episode 5 Transcript

341

00:16:51,243 --> 00:16:52,578

Exactly.

342

00:16:52,578 --> 00:16:55,681

The other thing that's happening  
is that the sort of urgency

343

00:16:55,681 --> 00:16:59,351

that we felt in 2020  
is diminishing their memories fading.

344

00:16:59,518 --> 00:17:00,486

Oh, yeah.

345

00:17:00,486 --> 00:17:03,422

You know, the murder of George Floyd  
is being a major catalyst

346

00:17:03,589 --> 00:17:06,492

for sort of having these discussions  
and sort of

347

00:17:06,492 --> 00:17:10,596

creating the sense of urgency to have DEI  
consultants and strategists come in.

348

00:17:10,596 --> 00:17:12,131

That's sort of starting to wane, too.

## Uncovering Belonging Episode 5 Transcript

349

00:17:12,131 --> 00:17:15,601

And so we have to remind people that,  
no, no, you can't just forget about this.

350

00:17:15,601 --> 00:17:15,768

Right.

351

00:17:15,768 --> 00:17:18,037

Just because it's not top of the news  
cycle doesn't mean

352

00:17:18,203 --> 00:17:20,205

this isn't important to your employees  
as well.

353

00:17:20,706 --> 00:17:22,808

Yeah,  
I agree with everything that you've said

354

00:17:22,808 --> 00:17:26,145

and I've seen all of this  
in my own work as well.

355

00:17:26,512 --> 00:17:30,749

I was giving advice to a company  
just yesterday who was so excited

356

00:17:30,749 --> 00:17:34,153

and talked so much about how great it was  
because they could

## Uncovering Belonging Episode 5 Transcript

357

00:17:34,153 --> 00:17:37,556

pull budget from places,  
but they had no consistent budget.

358

00:17:38,223 --> 00:17:38,657

Right.

359

00:17:38,657 --> 00:17:43,062

And and,  
you know, we see often these short term,

360

00:17:43,228 --> 00:17:47,199

quote unquote solutions,  
which often are not actually solutions.

361

00:17:47,232 --> 00:17:48,934

They're tokenistic efforts.

362

00:17:48,934 --> 00:17:52,971

It's true, you know, bringing  
in a training, but having it be one off

363

00:17:52,971 --> 00:17:56,075

and not really having any of that  
consistency.

364

00:17:56,075 --> 00:17:59,211

It's one of the reasons  
why I actually love your project learning

## Uncovering Belonging Episode 5 Transcript

365

00:17:59,211 --> 00:18:04,483

snippets, because it encourages employers to consistently think of these issues,

366

00:18:04,483 --> 00:18:09,688

to consistently consider these as things to be working on and you know,

367

00:18:09,721 --> 00:18:13,692

I really hear you in terms of many people have all this money

368

00:18:13,692 --> 00:18:15,527

when it comes to other projects.

369

00:18:15,527 --> 00:18:15,794

You know,

370

00:18:15,794 --> 00:18:20,165

they can throw thousands of dollars down to have a nice catered

371

00:18:20,199 --> 00:18:23,202

networking event where they have free alcohol,

372

00:18:23,402 --> 00:18:26,538

but then don't have that same money

## Uncovering Belonging Episode 5 Transcript

373

00:18:26,538 --> 00:18:30,576

or only have the same money  
for all of their EDI efforts.

374

00:18:30,576 --> 00:18:33,679

And yeah,  
I really do see this kind of waning

375

00:18:33,846 --> 00:18:39,318

of the urgency  
that was definitely felt in 2020

376

00:18:39,485 --> 00:18:43,655

that has not necessarily  
had all the lasting impacts for

377

00:18:43,655 --> 00:18:47,826

Black folks, Indigenous folks, trans folks  
in the workplace that we want to see.

378

00:18:47,826 --> 00:18:50,062

And I still have seen progress personally.

379

00:18:50,796 --> 00:18:55,634

But to follow up on that, you know,  
how do we address that waning feeling or

380

00:18:55,634 --> 00:19:00,372

as some people call it, diversity fatigue,  
which I really resist that term?

## Uncovering Belonging Episode 5 Transcript

381

00:19:00,372 --> 00:19:04,643

Personally,

I feel like it's more resistance

382

00:19:04,776 --> 00:19:08,680

that is based in privilege

and based in actually being bigoted

383

00:19:08,680 --> 00:19:09,948

towards certain groups.

384

00:19:09,948 --> 00:19:14,353

But how do we bring people

back to the business case, the moral case,

385

00:19:14,353 --> 00:19:19,057

the just the fact that this needs

to happen and to have interest in this

386

00:19:19,091 --> 00:19:20,592

as a lasting peace.

387

00:19:20,592 --> 00:19:22,928

How do we address that barrier?

388

00:19:23,729 --> 00:19:25,097

I think it's belonging.

389



## Uncovering Belonging Episode 5 Transcript

00:19:25,097 --> 00:19:28,467

And I really think you and Erin  
are on to something here with titling

390

00:19:28,667 --> 00:19:29,935

your podcast "Uncovering Belonging,"

391

00:19:29,935 --> 00:19:33,772

because I'm sure everyone has seen  
that diagram about belonging,

392

00:19:33,772 --> 00:19:37,109

being at the center of the DIY  
sort of Venn diagram,

393

00:19:37,910 --> 00:19:42,915

but belonging is such an important part  
of any workplace initiative.

394

00:19:43,048 --> 00:19:46,385

Having employees feel like they belong,  
that they matter, that they're seen.

395

00:19:46,618 --> 00:19:48,153

It hits at the business case,

396

00:19:48,153 --> 00:19:50,656

it hits at the moral case,  
it hits at the culture case.

397

## Uncovering Belonging Episode 5 Transcript

00:19:50,656 --> 00:19:53,959

It's actually the one thing that can help convince those leaders who haven't quite

398

00:19:54,059 --> 00:19:57,496

bought in to the importance of this work.

399

00:19:57,930 --> 00:20:01,366

I think belonging has been the missing piece and will be what is needed

400

00:20:01,366 --> 00:20:05,337

to move forward and trying to link it to sort of the work that we do.

401

00:20:05,904 --> 00:20:07,706

What we've been doing with the learning snippets

402

00:20:07,706 --> 00:20:11,410

is that we're exposing people to the experiences of folks in the workplace

403

00:20:11,410 --> 00:20:13,178

that they're missing out on or that they aren't seeing.

404

00:20:13,178 --> 00:20:17,516

And so we can start to foster belonging when we are more aware,

## Uncovering Belonging Episode 5 Transcript

405

00:20:17,549 --> 00:20:20,886

when we are more empathetic towards  
the experiences of our colleagues,

406

00:20:20,886 --> 00:20:24,223

when we notice  
how identity impacts employee experience.

407

00:20:25,057 --> 00:20:27,726

We've been designing  
sessions called Leading for Equity

408

00:20:27,726 --> 00:20:30,629

and it's based in equity and NGO prression  
frameworks.

409

00:20:30,629 --> 00:20:33,966

And it's really about how do you hold  
space for different perspectives?

410

00:20:34,166 --> 00:20:35,901

How do you yourself as a leader?

411

00:20:35,901 --> 00:20:37,302

Because I think that's the other thing  
that happens

412

00:20:37,302 --> 00:20:40,505

that leaders will say, you know what,  
we need these initiatives for the people.

## Uncovering Belonging Episode 5 Transcript

413

00:20:40,672 --> 00:20:44,042

You all go do the training,  
I'll, I'll sign off on it.

414

00:20:44,042 --> 00:20:46,278

But leaders  
aren't doing that work themselves.

415

00:20:46,645 --> 00:20:51,183

So you've got a workforce who is more  
aware who who's doing the training.

416

00:20:51,183 --> 00:20:54,653

But leaders are missing out because  
they don't see it as their responsibility.

417

00:20:54,686 --> 00:20:55,287

Yeah.

418

00:20:55,554 --> 00:20:57,990

Know you've got this big gap between what

419

00:20:57,990 --> 00:21:01,260

the workers want and the leaders  
and they don't see how their role in it.

420

00:21:01,260 --> 00:21:04,263

So we've been really focusing on  
how do we support leaders

## Uncovering Belonging Episode 5 Transcript

421

00:21:04,263 --> 00:21:08,333

in understanding their role  
in creating a more equitable workplace.

422

00:21:08,333 --> 00:21:10,402

Because if they're not bought in,

423

00:21:10,402 --> 00:21:13,639

we're just going to continue  
to have the same things repeat themselves.

424

00:21:14,339 --> 00:21:17,142

Yeah, I see this happen  
all the time where we talk

425

00:21:17,276 --> 00:21:21,079

about the importance of leadership,  
and I feel like every EDI

426

00:21:21,079 --> 00:21:24,216

practitioner I've ever met  
talks about the importance of leadership.

427

00:21:24,850 --> 00:21:29,321

I know some practitioners they won't do  
training with an organization

428

00:21:29,321 --> 00:21:33,992

unless leadership is involved,

## Uncovering Belonging Episode 5 Transcript

and that is one of their caveats.

429

00:21:33,992 --> 00:21:38,063

That's one of their requirements,  
which sometimes I wish I could do.

430

00:21:38,063 --> 00:21:38,363

There.

431

00:21:38,363 --> 00:21:41,833

There's definitely times,  
but I also know that there's other avenues

432

00:21:41,833 --> 00:21:46,471

and other ways that we can find leadership  
and who are leaders

433

00:21:46,471 --> 00:21:49,975

within an organization  
sometimes are not only the senior leaders

434

00:21:49,975 --> 00:21:52,411

who are making that change,  
but we need to have their buy in.

435

00:21:52,411 --> 00:21:57,215

So it's really about getting them to know  
about the importance of this

436

00:21:57,215 --> 00:22:02,821

## Uncovering Belonging Episode 5 Transcript

being longevity thing, about the message  
it also sends for them to be

437

00:22:03,088 --> 00:22:08,093

not a part of some of these trainings  
and the message that sends to other staff

438

00:22:08,093 --> 00:22:11,530

who then go, okay,  
well the organization is doing this,

439

00:22:11,530 --> 00:22:16,435

but this is obviously a checkbox because  
leadership is not participating with us.

440

00:22:16,435 --> 00:22:17,235

They're not. Here.

441

00:22:17,235 --> 00:22:21,506

Yeah, I've also seen other companies where  
they very much have leadership there.

442

00:22:21,506 --> 00:22:25,444

I've done trainings  
where the CEOs are in and other C-suite

443

00:22:25,444 --> 00:22:29,614

folks, and I saw the change happen  
in that organization.

444

## Uncovering Belonging Episode 5 Transcript

00:22:29,614 --> 00:22:33,985

And the year that came after that, I saw they were starting to make those changes.

445

00:22:34,553 --> 00:22:38,290

So I think this is a great transition point to talking about the future.

446

00:22:38,290 --> 00:22:42,794

So I'm going to throw that over to Erin to see what we're looking towards.

447

00:22:43,395 --> 00:22:44,496

Yeah, thanks, Jade.

448

00:22:44,496 --> 00:22:45,397

And it's making

449

00:22:45,397 --> 00:22:49,534

me think the question we want to ask is, what are we working towards?

450

00:22:49,534 --> 00:22:52,704

And I want to put a little bit of a spin on it, Melissa, and say,

451

00:22:52,704 --> 00:22:55,307

how do we also make sure that history doesn't repeat itself?

452



## Uncovering Belonging Episode 5 Transcript

00:22:55,674 --> 00:23:01,380

Oh, yeah, it's frustrating,  
I'll tell you, because I see it so often.

453

00:23:01,380 --> 00:23:04,950

And right now,  
when we if you look to the US

454

00:23:04,950 --> 00:23:08,253

and I see the banning  
of critical race theory

455

00:23:08,253 --> 00:23:12,457

and the removal of certain elements of  
history from the textbooks,

456

00:23:13,592 --> 00:23:14,459

this has happened before.

457

00:23:14,459 --> 00:23:16,328

This is not the first time.

458

00:23:16,328 --> 00:23:19,531

What does it look like to have a workplace  
where we don't sort of

459

00:23:19,531 --> 00:23:21,032

have history repeat itself?

460

00:23:21,032 --> 00:23:23,602

## Uncovering Belonging Episode 5 Transcript

It has to be taught from the beginning,  
right?

461

00:23:23,835 --> 00:23:26,471

It's hard.

But I liken it to elite athletes.

462

00:23:26,471 --> 00:23:29,241

You don't just make it to the NBA  
and then start practicing.

463

00:23:29,241 --> 00:23:30,175

Definitely.

464

00:23:30,175 --> 00:23:33,879

It's about building these repetitions  
and building it into

465

00:23:34,179 --> 00:23:35,080

sort of our ways of being.

466

00:23:35,080 --> 00:23:37,182

So if we think about an athlete,  
you don't think about

467

00:23:37,182 --> 00:23:40,819

dribbling and shooting, you just do it  
because it's become so ingrained.

468

00:23:41,253 --> 00:23:44,689

## Uncovering Belonging Episode 5 Transcript

So when we think about like these skills,  
you don't just learn what

469

00:23:45,090 --> 00:23:47,225

what it is to be by us  
and then say, okay, I've got it,

470

00:23:47,225 --> 00:23:50,829

you have to see it and notice it in  
all of its various forms.

471

00:23:50,829 --> 00:23:53,398

And so this requires practice totally.

472

00:23:53,665 --> 00:23:57,736

This will take time, of course,  
but I think if we don't invest in it now,

473

00:23:57,769 --> 00:24:02,140

the alternative is that we continue  
to go backwards and have to car way back.

474

00:24:02,174 --> 00:24:06,211

Yeah, I think the other thing too is that  
these are not political issues, you know,

475

00:24:06,211 --> 00:24:08,313

and that's the scary thing  
too, is that these are not

476

## Uncovering Belonging Episode 5 Transcript

00:24:08,313 --> 00:24:10,749

political issues,  
these are human rights issues.

477

00:24:10,749 --> 00:24:12,651

And I think that's the other thing, too,  
is that a lot of this stuff

478

00:24:12,651 --> 00:24:15,987

has become politicized  
and then it's made it easier to sort of

479

00:24:15,987 --> 00:24:19,257

claw things back, which is,  
you know, super disheartening as well.

480

00:24:19,858 --> 00:24:22,360

Yeah, it is a bit of a sad place and

481

00:24:22,627 --> 00:24:26,598

but I think about the utopia quite often  
and I hope that we can get there.

482

00:24:26,598 --> 00:24:29,768

So maybe to close us out  
and our formal questions,

483

00:24:30,135 --> 00:24:35,474

what does that utopia look like for you  
and in the communities that you work in?

Uncovering Belonging Episode 5 Transcript

484

00:24:35,907 --> 00:24:36,541

Oh, my goodness.

485

00:24:36,541 --> 00:24:38,743

That's that's a that's a tough question.

486

00:24:39,377 --> 00:24:40,712

You know, I go back to this and again,

487

00:24:40,712 --> 00:24:42,881

this is sort of the cliché  
where people feel like they belong.

488

00:24:43,815 --> 00:24:46,451

And I want newcomers  
to be able to bring with them

489

00:24:46,451 --> 00:24:49,254

their credentials  
and be able to work in the places

490

00:24:49,254 --> 00:24:51,890

that they've trained to be working  
for. Yes.

491

00:24:52,290 --> 00:24:52,457

You know,

492

00:24:52,457 --> 00:24:56,428

## Uncovering Belonging Episode 5 Transcript

I want for people to still recognize disability beyond sort of the pandemic

493

00:24:56,428 --> 00:24:58,697

and be like, oh, you know, this has been great for us to work at home

494

00:24:58,830 --> 00:25:02,167

and then forget about accessibility after we return to the workplace.

495

00:25:02,167 --> 00:25:04,836

Definitely that you know, I have a young daughter

496

00:25:04,836 --> 00:25:08,840

and when she is older, I kind of want her to be able to go to a workplace

497

00:25:08,840 --> 00:25:11,910

and that she's going to be able to see herself reflected in that workplace.

498

00:25:12,677 --> 00:25:14,613

So I have two children as well.

499

00:25:14,613 --> 00:25:17,816

And if we can be part of creating that world where they can

500

## Uncovering Belonging Episode 5 Transcript

00:25:17,816 --> 00:25:21,119

just be their best selves,  
that's what it means to me.

501

00:25:21,119 --> 00:25:25,857

And for anyone who's been in love  
or in partnership, you just have this ease

502

00:25:25,857 --> 00:25:28,126

about how you can enter into conversation

503

00:25:28,126 --> 00:25:31,429

and what you talk about  
and how you share things with one another.

504

00:25:31,630 --> 00:25:36,635

And that's got to be somewhere  
on that spectrum of belonging in terms of

505

00:25:36,835 --> 00:25:38,003

I'm going to show up at work

506

00:25:38,003 --> 00:25:41,606

and if I'm having a great day,  
I want to be like my fullest self.

507

00:25:41,606 --> 00:25:44,809

And if I'm not having a great day,  
I want to be able to tell people like,

508

## Uncovering Belonging Episode 5 Transcript

00:25:44,843 --> 00:25:48,980

yeah, today is just not like great  
for me and like, I might need this from

509

00:25:48,980 --> 00:25:52,817

you and just having that open and honest  
dialog back and forth.

510

00:25:52,817 --> 00:25:54,553

And so if we can paint that picture

511

00:25:54,553 --> 00:25:57,289

and create that place,  
I think we've gotten somewhere.

512

00:25:57,289 --> 00:26:02,193

So I love that image you painted for us.

513

00:26:02,193 --> 00:26:05,964

We gave a little warning at the beginning  
that we would go through Rapid Fire,

514

00:26:06,131 --> 00:26:08,033

so I hope you're ready.

515

00:26:08,033 --> 00:26:13,204

So if there's one book or resource that  
you could recommend, what would it be?

516

00:26:13,438 --> 00:26:16,441



## Uncovering Belonging Episode 5 Transcript

Shadows at Dawn, An Apache Massacre  
in the Violence of History.

517

00:26:16,441 --> 00:26:17,709

And this is by Karl Jacoby.

518

00:26:17,709 --> 00:26:18,710

This is an American book,

519

00:26:18,710 --> 00:26:21,846

but it shines a light on  
how if we only have one narrative

520

00:26:21,846 --> 00:26:26,384

or if we only hear from certain voices,  
we are missing so much of the picture.

521

00:26:27,419 --> 00:26:30,155

I remember I took  
a course on the history of photography

522

00:26:30,322 --> 00:26:33,391

and so, you know, when you start  
to look at images and pictures

523

00:26:33,391 --> 00:26:36,861

and you realize like you're only seeing  
what's in the frame and you're missing

524

00:26:36,895 --> 00:26:38,663

## Uncovering Belonging Episode 5 Transcript

everything that's happening  
beyond the frame.

525

00:26:38,663 --> 00:26:40,498

And especially  
when we look at colonial pictures

526

00:26:40,498 --> 00:26:43,368

and you realize that beyond the frame,  
that's the reality that's happening.

527

00:26:43,368 --> 00:26:46,037

We've just sort of staged  
this one photo, this one moment,

528

00:26:46,171 --> 00:26:49,140

and that beyond that is what we need  
to be paying attention to.

529

00:26:49,341 --> 00:26:52,711

I am a photographer, and you're right.

530

00:26:53,011 --> 00:26:55,113

It's a next Rapidfire question.

531

00:26:55,113 --> 00:26:57,949

What brings you joy? No matter what.

532

00:26:58,483 --> 00:27:02,120

My daughter,

Uncovering Belonging Episode 5 Transcript

I have to say, hearing, hearing mommy.

533

00:27:02,120 --> 00:27:03,655

That brings me joy for sure.

534

00:27:03,655 --> 00:27:05,290

Yeah, I love that.

535

00:27:05,290 --> 00:27:07,792

And what's your theme song for today?

536

00:27:08,193 --> 00:27:12,063

Florence and The Machine has a new,  
new song out called Free.

537

00:27:13,198 --> 00:27:15,233

I'm one of those people who doesn't  
really listen to the lyrics.

538

00:27:15,233 --> 00:27:17,502

It's kind of weird,  
so independent of the actual lyrics.

539

00:27:17,502 --> 00:27:19,537

I just love the sound of that song.

540

00:27:19,537 --> 00:27:20,672

We're very similar.

541

## Uncovering Belonging Episode 5 Transcript

00:27:20,672 --> 00:27:25,443

Melissa,

So who is someone that inspires you

542

00:27:25,443 --> 00:27:30,315

and how they create belonging  
and doesn't receive enough credit? Hmm.

543

00:27:31,316 --> 00:27:34,386

I'm going to do a shout out  
to Ashland Johnson, Esq.

544

00:27:34,386 --> 00:27:37,589

who is the president  
and founder of the Inclusion Playbook.

545

00:27:38,123 --> 00:27:39,924

Great and too close and Out.

546

00:27:39,924 --> 00:27:43,561

What's one call to action  
you like from our listeners?

547

00:27:43,962 --> 00:27:46,131

Being an advocate  
is something that you can do.

548

00:27:47,098 --> 00:27:49,334

But being an advocate  
doesn't mean you have to know everything.

## Uncovering Belonging Episode 5 Transcript

549

00:27:49,334 --> 00:27:51,102

It just means  
you have to sort of pay attention

550

00:27:51,102 --> 00:27:55,940

and look for those opportunities to act  
amazing.

551

00:27:57,242 --> 00:27:58,710

Well, thank you, Melissa.

552

00:27:58,710 --> 00:28:01,146

It has been so lovely  
chatting with you today.

553

00:28:01,479 --> 00:28:04,049

Thank you.

554

00:28:05,884 --> 00:28:07,652

One of the pieces that I

555

00:28:07,652 --> 00:28:12,791

will take away with me  
is the history that we were taught.

556

00:28:12,791 --> 00:28:18,296

And then the chosen space that we enter  
into to learn and I would say unlearn.

557

## Uncovering Belonging Episode 5 Transcript

00:28:18,296 --> 00:28:19,264

Exactly.

558

00:28:19,264 --> 00:28:22,333

So that's something

I want to pass along to our listeners

559

00:28:22,333 --> 00:28:25,170

is that idea of learning

and then the idea of unlearning.

560

00:28:25,503 --> 00:28:26,137

Yeah.

561

00:28:26,137 --> 00:28:30,542

One thing in particular that sticks

with me is how she got on this path

562

00:28:30,542 --> 00:28:34,713

because of reading the stories

and learning the stories of what

563

00:28:34,713 --> 00:28:39,484

was happening for her Black cousins,

as well as the actual student

564

00:28:39,484 --> 00:28:42,854

activism and students

actually putting their lives on the line.

565

## Uncovering Belonging Episode 5 Transcript

00:28:42,887 --> 00:28:46,324

Yeah, and we're seeing some of that happen on a global scale

566

00:28:46,324 --> 00:28:49,861

right now, and especially with what's happening in Iran.

567

00:28:49,861 --> 00:28:51,596

And we're seeing real change

568

00:28:51,596 --> 00:28:55,400

happen starting with students, but then going much beyond.

569

00:28:55,700 --> 00:28:59,270

Yeah, I think if we sort of talk about it in the current context

570

00:28:59,270 --> 00:29:03,842

and we want to recognize the life of Mahsa Jina Amini, but also understand

571

00:29:03,842 --> 00:29:08,780

that there are still issues that people are fighting for every single day.

572

00:29:08,780 --> 00:29:12,183

And so we're not just seeing it as activism in that country.

## Uncovering Belonging Episode 5 Transcript

573

00:29:12,183 --> 00:29:16,421

We're seeing others in Canada where we're situated have these conversations.

574

00:29:16,454 --> 00:29:17,756

So definitely a lot to think about

575

00:29:17,756 --> 00:29:20,492

and knowing that this work is so relevant every single day.

576

00:29:21,025 --> 00:29:21,459

Yeah.

577

00:29:21,459 --> 00:29:22,794

So from us

578

00:29:22,794 --> 00:29:26,631

we have so much love and solidarity to the struggles that are happening

579

00:29:26,664 --> 00:29:30,902

all over from the microcosms in the workplace to the macrocosm

580

00:29:31,069 --> 00:29:32,403

in Iran and elsewhere.

581

00:29:32,403 --> 00:29:35,940



## Uncovering Belonging Episode 5 Transcript

So this was important for us to discuss,  
and I'm grateful that we got.

582

00:29:36,007 --> 00:29:36,875

To me to

583

00:29:39,277 --> 00:29:41,279

thank you so much for tuning in.

584

00:29:41,279 --> 00:29:45,049

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

585

00:29:46,317 --> 00:29:49,454

Through dialogue, education  
and thought leadership.

586

00:29:49,454 --> 00:29:54,492

Pride at Work Canada empowers employers  
to build workplaces that celebrate

587

00:29:54,492 --> 00:29:58,263

all employees, regardless of gender  
expression, gender identity

588

00:29:58,263 --> 00:30:00,165

and sexual orientation.

589

00:30:00,165 --> 00:30:04,669

If you're interested in learning more

## Uncovering Belonging Episode 5 Transcript

about creating workplaces, where

590

00:30:04,669 --> 00:30:08,706

2SLGBTQIA+ people can feel like they belong.

591

00:30:09,007 --> 00:30:13,111

Please check out our e-learning courses  
at Education

592

00:30:13,111 --> 00:30:15,446

dot Pride at Work dot c a.

593

00:30:17,315 --> 00:30:19,350

Many thanks to our production team

594

00:30:19,484 --> 00:30:23,588

editor and producer  
Shawn Ahmed, Communications,

595

00:30:23,822 --> 00:30:26,925

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support,

596

00:30:27,258 --> 00:30:30,862

Connor Pion,  
And of course, most of all, we'd like

597

00:30:30,862 --> 00:30:33,698

to thank you for joining us  
for this important discussion.

## Uncovering Belonging Episode 5 Transcript

598

00:30:34,232 --> 00:30:36,801

Connect with us on LinkedIn  
and let us know what

599

00:30:36,801 --> 00:30:39,804

part of today's episode  
resonate most with you.

600

00:30:40,104 --> 00:30:44,242

For more information about today's guest  
links reference and a transcript,

601

00:30:44,242 --> 00:30:46,978

check out our show notes,  
which are available on Pride at Work

602

00:30:46,978 --> 00:30:48,513

Canada's website.

603

00:30:48,513 --> 00:30:51,783

Thank you so much  
for coming on this journey with us to

604

00:30:52,083 --> 00:31:06,731

uncover belonging.