

1  
00:00:00,540 --> 00:00:03,123  
(upbeat music)

2  
00:00:06,220 --> 00:00:07,280  
- Welcome everyone.

3  
00:00:07,280 --> 00:00:09,180  
I'm Chris Hyams, CEO of Indeed,

4  
00:00:09,180 --> 00:00:11,920  
and welcome to the next  
installment of Here to Help.

5  
00:00:11,920 --> 00:00:13,620  
Our look at how Indeed has been navigating

6  
00:00:13,620 --> 00:00:15,663  
the global impact of COVID-19.

7  
00:00:16,560 --> 00:00:17,590  
Today's June 15th.

8  
00:00:17,590 --> 00:00:20,750  
We are on day 104 of  
global work from home.

9  
00:00:20,750 --> 00:00:23,540  
And in last week's episode,  
I spoke with LaFawn Davis,

10  
00:00:23,540 --> 00:00:26,220  
Indeed's VP of Diversity,  
Inclusion and Belonging.

11  
00:00:26,220 --> 00:00:28,200  
And LaFawn summed up the world

12  
00:00:28,200 --> 00:00:29,830

by saying that we are living today

13

00:00:29,830 --> 00:00:32,520  
through the equivalent of  
the Spanish flu of 1918,

14

00:00:32,520 --> 00:00:34,690  
The Great Depression of 1929

15

00:00:34,690 --> 00:00:37,670  
and the U.S. race riots of 1968.

16

00:00:37,670 --> 00:00:40,070  
The impact of COVID-19 has gone far beyond

17

00:00:40,070 --> 00:00:43,230  
just the impact on global  
health and the global economy.

18

00:00:43,230 --> 00:00:45,430  
It has touched every aspect of our lives,

19

00:00:45,430 --> 00:00:47,600  
and in particular, it has shined a light

20

00:00:47,600 --> 00:00:49,673  
on historical inequities and bias.

21

00:00:50,900 --> 00:00:53,380  
Around the world, June is Pride Month,

22

00:00:53,380 --> 00:00:54,910  
commemorating the Stonewall riots

23

00:00:54,910 --> 00:00:57,180  
which took place in June of 1969

24

00:00:57,180 --> 00:01:00,120

in response to police  
violence against patrons

25

00:01:00,120 --> 00:01:02,880  
of lesbian and gay bars in New York City.

26

00:01:02,880 --> 00:01:05,040  
Today's episode will  
focus, among other things,

27

00:01:05,040 --> 00:01:07,600  
on Pride and the pandemic.

28

00:01:07,600 --> 00:01:09,590  
But before we get started,  
I want to acknowledge

29

00:01:09,590 --> 00:01:12,050  
that we just received  
news a few minutes ago,

30

00:01:12,050 --> 00:01:14,600  
that the U.S. Supreme  
Court delivered a victory

31

00:01:14,600 --> 00:01:17,320  
for LGBTQIA+ rights,

32

00:01:17,320 --> 00:01:18,530  
ruling that a federal law

33

00:01:18,530 --> 00:01:20,510  
forbidding workplace discrimination

34

00:01:20,510 --> 00:01:23,880  
also protects gay and  
transgender employees.

35

00:01:23,880 --> 00:01:26,120

According to Reuters, the 6-3 ruling

36

00:01:26,120 --> 00:01:28,690  
represents the biggest  
moment for LGBT rights

37

00:01:28,690 --> 00:01:29,760  
in the United States,

38

00:01:29,760 --> 00:01:32,260  
since the Supreme Court  
legalized same sex marriage

39

00:01:32,260 --> 00:01:34,003  
nationwide in 2015.

40

00:01:35,530 --> 00:01:37,320  
Now at the same time  
of this positive news,

41

00:01:37,320 --> 00:01:40,240  
I'd like to also recognize  
a major disappointment

42

00:01:40,240 --> 00:01:41,790  
in the announcement last Friday

43

00:01:41,790 --> 00:01:44,350  
of the administration's  
rollback back of protections

44

00:01:44,350 --> 00:01:47,560  
against transgender  
discrimination in healthcare.

45

00:01:47,560 --> 00:01:49,280  
We recognize the fear and concerns

46

00:01:49,280 --> 00:01:50,980

that employees have with these changes,

47

00:01:50,980 --> 00:01:52,760

so I want to be clear.

48

00:01:52,760 --> 00:01:54,380

Regardless of federal policy,

49

00:01:54,380 --> 00:01:56,730

Indeed remains steadfastly committed

50

00:01:56,730 --> 00:01:58,720

to providing our transgender employees

51

00:01:58,720 --> 00:02:00,823

the best healthcare coverage possible.

52

00:02:02,290 --> 00:02:05,880

So today I am delighted to  
be joined by Ashantè Fray,

53

00:02:05,880 --> 00:02:08,560

who is Client Success  
Team Lead here at Indeed.

54

00:02:08,560 --> 00:02:10,690

And also regional co-chair for iPride,

55

00:02:10,690 --> 00:02:12,960

which you'll hear more about.

56

00:02:12,960 --> 00:02:14,120

Finally, before we start,

57

00:02:14,120 --> 00:02:16,140

I'd like to offer a content warning.

58

00:02:16,140 --> 00:02:19,120

The following discussion will address issues of racism,

59

00:02:19,120 --> 00:02:21,913  
brutality, and sexual assault,  
and may be triggering.

60

00:02:23,150 --> 00:02:26,960  
So with that welcome Ashantè  
and thanks for joining us.

61

00:02:26,960 --> 00:02:29,283  
- Thank you so much for having me, Chris.

62

00:02:30,660 --> 00:02:33,900  
- So let's start the way  
that we always start here

63

00:02:33,900 --> 00:02:36,330  
with an honest and sincere question

64

00:02:36,330 --> 00:02:38,283  
of how are you doing right now?

65

00:02:39,260 --> 00:02:40,730  
- I'm feeling a lot.

66

00:02:40,730 --> 00:02:44,470  
I'm feeling a little  
overwhelmed, a little numb,

67

00:02:44,470 --> 00:02:46,290  
a little fragile.

68

00:02:46,290 --> 00:02:48,930  
But I really wanted to start  
off by taking this time

69

00:02:48,930 --> 00:02:52,710

to not only introduce myself  
but to introduce pronouns.

70

00:02:52,710 --> 00:02:55,500

So to start off, I wanted to  
say, my name is Ashantè Fray,

71

00:02:55,500 --> 00:02:58,160

and my pronouns are she, her and hers.

72

00:02:58,160 --> 00:03:00,390

And the reason why I wanted  
to start the discussion off

73

00:03:00,390 --> 00:03:02,460

by that is really by using my privilege

74

00:03:02,460 --> 00:03:05,290

by being cisgendered, to lend some support

75

00:03:05,290 --> 00:03:06,960

and taking a stand with not only

76

00:03:06,960 --> 00:03:09,130

the transgendered community but also

77

00:03:09,130 --> 00:03:11,570

gender nonconforming community as well.

78

00:03:11,570 --> 00:03:13,420

So thank you.

79

00:03:13,420 --> 00:03:16,110

- Tell us a little bit  
about your background.

80

00:03:16,110 --> 00:03:17,260

- Of course.

81

00:03:17,260 --> 00:03:20,440

To start off, I really wanted  
to follow the lead of LaFawn

82

00:03:20,440 --> 00:03:22,360

and really introduce myself by introducing

83

00:03:22,360 --> 00:03:24,490

my intersectional identities.

84

00:03:24,490 --> 00:03:26,620

So to start off, I'm a black female,

85

00:03:26,620 --> 00:03:29,580

I'm bisexual, 25 years old.

86

00:03:29,580 --> 00:03:32,400

I'm second generation Canadian

87

00:03:32,400 --> 00:03:34,230

but my background is Jamaican.

88

00:03:34,230 --> 00:03:35,150

I grew up Christian

89

00:03:35,150 --> 00:03:38,850

but I identify as very  
spiritual right now.

90

00:03:38,850 --> 00:03:41,870

I did my master's degree  
in English literature.

91

00:03:41,870 --> 00:03:43,960

I'm a survivor of sexual abuse

92

00:03:43,960 --> 00:03:46,470

and I'm also living with PTSD.

93

00:03:46,470 --> 00:03:49,343

- Wow, well thank you  
for sharing all of that.

94

00:03:49,343 --> 00:03:52,340

That's helpful for the  
conversation going forward.

95

00:03:52,340 --> 00:03:55,610

Now tell us a little bit  
about your role at Indeed,

96

00:03:55,610 --> 00:03:57,910

and in particular your role with iPride.

97

00:03:57,910 --> 00:03:59,120

- Of course.

98

00:03:59,120 --> 00:04:01,240

I wanted to start off by  
really just going through

99

00:04:01,240 --> 00:04:03,850

my journey in Client Success.

100

00:04:03,850 --> 00:04:05,970

So to start off, when I did join Indeed,

101

00:04:05,970 --> 00:04:09,140

I joined about two years ago  
as a Client Success Specialist.

102

00:04:09,140 --> 00:04:10,980

Since then I continued my journey

103

00:04:10,980 --> 00:04:14,070

and I was promoted to senior  
Client Success Specialist

104

00:04:14,070 --> 00:04:16,010  
in February of last year,

105

00:04:16,010 --> 00:04:18,940  
and then Team Lead in  
September of last year.

106

00:04:18,940 --> 00:04:20,730  
Really what my day-to-day entails

107

00:04:20,730 --> 00:04:22,957  
is really helping my Client Success team

108

00:04:22,957 --> 00:04:26,230  
and my manager, figuring out  
ways that we can succeed.

109

00:04:26,230 --> 00:04:28,720  
So I help with biweekly one-on-ones,

110

00:04:28,720 --> 00:04:30,650  
conducting quality support audits

111

00:04:30,650 --> 00:04:33,330  
to make sure that our  
quality is up to par,

112

00:04:33,330 --> 00:04:35,610  
and also just helping with  
any technical questions

113

00:04:35,610 --> 00:04:37,390  
that may arise.

114

00:04:37,390 --> 00:04:39,470  
In addition to that, I  
do spend a lot of my time

115

00:04:39,470 --> 00:04:41,620  
strategizing with sales reps.

116

00:04:41,620 --> 00:04:45,440  
My specific sales reps are  
Richard Yelland and Peter Lee,

117

00:04:45,440 --> 00:04:47,220  
out of the Toronto  
office where I'm located

118

00:04:47,220 --> 00:04:49,530  
and I'm very, very proud and  
honored to work with them

119

00:04:49,530 --> 00:04:52,190  
because they make my job so easy.

120

00:04:52,190 --> 00:04:54,330  
A lot of our day-to-day is  
just trying to find ways

121

00:04:54,330 --> 00:04:57,550  
for us to deliver that best  
Client Success experience,

122

00:04:57,550 --> 00:04:58,840  
but also to figure out a way

123

00:04:58,840 --> 00:05:00,863  
to deliver that return on investment.

124

00:05:01,820 --> 00:05:04,640  
With my job as iPride regional co-chair,

125

00:05:04,640 --> 00:05:07,610  
I started off at site  
lead but I was appointed

126

00:05:07,610 --> 00:05:10,350  
to the regional co-chair  
by the diversity inclusion

127

00:05:10,350 --> 00:05:12,940  
and belonging team in August of last year.

128

00:05:12,940 --> 00:05:16,710  
And a lot of my job with  
that is managing my iPride

129

00:05:16,710 --> 00:05:19,380  
leadership executive  
team with Shannon Banks.

130

00:05:19,380 --> 00:05:21,110  
So we help manage five people

131

00:05:21,110 --> 00:05:23,470  
but also managing our site leads

132

00:05:23,470 --> 00:05:25,780  
which hold different chapters,

133

00:05:25,780 --> 00:05:29,130  
which would be, I guess you  
could say groups or clubs,

134

00:05:29,130 --> 00:05:32,390  
which is the iPride group  
across the offices as well.

135

00:05:32,390 --> 00:05:33,960  
So a lot of our day-to-day is just trying

136

00:05:33,960 --> 00:05:36,450  
to figure out ways that  
we can be in alignment

137  
00:05:36,450 --> 00:05:38,470  
with our business goals

138  
00:05:38,470 --> 00:05:40,390  
but also in alignment with the strategies

139  
00:05:40,390 --> 00:05:42,100  
that diversity inclusion and belonging

140  
00:05:42,100 --> 00:05:43,560  
are bringing to the table.

141  
00:05:43,560 --> 00:05:46,590  
- So iPride is one of our  
inclusion resource groups

142  
00:05:46,590 --> 00:05:47,423  
here at Indeed.

143  
00:05:47,423 --> 00:05:50,740  
It's actually the first  
group that got started.

144  
00:05:50,740 --> 00:05:55,230  
And the membership in the  
IRGs is open to everyone

145  
00:05:55,230 --> 00:05:57,000  
and so obviously we want to have allies

146  
00:05:57,000 --> 00:06:01,170  
but it really is a very personal  
thing for a lot of people.

147  
00:06:01,170 --> 00:06:02,820  
Can you talk a little bit about

148  
00:06:02,820 --> 00:06:06,460

how your experiences  
before coming to Indeed,

149

00:06:06,460 --> 00:06:08,490  
helped shape your role,

150

00:06:08,490 --> 00:06:12,040  
both at Indeed and in  
your work with iPride.

151

00:06:12,040 --> 00:06:15,553  
- When I first joined  
Indeed, I was quite scared.

152

00:06:16,480 --> 00:06:19,640  
Definitely heard the word  
inclusion and diversity

153

00:06:19,640 --> 00:06:22,600  
and what it was that  
the company represented.

154

00:06:22,600 --> 00:06:26,230  
But just identifying as being  
black, but also bisexual

155

00:06:26,230 --> 00:06:28,980  
and a survivor of sexual  
assault and living with PTSD,

156

00:06:28,980 --> 00:06:32,180  
it felt like a lot of  
intersects to throw into one.

157

00:06:32,180 --> 00:06:35,470  
So when I joined, iPride, I  
originally joined as an ally.

158

00:06:35,470 --> 00:06:38,350  
And that was because I

wasn't ready to come out.

159

00:06:38,350 --> 00:06:39,420

I didn't tell my parents

160

00:06:39,420 --> 00:06:42,880

about me being bisexual

at that time either.

161

00:06:42,880 --> 00:06:45,770

But it wasn't until I started

feeling a sense of security

162

00:06:45,770 --> 00:06:47,330

that I felt the freedom

163

00:06:47,330 --> 00:06:52,330

to learn about myself

164

00:06:52,810 --> 00:06:56,550

to actually take the time

to figure out myself.

165

00:06:56,550 --> 00:06:58,200

And that really just comes with stability

166

00:06:58,200 --> 00:06:59,610

and I think that's a lot of,

167

00:06:59,610 --> 00:07:01,770

that's something that a lot

of people take for granted,

168

00:07:01,770 --> 00:07:03,070

is having a stable income,

169

00:07:03,070 --> 00:07:04,820

having access to go to conferences,

170

00:07:04,820 --> 00:07:08,290

access to go to business  
trips, access to technology,

171

00:07:08,290 --> 00:07:10,330

the ability to actually have insurance

172

00:07:10,330 --> 00:07:13,730

so that you have access to support.

173

00:07:13,730 --> 00:07:15,930

So really just having the  
ability to do all of that

174

00:07:15,930 --> 00:07:18,590

really allowed me to figure out myself

175

00:07:18,590 --> 00:07:21,950

and really develop myself  
personally and professionally,

176

00:07:21,950 --> 00:07:24,180

which is something that  
Matthew Marshall loves to say

177

00:07:24,180 --> 00:07:26,670

and I think that that's something  
that we do very, very well

178

00:07:26,670 --> 00:07:28,230

in the Toronto, office is making sure

179

00:07:28,230 --> 00:07:30,820

that it's not just about  
our professional development

180

00:07:30,820 --> 00:07:32,320

but also our personal.

181

00:07:32,320 --> 00:07:35,050  
And it wasn't until Paul Wolfe  
came to the Toronto office

182

00:07:35,050 --> 00:07:37,310  
and started talking about authenticity

183

00:07:37,310 --> 00:07:40,360  
on a panel that I decided  
that I was going to come out.

184

00:07:40,360 --> 00:07:41,980  
So I actually called my mom sitting

185

00:07:41,980 --> 00:07:44,520  
on a table in the office,

186

00:07:44,520 --> 00:07:46,960  
and I called her knowing  
that she was at work

187

00:07:46,960 --> 00:07:49,297  
and I was like, "Mom, I  
have something to tell you.

188

00:07:49,297 --> 00:07:51,970  
"I like guys and girls."

189

00:07:51,970 --> 00:07:54,793  
And that was that, and I was out.

190

00:07:54,793 --> 00:07:56,090  
I was out of the closet.

191

00:07:56,090 --> 00:07:58,960  
And it was so nice to  
just feel like myself,

192

00:07:58,960 --> 00:08:02,500  
to bring myself authentically  
to work every day.

193  
00:08:02,500 --> 00:08:05,290  
And I'm really just honored  
to be part of an organization,

194  
00:08:05,290 --> 00:08:07,300  
but also part of a company that allows us

195  
00:08:07,300 --> 00:08:10,710  
to lead with compassion and  
to allows us to educate,

196  
00:08:10,710 --> 00:08:14,852  
not only allies but ourselves  
so that we can figure out us.

197  
00:08:14,852 --> 00:08:17,550  
- Yeah, it's really moving to me

198  
00:08:17,550 --> 00:08:22,090  
to hear that Indeed got to  
play a part in that story there

199  
00:08:22,090 --> 00:08:23,770  
and I know that coming out stories

200  
00:08:23,770 --> 00:08:27,480  
are always really touching

201  
00:08:27,480 --> 00:08:31,740  
and I had the same exact conversation

202  
00:08:31,740 --> 00:08:33,270  
with my daughter

203  
00:08:33,270 --> 00:08:34,360

a handful of years back

204

00:08:34,360 --> 00:08:36,100

and so I know what that means to a parent.

205

00:08:36,100 --> 00:08:38,433

So thank you for sharing that story.

206

00:08:40,110 --> 00:08:44,260

June is Pride Month, which  
is a time of celebration.

207

00:08:44,260 --> 00:08:46,900

It's also a time of  
education and awareness

208

00:08:46,900 --> 00:08:51,630

for the entire LGBTQIA+ community.

209

00:08:51,630 --> 00:08:55,530

Can you tell us what makes  
this month so special?

210

00:08:55,530 --> 00:08:58,207

- A lot of people consider Pride Month

211

00:08:58,207 --> 00:09:00,570

and they associate it with Pride Parades.

212

00:09:00,570 --> 00:09:02,590

But I really wanted to establish the fact

213

00:09:02,590 --> 00:09:06,010

that it's still referred to  
as marches in a lot of places,

214

00:09:06,010 --> 00:09:07,450

especially in New York.

215

00:09:07,450 --> 00:09:09,600

And that's the reason,  
the reason why is because

216

00:09:09,600 --> 00:09:11,310

we're still fighting for equality.

217

00:09:11,310 --> 00:09:13,420

We're still in direct opposition

218

00:09:13,420 --> 00:09:15,400

with discrimination and injustice,

219

00:09:15,400 --> 00:09:17,510

which means it's not a parade for all.

220

00:09:17,510 --> 00:09:20,490

It's really is a privilege  
to get to that point

221

00:09:20,490 --> 00:09:22,320

where we can call it a parade,

222

00:09:22,320 --> 00:09:25,010

but we're really still in a  
fight, we're still in a march.

223

00:09:25,010 --> 00:09:27,300

So with that in mind, I  
think Pride is special

224

00:09:27,300 --> 00:09:30,540

because it really does allow  
people to feel like themselves.

225

00:09:30,540 --> 00:09:32,950

Allows them to be  
comfortable being themselves.

226

00:09:32,950 --> 00:09:36,150  
And I think in addition to that,

227

00:09:36,150 --> 00:09:39,460  
it really allows a place for  
people to feel like themselves,

228

00:09:39,460 --> 00:09:41,560  
no matter who they are,  
no matter where they are,

229

00:09:41,560 --> 00:09:43,450  
and I think that's really  
what we're fighting for,

230

00:09:43,450 --> 00:09:46,360  
is that safety all over the world.

231

00:09:46,360 --> 00:09:48,960  
But something that Pride  
means for me specifically

232

00:09:48,960 --> 00:09:51,070  
is that fight against stereotypes.

233

00:09:51,070 --> 00:09:53,323  
This is what a bisexual woman looks like.

234

00:09:55,120 --> 00:09:56,500  
This is it, we're human.

235

00:09:56,500 --> 00:09:58,290  
And I think there's a lot of stereotypes

236

00:09:58,290 --> 00:10:00,340  
that are associated with being bisexual

237

00:10:00,340 --> 00:10:02,380

or being black or being a female.

238

00:10:02,380 --> 00:10:04,390

And at the end of the day, we're human

239

00:10:04,390 --> 00:10:07,490

and we all come in different shapes, sizes

240

00:10:07,490 --> 00:10:09,910

and faces and colors and I  
think that that's something

241

00:10:09,910 --> 00:10:11,780

that I love to be a part of,

242

00:10:11,780 --> 00:10:13,500

is knowing that every month I can show up

243

00:10:13,500 --> 00:10:15,363

being myself in various different ways

244

00:10:15,363 --> 00:10:18,170

and I know that it's  
still authentically me.

245

00:10:18,170 --> 00:10:20,460

- So part of the context  
for these conversations

246

00:10:20,460 --> 00:10:23,860

that we're having is around  
the impact of COVID-19

247

00:10:23,860 --> 00:10:25,740

and we're in the middle of Pride Month

248

00:10:25,740 --> 00:10:27,220

but we're in the middle of Pride Month

249

00:10:27,220 --> 00:10:28,280  
in the middle of a pandemic

250

00:10:28,280 --> 00:10:30,380  
in the middle of everything  
else going on in the world.

251

00:10:30,380 --> 00:10:33,710  
So this Pride Month will be different,

252

00:10:33,710 --> 00:10:37,623  
as well as being the same  
from what we are used to.

253

00:10:38,650 --> 00:10:40,420  
Can you talk a little bit  
about how the pandemic

254

00:10:40,420 --> 00:10:44,520  
has changed the month of  
Pride for everyone today?

255

00:10:44,520 --> 00:10:45,760  
- Of course.

256

00:10:45,760 --> 00:10:48,020  
To start off, I think  
the most drastic change

257

00:10:48,020 --> 00:10:50,440  
has been the shift to remote events.

258

00:10:50,440 --> 00:10:53,300  
The fact that we're having  
this conversation over Zoom

259

00:10:53,300 --> 00:10:56,010  
and that we have access  
to the technology to do so

260

00:10:56,010 --> 00:10:58,010  
is absolutely amazing.

261

00:10:58,010 --> 00:11:00,130  
But it also has allowed us to shift

262

00:11:00,130 --> 00:11:04,240  
from an office-wide  
event to global events.

263

00:11:04,240 --> 00:11:07,530  
And I think this conversation  
is a testament to that.

264

00:11:07,530 --> 00:11:09,610  
I don't know when or if I would have had

265

00:11:09,610 --> 00:11:11,010  
the pleasure of being able to meet you

266

00:11:11,010 --> 00:11:12,550  
in the Toronto office.

267

00:11:12,550 --> 00:11:15,140  
But the fact that we're able  
to have this conversation

268

00:11:15,140 --> 00:11:17,870  
and I don't have to  
worry about your schedule

269

00:11:17,870 --> 00:11:20,110  
or flying you in or  
what it would look like

270

00:11:20,110 --> 00:11:21,290  
and how long you would have you for,

271

00:11:21,290 --> 00:11:24,600

I think is an amazing opportunity.

272

00:11:24,600 --> 00:11:27,290

To continue off of that,  
also the fact that we have

273

00:11:27,290 --> 00:11:29,770

LaFawn and Paul Wolfe both  
hosting and facilitating

274

00:11:29,770 --> 00:11:32,793

events this month is, it's fantastic.

275

00:11:33,987 --> 00:11:34,930

It's like a dream come true.

276

00:11:34,930 --> 00:11:37,040

When do we get three major  
players in one month,

277

00:11:37,040 --> 00:11:40,080

knowing that we can also  
broadcast that across the globe,

278

00:11:40,080 --> 00:11:43,150

not only to the America  
region but also to EMEA,

279

00:11:43,150 --> 00:11:45,223

to also have access to that in APAC.

280

00:11:46,060 --> 00:11:49,370

But also I think one of the  
biggest shifts in Indeed

281

00:11:49,370 --> 00:11:51,710

has been that shift to intersectionality,

282

00:11:51,710 --> 00:11:53,930  
is the fact that we're really  
opening up that discussion

283

00:11:53,930 --> 00:11:56,710  
to make it more complex  
and to make it more messy

284

00:11:56,710 --> 00:11:58,520  
and to have those difficult conversations

285

00:11:58,520 --> 00:12:01,030  
because we know that nothing is binary.

286

00:12:01,030 --> 00:12:04,130  
And I think that this month  
is a testament to that

287

00:12:04,130 --> 00:12:06,080  
but in addition with everything

288

00:12:06,080 --> 00:12:07,016  
that's happening in the world,

289

00:12:07,016 --> 00:12:10,327  
I think it's just grown in importance.

290

00:12:10,327 --> 00:12:13,975  
- So we'll come back to intersectionality

291

00:12:13,975 --> 00:12:15,140  
in a second,

292

00:12:15,140 --> 00:12:18,050  
'cause it's a really  
obviously important topic.

293

00:12:18,050 --> 00:12:19,740

But can you talk a little bit about

294

00:12:19,740 --> 00:12:22,900

what work is being done  
right now at Indeed

295

00:12:22,900 --> 00:12:26,602

and around the world to help  
bridge some of these gaps.

296

00:12:26,602 --> 00:12:27,435

- Of course.

297

00:12:27,435 --> 00:12:29,970

One of the first things  
that comes to mind really

298

00:12:29,970 --> 00:12:32,010

is that education and awareness piece.

299

00:12:32,010 --> 00:12:34,120

With everything that's happening  
with Black Lives Matter

300

00:12:34,120 --> 00:12:36,050

and really focusing on that education

301

00:12:36,050 --> 00:12:39,830

and focusing on getting  
yourself self-aware,

302

00:12:39,830 --> 00:12:41,920

and removing those  
biases that you may have,

303

00:12:41,920 --> 00:12:45,560

either conscious or unconscious  
is really that first step.

304

00:12:45,560 --> 00:12:48,690  
But the second thing is  
really that focus on allyship.

305  
00:12:48,690 --> 00:12:50,120  
But more importantly, as we were saying,

306  
00:12:50,120 --> 00:12:52,540  
intersectional allyship  
and really finding ways

307  
00:12:52,540 --> 00:12:55,280  
that we can use our  
privilege in other ways

308  
00:12:55,280 --> 00:12:57,300  
to shed light on other communities.

309  
00:12:57,300 --> 00:12:59,850  
So something that Shannon and  
myself have been talking about

310  
00:12:59,850 --> 00:13:03,270  
is how do we use our privilege  
as cisgendered individuals

311  
00:13:03,270 --> 00:13:06,510  
to help the transgendered community

312  
00:13:06,510 --> 00:13:08,390  
or to help the nonconforming community?

313  
00:13:08,390 --> 00:13:10,870  
How do we use our privilege in that light?

314  
00:13:10,870 --> 00:13:13,410  
So really focusing on empowering allies

315  
00:13:13,410 --> 00:13:15,480

so that they feel comfortable advocating,

316

00:13:15,480 --> 00:13:17,320  
but also bringing awareness,

317

00:13:17,320 --> 00:13:18,350  
not only to themselves,

318

00:13:18,350 --> 00:13:21,940  
but to their family or friends  
or communities or so be it.

319

00:13:21,940 --> 00:13:25,620  
- So can you talk a little bit  
more about intersectionality

320

00:13:25,620 --> 00:13:27,900  
and why it is so important?

321

00:13:27,900 --> 00:13:28,733  
- Yeah.

322

00:13:28,733 --> 00:13:32,240  
Intersectionality holds a  
very dear place in my heart.

323

00:13:32,240 --> 00:13:35,110  
It was something that I  
learned about back in 2006

324

00:13:35,110 --> 00:13:37,240  
when I was doing my thesis.

325

00:13:37,240 --> 00:13:40,360  
And I entitled it "The Search for Agency

326

00:13:40,360 --> 00:13:43,110  
in 'Beloved' and 'The Bluest  
Eye' by Toni Morrison.

327

00:13:43,110 --> 00:13:46,240

And we were talking  
earlier about Toni Morrison

328

00:13:46,240 --> 00:13:50,090

and that specific book, "Beloved"  
and how important it is.

329

00:13:50,090 --> 00:13:53,400

But that idea of intersectionality  
is really talking about

330

00:13:53,400 --> 00:13:56,270

the fact that our social  
identity, such as gender,

331

00:13:56,270 --> 00:13:59,560

race, age, national identity, religion,

332

00:13:59,560 --> 00:14:01,810

sexual orientation, gender identity,

333

00:14:01,810 --> 00:14:05,040

they all intersect to create  
these unique experiences

334

00:14:05,040 --> 00:14:06,490

for that specific individual.

335

00:14:07,660 --> 00:14:09,750

And based on those experiences,

336

00:14:09,750 --> 00:14:12,090

it really does lead to  
those power structures

337

00:14:12,090 --> 00:14:15,030

that goes into whether you're given

338

00:14:15,030 --> 00:14:16,580  
opportunities or barriers,

339

00:14:16,580 --> 00:14:19,950  
whether you're faced with  
discrimination or privilege.

340

00:14:19,950 --> 00:14:22,510  
Something that I really like to talk about

341

00:14:22,510 --> 00:14:25,070  
is the fact that all  
identities are intersectional.

342

00:14:25,070 --> 00:14:27,640  
We are multifaceted by nature.

343

00:14:27,640 --> 00:14:30,750  
No person is one dimensional.

344

00:14:30,750 --> 00:14:33,950  
I think we tend to categorize  
and to put stereotypes

345

00:14:33,950 --> 00:14:35,960  
because it's easier to process.

346

00:14:35,960 --> 00:14:37,720  
It's easier to put things into categories

347

00:14:37,720 --> 00:14:39,350  
but it's also easier to other

348

00:14:39,350 --> 00:14:43,000  
if we do put things in that binary stance.

349

00:14:43,000 --> 00:14:44,478

For me specifically,

350

00:14:44,478 --> 00:14:47,540  
intersectionality in Canada specifically

351

00:14:47,540 --> 00:14:49,550  
comes in the fact that  
there is racism in Canada.

352

00:14:49,550 --> 00:14:52,470  
And I think that that's been a  
very big topic of discussion,

353

00:14:52,470 --> 00:14:55,350  
especially with everything  
that's happening in America.

354

00:14:55,350 --> 00:14:58,210  
But there's microaggressions  
that we face every day

355

00:14:58,210 --> 00:14:59,880  
and I think in Canada specifically,

356

00:14:59,880 --> 00:15:01,440  
we're very politically correct,

357

00:15:01,440 --> 00:15:04,540  
which means we might  
not address it head on,

358

00:15:04,540 --> 00:15:07,763  
but for me specifically,

359

00:15:07,763 --> 00:15:10,010  
being raised in Canada

360

00:15:10,010 --> 00:15:13,690  
meant that I was called an oreo

because I liked literature,

361

00:15:13,690 --> 00:15:15,570  
or whitewashed or articulate.

362

00:15:15,570 --> 00:15:18,810  
I was told a lot growing up  
that I wasn't black enough

363

00:15:18,810 --> 00:15:21,387  
because of the fact that  
I liked reading novels.

364

00:15:21,387 --> 00:15:23,800  
It also didn't occur to  
me for a very long time

365

00:15:23,800 --> 00:15:25,050  
that I could be bisexual

366

00:15:25,050 --> 00:15:28,350  
just because based on  
representation in the media,

367

00:15:28,350 --> 00:15:32,550  
a lot of the people that were  
part of the LGBTQI community

368

00:15:32,550 --> 00:15:35,693  
were white facing and  
just by skin color alone,

369

00:15:36,991 --> 00:15:38,380  
I don't meet that requirement,

370

00:15:38,380 --> 00:15:40,100  
which means I couldn't be bisexual.

371

00:15:40,100 --> 00:15:42,830

I think there's also a  
lot of discrimination

372

00:15:42,830 --> 00:15:45,780  
in the LGBT community,  
especially to black bodies,

373

00:15:45,780 --> 00:15:47,280  
we're overly sexualized.

374

00:15:47,280 --> 00:15:49,450  
Especially if you throw  
in the fact that you,

375

00:15:49,450 --> 00:15:51,230  
somebody identifies as bisexual,

376

00:15:51,230 --> 00:15:53,713  
then the connotation is  
that your promiscuous

377

00:15:54,715 --> 00:15:56,630  
There's also not a lot of voice or space

378

00:15:56,630 --> 00:15:58,223  
for the transgender community.

379

00:15:59,200 --> 00:16:01,780  
I think Canada on a  
whole has a lot of things

380

00:16:01,780 --> 00:16:05,670  
that we need to address as well,  
in forms of discrimination.

381

00:16:05,670 --> 00:16:06,820  
I think one of the most

382

00:16:07,750 --> 00:16:09,430

prominent things that  
comes to mind right now

383

00:16:09,430 --> 00:16:11,960  
is just the indigenous  
population in their land,

384

00:16:11,960 --> 00:16:13,550  
and the fact that that  
hasn't been something

385

00:16:13,550 --> 00:16:14,610  
that's been addressed.

386

00:16:14,610 --> 00:16:17,820  
We also don't talk about  
Africville in Nova Scotia,

387

00:16:17,820 --> 00:16:20,210  
and the fact that we  
forced a lot of free slaves

388

00:16:20,210 --> 00:16:22,040  
off of their land,

389

00:16:22,040 --> 00:16:25,090  
and also built in infectious diseases

390

00:16:25,090 --> 00:16:27,020  
and hospitals and prisons  
and a dump around them

391

00:16:27,020 --> 00:16:28,350  
to force them to leave.

392

00:16:28,350 --> 00:16:29,810  
Another thing that we don't address

393

00:16:29,810 --> 00:16:31,300

is British Columbia and the railroads,

394

00:16:31,300 --> 00:16:32,210  
and the fact that a lot of them

395

00:16:32,210 --> 00:16:34,390  
were built by Chinese-Americans,

396

00:16:34,390 --> 00:16:36,460  
Chinese-Canadians, my apologies.

397

00:16:36,460 --> 00:16:38,730  
I think there's a lot in Canadian history

398

00:16:38,730 --> 00:16:42,400  
that acknowledges that we are  
racist and that we have been,

399

00:16:42,400 --> 00:16:44,410  
we have a passive  
discrimination and injustice

400

00:16:44,410 --> 00:16:46,440  
but it's not something that we talk about.

401

00:16:46,440 --> 00:16:48,380  
And I hope that this is  
the first conversation

402

00:16:48,380 --> 00:16:50,350  
that we start having so  
that we can start having

403

00:16:50,350 --> 00:16:53,200  
these difficult conversations  
and to bring them to light.

404

00:16:55,090 --> 00:16:59,780  
- So how do these

pervasive societal issues,

405

00:16:59,780 --> 00:17:02,380

how do they show up in the workplace?

406

00:17:02,380 --> 00:17:04,090

- I think they show up in different ways.

407

00:17:04,090 --> 00:17:05,540

For me specifically,

408

00:17:05,540 --> 00:17:07,270

when you're discriminated against

409

00:17:07,270 --> 00:17:10,460

because of your identities,  
you either internalize them

410

00:17:10,460 --> 00:17:12,430

and you assume that that's  
the way that the world

411

00:17:12,430 --> 00:17:16,040

is looking at you or you  
just wait for it to happen.

412

00:17:16,040 --> 00:17:18,110

For me specifically, when I joined Indeed,

413

00:17:18,110 --> 00:17:20,830

I did not wear wigs  
like this color at all.

414

00:17:20,830 --> 00:17:23,040

I made sure that they were black,

415

00:17:23,040 --> 00:17:24,580

that my natural hair was not out

416  
00:17:24,580 --> 00:17:26,300  
because I didn't want to be seen

417  
00:17:26,300 --> 00:17:27,990  
as unkept or unprofessional.

418  
00:17:27,990 --> 00:17:31,270  
I didn't want somebody touching  
my hair without asking.

419  
00:17:31,270 --> 00:17:33,710  
I code switch a lot, which means,

420  
00:17:33,710 --> 00:17:34,940  
just to explain a little bit,

421  
00:17:34,940 --> 00:17:36,850  
it means that I express  
myself in different ways

422  
00:17:36,850 --> 00:17:39,770  
depending on the type of racial community

423  
00:17:39,770 --> 00:17:41,550  
that I'm presented in front of.

424  
00:17:41,550 --> 00:17:43,580  
So I'm very cognizant of my tone

425  
00:17:43,580 --> 00:17:45,020  
to make sure that I'm not coming across

426  
00:17:45,020 --> 00:17:46,820  
as aggressive or emotional,

427  
00:17:46,820 --> 00:17:50,440  
of my facial expressions,  
of what color my wig is

428

00:17:50,440 --> 00:17:52,570

and what connotations that might be.

429

00:17:52,570 --> 00:17:55,590

Just also being hyper vigilant  
in the workplace as well.

430

00:17:55,590 --> 00:17:58,300

So working from home has been freeing

431

00:17:58,300 --> 00:18:01,200

because I haven't had to think about those

432

00:18:01,200 --> 00:18:03,660

day-to-day interactions  
but if I was in the office

433

00:18:03,660 --> 00:18:06,100

I would worry about how many black people

434

00:18:06,100 --> 00:18:08,510

are sitting at a table  
or how many black people

435

00:18:08,510 --> 00:18:09,530

are sitting on the couch.

436

00:18:09,530 --> 00:18:11,740

And what is the connotations of that?

437

00:18:11,740 --> 00:18:13,670

If I'm speaking to a black male,

438

00:18:13,670 --> 00:18:15,710

do my coworkers think  
that we're slacking off?

439

00:18:15,710 --> 00:18:17,260  
Do they think that we're not working?

440  
00:18:17,260 --> 00:18:18,650  
If I'm speaking to a black female,

441  
00:18:18,650 --> 00:18:19,810  
do they think that we're gossiping

442  
00:18:19,810 --> 00:18:21,260  
and that we're not being productive?

443  
00:18:21,260 --> 00:18:24,100  
What are the connotations  
of that interaction?

444  
00:18:24,100 --> 00:18:27,010  
So it really is hard navigating a world

445  
00:18:27,010 --> 00:18:29,090  
where you feel like you have  
to put on different mask

446  
00:18:29,090 --> 00:18:30,880  
and different faces depending on

447  
00:18:30,880 --> 00:18:33,560  
the situation that you're in or the people

448  
00:18:33,560 --> 00:18:35,090  
that you're surrounded with.

449  
00:18:35,090 --> 00:18:37,480  
And it really doesn't give  
you a sense of belonging,

450  
00:18:37,480 --> 00:18:39,090  
being told that you're not black enough,

451

00:18:39,090 --> 00:18:40,240  
that you're not gay enough,

452

00:18:40,240 --> 00:18:42,300  
that you're pretty for a black girl,

453

00:18:42,300 --> 00:18:44,590  
that you're too pretty to be into girls.

454

00:18:44,590 --> 00:18:46,720  
There's all of these binaries and things

455

00:18:46,720 --> 00:18:49,360  
that are so limiting when you,

456

00:18:49,360 --> 00:18:50,780  
that doesn't allow you to be free,

457

00:18:50,780 --> 00:18:53,610  
especially when you take into  
consideration that, as I said,

458

00:18:53,610 --> 00:18:55,430  
we all have intersectional identity.

459

00:18:55,430 --> 00:18:58,490  
So why should I have to  
stick myself into a box

460

00:18:58,490 --> 00:19:01,160  
and be that person when  
I'm one of many things?

461

00:19:01,160 --> 00:19:03,360  
- What are some of the  
things that we can do

462

00:19:04,400 --> 00:19:06,790

in a workplace to help

463

00:19:07,700 --> 00:19:10,090  
raise awareness and to help change

464

00:19:10,090 --> 00:19:12,753  
the way that we work  
together and interact?

465

00:19:13,840 --> 00:19:15,080  
- I think that's a great question

466

00:19:15,080 --> 00:19:17,390  
and it's a really hard question to answer.

467

00:19:17,390 --> 00:19:19,720  
I think anybody would give  
you a different answer

468

00:19:19,720 --> 00:19:21,790  
depending on who you're speaking to.

469

00:19:21,790 --> 00:19:25,860  
But me specifically, the way  
that I say that we move forward

470

00:19:25,860 --> 00:19:28,330  
is by having these  
difficult conversations.

471

00:19:28,330 --> 00:19:30,770  
It's by recognizing  
that humans are complex

472

00:19:30,770 --> 00:19:32,790  
and that it's not either/or.

473

00:19:32,790 --> 00:19:34,880  
It's that we're

complicated and we're messy

474

00:19:34,880 --> 00:19:37,530  
and that the same person  
that has the capacity to love

475

00:19:37,530 --> 00:19:39,280  
also has the capacity to hate.

476

00:19:39,280 --> 00:19:42,830  
And it's a hard realization  
to come to terms with,

477

00:19:42,830 --> 00:19:44,810  
but that is the world that we live in

478

00:19:44,810 --> 00:19:47,270  
is that we're capable of both.

479

00:19:47,270 --> 00:19:49,570  
The other thing I would love to see

480

00:19:49,570 --> 00:19:52,750  
is really just recognizing  
that intersectional allyship.

481

00:19:52,750 --> 00:19:54,500  
Is really trying to figure out

482

00:19:54,500 --> 00:19:56,900  
how you can use your  
privilege and your oppression

483

00:19:56,900 --> 00:20:01,530  
to show up, and really how  
you show up is up to you.

484

00:20:01,530 --> 00:20:03,630  
I can't tell anybody how to be an ally.

485

00:20:03,630 --> 00:20:05,090

I can give them the information,

486

00:20:05,090 --> 00:20:06,980

I can speak about my experiences,

487

00:20:06,980 --> 00:20:10,120

which frankly isn't something  
that I necessarily have to do

488

00:20:10,120 --> 00:20:12,840

because it's not my  
responsibility to educate.

489

00:20:12,840 --> 00:20:14,980

I think it's everybody's responsibility

490

00:20:14,980 --> 00:20:16,690

to decide how they're going to show up

491

00:20:16,690 --> 00:20:19,350

and how they're going  
to educate themselves,

492

00:20:19,350 --> 00:20:20,810

and remove those biases,

493

00:20:20,810 --> 00:20:22,973

whether they're conscious or unconscious.

494

00:20:24,140 --> 00:20:26,820

Another thing that I talk  
about a lot are feelings.

495

00:20:26,820 --> 00:20:28,550

I love feelings,

496

00:20:28,550 --> 00:20:31,250  
and I really do think that  
feelings are the way forward.

497  
00:20:31,250 --> 00:20:33,680  
I've spent a lot of time  
talking about my identity

498  
00:20:33,680 --> 00:20:36,130  
but a lot of people aren't  
going to be able to understand,

499  
00:20:36,130 --> 00:20:37,990  
really understand what I'm talking about

500  
00:20:37,990 --> 00:20:40,570  
or what it means to be Ashantè.

501  
00:20:40,570 --> 00:20:43,420  
But you will understand  
the feeling of being small

502  
00:20:43,420 --> 00:20:45,010  
or the feeling of being anxious,

503  
00:20:45,010 --> 00:20:46,420  
that feeling of being stressed,

504  
00:20:46,420 --> 00:20:48,937  
the feeling of not feeling  
like you can show up

505  
00:20:48,937 --> 00:20:50,560  
and being yourself.

506  
00:20:50,560 --> 00:20:54,460  
And I really think that  
emotions and those emotions

507

00:20:54,460 --> 00:20:56,550  
are really going to be  
the way that we help

508  
00:20:56,550 --> 00:20:59,050  
people understand where we're coming from.

509  
00:20:59,050 --> 00:21:01,310  
Because those emotions  
can be a way for you

510  
00:21:01,310 --> 00:21:02,600  
to find your call of action.

511  
00:21:02,600 --> 00:21:04,630  
If you lead with that  
compassion and empathy,

512  
00:21:04,630 --> 00:21:07,170  
you can find what it  
is that you're supposed

513  
00:21:07,170 --> 00:21:08,770  
to be doing to help.

514  
00:21:08,770 --> 00:21:11,980  
- I just want to dive  
in for a second on that.

515  
00:21:11,980 --> 00:21:14,823  
You led a conversation  
with your team recently.

516  
00:21:16,501 --> 00:21:20,290  
And you decided to actually record

517  
00:21:20,290 --> 00:21:22,260  
this difficult conversation.

518

00:21:22,260 --> 00:21:24,440  
And I know that it was meant initially

519  
00:21:24,440 --> 00:21:26,210  
just for the people on the team maybe

520  
00:21:26,210 --> 00:21:27,820  
that couldn't make that conversation.

521  
00:21:27,820 --> 00:21:31,220  
But I heard LaFawn mentioned it

522  
00:21:31,220 --> 00:21:32,430  
and Aiden then mentioned it

523  
00:21:32,430 --> 00:21:35,660  
so I got a chance to watch it as well.

524  
00:21:35,660 --> 00:21:38,100  
And I think, for so many people right now,

525  
00:21:38,100 --> 00:21:41,810  
every conversation feels  
difficult to some degree.

526  
00:21:41,810 --> 00:21:45,200  
And there's so many people,

527  
00:21:45,200 --> 00:21:47,300  
so I've been hearing from a lot of people,

528  
00:21:48,520 --> 00:21:49,700  
a couple of different things

529  
00:21:49,700 --> 00:21:51,880  
but one of them is that for people

530  
00:21:51,880 --> 00:21:53,770

who are particularly impacted

531

00:21:54,740 --> 00:21:56,370  
by everything going on in the world,

532

00:21:56,370 --> 00:22:00,820  
that they feel like no  
one wants to say anything

533

00:22:00,820 --> 00:22:01,930  
because they don't know what to say.

534

00:22:01,930 --> 00:22:03,210  
And then there's a whole  
bunch of other people

535

00:22:03,210 --> 00:22:04,970  
who feel like they want to say something

536

00:22:04,970 --> 00:22:06,600  
but they don't know what to say.

537

00:22:06,600 --> 00:22:07,700  
You just came out and said

538

00:22:07,700 --> 00:22:10,210  
let's just have a difficult conversation.

539

00:22:10,210 --> 00:22:11,740  
Can you talk a little bit about

540

00:22:11,740 --> 00:22:14,520  
just what inspired you to do that

541

00:22:14,520 --> 00:22:19,080  
and what, if any impact,

542

00:22:19,080 --> 00:22:21,600

what have you heard  
from people since then?

543

00:22:21,600 --> 00:22:24,600  
Because it was really powerful  
to get a chance to witness it

544

00:22:24,600 --> 00:22:28,350  
and having been part of a handful  
of difficult conversations

545

00:22:28,350 --> 00:22:30,043  
over the last month,

546

00:22:31,280 --> 00:22:34,260  
it's been really inspiring  
to see how people,

547

00:22:34,260 --> 00:22:36,130  
especially people who work together,

548

00:22:36,130 --> 00:22:39,360  
who don't normally talk  
about what's really going on,

549

00:22:39,360 --> 00:22:41,810  
how what's happening in the world

550

00:22:41,810 --> 00:22:45,270  
and the fact that we're  
all on our own over video

551

00:22:45,270 --> 00:22:46,720  
and processing this.

552

00:22:46,720 --> 00:22:50,870  
So it just feels like a  
very different time at work

553

00:22:50,870 --> 00:22:53,100  
than certainly anything I've  
experienced in my career.

554  
00:22:53,100 --> 00:22:56,230  
So I just love to hear some  
of your thoughts on that.

555  
00:22:56,230 --> 00:22:58,080  
- Curve ball for the win, huh, Chris.

556  
00:22:58,080 --> 00:22:59,630  
Okay.

557  
00:22:59,630 --> 00:23:01,681  
Yes, I did decide to lead

558  
00:23:01,681 --> 00:23:04,420  
that conversation of having  
a difficult conversation

559  
00:23:04,420 --> 00:23:07,610  
and for me the reason  
why I did it was because

560  
00:23:07,610 --> 00:23:09,360  
I think that it's important for my team

561  
00:23:09,360 --> 00:23:11,790  
that I show up as I am.

562  
00:23:11,790 --> 00:23:13,460  
A lot of the time during that week,

563  
00:23:13,460 --> 00:23:15,760  
I had to cancel one-on-ones  
because I was crying.

564  
00:23:15,760 --> 00:23:19,950

I had cried with my manager  
and I canceled that one-on-one

565

00:23:19,950 --> 00:23:22,240  
because I wasn't ready to  
have that conversation then

566

00:23:22,240 --> 00:23:24,350  
but it really was affecting my day-to-day.

567

00:23:24,350 --> 00:23:27,010  
And I didn't want them to  
feel like they weren't valued

568

00:23:27,010 --> 00:23:28,540  
or that I didn't respect their time,

569

00:23:28,540 --> 00:23:30,820  
so I thought that the only way

570

00:23:30,820 --> 00:23:32,580  
to really start the conversation is for me

571

00:23:32,580 --> 00:23:34,000  
to be honest with them,

572

00:23:34,000 --> 00:23:36,050  
is to not lie and say  
that I have a meeting

573

00:23:36,050 --> 00:23:38,290  
or that I'm running five  
minutes late but to be honest

574

00:23:38,290 --> 00:23:39,820  
and tell them that I'm having a bad day

575

00:23:39,820 --> 00:23:42,330  
or that I'm crying between meetings.

576

00:23:42,330 --> 00:23:45,130

So I had the opportunity  
to lead that huddle

577

00:23:45,130 --> 00:23:46,567

and once I led the huddle,

578

00:23:46,567 --> 00:23:49,210

I didn't plan anything  
that I was going to say.

579

00:23:49,210 --> 00:23:51,330

I didn't know that I was  
going to be that vulnerable

580

00:23:51,330 --> 00:23:52,561

or that open.

581

00:23:52,561 --> 00:23:55,010

But it really is about  
creating a safe space

582

00:23:55,010 --> 00:23:56,490

and I'm honored to work with the team

583

00:23:56,490 --> 00:23:58,880

that allows me to show  
up as myself every day.

584

00:23:58,880 --> 00:24:01,210

When I was in the office,  
I could take off my wig

585

00:24:01,210 --> 00:24:02,520

the end of the day and it wouldn't matter.

586

00:24:02,520 --> 00:24:04,400

And nobody would blink,

they wouldn't think twice

587

00:24:04,400 --> 00:24:07,370  
because they knew at the  
end of the day, it was me.

588

00:24:07,370 --> 00:24:10,550  
And that's really what  
I wanted them to see

589

00:24:10,550 --> 00:24:12,160  
and that's really what I wanted to show,

590

00:24:12,160 --> 00:24:14,130  
is that I'm having a hard time

591

00:24:14,130 --> 00:24:16,300  
and that I still have to  
show up and be a team lead.

592

00:24:16,300 --> 00:24:18,450  
I still have to show up and  
be there for my manager,

593

00:24:18,450 --> 00:24:22,320  
for my team, for my sales reps,  
for my clients, for Indeed.

594

00:24:22,320 --> 00:24:24,450  
And it's a difficult  
time but we're doing it

595

00:24:24,450 --> 00:24:27,150  
because it's important and  
this is the way that I show up

596

00:24:27,150 --> 00:24:29,080  
and this is my call to action.

597

00:24:29,080 --> 00:24:30,870  
And being vulnerable is scary.

598  
00:24:30,870 --> 00:24:33,030  
I think it's always scary  
to have a conversation.

599  
00:24:33,030 --> 00:24:36,740  
It's always scary to figure  
out how it might be received

600  
00:24:36,740 --> 00:24:38,270  
or what somebody else might think.

601  
00:24:38,270 --> 00:24:41,250  
But what I try to do is  
remember that it's for me.

602  
00:24:41,250 --> 00:24:43,680  
Me being vulnerable in  
that moment was for me.

603  
00:24:43,680 --> 00:24:46,850  
I needed to do that and I  
needed to show them who I was,

604  
00:24:46,850 --> 00:24:48,570  
and however they reacted

605  
00:24:48,570 --> 00:24:51,960  
was really a reflection of  
what they were going through

606  
00:24:51,960 --> 00:24:55,470  
or how they felt at that time,  
but not a reflection of me.

607  
00:24:55,470 --> 00:24:58,100  
But I did get really  
good feedback afterwards,

608

00:24:58,100 --> 00:24:59,010  
which was really nice.

609

00:24:59,010 --> 00:25:00,730  
I was inspired myself

610

00:25:00,730 --> 00:25:02,870  
so I actually shared  
it on my Instagram page

611

00:25:02,870 --> 00:25:04,810  
which isn't something that  
I thought I was going to do

612

00:25:04,810 --> 00:25:07,170  
but I did share a little  
snippet of my story

613

00:25:07,170 --> 00:25:10,450  
so that people who weren't  
ready to share their stories

614

00:25:10,450 --> 00:25:12,540  
or to have these conversations,

615

00:25:12,540 --> 00:25:15,080  
that maybe they could see  
part of themselves in me.

616

00:25:15,080 --> 00:25:17,620  
That they can see part of  
themselves in one of my identities

617

00:25:17,620 --> 00:25:19,200  
and use that as a voice

618

00:25:19,200 --> 00:25:21,460  
if they couldn't voice it themselves.

619

00:25:21,460 --> 00:25:24,453

- Well, thank you very  
much for sharing that.

620

00:25:24,453 --> 00:25:28,693

And yeah, it was was a very  
powerful experience and I have,

621

00:25:31,104 --> 00:25:33,633

I have been really moved to see

622

00:25:35,360 --> 00:25:39,920

how many people just  
in the last few weeks,

623

00:25:39,920 --> 00:25:40,763

let alone the last few months

624

00:25:40,763 --> 00:25:43,020

have been willing to let down their guard,

625

00:25:43,020 --> 00:25:44,685

and how that does actually change

626

00:25:44,685 --> 00:25:46,780

the experience of working with someone

627

00:25:46,780 --> 00:25:49,130

when you can see them as a little bit

628

00:25:49,130 --> 00:25:50,580

more of a complete human being

629

00:25:50,580 --> 00:25:53,850

than just a job title in  
a set of work products,

630

00:25:53,850 --> 00:25:55,590  
so thank you for that.

631  
00:25:55,590 --> 00:25:58,010  
So to wrap things up here,

632  
00:25:58,010 --> 00:26:00,520  
one of the things that we  
have been talking about

633  
00:26:00,520 --> 00:26:03,593  
in these episodes is that the,

634  
00:26:04,640 --> 00:26:05,473  
what we've been going through

635  
00:26:05,473 --> 00:26:07,040  
over the last few months has been

636  
00:26:08,194 --> 00:26:10,150  
a ground shifting experience

637  
00:26:10,150 --> 00:26:12,230  
and certainly not something that anyone

638  
00:26:12,230 --> 00:26:14,330  
expected or planned for.

639  
00:26:14,330 --> 00:26:18,730  
There's a whole big chunk of that,

640  
00:26:18,730 --> 00:26:21,620  
that we all just can't  
wait to be over with

641  
00:26:21,620 --> 00:26:24,130  
and get back to something else.

642

00:26:24,130 --> 00:26:28,320  
But those ground shifting  
moments for most people,

643  
00:26:28,320 --> 00:26:30,210  
give you an opportunity to look at

644  
00:26:30,210 --> 00:26:33,490  
the things that you've  
been staring at day-to-day

645  
00:26:33,490 --> 00:26:34,560  
in a new light.

646  
00:26:34,560 --> 00:26:36,670  
And so guess my question for you

647  
00:26:36,670 --> 00:26:39,860  
is what do you see coming  
out of the experiences

648  
00:26:39,860 --> 00:26:42,656  
of the last few months that  
might be different for you

649  
00:26:42,656 --> 00:26:46,363  
and for the LGBTQIA+ community?

650  
00:26:48,352 --> 00:26:50,390  
- I think one thing that's  
going to be different

651  
00:26:50,390 --> 00:26:53,060  
is just being our authentic self.

652  
00:26:53,060 --> 00:26:56,450  
If anything, especially that  
conversation with my team,

653

00:26:56,450 --> 00:26:59,150  
it's shown me that I  
can be myself with them

654  
00:26:59,150 --> 00:27:02,470  
and that there's nothing  
wrong with crying,

655  
00:27:02,470 --> 00:27:04,070  
there's nothing wrong  
with being vulnerable,

656  
00:27:04,070 --> 00:27:05,670  
there's nothing wrong  
with having emotions.

657  
00:27:05,670 --> 00:27:07,640  
It doesn't make me any less professional

658  
00:27:07,640 --> 00:27:09,490  
because I'm having a hard time

659  
00:27:09,490 --> 00:27:12,440  
or because I am crying that day,

660  
00:27:12,440 --> 00:27:15,360  
but it really is about  
leading with respect.

661  
00:27:15,360 --> 00:27:16,790  
And we know that a lot of questions,

662  
00:27:16,790 --> 00:27:20,630  
especially in the LGBTQI  
community does surround sexuality,

663  
00:27:20,630 --> 00:27:23,200  
sexual orientation and gender identity.

664

00:27:23,200 --> 00:27:26,680  
So it's really about being  
respectful when asking questions.

665  
00:27:26,680 --> 00:27:28,750  
About not asking inappropriate questions,

666  
00:27:28,750 --> 00:27:31,490  
about doing your research  
and really taking the time

667  
00:27:31,490 --> 00:27:33,510  
to Google it before you ask

668  
00:27:33,510 --> 00:27:35,240  
so that we know that you're coming

669  
00:27:35,240 --> 00:27:36,940  
from a place of understanding

670  
00:27:36,940 --> 00:27:39,970  
and not a place of just curiosity.

671  
00:27:39,970 --> 00:27:42,663  
Coming from a place of  
you wanting to do better.

672  
00:27:43,750 --> 00:27:46,440  
Another thing that I would love,

673  
00:27:46,440 --> 00:27:47,720  
especially for me to accept,

674  
00:27:47,720 --> 00:27:49,070  
is just that life is cyclical.

675  
00:27:49,070 --> 00:27:54,040  
There's ups and downs and  
there's really is a balance.

676

00:27:54,040 --> 00:27:56,730

Something that I like to say  
is that after a forest fire,

677

00:27:56,730 --> 00:27:58,870

there's new growth, and  
that new growth in the ashes

678

00:27:58,870 --> 00:28:02,270

is just as important as the  
destruction that took place.

679

00:28:02,270 --> 00:28:03,870

And I think that there's a lot,

680

00:28:03,870 --> 00:28:05,700

we know that there's a  
lot going on right now

681

00:28:05,700 --> 00:28:08,440

and it's hard to see  
through all of the fog,

682

00:28:08,440 --> 00:28:11,080

through all of the noise,  
but it will get better.

683

00:28:11,080 --> 00:28:13,340

As cliché as it sounds, it will get better

684

00:28:13,340 --> 00:28:16,180

and one step back, I know multiple sounds

685

00:28:16,180 --> 00:28:19,100

like 10 steps back but we  
will take one step forward.

686

00:28:19,100 --> 00:28:20,070

And I think that's important,

687

00:28:20,070 --> 00:28:22,370  
is that we're always  
taking that step forward.

688

00:28:23,900 --> 00:28:25,980  
And last thing is that people are mirrors.

689

00:28:25,980 --> 00:28:28,260  
And I hope that people learn to recognize

690

00:28:28,260 --> 00:28:30,570  
pieces of themselves in other people.

691

00:28:30,570 --> 00:28:33,330  
That they see somebody and  
don't just automatically

692

00:28:33,330 --> 00:28:34,650  
see those differences.

693

00:28:34,650 --> 00:28:36,670  
Whether that would be  
difference in skin color,

694

00:28:36,670 --> 00:28:39,310  
difference in gender,  
difference and sexuality.

695

00:28:39,310 --> 00:28:42,570  
But you see something of yourself in them.

696

00:28:42,570 --> 00:28:45,370  
You see some form of  
understanding in them.

697

00:28:45,370 --> 00:28:47,100  
Especially being from a

literature background,

698

00:28:47,100 --> 00:28:49,510

I like to look at it like  
foil characters in literature.

699

00:28:49,510 --> 00:28:51,670

We have Dr. Holmes and we got Sherlock.

700

00:28:51,670 --> 00:28:53,240

Both important, they're very different

701

00:28:53,240 --> 00:28:55,810

but they really are  
complimentary to each other.

702

00:28:55,810 --> 00:28:57,410

And if you meet somebody and you have

703

00:28:57,410 --> 00:29:00,860

a strong reaction to them, love or hate,

704

00:29:00,860 --> 00:29:03,090

I really think it's up to  
you to try to figure out

705

00:29:03,090 --> 00:29:04,740

why are you feeling that way

706

00:29:04,740 --> 00:29:07,430

and what can you do about that feeling?

707

00:29:07,430 --> 00:29:08,590

It's not what is the feeling

708

00:29:08,590 --> 00:29:11,350

but why do you have such  
a strong reaction to them

709

00:29:11,350 --> 00:29:14,690  
and what can you do in yourself  
to heal yourself or grow,

710

00:29:14,690 --> 00:29:16,390  
or to remove that unconscious bias

711

00:29:16,390 --> 00:29:19,260  
so that you're not passing  
it on to the next generation?

712

00:29:19,260 --> 00:29:21,490  
Our job is to do better  
than the generation

713

00:29:21,490 --> 00:29:23,750  
that came before and I  
strongly believe that,

714

00:29:23,750 --> 00:29:26,310  
that I am put on this earth  
so that I can make sure

715

00:29:26,310 --> 00:29:27,680  
that I left it a little bit better.

716

00:29:27,680 --> 00:29:30,910  
A little bit more whole,  
a little bit more healed.

717

00:29:30,910 --> 00:29:32,480  
- Thank you so much Ashantè

718

00:29:32,480 --> 00:29:34,800  
for sharing everything

719

00:29:36,160 --> 00:29:37,140  
that you have

720  
00:29:37,140 --> 00:29:40,110  
and for bringing your whole self

721  
00:29:41,080 --> 00:29:42,380  
to this conversation,

722  
00:29:42,380 --> 00:29:44,030  
and to Indeed every day.

723  
00:29:44,030 --> 00:29:46,960  
And thank you for everything  
that you do for iPride,

724  
00:29:46,960 --> 00:29:49,657  
for the Canadian market  
and for Indeed as a whole.

725  
00:29:49,657 --> 00:29:52,140  
It's just been such a  
delight talking to you.

726  
00:29:52,140 --> 00:29:53,046  
Thank you.

727  
00:29:53,046 --> 00:29:54,141  
- Thank you.

728  
00:29:54,141 --> 00:29:56,724  
(upbeat music)