

Becky Younglove: Good morning, and welcome Thank you so much for joining us today.

Becky Younglove: My name is becky on love and i'm a leadership development specialist on the training and development team and the HR department and we're really excited this morning, to be able to kick off our very first webinar is part of our stronger together series.

Becky Younglove: i'm joined today by my colleague, Sarah Hansen Sarah we have a little way.

Becky Younglove: Sir, I will be helping facilitate the conversation this morning as well, and then we have a couple of colleagues who want to recognize behind the scenes, helping to get.

Becky Younglove: All of this going and keep working and I have with gwen cat Baba and then also diane Mathis and you saw a lady as well, thank you guys for helping out behind the scenes.

Becky Younglove: So we are really excited to kick off this series today, the goal of our stronger together series is to provide you with faculty and staff.

Becky Younglove: With a series of educational offerings to help better understand and address racism and bias and to help promote race racial justice at the individual institutional and systemic levels.

Becky Younglove: The context of fostering awareness building capacity and promoting action will be we've throughout these offerings.

Becky Younglove: This series, we hope, will help us move forward in his efforts to combat anti black racism and promote a more diverse and inclusive campus.

Becky Younglove: We are going to also let you know that, in the chat we're sharing our stronger together website where you can get more information about this session, as well as additional ones that will be coming up in the future as well.

Becky Younglove: Also, just wanted to let you know that we will be recording the session today, this will be posted to our stronger together.

Becky Younglove: website for future access and also you can share with others as well.

Becky Younglove: We ask that you please feel free to submit questions into the Q amp a during the session.

Becky Younglove: And we will do our best to answer as many as we can we've saved a little portion of time toward the end of the webinar where we'll have some open Q amp a and discussion with our guest.

Becky Younglove: And speaking of our guest welcome today's interview is with our very special friend Antonio funny yes, who is University of Florida's chief diversity officer and senior advisor to the President.

Becky Younglove: will be asking some questions about his podcast series that has been around for a while now right Antonio so.

Becky Younglove: it's not something brand new, but it certainly is a great example of ways that we can continue to help create a stronger sense of belonging here at the University of Florida.

Becky Younglove: And so we hope to highlight some things from that, as well as some of his knowledge and experience, having worked alongside this great work.

Becky Younglove: sounds good.

Becky Younglove: All right, alright i'm seeing a different view and Tony are you ready.

Antonio Farias (he/him/él): i'm ready as I will be yes, thank you.

Becky Younglove: awesome awesome well Thank you so much for joining us really appreciate you taking the time to have this conversation alongside us today and engage in some questions with.

Becky Younglove: The larger community as well, so can you start off by just sharing with us a little bit about you know what was that initiative, why did the level of podcast series kind of start what was the thought behind getting that going here.

Antonio Farias (he/him/él): Sure, and thank you and and really Thank you to the stronger together team there's there's a lot of you, both in front of the screen and behind the screen.

Antonio Farias (he/him/él): There are making this happen for the university it doesn't go and seen by many, but it should be noted that the work that you're doing is critical to the any change process that we're doing here at the university.

Antonio Farias (he/him/él): So just my level of gratitude so so I started the podcast simply because I didn't know any better.

Antonio Farias (he/him/él): I i've never run a podcast I don't like the sound of my own voice, and yet it was one of those things of.

Antonio Farias (he/him/él): Sometimes you have to step into change, and you have to step into things that make you uncomfortable in order to move forward.

Antonio Farias (he/him/él): For me, it was about finding a different communication channel, in order to get information out to to the Community in ways that aren't the traditional ways right the traditional ways of communicating about anything.

Antonio Farias (he/him/él): Is send out a mass email, and as we all know people don't read emails.

Antonio Farias (he/him/él): Nowadays, and it doesn't matter who it comes from the other day I ran into somebody that mentioned that they they don't read emails from the President right so.

Antonio Farias (he/him/él): So it doesn't matter who the it's from it's just we're over saturated.

Antonio Farias (he/him/él): So, so it was really about finding a layered way of communicating with the US campus about like the amazing things that are already happening on the campus.

Antonio Farias (he/him/él): That that you know that they should feel comfortable that, not because they have a chief diversity officer, but because the work is always has always been done it's been done since.

Antonio Farias (he/him/él): You know, since segregation was you know the door was busted open by you know we recently lost, you know, unfortunately judge Stephen mikkell right it's been done even before that you know.

Antonio Farias (he/him/él): deidre how Chen, who is a phenomenal researcher out of the race Center out of the 11 school of law had a phenomenal.

Antonio Farias (he/him/él): Research Project, where she showed that you know systematically you know African Americans have been have been trying to bust open the doors of the University of Florida segregation is past.

Antonio Farias (he/him/él): Four years before before the first class, so all of that is the hidden history and and we have a lot of hidden.

Antonio Farias (he/him/él): talent here and a lot of hidden initiatives that are happening at the university so so it was really to put front front and Center not me and not my voice.

Antonio Farias (he/him/él): But it was really the voice of the Community and the Community meaning faculty staff and students.

Antonio Farias (he/him/él): And even even also Community Members from the greater gainesville area so so it was it was really, really, to create a platform and again because we didn't know any better, we made a lot of stumbles a lot of what the podcast.

Antonio Farias (he/him/él): has been successful with in terms of the production is really all all the credit goes to my phenomenal you know executive assistant.

Antonio Farias (he/him/él): Bridget derman right she is the one that makes all the arms disappear.

Antonio Farias (he/him/él): From my voice all of the the the quirks all of the things that nobody should be listening to banish and she produces that right, then, and how did this all start it started with.

Antonio Farias (he/him/él): With the morston library having this this podcast kit right, it was a podcast in a box kit.

Antonio Farias (he/him/él): And we we checked it out, we checked it out and we tried it and we'd like to equipment, the equipment was top notch.

Antonio Farias (he/him/él): And it's really low key people when we asked them initially to be on it.

Antonio Farias (he/him/él): thought that we were going to bring them into a studio no pre coated we would go to their office with a little like Mike said, and we would get it done and that was that was really the core of it, and now we're I think 7272 episodes into it so.

Becky Younglove: Thank you so that gives us kind of a great just a better understanding of the the initiative that kind of came behind starting that up and bringing people together and elevating things to give it some voice some voice across the Community, great.

Sarah Hanson: I think it certainly has improved communication, so thank you for starting the podcast series and Tony I know I have personally really enjoyed it, so the second question, we had for you were what were some of the intended goals or outcomes for the series.

Antonio Farias (he/him/él): yeah the goal fundamentally or or about this vexing question that I that i've had you know all my life and then, many of us struggle with, which is what does it mean to belong.

Antonio Farias (he/him/él): And and really focusing in on that and trying to make it DJ organized right it's like these words diversity equity inclusion.

Antonio Farias (he/him/él): You know, I have a hard time explaining these to my mother right so or to my neighbors right because they are internal to our own sort of ECHO chambers, they all make sense, sometimes.

Antonio Farias (he/him/él): But to everyday human beings, they don't necessarily understand what that means right So how do you get all of that wrap it up into one sort of salient sort of concept.

Antonio Farias (he/him/él): And for me it's this concept of belonging right, what does it mean to be welcomed, what does it mean to be seen and really seem.

Antonio Farias (he/him/él): not seen sort of like my background, which is all blurry right now.

Antonio Farias (he/him/él): Right, but to be seen for who you are for all the complexity right for all the difference that you bring to the table.

Antonio Farias (he/him/él): right for all your varied history right and then to be welcomed into our Community and welcome means more than just having a seat at the table welcome means that we rearrange the furniture, so that you actually feel like you, that this is your home.

Antonio Farias (he/him/él): Right and and then to be listened to, to be listened to, deeply about about all your concerns, even if they don't make sense to the person that's listening.

Antonio Farias (he/him/él): So all of that is wrapped up into from what I what i'm trying to get to, which is what is this sense of belonging.

Antonio Farias (he/him/él): Right and when we asked a couple of questions We only ask four questions and only one question has varied.

Antonio Farias (he/him/él): But we always started with what is your story of belonging and we always end with you know what brings you joy.

Antonio Farias (he/him/él): Because, more so than ever in this past year and it's continuing like 2020 is just continues right in terms of the just the dumpster fire.

Antonio Farias (he/him/él): That this year has been right on on all sorts of injustices that have happened right racial injustice sort of economic injustice like political injustice.

Antonio Farias (he/him/él): Right environmental justice right all of this continues on, and yet we still have to find and we have to believe that as human beings, we can find joy and we we deserve joy, even in the midst of chaos.

Antonio Farias (he/him/él): So, so that really has been the sort of the core concepts that we've tried to sort of bring together and again with unscripted way what the.

Antonio Farias (he/him/él): way some people ask me like, how do you get guest on this like do you it's like it's random people right it's people that I run into.

Antonio Farias (he/him/él): It was people that was running into because the my first year here, I think I had like 800 meetings.

Antonio Farias (he/him/él): with different folks around the campus to try to understand what is the complexity of the of the University of Florida.

Antonio Farias (he/him/él): And I kept hearing certain stories right and I was like why isn't this story being elevated why isn't this sort of being sort of projected out into the world.

Antonio Farias (he/him/él): Right, so a lot of my a lot of the guests, or were reluctant guests, because they hadn't either never been on a podcast or they thought that podcasting meant.

Antonio Farias (he/him/él): Something that was like outside of their own like it's not me or you know, whatever they're thinking and again the podcast I run is is is.

Antonio Farias (he/him/él): You know, not to not to denigrate it in any way, but there are, we have a rich right now, a plethora of like phenomenal podcasts to get to these core issues of race and justice right and belonging I mean two of them that I think we'll talk about later are unstoppable minds.

Antonio Farias (he/him/él): Right and modern figures and and the beauty of those is they both led by.

Antonio Farias (he/him/él): You know by two phenomenal faculty right to phenomenal African American faculty faculty Dr JEREMY way some.

Antonio Farias (he/him/él): and Dr kayla McMullen right both engineers right, so they they if you really want to know podcast, then you absolutely right, you can I feel like you understand us unless you go to those two podcasts and fully absorbed it they they really are the gold standard for me, I try to catch you.

Becky Younglove: So, no doubt you've met a lot of amazing people right, I mean one of the benefits of being able to do this podcast series is that you've been able to really connect and meet so many amazing people here at USF so.

Becky Younglove: What are some of the things that you've learned, as a result of that what are some of the sort of takeaways from that experience of meeting so many amazing people.

Antonio Farias (he/him/él): yeah I think the biggest takeaway is.

Antonio Farias (he/him/él): is even though.

Antonio Farias (he/him/él): Even though people are prepped it's not like a spring the questions on them when you're asked a question in front of a microphone, what is your story of belonging.

Antonio Farias (he/him/él): I get different reactions, but most of them it's sort of like you're the question itself goes under under people's radar it's like even though you know conceptually it's coming.

Antonio Farias (he/him/él): People aren't sure how to how to react to it, some of them go very professional and some of them go really deeply personal.

Antonio Farias (he/him/él): And and it's very complicated right and it goes back to childhoods some people only sort of focus within the professional sphere, like I said.

Antonio Farias (he/him/él): But what I find is, that is, is what we all know, right the human variation in our experiences and and that would complex human beings, and they were fragile human beings.

Antonio Farias (he/him/él): And then we make mistakes about things right, and then exposing those mistakes and then exposing that vulnerability is is terrifying to everyone.

Antonio Farias (he/him/él): Particularly in in the in the you know, in a hyper social media world where mistakes cause people to you know fear for themselves right, what do I say what did I what did I say the wrong thing.

Antonio Farias (he/him/él): Right or what are people going to think of me right, you know, in the selfie culture right where it's like everyone manicures their selfies so it's like the best possible selfie.

Antonio Farias (he/him/él): Like nobody takes a selfie of themselves picking their nose right and post it right, even though everyone does that right or maybe i'm just like over sharing on my side right but.

Antonio Farias (he/him/él): But, but when it comes to these questions of belonging, particularly as they relate to identity.

Antonio Farias (he/him/él): Right and and our in our identities, which are not fixed right nobody has fixed identities right, but we have these identities that.

Antonio Farias (he/him/él): That sometimes are fixed upon us, or we put into boxes because of historical sort of traumas that we all have experienced in one way or another, and some more so than others right in terms of our history.

Antonio Farias (he/him/él): Our history is deeply vexed in in racial inequity right and racial trauma in this country right in this state and yet, how do we talk about that.

Antonio Farias (he/him/él): And that's why I try to I try to sort of balance it out with what is your personal story and also leave it on a on a note of joy right which is about the future.

Antonio Farias (he/him/él): Right it's a, how do we keep building this right, because if there's anything that we know about our communities, especially marginalized communities it's that that we never lose joy.

Antonio Farias (he/him/él): Right, we never lose the sense of of of a wonder, you know, have a possibility, and when we do when we drop into that pessimistic pool that's when we're really in trouble.

Antonio Farias (he/him/él): Right so in many ways i'm i'm a cynical optimist and I think that's trying to marry my my New York side with my California side.

Becky Younglove: You know it's interesting you bring up the connection between joy and then like our own identities and some of that association with trauma cuz I think that's one of the things for me that is really hard right it's like in order to.

Becky Younglove: Truly experience joy, you have to also recognize, you know and feel some of the heart that kind of goes along with those other experiences and that there's a there's kind of a connection there to being able to just like feel on either end of that spectrum so that's that's really powerful.

Antonio Farias (he/him/él): yeah no I mean nobody expects everyone's sort of chasing happiness right nobody experiences happiness consistently.

Antonio Farias (he/him/él): Right.

Antonio Farias (he/him/él): it's like happiness, this is a state like a flow state you drop into it, hopefully, you take advantage of it, but if you're always chasing happiness, as if i'm not happy, then my life sucks.

Antonio Farias (he/him/él): Then you're like this right because that's the wrong that's the wrong metric and again for us at the University of Florida when it comes to these issues of.

Antonio Farias (he/him/él): Inclusion right and its core, what does it mean to belong at the University of Florida it's never it's never it's never binary right it's nice it's never either I belong right don't belong.

Antonio Farias (he/him/él): And and it's also very subjective right, so I can't force you to think that you belong I can't create programs I can't sort of diversify the Faculty or the student body.

Antonio Farias (he/him/él): Right to the point where you feel like you belong right it's more than that it's more than just headcount it's more than just bodies in in a in a box.

Antonio Farias (he/him/él): Right, it really is about this sense, you know when I went back to you know I talked about the vcs right the vcs are you know we have to make sure that we have agents right.

Antonio Farias (he/him/él): Do we sort of allow people to have agency in the world of that they work in that that they're educated on.

Antonio Farias (he/him/él): Right, do we have the sense of belonging right, which again belonging means to be welcome to be seen to be heard right deeply right and do we build Community around those things.

Antonio Farias (he/him/él): And then we have those a bcs well it's not static it's also a question of of becoming right so it's always it's always something else right, one of the afraid favorite quote of mine raise.

Antonio Farias (he/him/él): He was he was many things, but he was a phenomenal sort of intellectual friends for non right from the 50s right phenomenal.

Antonio Farias (he/him/él): psychiatrist political leader sort of intellectual talk about you know he has a quote that says in the world through which I travel I am constantly creating myself right and that has always stuck with me.

Antonio Farias (he/him/él): For many reasons, and that that concept of becoming is always is always trying to take those three strands of the ABC and moving through time.

Becky Younglove: I like that, especially thinking of you know what you're talking about a book with identity right and how that sort of is an ever evolving process to interesting.

Sarah Hanson: Thank you.

Sarah Hanson: San Antonio with us launching our new, stronger together series, we wanted to ask you how you think this podcast really connects to the broader goal of understanding and addressing racism and bias and helping to promote racial justice.

Antonio Farias (he/him/él): yeah the podcast is not a it's not a.

Antonio Farias (he/him/él): it's not a wonder drug right it's not a.

Antonio Farias (he/him/él): Again, it was it was made it was meant to to sort of experiment, a little bit right with communication styles again.

Antonio Farias (he/him/él): i'm about to turn 55 right so i'm the wrong person to talk to when it comes to like, how do you effectively communicate to gen Z.

Antonio Farias (he/him/él): Right gen Z millennials or the future right they are the core, they are the courageous sort of generation that are going to actually lead us out of the mess that we're in right now.

Antonio Farias (he/him/él): So the question is how do you reach them, you know, I have a I have a gen Z or right as a daughter unfortunate.

Antonio Farias (he/him/él): So I go to her for consultation and there are things that just don't make sense right whatsapp I have no idea what that is.

Antonio Farias (he/him/él): I mean, I know what it is, as an APP, but I have no idea how we communicate score tick tock have no clue and she's tried to embarrass me by giving me on to talk and I, and I won't do it.

Antonio Farias (he/him/él): Right, there are levels of shame that I won't even sort of subject myself to but with this concept again the whole purpose of the podcast was not about myself or the office.

Antonio Farias (he/him/él): It really was about shining a light into the various parts of the University of human beings that are already doing this work about inclusion about diversity.

Antonio Farias (he/him/él): About equity right and sometimes in ways that that don't sort of signal that way in a very overweight right.

Antonio Farias (he/him/él): it's not just about your the identity, you have it's about the the actions that you take in order to create this welcoming environment right.

Antonio Farias (he/him/él): which happens in the classroom which happens in in co curricular which happens on sports teams.

Antonio Farias (he/him/él): right there isn't one solution to this, just like there isn't kept going back to the podcast right okay i'm going to keep redirecting everyone say.

Antonio Farias (he/him/él): You need to go, you need to go see unstoppable minds, you need to go and listen to to modern figures.

Antonio Farias (he/him/él): right though those are and again, those are only two of others, but those to me are the gold standard and what they're doing.

Antonio Farias (he/him/él): Is the same thing they're trying to message out there, trying to signal out.

Antonio Farias (he/him/él): Right to the universe, the universe here's what's happening right now right in all our cloud communication channels, there are people that are doing this work that have always been doing this work.

Antonio Farias (he/him/él): Right and here's how you can connect with them, and you can connect with them, not because of a title, but because they are somehow human and fallible.

Antonio Farias (he/him/él): And they are reachable and they're showing that, by showing up and talking about things that are very personal at times and also just having fun and laughing about things he right in the middle of chaos and catastrophe.

Becky Younglove: You know, in a organization as large as the University of Florida, like the ability to sort of just almost like reach out and touch.

Becky Younglove: So many of you know your colleagues and get to know them in a way through this podcast that you wouldn't otherwise.

Becky Younglove: You know, maybe have a conversation over coffee with them, maybe you would have never passed them on the street, but you get to have kind of a window into their world.

Becky Younglove: Which thinking of that as far as understanding and perspective is.

Becky Younglove: is so huge that I like the piece or as part of why we, as the stronger together series, you know it's like building that awareness, but.

Becky Younglove: Also, the action piece right like it's not just about awareness, we don't want to stop there, we want to make sure that momentum moves forward and so that's a great point to.

Becky Younglove: bring out and i'm curious about that, in the sense of Why is you know this sense of belonging that you talk about such an important thing for an academic setting like the University of Florida.

Antonio Farias (he/him/él): it's important because.

Antonio Farias (he/him/él): Because we long for it and we can and we expect more of our employers and our educators than ever before.

Antonio Farias (he/him/él): before it was I think generationally go back to when I was you know when I was 18.

Antonio Farias (he/him/él): It was more transactional you, you know go to school, get your credential get out go get a job.

Antonio Farias (he/him/él): And, and it was a mark one mud zero model right, it was like one size fits all.

Antonio Farias (he/him/él): That that world doesn't exist anymore, and it shouldn't and and understanding that people come in.

Antonio Farias (he/him/él): There is no, there is no one way of being great any identity right there is no one way of being black, there is no one way of being Latin Next, there is no one way.

Antonio Farias (he/him/él): Right of showing up male or female, or you know gender fluid right or one way of showing up like you know poor right so so understanding that that.

Antonio Farias (he/him/él): What we normally sort of as human beings do right in order to survive, which is create boxes.

Antonio Farias (he/him/él): right that allow us to do shortcuts to say Oh, I see I understand you know those people, because they fit into a box and therefore i'm going to keep doing the same thing in order to interact with those people.

Antonio Farias (he/him/él): With that's it that's a that's a built in wired human trait that we need to resist right and we can resist it because we have a mind.

Antonio Farias (he/him/él): right to be able to change that and because we work in social networks, the only way we survive as as a species.

Antonio Farias (he/him/él): right and as groups is by is is social right there is no we have this fallacy in this country about the myth of the rugged individual and no individual is that rugged that they can survive on their own.

Antonio Farias (he/him/él): Right so so that, but there is a tension between the collective right and the individual, and yet there is no no person that can consistently sort of survive on their own.

Antonio Farias (he/him/él): So you know I mean we can't even survive without toilet paper right, let alone survive on our own with you know, without food or anything else or network, the challenge becomes understanding that difference it isn't threatening.

Antonio Farias (he/him/él): That that we we know this in group out group model that that again where where you're genetically sort of wired to sort of see.

Antonio Farias (he/him/él): You know those that are not in our in our immediate group as a threat is something that it's a feeling right but, like most feelings, it will pass.

Antonio Farias (he/him/él): right if we're conscious of it and we're conscious of it because we see some connection rate some humanity to somebody as opposed to a label which is you are that group and therefore now I I can stereotypically sort of understand you.

Antonio Farias (he/him/él): That i'm going to show up in a really curious way.

Antonio Farias (he/him/él): i'm going to show up in a really curious way and ask questions right and that those questions are going to evolve into a commonality that isn't going to sort of fix all the problems, but at least it starts.

Antonio Farias (he/him/él): It starts, giving us a sense that we're we're actually seeing another complex human being in front of us and not some ideology, not some idea.

Antonio Farias (he/him/él): Not some identity right all of that is part of who you are but that's not all you're.

Antonio Farias (he/him/él): Right and that it's malleable you're changing you're evolving right my thoughts, when I was when I was 18 or not, the same thoughts that now that i'm 55.

Antonio Farias (he/him/él): Right, my thoughts that were when I showed up here are not the same thing, my thoughts yesterday, I have no idea what I was thinking so they but.

Antonio Farias (he/him/él): But they change you get what i'm saying right it's a, so it is about sort of sort of subverting right the the in group out group model right so, then we have contact right when we have contact with each other.

Antonio Farias (he/him/él): That that we actually sort of using that in a productive way and then again we subvert our our desire to just go to the shortcut and put people in cubbyholes right and then do that deep listening.

advice.

Sarah Hanson: So much like you've asked different students Grad students faculty and staff and your level of podcast series, we would love to hear your story of blogging.

Antonio Farias (he/him/él): question.

Sarah Hanson: you've heard it before.

Antonio Farias (he/him/él): Yes, and and.

Antonio Farias (he/him/él): And, and I don't like answering it myself of the same reason that you know.

Antonio Farias (he/him/él): I have many sort of stories of belonging right there chapters of it.

Antonio Farias (he/him/él): For me it's for me it was always about navigating difference, since I was in you know young kid growing up on boynton and bruckner right in the projects of the bronx.

Antonio Farias (he/him/él): In a very diverse neighborhood where you know I had to navigate between black Puerto Rican Irish Italian you know.

Antonio Farias (he/him/él): Chinese American and Greek communities right So how do you navigate that and how do you have friendship groups with that and how do you sort of survive at times and not getting a bloody nose because you're on the wrong block.

Antonio Farias (he/him/él): Right so so I grew up in the multicultural school of hard knocks and and that chicken in many ways, you know I served in the army.

Antonio Farias (he/him/él): You know, in the infantry and that shaped me as well, but dropped into foxholes you know with men and, at the time it was men, and it should be not that way anymore.

Antonio Farias (he/him/él): But, but it was men that they were from different parts of the world, so as an arrogant new yorker that thought New York was the Center of everything.

Antonio Farias (he/him/él): You know, being in a foxhole with you know, a Kentucky Kentucky boy and an Oklahoma chicken farmer right.

Antonio Farias (he/him/él): You know radically changed my world right and and it taught me certain things about life that were already embedded because of the way I was raised, which is.

Antonio Farias (he/him/él): Which is balanced right your values of matter right and and if you can get down to core values, then other things sort of can sort of start sort of being shed.

Antonio Farias (he/him/él): Not shared in terms of invisible about who you are, but you can actually some find some common ground so that you don't start seeing people as as other.

Antonio Farias (he/him/él): And to me it's always been about values and mission right if you understand what the mission is you can get a diverse group of human beings to do that mission.

Antonio Farias (he/him/él): If you don't know what the mission is, if you don't know what the direction is you don't know the why.

Antonio Farias (he/him/él): And and us needs to sort of do a lot more work on the y right and and we're doing that right now we're starting that process right and the y to me is always about artistry.

Antonio Farias (he/him/él): We don't understand our history, then we don't know where we're going.

Antonio Farias (he/him/él): Right and we can just write off our history and we you know, especially in our country and I love this country right I serve to this country, but at the same time, we also have this this illusion of innocence.

Antonio Farias (he/him/él): Particularly when it comes around the racial project right that occurred in this country, you know more than 400 years ago right, so if we are always feeling like we are racially innocent.

Antonio Farias (he/him/él): Right, then we we don't know our why, and we can talk about the present and we can talk about the future until we sort of pull the scab back on that and realize that.

Antonio Farias (he/him/él): That real trauma real pain real horror happened here.

Antonio Farias (he/him/él): And while we currently today weren't responsible for that we are responsible for the upkeep of of who we are right now right and the House, we live in, and the country the end the democracy that we live in.

Antonio Farias (he/him/él): So, if we really don't believe in the in that past, then we have to build a more inclusive world right now.

Antonio Farias (he/him/él): Because it's not about the future right the future belongs to another generation and the best that we can do is prepare the next generation by leaving leaving this world.

Antonio Farias (he/him/él): Right and for us and US leaving this place a hell of a lot better than then, then how we found.

Antonio Farias (he/him/él): Because it's not anybody else's responsibility it's not the president's responsibility it's not antonia's responsibility it's all of our responsibility now don't get me wrong and then don't get it twisted on the right.

Antonio Farias (he/him/él): There are there is accountability right, but if if you're if you lose your agency, because you will allow your agency to to be handed over to some other individual to do the work.

Antonio Farias (he/him/él): we've got a problem right we've got a problem and that's why again I go back to agency belonging and community and they're all intertwined in the project of change.

Becky Younglove: Thank you.

Becky Younglove: Good things to help us all move forward recognizing where we been I know there's been a lot of work done around.

Becky Younglove: Different history perspectives already with different groups, having webinars and such I just listened to one last week.

Becky Younglove: And we have some more coming out as part of the series as well, so those will be important for people to tune into so What steps do you think are essential, what do you believe it's essential as far as our steps and helping them make us more accessible to bypass faculty and students.

Antonio Farias (he/him/él): yeah we've got a we've got to work with what we have right there's the there's a wish list right we wish that we had more African American students, we wish that we had more bypass faculty.

Antonio Farias (he/him/él): right that and it, but what are we doing right now with with our current Community right the people that we love the people that are here, the people that we're educating the people that are colleagues right.

Antonio Farias (he/him/él): it's one thing to want want a different world, but if you if you suck at like you know, creating a really welcoming.

Antonio Farias (he/him/él): inclusive equitable world right now with with the people that we have on the ground, right now, what makes you think you're going to do it any better when there's more.

Antonio Farias (he/him/él): If anything it's going to get worse right, because if you don't understand it if you don't sort of practice what these everyday practices or write about how you sort of show up.

Antonio Farias (he/him/él): In many ways, vulnerable, especially if you're in a leadership position and and transparent in a way.

Antonio Farias (he/him/él): that people feel like you actually listened to them right it doesn't mean that that you have to agree, but you have APP the APP absolutely have to listen to folks right and it's a it's a difficult skill.

Antonio Farias (he/him/él): Right I you know, I was fortunate enough to sort of bring group together, you know you know faculty and staff to do your workshops around crucial conversations.

Antonio Farias (he/him/él): And, and what we all learned everyone going in is everyone thought they were great communicators and, at the end they realized no we suck at communicating.

Antonio Farias (he/him/él): Just at the interpersonal level so so it comes down to understanding that representation matters right, we do need to have more representation.

Antonio Farias (he/him/él): Right, we have, we are here right as the University of Florida, because a very diverse tax base right, that is, the citizens of Florida pay taxes in order for us to be here.

Antonio Farias (he/him/él): And to work here, and to thrive here right and if those and those diverse taxpayers.

Antonio Farias (he/him/él): Right don't see themselves in the University of Florida meaning they have access right that their children have access right that they themselves, their family members have access right to what is the University of Florida.

Antonio Farias (he/him/él): Then, then they're going to start feeling disenfranchised and and once people start feeling disenfranchised right cynicism kicks in right, and then they becomes disruptive right so.

Antonio Farias (he/him/él): You know the last time we did that right, the whole no taxation without representation things really went squirrely right a couple of hundred years ago.

Antonio Farias (he/him/él): So that that's still matters today people pay our salaries and those diverse taxpayers have a right right to be here as well.

Antonio Farias (he/him/él): In representative ways why, because unless you believe that any one particular group or demographic has a lock on talent.

Antonio Farias (he/him/él): Then it has that we have to ask the question why, why is it unless you really believe that right that there is somehow genetic there are genetic differences in thick and things like intelligence.

Antonio Farias (he/him/él): right, then, then we have to ask ourselves the question, what are the barriers to entry that that doesn't allow us to have a representative democracy here at the University of Florida.

Becky Younglove: Thank you yeah and i've heard a lot of folks kind of having those conversations around you know what are our current.

Becky Younglove: Systems, what are the, what are the ways in which we're contributing to the reality that we do have, as far as some places we don't have maybe any faculty.

Becky Younglove: That identify as black and like wow all of a sudden, people are starting to think this is something we should pay attention to, but I love your point around it's not just about.

Becky Younglove: You know, trying to analyze and get really like a critical eye on your hiring process and who you're bringing in and recruiting but also that retention piece of do you have a welcoming.

Becky Younglove: You know community within an across the whole university where we're also supporting bringing out the best and others and, like you said early on, not just having a seat at the table, but truly.

Becky Younglove: You know, having a voice and being a contributing Member of of the unit so that's great Thank you.

Sarah Hanson: Antonio we've had a couple of questions coming into the Q amp a, so I think i'll go ahead and ask a couple of those before we move on with the interview.

Sarah Hanson: One question was were there any unexpected themes that you discovered when you were interviewing all the different folks for the podcast series were there any any unexpected themes that ran throughout.

Antonio Farias (he/him/él): i'm.

Antonio Farias (he/him/él): expected themes.

Antonio Farias (he/him/él): I think the unexpected theme is is a sense of.

Antonio Farias (he/him/él): Is a sense of hope.

Antonio Farias (he/him/él): That we can do better.

Antonio Farias (he/him/él): That we are better than then who we that we project and and that there's a lot of work to be done.

Antonio Farias (he/him/él): That I think is consistent.

Antonio Farias (he/him/él): And you know and then people, people are incredibly.

Antonio Farias (he/him/él): You know I want to use the word resilient right resilient is over overused and resilient is probably the wrong term.

Antonio Farias (he/him/él): But people are anti fragile right there's a Nassim Taleb talks about this concept of anti fragility and and I, and I love it because it what it means is that the.

Antonio Farias (he/him/él): spring is resilient right it's like you stretch it, and it goes back to exactly what it is right, a spring, at the same tension and everything else, but to be anti fragile means that it's not that you're you're unbreakable, no one is unbreakable.

Antonio Farias (he/him/él): But it means that as we develop cracks as we develop pain and hurt trauma and everything else that that we we more we change, but what we don't lose is is a sense of hope.

Antonio Farias (he/him/él): And we find hoping all sorts of different ways, I mean a lot of what I heard it throughout the podcasts and and the deepest relationships that i've had here at head us.

Antonio Farias (he/him/él): Focus around family family in one way or another, whether it's like colleagues this family or or just or you know biological or adopted families.

Antonio Farias (he/him/él): Right or professional, family and that's that goes back to this sense of connection that we absolutely have to have.

Antonio Farias (he/him/él): But we need to do more of that, and you know, and you know coven and you know the horror of covert has thrown us all into a zoom world.

Antonio Farias (he/him/él): Where we're not picking up enough cues I don't think yeah I mean the research is still to be debated in in a flat world right where we're all seeing each other in you know, in three by three by what is three or four by two squares or something right Hollywood square model.

Antonio Farias (he/him/él): You know 80% of what if we understand the research right it says that 80% of communication happens nonverbal.

Antonio Farias (he/him/él): Right so How does that happen if all you're seeing right now is for me from you know from the shoulders up.

Antonio Farias (he/him/él): Right and you're not seeing anything else so you're not reading cues I mean you tone in all of these things.

Antonio Farias (he/him/él): They they flicker in and out in a in an electronic world where we're not seeing things and and we're we're not able to do things that sort of trigger our internal chemical.

Antonio Farias (he/him/él): factories that do create connection things like a handshake things like a hug right and those of you that know me well know that i'm hug averse.

Antonio Farias (he/him/él): And this all is you know deep trauma from my old days as a title nine officer where my my clear direction to my faculty and staff was don't touch anyone don't have any right, and you will be safe, maybe.

Antonio Farias (he/him/él): But, but I do have a version to hug but even there, I had the other day, a colleague gave me a virtual hug and and and and at that time, I actually would have appreciated, a real hug.

Antonio Farias (he/him/él): And so, so I think I think those are themes that that that that we need to sort of engage with and again it's not to be nostalgic for what was before Kobe it's about how do we adapt in a way that sort of starts.

Antonio Farias (he/him/él): You know, using some of this technology to our benefit and I don't I don't have the answer there's a lot more brilliant researchers here and.

Antonio Farias (he/him/él): And phenomenal you know young students that that are already doing this, so I think it's always about finding being curious enough to find.

Antonio Farias (he/him/él): find the pathway right to be creative around creating Community right in the sense of belonging right and the sense of like vulnerability in the zoom world so that so that we don't have to wait until you know we all get vaccinated.

Becky Younglove: yeah and for those of us that are huggers and really hard.

Becky Younglove: So we had another question come through.

Becky Younglove: In the chat Antonio and it's a little bit of a longer question, but I think it's a good one, because it really kind of gets out I think what some people.

Becky Younglove: Find is difficult along the sense of what we're talking about here with you know really creating.

Becky Younglove: more welcoming environment and engaging in conversations with people who are different than us like you were mentioning.

Becky Younglove: And the participants asking you know, one of the hardest things about opening up discussions about inclusion to people who are more privileged whether that's by race or gender or social position.

Becky Younglove: Is that those that maybe are more of a privileged perspective aren't really good listeners, or they aren't often either whether it's consciously or unconsciously.

Becky Younglove: You know, willing to engage in that discussion, they want to kind of just shut the conversation down so she gives an example, for instance, or he or she i'm sorry black person might recount a time against.

Becky Younglove: You know about being discriminated or a woman might tell about being sexually harassed and the privilege person might minimize that experience in the conversation.

Becky Younglove: which I think many people can relate to and say Oh well, you know that's sad but that's not really common we don't see that a lot or things like that.

Becky Younglove: And they don't really want to listen more so the question is really what can, or what you know what have you found in working with others, has been effective in helping people to be heard and those sorts of circumstances.

Becky Younglove: yeah that.

Antonio Farias (he/him/él): that's that's a great question and it cuts to the core right of how do we do this and how do we do the work because it's not easy, and he seems to always feel like we're we're rolling a rock right up a hill that's kind of run us over up any second.

Antonio Farias (he/him/él): You know, it comes down to the reason I do what I do.

Antonio Farias (he/him/él): Which is turn off that phone.

Antonio Farias (he/him/él): sorry about that oh.

Becky Younglove: No, you in a webinar right now.

Antonio Farias (he/him/él): watch the President now no i'm joking i'm joking.

Antonio Farias (he/him/él): So it comes down to education right, the reason why the reason we are at us is either to be educated or to educate others had to educate each other.

Antonio Farias (he/him/él): The challenge, there is to back to the you know to my colleagues question is.

Antonio Farias (he/him/él): When do you start the education process right there is this mis education of who we are right as Americans right as people that live in the United States.

Antonio Farias (he/him/él): And it starts really early right in terms of the myths that we that we indoctrinate ourselves with about again going back to like racial innocence right.

Antonio Farias (he/him/él): Or you know that you know that the pilgrims were having this phenomenal sort of feast where with with native peoples right and it was everything was happy go lucky right.

Antonio Farias (he/him/él): Right, so you know who is who is an immigrant who is who is on document right the pilgrims were undocumented in my point of view right, but yet.

Antonio Farias (he/him/él): We don't we don't talk about that we talked we lambaste others as undocumented right those that those that are the most needy right now.

Antonio Farias (he/him/él): Right, so it comes down to and not immediately gets politicized well you're being political right and and we have to really, really need to sort of listen to each other.

Antonio Farias (he/him/él): Right and tell a complex story history is history is fraught with trauma with rape right with murder right with genocide and and there's no clean way to do that, and yet we are resilient human beings right, so we can tell it more complex story.

Antonio Farias (he/him/él): To our children and start very early on, because the research shows that if you're if you're it's really incredibly hard to change people's sort of worldview once you're past middle school.

Antonio Farias (he/him/él): Right, so that that can be a little bit terrifying to us right, because now we think that we have 18 year olds in our classrooms that we're going to sort of expand their minds, you know we're way behind.

Antonio Farias (he/him/él): Right so so this isn't about like us is the panacea to fixing things because a lot of people.

Antonio Farias (he/him/él): Just or are locked into worldviews right and, and this is across the entire spectrum of belief right this isn't sort of poking anyone in the eye on this.

Antonio Farias (he/him/él): Right so So how do you change that you change it, and the way i've found you know in 20 years of doing this is by contact right Robert Putnam.

Antonio Farias (he/him/él): Out of Harvard I mean he's he's retired by now right, but he talked about you know he wrote a great book called Bowling alone in America.

Antonio Farias (he/him/él): Right and and he talks about contacted right when it comes to these issues of diversity.

Antonio Farias (he/him/él): Right, so the way to do it is, is the short circuit the you know the stereotype thinking right the bias thinking, the cubby hole put people in cubby hole thinking, by getting people in a room.

Antonio Farias (he/him/él): Right and in close contact thinking right the way works for me, and you have to create sort of you know sort of boxes for that.

Antonio Farias (he/him/él): Where it happened for me was the army happened for me right, because I was in a box right, I was in the foxhole or I was in the jungle someplace.

Antonio Farias (he/him/él): right with men that that had ideological differences that were radically different than than mine and I had the same as them right so but we had a common cause.

Antonio Farias (he/him/él): Right, there was a mission right and we had these values and the values meant something they weren't just.

Antonio Farias (he/him/él): pretty words on the wall, there were things that we hold each other accountable to.

Antonio Farias (he/him/él): Right everyone, no matter whether you were a private or a general we all help each other to that to those values, so the ground rules have to apply equally to all if they don't.

Antonio Farias (he/him/él): rate if we're doing the wink wink we're saying hey we're all equal here so everyone's got an opportunity, so the fact that you know because you're a.

Antonio Farias (he/him/él): Female scientist and you're not getting you're not getting as many publications well that that just means you're not pulling your load, as opposed to you know you've got kids you've got.

Antonio Farias (he/him/él): You know you don't have a you know, an extra spouse that's doing work for you like you know, like home Labor or anything else right, so all of these things play out.

Antonio Farias (he/him/él): And we have to understand that complexity and we can't do the old way you know there's the cultural competency model, then you go everything from denial, which is hey I did it.

Antonio Farias (he/him/él): And if I did it, then you should be able to do it right that's that's just the nine difference right to where most Americans are right, which is at this middle level right the universal is right we're all the same.

Antonio Farias (he/him/él): And the reality is we're not all the same.

Antonio Farias (he/him/él): Right so that's another fantasy so once we start stop thinking and fantasies and start looking at how impact and again we have all the research done right the research is there.

Antonio Farias (he/him/él): Right we're not talking about ideology we're not talking about pundits on the news we're talking about real research, we know health disparities right are our impact different racial populations different.

Antonio Farias (he/him/él): Right so, so why don't we get to work right on fixing real problems.

Antonio Farias (he/him/él): and doing it at the local level, I believe, change always has to happen at the local level at the organic level, as opposed to the you know the big the big higher level.

Antonio Farias (he/him/él): Everyone talks about systems like the systems have to be changed, and then and then they're great words but then, the reality is that all those systems right or culture.

Antonio Farias (he/him/él): Is all that sort of a microcosm of you know or it's just the accumulation of all the individuals.

Antonio Farias (he/him/él): Right, so if you are a jackass right to your neighbors right or to your colleagues, or if you just devalue human beings.

Antonio Farias (he/him/él): or a view if someone is going through transition and you're you know, in your just you miss mispronouncing them right then then then you're a jerk.

Antonio Farias (he/him/él): Right there's no that's my you know that's sorry i'm going back to like bronx technicality here right i'm trying to keep it clean but.

Antonio Farias (he/him/él): So it starts with self reflection right and a lot of us don't have self reflection, or when when people sort of jackass up we feel very defensive and then we go into into fight flight or freeze mode and this is why we've been teaching crucial conversations.

Becky Younglove: And us was gonna ask about that yeah I was gonna that's what most my brain was thinking about when you were describing some of the conversation components right.

Becky Younglove: Coming back to you know, creating safety in the conversation.

Becky Younglove: To have safety and routing gauge common purpose like what is and what's our what's your intent and talking to somebody about xyz you know it's changed their mind well if that's your intent, maybe you know.

Becky Younglove: Or maybe you won't get that accomplished right so maybe consider whether or not there's something else that's that's achievable toward that common purpose so yeah all those crucial conversation skills become very, very helpful in the space.

Antonio Farias (he/him/él): Incredibly, so you know becky and and and the biggest the biggest tool which is apologize right and apologize authentically right every single person on this on this podcast or on this webinar knows what a bad apology is right and it's we all heard it i'm sorry you feel that way.

Antonio Farias (he/him/él): You know that's not an apology right so and we all know what a good apologies and yet we don't we don't use it right, so this concept of safety that you brought up is exactly it.

Antonio Farias (he/him/él): And again see if he gets this misnomer right as this like whoo whoo thing of like oh only.

Antonio Farias (he/him/él): You know, only this young generation need safety or they're all snowflakes, which is all a bunch of bunk right everyone everyone, regardless of your title from the President on down to.

Antonio Farias (he/him/él): You know the whoever it is right, like the the young first year right everyone craves safety right and everyone can meet be made unsafe.

Antonio Farias (he/him/él): right again we put up shields, we put an Armor to pretend that we're not safe right we put on top of this meant, you know I put on a tie, or a jacket.

Antonio Farias (he/him/él): Right and then I that's my uniform right so because it causes it sends a level of like Armor right we don't have like we don't we don't have you know other types of Armor anymore.

Antonio Farias (he/him/él): But, but if we understand that safety is always broke, it can always be broken, and then, once it is broken.

Antonio Farias (he/him/él): You can't continue to just have a conversation and try to convince the other person, because now i'm in a mode of just like I just want to get out of here, I wanted to my arm off to get out of this room.

Antonio Farias (he/him/él): And we do this, constantly right, and if you are marginalized if you are the only one, but if you're the only one, of whatever identity, you have.

Antonio Farias (he/him/él): And you walk into a room, whatever that room is right you're scanning immediately right you're always scanning your unconscious mind is always scanning for danger.

Antonio Farias (he/him/él): Right and and at that point, if you are the only woman in a room of all men are you are the only sort of bypass person.

Antonio Farias (he/him/él): In a room of all you know white colleagues.

Antonio Farias (he/him/él): They can be the nicest colleagues on the planet and you understand that there's something different there right, and you will always feel because of your history and because the history of our country.

Antonio Farias (he/him/él): right that us at some point may need to put yourself in some level of unsafe and why did you do that none of us want to feel unsafe.

Becky Younglove: Thank you, yes, absolutely.

Becky Younglove: All right, we're sitting right about 11 2030 want to do another question before we move on.

Sarah Hanson: yeah we had another question, Antonio that I think it's good, and so I was going to ask you really quick before we move on to the remainder of the interview.

Sarah Hanson: But um So what about you know, including different identities different race, ethnic groups into our work groups and meetings and projects, how do we go about doing that, without making individuals feel singled out or.

Sarah Hanson: You know uncomfortable.

Antonio Farias (he/him/él): yeah well, I think the best advice I could give you is make first start by making yourself uncomfortable.

Antonio Farias (he/him/él): Right you shouldn't walk in if you're walking into a conversation and you're feeling very confident and you're about the conversation you're going to have.

Antonio Farias (he/him/él): With someone else and then then you're probably you're probably not read.

Antonio Farias (he/him/él): Right, so the beauty of is that we have Dr Google now available to us, we have super computers in our pockets, that we can access.

Antonio Farias (he/him/él): We have a plethora of books webinars I mean there's tons of information right if Cobra done anything for us it's given us massive amounts of libraries.

Antonio Farias (he/him/él): Right of webinars of YouTube videos by like leading scholars that normally, we would have to pay \$50,000 in order to get them here, and then only certain people would see them right very small.

Antonio Farias (he/him/él): number of people now it's everywhere right so there's no excuse to say the information is out there, the excuse, we always make is is we don't have time.

Antonio Farias (he/him/él): Right and and, and this is making me uncomfortable right and and once we understand that we always have enough time for the things that matter to us.

Antonio Farias (he/him/él): And then i'm being uncomfortable means that you're actually growing and that you're actually learning something and it's not something to be feared.

Antonio Farias (he/him/él): Then that helps you move along the path right you can't just jump in from you know denial right i'd say like hey I made it you made it to walk.

Antonio Farias (he/him/él): Right whatever walk means right and that's just not possible right, you have to do the work at every part of the stage right in terms of your cultural competency.

Antonio Farias (he/him/él): Development in order to in order to sort of get to the next level right and there isn't there isn't a there isn't a mountaintop.

Antonio Farias (he/him/él): At which you're just like you know you're in woodland and just levitate right I constantly as the chief diversity officer i'm screwing up.

Antonio Farias (he/him/él): Right and I constantly have to apologize and i'm constantly trying to sort of understand the world through a beginner's mind and that that requires a level of humility.

Antonio Farias (he/him/él): Right have to say I don't know I don't know and, therefore, if I don't know i'm going to you know teach myself everyone at the University of Florida is a lifelong learner.

Antonio Farias (he/him/él): If you're an educator you are lifelong learners So what do you do pick up a book.

Antonio Farias (he/him/él): or watch a movie right take an exam right figure out where you are on the journey and then don't feel like okay i'm in denial, therefore, I feel guilt or I don't you take the implicit association test.

Antonio Farias (he/him/él): And you you realize oh my God, you know I am you know sexist against women or I am racist against Asian Americans and that now, what do I do.

Antonio Farias (he/him/él): Well, that that congratulations you grew up in in the United States of America.

Antonio Farias (he/him/él): And now you have a responsibility, if you so choose to accept it right to sort of give yourself a bigger optic right entered start changing some of that some of that programming.

Antonio Farias (he/him/él): That starts very early on in in in in our education system right so once you start doing that, then you start sort of understanding that you don't know a lot.

Antonio Farias (he/him/él): Right you keep digging going down that rabbit hole of understanding and then exposing yourself to various various understandings right it's it's not about going down one path.

Antonio Farias (he/him/él): I always try to sort of give myself, you know you know the resistance tests like if I if i'm not reading.

Antonio Farias (he/him/él): counter sort of worldviews to what the way I see the world and i'm just part of the same problem i've just created my own ECHO chamber.

Antonio Farias (he/him/él): But again, if you start with with you know with a scientists mind or or just the inquisitive mind of curiosity, then you're always at the beginner stage and you're always willing to ask the question how does that happen.

Right.

Antonio Farias (he/him/él): And and that's that's one way to also conversationally sort of you know, get people to sort of explain their worldview.

Antonio Farias (he/him/él): Right not why Why is actually the wrong question right at the individual level right because why sort of triggers a response in your head that says i'm being attacked right you're now sort of attacking my my worldview.

Antonio Farias (he/him/él): But you know if somebody comes at you, and says well you know I believe the world is flat well.

Antonio Farias (he/him/él): How does that work right and then get them to explain things and once it's sort of like we all think that we know about it whatever subject and then, when we start explaining it or trying to teach it to particularly to.

Antonio Farias (he/him/él): To kids who will call us out immediately, then we realize we don't know 99% of what we thought we know the how question gets you there.

Becky Younglove: yeah I like that thought to and and thinking of the participants question around the lines of you know, helping folks a few notice that.

Becky Younglove: Someone is being singled out or is either by choice or not, but it's, particularly by choice like Oh, you know how can we sort of bring the student into the fold we noticed that they.

Becky Younglove: Are kind of not engaging with others get to know that student I heard you say like you know you.

Becky Younglove: Really build that connection.

Becky Younglove: And then that's your window, then, to be able to help them to see where you value.

Becky Younglove: What they bring, I mean you can just invite them over and be like hey why don't you join this group, or you know engage with this group over here, but that might not necessarily make them feel.

Becky Younglove: You know, a sense of belonging, like they want to connect so if there's a barrier there if you notice it that's like first step.

Becky Younglove: I heard you say then now dig into that a little bit and do the work as far as it may be a little uncomfortable to say something or you know analyzing your own what you're contributing to it.

Antonio Farias (he/him/él): yeah I mean a great example of that you know came out of back in the 90s, you know.

Antonio Farias (he/him/él): uc Berkeley right that's my Alma mater and there was a math Professor they're retired long retired now you retracement.

Antonio Farias (he/him/él): And he taught mathematics right taught calculus and and he was seeing data right the data was showing that you know that African American and latinx students.

Antonio Farias (he/him/él): Were were just demonstrably failing the class are getting incredibly low low low test scores compared to Asian American students.

Antonio Farias (he/him/él): Right, so a stereotypical racist view of the world would say well black and brown students are not smart at math.

Antonio Farias (he/him/él): And they don't belong at the University of California Berkeley and Asian American students are all brilliant and therefore they should.

Antonio Farias (he/him/él): they're always they should always be at the top of the of the of the educational fuchun.

Antonio Farias (he/him/él): Right, he took a beginner's mind right he took a science his mind and he any the inquisitive mind say why is this happening.

Antonio Farias (he/him/él): So he in the classroom of his own volition, he started sort of trying to figure out from a very anthropological way sociological point of view.

Antonio Farias (he/him/él): What is happening with with our with Asian American students vice, you know black and brown students and what he found was it was it wasn't it wasn't the level of.

Antonio Farias (he/him/él): dedication, you know the African American and black students were actually overworking they were they were studying like twice as much.

Antonio Farias (he/him/él): But what he found was that the Asian American students who are working as a group right as a Community, they were together they like they went to class together.

Antonio Farias (he/him/él): They they hung out together and talked about calculus they quiz each other right they would do study groups together right they lived in brief the class.

Antonio Farias (he/him/él): Right, the black and brown students again they took in this mentality this very Western mentality of individualism and they went and studied on their own forever right didn't go get help and that didn't work in groups.

Antonio Farias (he/him/él): Once you introduce that right that magic sauce wasn't magic right it's just something that.

Antonio Farias (he/him/él): He observed to the beginner's mind, all of a sudden it level set the grades, there was no difference in the outcomes for black and brown students in calc versus Asian American students, they all were achieving at the highest levels of the of the.

Antonio Farias (he/him/él): Of the chain now again as a faculty Member, you have a responsibility to say.

Antonio Farias (he/him/él): Why is this happening right, and how can I sort of make this change if i'm seeing inequities in my classroom what is happening, it may be something that i'm doing.

Antonio Farias (he/him/él): Right and that doesn't make me a racist that makes me somebody that is an educator that isn't fully educating the people that i'm interested with educated so not rather than saying admissions go find me a better student.

Antonio Farias (he/him/él): Because I don't want to do the hard work it's like do the hard work and figure out what is what is happening here and the beauty of it is there's there's tons of research.

Antonio Farias (he/him/él): Of what's going on and and you know Angela lynda dot the lender, who is the you know, was the associate provost for, for you know for student engagement and success.

Antonio Farias (he/him/él): Right she she's cracked the nut she understands what it is right.

Antonio Farias (he/him/él): And instead because she's done it alone, she said, getting an incredible team from across multi offices that have understood what what creates student success there are invisible playbooks.

Antonio Farias (he/him/él): Right in higher education about how people succeed and how others don't right and all of these differences that we like when I just like.

Antonio Farias (he/him/él): flattening like things like class things like race things like gender all play a role in it right and because they all play a role right in creating opportunity or.

Antonio Farias (he/him/él): stifling opportunity we have the ability, right to hack those systems and do actual good work in order to get people through that system.

Becky Younglove: Thank you, it was a great kind of.

Becky Younglove: unplanned example of what you were talking about with the bigger beginner's mind, though, of how.

Becky Younglove: That person really just took a step back and was like wait a minute, let me, let me look at this with fresh lens from a far back perspective, and with that beginner's mind of what do I not know, or what could be contributing to this.

Becky Younglove: Thinking of yourself thinking of the situation that's a great example, thank you.

Becky Younglove: All right, we have we have one more question and then we're going to move on to the next portion of our webinar I will get some examples from that podcast series but.

Becky Younglove: there's actually a couple of questions that have come through around the core values that I know were recently released here at the University of Florida.

Becky Younglove: And they just want to recognize.

Becky Younglove: The importance of centering on core values that you've communicated so far in our discussion today and the question is really, how do you envision us opportunities and next steps in messaging and ultimately the action piece right living out.

Becky Younglove: fully the newly approved six you have core values as a result of the efforts of the president's goals and values Task Force and then there's a follow up to that is around accountability like, how do we hold ourselves and others accountable to those as well, so sort of.

Antonio Farias (he/him/él): it's gonna be it's gonna be a big lift right it's one thing and i'm incredibly grateful to you know to D mcfarlane and the incredibly diverse team that she brought together to create those values.

Antonio Farias (he/him/él): But, but again they're great words, the great philosophies, but if we don't operationalize them can operationalize them pretty soon.

Antonio Farias (he/him/él): they're just going to go flat and they're just going to sit on the shelf.

Antonio Farias (he/him/él): And they're going to be pretty words that that don't have the ability to be the leverage his head right values are are there, think of them as as a speed bumps.

Antonio Farias (he/him/él): Right, where we go about our busy lives just doing things being like pulled in one direction or another, the values are like speed bumps that sort slow us down.

Antonio Farias (he/him/él): For and they make us rethink, is this really the right thing to do right, am I really living my values I say we have these values but, and we can use them also the hold each other accountable.

Antonio Farias (he/him/él): right by saying you know what you're doing goes against our core values, you said that that you know that, whenever we say, one of our values is inclusion, but you're not living those values.

Antonio Farias (he/him/él): All of a sudden, it takes it away from Antonio just like cold you out, and now I feel unsafe and therefore now i'm going to either react in a very sort of like violent way and, like attack Antonio because he's now made me feel in some way called out.

Antonio Farias (he/him/él): Or we can argue about the issue of the values right, so the value stand in and and give everyone courage to give people courage to call people out right when I worked at the at the at the US coast guard Academy.

Antonio Farias (he/him/él): You know it's the The irony is that I absorbed their core values, even though i'm an army guy right because they were really simple.

Antonio Farias (he/him/él): And really remarkable right honor respect devotion to duty right it's been I don't know how many years you know more than 10 years since I worked there.

Antonio Farias (he/him/él): And, and yet I still remember them right honor respect and devotion to duty, it was taught rate for four years ingrained in all the cadets all the rules responsibilities were around those values, to the point where I got into you know into a.

Antonio Farias (he/him/él): Crucial conversation right with an Admiral and who, like flip the lid.

Antonio Farias (he/him/él): And, and because I called him out on on his core values or lack of core values on one of the one of the values right of respect and.

Antonio Farias (he/him/él): And an arrogant he reacted like a human being right so now like core values are somehow like shield and all of a sudden everything's great and can conflict there's going to be it's going to be gone.

Antonio Farias (he/him/él): But afterwards right way cooled off he came back and found me and the apologist because he said yeah you're right.

Antonio Farias (he/him/él): You know I wasn't leaving my values and what would really take them off as it was at the time I was a civilian right was this How dare you a civilian call me out.

Antonio Farias (he/him/él): i'm a military officer at the highest levels of my profession and you're you're leaving your you're leaving my values, better than i'm leaving my own.

Antonio Farias (he/him/él): Right, so what would it showed me was right, I use that as an example it showed me that this is really powerful right, we can actually sort of use these values right.

Antonio Farias (he/him/él): As leverages to slow us down right and to hold each other accountable, regardless of who we are right it doesn't mean that it takes fear out of the out of the equation.

Antonio Farias (he/him/él): He could have also told me to go pack my bags you're fired you're gone get out of here right so that's never going to go away right there's always going to be a risk.

Antonio Farias (he/him/él): there's always going to be, you know something that potentially sort of you lose.

Antonio Farias (he/him/él): And we see anything about the civil rights movement in this country right, not just from the 60s, but all the way back to the 1870s it's that it's that there's always risk.

Antonio Farias (he/him/él): And is always people's lives that are lost lives that are taking out of out of you know, out of trajectories because people stand them.

Antonio Farias (he/him/él): Right, but if, but if not enough people stand up right and we don't stand up for the right things, then we're not teaching the next generation that that this is doable.

Antonio Farias (he/him/él): So so again, the question about the values here at us well.

Antonio Farias (he/him/él): We don't have to wait for anybody right, this is a highly decentralized university, you know where the values are.

Antonio Farias (he/him/él): right if you don't go find them on the website right and then, and then you know they were approved by the Board of Governors are the board of trustees they were approved by the Cabinet so start using them.

Antonio Farias (he/him/él): Right and then see if they see if they can stick right and and start building and I know that we're building like as an example right.

Antonio Farias (he/him/él): Nancy payton, who is the WHO is the you know Vice President for communications is using those core values to build an x communication structure.

Antonio Farias (he/him/él): Right or a strategy for the university and they're embedded all the way down to the bottom right that that's where they spring from.

Antonio Farias (he/him/él): Right, because without values if you don't know where you know where you're going, then any direction will do.

Antonio Farias (he/him/él): Right and the values are or if all they are is simply a directional arrow that says, this is the way we should be going and it allows others to say why are you why are you not on the road right, which again is a question.

Becky Younglove: And it's great to have that at the top right, but the work doesn't stop there, right so for every unit across and like you said it every.

Becky Younglove: Smaller organization within the larger one to really carefully consider those values and think about what it means to them.

Becky Younglove: And being really clear than about to like.

Becky Younglove: How do, how does this look for us and that way those actions are a common language so that we're not hitting each other against you know well you're not showing integrity or whatever it is, but like we have an understanding of what that looks like for us.

Becky Younglove: And that we agree that those are things that are important, so it's like a start, but not not complete yet it's like that's your next piece to continue right.

Antonio Farias (he/him/él): Right it's again their rules of the road right, we all know what a stop sign is if you're in California, you know that a stop sign is sort of like suggestion and you keep rolling through it.

Antonio Farias (he/him/él): Right, but there are consequences right, you will either kill somebody right or you will be killed right by doing that so.

Antonio Farias (he/him/él): So just because the STOP sign is there doesn't mean that everyone follows it right, but at least it gives us the ability to hold people accountable.

Antonio Farias (he/him/él): To to the values right so think of it that way it don't but, but it has to be ingrained in the culture, yes right if it's not ingrained in the culture, then, then all and and that's going to be the.

Becky Younglove: that's that's the tough work yeah.

Antonio Farias (he/him/él): that's the tough.

Becky Younglove: Part all right alright Antonio we're going to move us along into the next portion of our conversation today we'd like to share a couple of segments from the level of podcast series just a couple little snippets.

Becky Younglove: There is going to queue up for us so we're gonna start off with audrey gagne if.

Antonio Farias (he/him/él): I love audrey ganesh she is an amazing human being.

Becky Younglove: yeah so she's our director of talent acquisition onboarding right here at USA chars been with us for a little bit now, and so you had the pleasure of having a conversation with her.

Becky Younglove: And about that question around belonging.

Sarah Hanson: Go ahead and share the sound clip right now.

Antonio Farias (he/him/él): Is we always start the podcast with the same question, which is what is your story of belonging wow so story of belonging, you know I can really think of.

Antonio Farias (he/him/él): Several experiences that kind of pivoted my life's journey but the the one the most that I think is did it to me and really had an impact on me audrey as the person.

Antonio Farias (he/him/él): I have a history my mom she's she was a single parent raising two kids in what we know as the project area assisted living and.

Antonio Farias (he/him/él): We had some challenging times my mom she didn't have a high school diploma we were kind of struggling and.

Antonio Farias (he/him/él): During that time is very challenging and I was probably in the seventh grade.

Antonio Farias (he/him/él): And not not feeling as though I had a place carved out for me and struggling with my identity in a number of ways.

Antonio Farias (he/him/él): I had a teacher to take an interest in me and she was a guidance counselor and I think she saw my struggles and she saw you know.

Antonio Farias (he/him/él): The various roads are choices that I would I was making which were not all favorable she approached me in the hallway and she said.

Antonio Farias (he/him/él): audrey Mitchell that was my name at the time, Andrea Mitchell she says, I have an assignment for you and you need to come to my office immediately after school.

Antonio Farias (he/him/él): And of course I thought I was in trouble, which was the norm at that time right and you're asked if you're spoken to with your full may right, you know.

I thought she had been talking to my mom right so.

So I did I went to her office after school and she said I had this assignment for you, she said, the language arts festival is coming up, and I have this poem and you're going to participate in this contest.

So I was not vocal at that time again, I was kind of struggling with my identity, you know finding my place you know.

In an area where I was feeling very disadvantaged, for a number of reasons, but she gave me a piece of paper and on that paper was a poem written by langston Hughes called the freedom train.

And my assignment was to learn it and to be prepared to present it in a language arts festival contest.

That was my first exposure to anything that was public facing.

And she really invested a lot of time in me and she really through that experience made me identify with a part of me that I didn't even know existed.

I not only embraced you know my dark skin my full lips, and you know the features that I thought were not fascinating or not favorable for young black girl growing up.

In settings that were challenging but she made me really see the value and I learned the freedom train I presented in that language arts festival, and she even had an.

outfit made for me that was tailored, for you know the slavery days or whatever, so I was full part right, so I did that and I did it with a sense of competence that I didn't know I had.

And from that point on, Antonio It may sound sound very minute, but from that point on, I really started to identify with you know audrey the person audrey.

The person who has value, who contributes, who has a voice, I went on to participate in other contests both county tri county.

And I really start to find myself, I will start to grow, being a young black female coming out of poverty, poverty and certain other unfortunate circumstances.

But I think that to me was my story of belonging, because it catapulted me into a direction that was new that was exciting.

And that really gave me a voice and value so and, believe it or not, during most of the holidays when family got together, I was always asked to.

recite the freedom train do the rendition of your freedom train so even now, I find myself kind of Reminiscing on that that moment.

that's incredibly powerful, thank you for sharing I mean on all levels right to be to be your young teen or young black teen young black female team.

And living living very empowered at all all all of the things all the markers in our society that say you're not an individual and for this particular guidance counselor to reach out to you right.

it's almost like the hand of fate and, unfortunately, so many of our of our of our students don't get that experience because there's not enough of.

These folks these educators, that really care and see write to us and actually call this I mean it's incredibly powerful that she called you by your full name right she yes, she individualized you all of these systems that sort of squash us at some point, make us.

On human in some ways, or make us feel like we're not individuals right right and you kind of lose yourself.

Your identity in circumstances or you know in what you're experiencing either you know as a result of marrying or unfortunate mishaps in life.

And for someone to give you a sense of attention, or a feeling of belonging, it really changes the mindset or your outlook on life and that's what it was for me and.

I think that's why, even when you talk about mentoring and you talk about you know young adults.

And you talk about certain settings I think we all have a responsibility, you know we talked about paying it for but to also look back.

and make sure that we're pulling along others, you know that we can identify with and we're, not forgetting, you know where we came from, and the things that we over came to get where we are and we're making those needed contributions right.

Becky Younglove: And I know that's just a snippet of that podcast and she goes on to talk even more about some of her nonprofit work and just everything that that probably wouldn't exist today right had that story of belonging that happened so long ago, not not be a part of her past and her experiences.

Antonio Farias (he/him/él): yeah yeah awesome yeah I really value poetry as a as a colleague, and I look up to her as a leader in what she's bringing to the table here at the University of Florida.

Antonio Farias (he/him/él): Without that i'm just listening to it just.

Antonio Farias (he/him/él): got me feeling really emotional.

Antonio Farias (he/him/él): And that's and that's again she didn't need to go there right she but she went live real leaders right become really transparent and vulnerable.

Antonio Farias (he/him/él): And and that's where you know I believe she's part of the future of leadership of this organization, but what she mentioned is is that sense of again being fully seen.

Antonio Farias (he/him/él): Right and and we all have mentors and guides in our life that like that move our our our trajectory and our and our lives, but it went back to systems, create systems where we are we, you know we equitably distribute those opportunities right.

Antonio Farias (he/him/él): In ways of.

Becky Younglove: Touching.

Antonio Farias (he/him/él): different points in their lives and not waiting till they're in college or not waiting until they're in one class.

Antonio Farias (he/him/él): Whether it's an ethnic studies class for women's studies class right and then sort of trying to give them everything, like the full inoculation of what it means.

Antonio Farias (he/him/él): Right and also not not believing that that somehow only you can you have to have a PhD or you have to be a faculty Member to do this.

Antonio Farias (he/him/él): Right it's like every human being sort of has the ability to sort of help you can shave check your trajectory.

Antonio Farias (he/him/él): So I think that that's the powerful thing that I got a watery story, because it resonates for me in my life and it resonates for a lot of people, which is that that if it wasn't for chance.

Antonio Farias (he/him/él): Potentially she could have gone in in a completely different direction right it's like the friends that I grew up in the bronx.

Antonio Farias (he/him/él): You know, half of them are dead or in jail right and why didn't I end up there, because I had people that fate look a lot of it is luck.

Antonio Farias (he/him/él): Having to touch me on the shoulder and sort of redirect me in one way or the other.

Antonio Farias (he/him/él): So So how do you take that look right and create and make preparations, so that it doesn't become luck anymore right, so that you actually sort of put trip wires all around our our youth right or safety nets, so that we catch more than we allowed to just fall through.

Becky Younglove: wow that struck a chord with me right when you said that, like the.

Becky Younglove: yeah I have a direct correlation to that experience of you know, someone just reaching that handout and changing the trajectory of your life forever.

Becky Younglove: So the power that we all have as individuals to give it a be that for other people at any stage in their life such a powerful message.

Becky Younglove: All right, and then our next one, we would like to take a look at is a list, Sir, Andrew, who was a PhD student at the time i'm not sure she's still PhD student right now yeah infectious disease and immunology so let's take a listen to a listers story.

By asking the question, what is your story of belonging, so the trend to sort of exists in between two different places, has existed throughout my life honestly.

So I was born in the Caribbean, a small island called and sega and then I moved to Georgia, when I was about 13 years old.

And so, for a little while there, I was sort of stuff between I feel Caribbean but i'm not this is interesting.

And then I finally you know, made it through high school starts like sort of assimilate into the culture and I was, like all right great and then I made it to college, where I did my undergrad at the University of Georgia.

And from there, I was sort of like oh no it doesn't feel great, but then I found like the Caribbean student organization here and that's Those are my people so when I agree, and then I started my PhD at uga so I was feeling good we're pretty comfortable.

Becky Younglove: One second technical copy.

Becky Younglove: Well, serious kind of working behind the scenes there to pull that back up for us, thank you, Sarah for working on that.

Becky Younglove: So alyssa was somewhat no did you interview her was that recently or a while ago.

Antonio Farias (he/him/él): um well it feels like i'm always engaged with her because she's you know she's one of the Vice Presidents for the black student like graduate student organization.

Becky Younglove: beach yes.

Becky Younglove: No that's.

Antonio Farias (he/him/él): Okay yeah so so we meet on a we meet on a regular basis and she's well knowledge is sort of continue on she's absolutely I can't wait till she's Dr alyssa Andrews, because she is really the future.

Becky Younglove: that's awesome okay.

Becky Younglove: enjoy your podcast by asking a question what didn't gainesville so you're just a Florida.

Becky Younglove: And because I had decided not to apply to the University of Florida, and like sort of enroll as a student I sort of felt like dropped into this huge pond.

Becky Younglove: With like no connection really to graduate student life I didn't know anyone I didn't know anything about gainesville so I went from.

Becky Younglove: Being super comfortable in Athens to like completely off balance in gainesville, and so what I decided to do to find you know where I felt like I belonged, is, I simply did a Google search I googled black graduate students in games here.

So I found.

A better job of like you know, making like putting the cookie crumb trail or something so we can find ourselves right.

Right right, so I got lucky because it popped up was the first thing that popped up BG so black graduate student organization.

And so I started going to events, and then I really just bonded with the group, and I was like this, these are my people that decided to become a leader in the group and now.

that's awesome that's awesome.

And again, very much a tale of a lot of our of our black graduates right this great the sense of being in between.

So many levels right that we could spend hours and hours talking about this sense of in between this right.

So tell me a little bit about the work that you do and how it excites.

Your research and and the work your engagement play, and it can be about your research and your beach here so sort of like I get again we.

We have multiple identities and we and lots of things drive us and give us energy so tell me about what excites you about what you're doing that.

yeah that's certainly true for me so i'll start with the research, and when I was an undergrad that's when I met my mentor my current mentor and she is interested in studying these disease malaria.

That specifically impacts people that live in sub tropical regions of the world, so you talking about sub Saharan Africa, talking about South America as well, parts of Asia, and she was more so focused on pregnant women that become infected with with malaria.

Sarah Hanson: So that was the end of that one but we thought, maybe Antonio you could explain kind of the connection that.

Sarah Hanson: A lizard's experience was to what other people experience here at us whether students faculty staff and how that's not really unusual where she felt like she was kind of in this ocean of people and she wasn't really connecting.

Becky Younglove: and had to do a Google search wow.

Antonio Farias (he/him/él): You know what well just to if you if you want to know about you know, soon to be Dr alyssa Andrews and the worksheets she does, and the work and the powerful work.

Antonio Farias (he/him/él): That big so does, they are going to be running there now virtual it's the third year research symposium the BG so is sponsoring it our graduate student research symposium that's happening this spring.

Antonio Farias (he/him/él): highly recommend you look look it up and and actually attend there's no reason you can't attend it's it's going to be virtual and there, you will see what black excellence is.

Antonio Farias (he/him/él): In terms of research it's incredibly powerful it's incredibly invigorating but what she speaks which he speaks to is a is a core issue.

Antonio Farias (he/him/él): That that a lot of you know if you are not part of a dominant culture that you feel right which is the reality is that we don't have.

Antonio Farias (he/him/él): A level playing field and affinity groups right like the Caribbean student association or BG or so, or you know.

Antonio Farias (he/him/él): Latin next group or you know here here at us, we have plenty right and we have both on the Faculty side faculty staff side and on the student side.

Antonio Farias (he/him/él): But what these affinity groups do is is they serve as a as a place where you can rejuvenate right where the world it doesn't make sense right the world that says you don't belong.

Antonio Farias (he/him/él): That that you're you're somehow an imposter right that send you constant messages constant matches messages that somehow you're less than.

Antonio Farias (he/him/él): affinity groups give you the ability to just rejuvenate because you don't have to explain yourself right it's, it is very, very much like coming home.

Antonio Farias (he/him/él): Right in order to sort of just like re boost your battery right and go back out into the world right there never about just.

Antonio Farias (he/him/él): cloistering yourself they never people have misconceived notions that it's about segregation, you know people segregate they're absolutely not segregating themselves.

Antonio Farias (he/him/él): Right, we are segregating people by not allowing them to have sort of fully flourishing who they are in their in their multiple identities.

Antonio Farias (he/him/él): Right so affinity groups like BG so or the Caribbean student association that was mentioned.

Antonio Farias (he/him/él): right they serve as that function to actually sort of recharge people's battery and make people understand that they're not insane right that they're not they're not losing their minds.

Antonio Farias (he/him/él): that the world does make sense the way they're seeing it and it gives them the ability to actually have practical ways of like.

Antonio Farias (he/him/él): negotiating a world that at times gives them a message that says you don't belong here.

Antonio Farias (he/him/él): Right think of it as like you know even Superman had a fortress of solitude that that he went to.

Antonio Farias (he/him/él): Right when the world was just too much right, these are the fortress of solitude right that are that are people need in order to sort of rejuvenate.

Antonio Farias (he/him/él): Right and then you know, like you know just you know get your alkaline level up again right and then go back out into the world and thrive and and you know alyssa Andrews, is one of those.

Antonio Farias (he/him/él): You know phenomenal young human beings right and she's not she's not special in the way that like she's a unicorn she is indicative of all of.

Antonio Farias (he/him/él): The talent, that we have in our diverse populations right I don't want to elevate her to the point where she somehow, you know that special.

Antonio Farias (he/him/él): Because there are a lot of special you know students here that that we need to bring into the group right because they can't contribute, they can become the the next officers.

Antonio Farias (he/him/él): Right, she is not the end of the line and that's what we have to understand that it's not like Oh well, we have the shiny penny there a hell of a lot of people here again talent is not is not a monopoly that any one group has.

Sarah Hanson: we're not hearing you back geeks.

Antonio Farias (he/him/él): Okay here you're begging.

Sarah Hanson: So we had a couple more questions that we were going to address we just have a couple more minutes left what one was really about how we can as individuals, working on campus with a diverse population.

Sarah Hanson: Of faculty and staff help people really feel a sense of belonging and purpose that you have it was one of our questions earlier but we didn't get to it, but then somebody asked that specifically So if you had a couple minutes, Antonio.

Antonio Farias (he/him/él): yeah you know we don't have to make it overly complicated.

Antonio Farias (he/him/él): Again, what does it mean right and what does it cost, this is always a cost right, but what does it mean and what does it cost this to really see people.

Antonio Farias (he/him/él): In their full humanity.

Antonio Farias (he/him/él): To really welcome them.

Antonio Farias (he/him/él): and welcome them in the in a way that says that that you are loved we don't use enough of that word right, what does it mean to say and and have people feel right the sense of like you really mattered to us.

Antonio Farias (he/him/él): And we want you here it's not.

Antonio Farias (he/him/él): We let you through the through the gate and now I want to see if you can actually sort of go through all this obstacle course to get out the other side it that shouldn't be the way education is.

Antonio Farias (he/him/él): It shouldn't be about sort of you know, creating more obstacles for people they got in that's enough of an obstacle right to succeed right so now it's like.

Antonio Farias (he/him/él): How do we show that in a really radical way of saying you are loved and you will wanted here right and we're going to do everything in our power right to challenge you right.

Antonio Farias (he/him/él): and to make sure that that when you fall because you will fall, you will fail, that is part of life that is part of education.

Antonio Farias (he/him/él): That that you don't internalize that but then you get up because that's part of the process, and then you move forward right and then, how do you how do you really deeply listen to people.

Antonio Farias (he/him/él): That is really the core for me and again, all of these struggles with me as well it's like it's not like I like sort of passed on to the other side right and i'm like levitating right.

Antonio Farias (he/him/él): Listening to people is incredibly hard right, sometimes I do really well at work and I don't and I suck at it at home.

Antonio Farias (he/him/él): Right and my wife jacked me up rightfully so and and i've been I get that I get of course correction.

Antonio Farias (he/him/él): right but but really deeply listening like if you find yourself today during any conversation I want you to sort of like.

Antonio Farias (he/him/él): Like have a little little person standing on your shoulder sort of ratings are you really listening, or are you are listening in order to really respond and and which means you're not really listening right.

Antonio Farias (he/him/él): And what why don't we do that well because we are expected to be all knowing we're expected to know all the answers we were expected to have you know.

Antonio Farias (he/him/él): You know to be brilliant and and and have a quick response and what just happened here is a perfect example you have dead time right there's no sound.

Antonio Farias (he/him/él): yeah absolutely terrifies people be like oh my God, we have a dead Mike it's like there's no way that we can have no sound stalking right but imagine that that isn't if that's just the norm.

Antonio Farias (he/him/él): Right you just listened to people right with your full body, because you're always listening to people with your full body right, and then you just contemplate.

Antonio Farias (he/him/él): And maybe they'll say a little bit more, but then maybe you just process, and then you sort of respond with the heart right the best leaders are the ones that lead with the heart.

Antonio Farias (he/him/él): And that's counterintuitive right we have this mindset that it's like.

Antonio Farias (he/him/él): You know that you're supposed to be this like alpha alpha male right in order to be a leader, those are the worst leaders look at their track records in fortune 500 companies they actually lose more money than anything else, then yeah we keep revalidated that that whole system.

Becky Younglove: It makes me think of, and I know you're familiar with the work of Dr Bernie Brown and all her books and talks and such and research, but it makes me think of her mantra that she shares, you know i'm not here to be right i'm here to get it right.

Becky Younglove: That always kind of resonates around that you're talking about right there it's like if if we're truly interested in getting this right, we need to have that open curious mind and be willing to sit with that uncomfortableness for a while that's a great message, thank you.

Becky Younglove: And thank you so much, Antonio for being with us today, we really appreciate you taking the time to have this conversation with us.

Becky Younglove: And for all of you that are on the line with us, we appreciate you taking the time out of your day to engage in this very first webinars part of our stronger together series.

Becky Younglove: Building that awareness building capacity and then taking action to really be a part of this change, so we are going to ask you to give us some feedback, both on the session today but also.

Becky Younglove: on any future content that you think may be helpful to you, we do have another session plan for March 11 at 1pm we have wow a big guest not, not to say you're not Antonio because you are, first, but we have Dr David canton coming on next, and I know that he is going to be a very popular.

Becky Younglove: session with us giving us a brief history on some manifestations of institutional racism in America should be a very informative session to really help us to all.

Becky Younglove: build up that learning piece right or knowledge about these concepts and what things we can we can reflect on to get better so that is coming up very soon still open for registration if you're interested in signing up for that session.

Becky Younglove: and check out our stronger together website for more information and other upcoming sessions, we also have a couple of LEADER specific sessions coming up Antonio I know you're we're like we have some just specifically for those that are in leadership positions to help support.

Becky Younglove: Taking action in that space as well, thank you all very much for being with us today have a wonderful Wednesday, and thank you to the panels Sarah and diane and gwen and you soften angie in this work in the behind the scenes, thank you guys so much take care.