

WEBVTT

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00:00:01.580 --> 00:00:27.509

Carole Copeland Thomas She/Her/Hers: And again we welcome everyone from around the world. We have individuals here from throughout the United States, from Ethiopia, Jamaica, Lesotho, South Africa, the United Kingdom and the United States. We are importantly going to bring you value edited content today to this 2024, February first black History program, entitled

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00:00:27.710 --> 00:00:54.770

Carole Copeland Thomas She/Her/Hers: Black History, Peril, or Promise. I am Carol Copeland, Thomas, and I welcome you, and I'm going to also ask my colleague to come on board now and to welcome everyone. He has been a partner in this effort for a number of years. Now we've actually known each other for more than 10 years, and he lives and works out of Liverpool, England. So we're going to add

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00:00:54.770 --> 00:01:04.559

Carole Copeland Thomas She/Her/Hers: Garf Dallas here, and we'd love for Garf to also welcome all of you who are attending from around the world. Garf Dallas, take it away.

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00:01:04.830 --> 00:01:13.109

Garth Dallas: Thank you. Thank you very much, Carol, and welcome everyone from sunny Liverpool in the United

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00:01:13.200 --> 00:01:30.970

Garth Dallas: kingdom is absolutely brilliant and great to see you all here on the start of black instrument 2024 in the US. In the UK. Black instrument is celebrated in October, and we are being on a journey

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00:01:31.080 --> 00:01:35.050

Garth Dallas: since 2021. After the brutal murder

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00:01:35.090 --> 00:01:37.600

Garth Dallas: of a George Floyd.

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00:01:37.630 --> 00:01:58.640

Garth Dallas: we launched our first USUK. Summit on a race in 2022 to look at similarities and differences. On race through, you know, across the world, not just in the US. And the UK. But also globally.

We have learnt that Black History month is celebrated or commemorated across the world

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00:01:58.640 --> 00:02:22.869

Garth Dallas: in some countries that we would not have even imagined, like Japan, like Brazil, like Vietnam, like Australia. And today, as we launch black history instrument in the us. You will also learn some more about black instrument in other parts of the world. So welcome, welcome! It's an absolute pleasure to see you all here over to you, Carol.

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00:02:24.140 --> 00:02:42.299

Carole Copeland Thomas She/Her/Hers: All right. Thank you so much, my partner, in all things. Good. Thank you very much. Let me get myself back in terms of being spotlighted. There we are, and we pay tribute most importantly to this gentleman.

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00:02:42.850 --> 00:03:09.220

Carole Copeland Thomas She/Her/Hers: Carter G. Woodson was the visionary who created Negro History Week in 1926, which ultimately became black History month in the 19 seventies. He was born right after slavery in a sharecropping family, didn't go to school until he was in his late teens, and ultimately became one of the first to receive a Ph. D.

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00:03:09.220 --> 00:03:31.799

Carole Copeland Thomas She/Her/Hers: From Harvard University. It was his dream and his organization that continues to live to this day. We've had various representatives and leaders from the Association for the Study of African American Life and History, Asala on. I am a proud member of Osala, and we thank Doctor Carter G. Woodson for his vision.

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00:03:32.070 --> 00:03:43.539

Carole Copeland Thomas She/Her/Hers: and seeing that the accomplishments and the achievements of African Americans first in the United States, and then obviously around the world, were noteworthy enough

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00:03:43.540 --> 00:04:05.010

Carole Copeland Thomas She/Her/Hers: to bring tribute and recognition again. First, says Negro History week, and then ultimately Black History month a salute to Carter G. Woodson. And now I'm gonna introduce my very good friend, who I've known again for many, many years. He's going to continue on with the program. He is the former

chair

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00:04:05.010 --> 00:04:14.750

Carole Copeland Thomas She/Her/Hers: National chair of the National Black Mba Association, and has a very, very thriving, consulting business dealing with diversity.

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00:04:14.750 --> 00:04:22.949

Carole Copeland Thomas She/Her/Hers: multiculturalism and inclusion. My friend is Bill. Well, so let me bring him up right now and spotlight him.

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00:04:23.080 --> 00:04:40.179

William Wells: He will continue on with the program. Bill Wells. Take it away. Well, thank you so much, Carol, and welcome to everyone. Today is an interesting day. It's February first. It's the beginning of what we traditionally call Black History Month.

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00:04:40.350 --> 00:04:49.540

William Wells: But as we have all been discussing in this forum, and many of us individually and collectively. black history is more than just a month.

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00:04:49.640 --> 00:04:54.999

William Wells: It is our history. And so one of the things that we hope to do is to

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00:04:55.200 --> 00:05:20.899

William Wells: create along with this platform, greater recognition of the contributions that are that are made, and part of our purpose is really to celebrate the contributions of the black people, black and brown people in the Us. The UK. And all around the world. And through this series I have become educated and informed, because, quite frankly, I when we started I didn't realize that Black History month was celebrated in the UK. In October

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00:05:21.050 --> 00:05:27.369

William Wells: last year we had representatives from other places, and we had a stunning young lady from Japan

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00:05:27.500 --> 00:05:33.250

William Wells: that brought to our attention that they have a formal

black history month recognition in August.

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00:05:33.690 --> 00:05:47.249

William Wells: So it's happening all across the world. So I'm just welcome everyone here for those of you who don't know. I mean just to just real quickly talk about not only our goals and our purpose, and such

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00:05:47.270 --> 00:05:50.830

William Wells: part of our goals is to help create greater awareness and understanding.

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00:05:50.840 --> 00:05:55.180

William Wells: It's to inform, educate, encourage, and inspire people

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00:05:55.190 --> 00:06:00.509

William Wells: to seek out greater understanding of the contributions of all people in the world, particularly

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00:06:00.660 --> 00:06:20.590

William Wells: those that have been marginalized and and and we know how that goes. There is a significant effort going on today to diminish that, to diminish the contributions that are made. And so this forum, I believe, helps to at least bring people together in a community, if you will.

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00:06:20.590 --> 00:06:31.299

William Wells: a community of colleagues, friends from all over, all, all over the globe, and in recognition of the need to continue on with our efforts to uplift as opposed to tear down.

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00:06:31.550 --> 00:06:44.569

William Wells: So with that, I'm gonna be brief. Would like to also recognize at this time, because, as they always say and is so true without our sponsors, we would not be able to put on this program. And so,

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00:06:44.720 --> 00:07:00.379

William Wells: we have a a number of key sponsors that actually are are somewhere with us today. You see the list here. Our premier sponsor meeting meet Minneapolis, and fortunately we have a

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00:07:00.410 --> 00:07:07.969

William Wells: meet Minneapolis. That was, you know where I am, folks. If you didn't know what I am here in Minneapolis, so thank you. Carol

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00:07:07.990 --> 00:07:29.310

William Wells: meet Boston. We also have State Street Bank, Loomison sales, Eversource, Eastern Bank, Boston, me medical we've got Tga Max and Ldwm. Many of these sponsors have been with us for many, many years. So thank you. I guess we can't really thank them enough for their continuing support.

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00:07:29.310 --> 00:07:42.410

William Wells: And just hope that they will stay with us, and we'd like to grow this list. So anyone who has any thoughts around other organizations that would like to partner with us. We would like to hear about that. So

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00:07:42.620 --> 00:08:03.439

William Wells: with that, I think I'll just make sure we keep things moving, Carol. I'm gonna turn it back to you. And I know you've got something interesting in terms of a video. And I think, everyone should really enjoy this because we're going to illuminate some contributions and and perspectives, black history perspectives from around the globe. So

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00:08:03.500 --> 00:08:11.390

William Wells: for you, Carol, thank you for the opportunity to help open the meeting. And I'm looking forward to participating and learning myself.

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00:08:11.990 --> 00:08:31.499

Carole Copeland Thomas She/Her/Hers: Thank you so much. Bill. Bill will be back with us. Shortly, but I do thank you very much. Want to. Take you down to Columbia, where I was about 2 weeks ago. I actually prepared and did a lot of the work for this particular program

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00:08:31.640 --> 00:08:55.010

Carole Copeland Thomas She/Her/Hers: on a cruise ship in South America, and one of our first stops was to carte Columbia. I actually should spell that correctly. It should be COLO. MBIA. I'll correct that after the fact. But Danny garcia was an amazing tour guide, who was very, very passionate about her ethnicity

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00:08:55.090 --> 00:09:18.410

Carole Copeland Thomas She/Her/Hers: about being an Afro Columbian, and about the significance of black history in that particular part of the country. So, without further ado, listen to Danny Garcia, and glean and capture some of the important relevance in terms of black history outside of the United States in the country of Columbia.

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00:09:18.640 --> 00:09:35.120

But so, Buenos Diaz, when a star desk, Koistan, so would you like to speak in English words English. So Buenos Diaz Buenosard. Nice to meet you. My name is Dani. I'm gonna be your tour guide today. So I say that in every tour every day.

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00:09:35.200 --> 00:09:50.069

How long have you been a tour guide here in Cartagena? So actually, just for 1 one year in Spanish, and after that in English. But I've been working in tourism in Cartagena all my life, when I was

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00:09:50.070 --> 00:10:11.149

80 years old all my job life. Really? Wow, very, very good and English for just a few months. I'm understanding just 3 months doing this through in English. So I'm trying to do my best. Bueno! Bueno! Why did you choose tourism? Why did you want to become a tour guide. Ok. First, I have to say this, my father is a tour guide.

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00:10:11.310 --> 00:10:26.399

So after that I really love to talk about the history of my city and talk with people from different countries. I really enjoy to enjoy, to talk about culture. Every culture around the world is very interesting for me.

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00:10:26.570 --> 00:11:01.900

See how we are similar and how we are different between us. What I liked about your tour was the the historical facts of slavery that you included. And you also talked about skin color. And you talked about again just the variation of cultures within this area. Why is that important? I thought it was really well done. Ok, so that's really important for me. Actually, I have to say that one day one person did a complain about my tour because I talk a lot about slavery

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00:11:01.940 --> 00:11:13.430

and about that part of the history. But it's important for me as an African woman. It's important to say that we have a black history.

Black people that fight

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00:11:13.470 --> 00:11:27.520

actually in my tour. I always say the first free town in America is from people from Africa here. So it's important to say that the first independence in Cartagena was by African

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00:11:27.940 --> 00:11:43.589

around Gardena. We are African, so it's very important to tell the real history of my city and my people around me. Can you just quickly tell us about the women from Placa, and how they're dressed

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00:11:43.760 --> 00:12:01.050

women from so Palenka is the first free town in America. So the leader of the community, Benghos Johan, with a group of people, got away from the city. I'm found in a small town. First return in America. Sambasiv.

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00:12:01.100 --> 00:12:30.419

So you will see colourful women, colored dresses with fruits, palingeras. They are from Palenki, people from Palenkes speak palenke. That's important because they create their own language by different African diets. People there skip their race, and for sure, a lot of years after the abolition of slavery, they arrived to Carbaja to say, some fruits. Fruits now are part of their outfit, but Palingeras is not just a colourful color for us

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00:12:30.610 --> 00:12:39.770

is a person that show the freedom. So it's very important for us to talk about palingeras in cartoon. and can you?

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00:12:40.750 --> 00:13:07.130

Carole Copeland Thomas She/Her/Hers: And there you have it, and I see that Monica. Romero, who is with us today, is from Carte, Columbia, and I'm sure that you were very proud of Danny Garcia. I could go on and on, and in fact, I have an entire podcast featuring Danny. So you can go to conversations with Carol, one.com and listen to an entire program about that wonderful city in Columbia.

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00:13:07.130 --> 00:13:11.019

Now we're gonna turn our attention to Germany. I'm gonna bring my

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00:13:11.020 --> 00:13:24.700

Carole Copeland Thomas She/Her/Hers: colleague, Garth Dallas, back on board and spotlight him add him as a spotlight. And, Garf, please take it away and tell us about this very compelling video, Garf Dallas.

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00:13:24.950 --> 00:13:28.870

Garth Dallas: Thank you, Carol, for the interest of time. We'll go straight into this.

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00:13:28.970 --> 00:13:40.740

Garth Dallas: Earlier I mentioned that we have learned about the fact that black instrument is celebrated in other parts of the world, and that's what this Forum is about to allow us to learn. But how many people knew

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00:13:41.010 --> 00:13:46.960

Garth Dallas: that there is and has been a large settlement of black people

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00:13:47.000 --> 00:14:02.370

Garth Dallas: in Germany? Germany was also colonized in parts of Africa. Will it be German, German, German, East Africa, or German Southwest Africa places like Togo and Cameroon, and more recently.

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00:14:02.370 --> 00:14:18.580

Garth Dallas: after the Second World War there were a significant amount of particularly African American soldiers who were based in Germany and have left behind a black population in Germany have a look at this.

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00:14:19.870 --> 00:14:35.079

We see being German as something defined by skin color being German means being white, and those who aren't white are essentially newcomers, and don't have the same right to be part of society as white people.

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00:14:38.830 --> 00:14:48.960

I was born in Germany. I'm a German native speaker. I've been to Africa once in my life as part of a package tour. It doesn't get more German than that.

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00:15:03.360 --> 00:15:06.160

Carole Copeland Thomas She/Her/Hers: We're going to go back just 1 1 s

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00:15:12.370 --> 00:15:17.750

Carole Copeland Thomas She/Her/Hers: 1 s, we're going to go back. Just give me a second, and we will go back.

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00:15:25.690 --> 00:15:27.250

Carole Copeland Thomas She/Her/Hers: There we are.

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00:15:30.030 --> 00:15:45.280

we see, being German as something defined by skin color, being German means being white, and those who aren't white are essentially newcomers, and don't have the same right to be part of society as white people.

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00:15:49.040 --> 00:15:59.180

I was born in Germany. I'm a German native speaker. I've been to Africa once in my life as part of a package tour. It doesn't get more German than that

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00:16:21.120 --> 00:16:28.899

in the wake of the Second World War. The Allied occupation forces in Germany included a number of black troops from the United States.

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00:16:29.980 --> 00:16:57.100

A after 1,945, about 5,000 children were born to black American soldiers and German women in West Germany. This idea of so called races, being unable to mix, stemmed from earlier German colonial times. It was an idea that prevailed well beyond the Second World War. Suddenly it was the children of the Allies that

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00:16:57.100 --> 00:17:04.199

now pose this problem again.

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00:17:06.930 --> 00:17:09.109

Yeah, observo. I don't remember.

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00:17:11.160 --> 00:17:25.880

Carole Copeland Thomas She/Her/Hers: I am so sorry. I'm doing something in the background that has caused this. So I apologize, and we'll start it again. But let me just do one more thing before I begin

this

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00:17:26.060 --> 00:17:36.829

Carole Copeland Thomas She/Her/Hers: and I will tell my colleagues in a bit. But II think I'm all set now. Alright, we're gonna begin it again.

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00:17:40.490 --> 00:17:46.109

Garth Dallas: Can you just force fast forward it, Carol, to where we started

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00:17:46.280 --> 00:17:51.919

Co. Once in my life as part of a package tour. It doesn't get more German than that

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00:18:13.890 --> 00:18:21.560

in the wake of the Second World war. The Allied occupation forces in Germany included a number of black troops from the United States.

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00:18:24.820 --> 00:18:49.819

After 1,945, about 5,000 children were born to black American soldiers and German women in West Germany. This idea of so called races being unable to mix stemmed from earlier German colonial times it was an idea that prevailed well beyond the Second World War. Suddenly it was the children of the Allies that

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00:18:49.820 --> 00:18:56.980

now posed this problem again.

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00:18:59.670 --> 00:19:11.450

Observer. I don't remember seeing a black person before I was tenure in Schrodinger Cuazine. I didn't even know there was such a thing. So it was leaked. Yeah.

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00:19:13.700 --> 00:19:24.650

Gabriela Wilbold was born in Communist East Germany. In 1 62. Her father, a student from Ghana, left the Gdr. She was raised by determined women.

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00:19:25.000 --> 00:19:29.940

her mother and 2 grandmothers, Angela Davis. Suez. Election day will

accomplish.

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00:19:32.260 --> 00:19:44.300

Angela Davis became the face of black power in East Germany. The American scholar, civil rights activist and Communist was wrongfully imprisoned in the US. Until her acquittal in 1,972.

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00:19:45.410 --> 00:19:47.830

All right. hey.

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00:19:49.240 --> 00:20:09.160

Angela Davis? Angela Davis had a huge impact on my life when I look at the photos now. The Afro look was all the rage back then, and of course I had an Afro, and I wore glasses, and wherever I went in the East, somehow I was always Angela Davis.

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00:20:09.920 --> 00:20:29.680

It was a political struggle taken up by the Gdr. That was good for me. The American poet and queer civil rights activist, Audrey, Lord Lord, was a guest lecturer at the Free University in West Berlin, who encouraged black women to discover their community's history and celebrate their heritage.

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00:20:29.710 --> 00:21:00.030

It was like we'd been existing in a room with no air. But when we met Audrey, Lord, the African American poet. She was simply interested in our lives, and suggested that we introduce ourselves to each other and to the world. Narrator Audrey Lord urged them to self identify as Afro Germans or Black Germans.

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00:21:00.060 --> 00:21:07.090

It was important, because until then we had always been objectified in society.

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00:21:09.560 --> 00:21:22.149

Abam lacked a community and felt his was a lone struggle in the former East. but he changed that. In 2,018 he founded a local branch of Germany's oldest Civil rights group for black people

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00:21:22.270 --> 00:21:50.580

with only 4 people in the beginning. Today he's a member of the Executive. the black people I know now, who had already been to these

national meetings. As children say, it was crucial for their own development to have this space for retreat and empowerment, to know you have these awful experiences all year long. But then there's this one period in the year where you can recharge your batteries

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00:21:50.840 --> 00:21:56.950

and immerse yourself in another world.

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00:21:58.310 --> 00:22:12.259

the human right to a life free of racism. That's a key political issue that's motivated the community. In 2,019, Aminata tore became the first Afro-german deputy Speaker of a Regional Parliament.

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00:22:12.430 --> 00:22:37.420

3 years later she became the first black State Minister today as a politician in the Schleswig Holstein State Parliament. She tackles, structural racism in public institutions and society. I've heard it so often, Mrhe, you're always talking about racism, but you yourself have made it to deputy Speaker, and I think, what does that have to do with the fact that at this very moment someone

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00:22:37.420 --> 00:23:01.929

somewhere is probably having problems with immigration authorities or being racially abused on the street. This pretending that these issues are all fixed just because you have some individual figurehead, is very problematic at the heart of the issue is the question of who's allowed to be part of society? And what does it actually mean to be German?

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00:23:01.930 --> 00:23:12.540

In the words of Afro, German poet Maiyem, who, instead of asking questions, simply states. I will still be African, even if you want me to be German.

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00:23:12.790 --> 00:23:33.620

and I will be German, even if my blackness does not suit you. I will go yet another step further to the very edge where my sisters and brothers stand. Where our freedom begins. I will go yet another step further and another, and will return when I want how I want borderless and brazen. Thank you.

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00:23:41.590 --> 00:23:47.670

Carole Copeland Thomas She/Her/Hers: An amazing video, Garf, any

closing comments about the video. You take yourself off mute.

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00:23:48.020 --> 00:23:56.719

Garth Dallas: I think it pretty much says it all by itself. Karl, let's go straight on now into the program. We probably pick it up later on in the question. Analysis.

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00:23:57.010 --> 00:24:04.060

Carole Copeland Thomas She/Her/Hers: Great. Thank you so very much, very, very moving. Very much so. Thank you much, Garf. Alright.

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00:24:05.120 --> 00:24:07.990

Carole Copeland Thomas She/Her/Hers: I now have the privilege.

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00:24:10.220 --> 00:24:13.960

Carole Copeland Thomas She/Her/Hers: this. of introducing our keynote speaker.

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00:24:22.240 --> 00:24:26.969

Carole Copeland Thomas She/Her/Hers: Better remove Garf and your spotlight. There. We are

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00:24:27.160 --> 00:24:36.129

Carole Copeland Thomas She/Her/Hers: very, very honored to introduce our keynote speaker, who is literally one of the movers and Shakers on the east coast.

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00:24:36.620 --> 00:24:52.110

Carole Copeland Thomas She/Her/Hers: Helena Ajikai. I'm not Gonna read all of this because you can go to Mss. connect.com, and all of the biographical profiles are there. The press release the agenda. Everything for this program can be found@mssconnect.com.

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00:24:52.200 --> 00:25:15.610

Carole Copeland Thomas She/Her/Hers: But she is a remarkable and accomplished and dedicated executive Vice President at Meet Boston, which used to be called the Greater Boston Convention, and Visitors Bureau name changed about a year ago to meet Boston. She's leveraging 15 years of expertise in sales marketing operations, accompanied by a global perspective.

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00:25:15.680 --> 00:25:39.650

Carole Copeland Thomas She/Her/Hers: She hails from the country of Ethiopia and Ethiopia is represented with our registration today, and she immigrated to the United States in 1987, mastered English as her second language, and achieved her high school diploma and associate's degree concurrently, at the young age of 17.

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00:25:39.840 --> 00:25:56.419

Carole Copeland Thomas She/Her/Hers: The rest is history in terms of getting her bachelor's degree, and her Mba. Degree, moving through retail for a number of years and then ultimately securing the job as the Executive Vice President at meet Boston.

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00:25:56.610 --> 00:25:59.480

Carole Copeland Thomas She/Her/Hers: meet Boston, has really transferred.

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00:25:59.800 --> 00:26:10.360

Carole Copeland Thomas She/Her/Hers: transformed, and expanded into a very diverse, very inclusive organization, capitalizing on the value of Boston

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00:26:10.490 --> 00:26:31.809

Carole Copeland Thomas She/Her/Hers: and the area for visitors and tourists, and Helena Aguikai is really in the midst of all of it, along with our President and CEO, Martha Sheridan. I am very fortunate to be on the board, and I chair the Multicultural Committee with meet Boston. So I interact with Helena on a regular basis.

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00:26:31.810 --> 00:26:48.480

Carole Copeland Thomas She/Her/Hers: But without further ado, we're going to go on and turn everything over to Helena. She's going to give a spellbinding message and talk to us about black history from her perspective. So let me spotlight her now.

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00:26:48.480 --> 00:26:58.399

Carole Copeland Thomas She/Her/Hers: and I'm going to stop sharing the screen, and we are now going to hear from Helena Ajacae. Take it away!

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00:26:59.250 --> 00:27:17.080

Hilina D. Ajakaiye - Meet Boston: Well, if that doesn't get me excited, I don't know whatever. Well. Good morning, good afternoon, and good evening. As we are all from different parts of the world. It

is an absolute privilege to be here today, and as I think about starting this, I have to start by.

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00:27:17.110 --> 00:27:21.520

Hilina D. Ajakaiye – Meet Boston: Of course we're down. We'll be thinking Carol Copeland Thomas.

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00:27:21.630 --> 00:27:31.320

Hilina D. Ajakaiye – Meet Boston: who has really been a champion of Dei and all things that we've been able to accomplish here at meet Boston for many, many years, and the reason why I am here today in my role.

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00:27:31.370 --> 00:27:39.949

Hilina D. Ajakaiye – Meet Boston: Garf Dallas, Bill Willis, and the 3 of you collectively thank you for creating this space for the Us UK summit on race.

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00:27:39.960 --> 00:27:49.579

Hilina D. Ajakaiye – Meet Boston: It is an absolute privilege for me, and an honor honestly to be here with you. In my professional capacity, as Carol mentioned as the executive Vice President of New Boston.

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00:27:49.620 --> 00:28:02.110

Hilina D. Ajakaiye – Meet Boston: We're a destination marketing organization, and, as Carol mentioned, committed to enhancing the visitor experience and fostering honestly mock opportunity and tourism and hospitality in the city of Boston.

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00:28:02.190 --> 00:28:04.680

Hilina D. Ajakaiye – Meet Boston: and beyond, and ricochets globally.

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00:28:04.810 --> 00:28:11.629

Hilina D. Ajakaiye – Meet Boston: I am also, as Carol mentioned, an immigrant of Addis, Alva, Ethiopia, arriving in Boston at the tender age of

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00:28:11.910 --> 00:28:15.469

Hilina D. Ajakaiye – Meet Boston: 12, on October seventh, 1987,

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00:28:15.530 --> 00:28:23.329

Hilina D. Ajakaiye - Meet Boston: I recall my parents given me one instruction. You have to succeed, and they promise me a better life.

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00:28:23.460 --> 00:28:25.869

Hilina D. Ajakaiye - Meet Boston: both for myself and my 2 siblings.

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00:28:25.920 --> 00:28:40.890

Hilina D. Ajakaiye - Meet Boston: and today, at 46 years old, in my professional life, I get to raise 2 boys, 2 black boys who are 14 and 17, and her half Ethiopian and Nigerian. Hence why, I have a first name and a last name, that is a

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00:28:41.110 --> 00:28:46.600

Hilina D. Ajakaiye - Meet Boston: pride and source of both the East and West Africa of our consonants.

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00:28:46.650 --> 00:28:53.640

Hilina D. Ajakaiye - Meet Boston: My commitment in improving the visitor. Experience for all cultures is really rooted in my personal and professional journey.

123

00:28:53.860 --> 00:28:55.509

Hilina D. Ajakaiye - Meet Boston: you know, being an immigrant

124

00:28:55.540 --> 00:29:05.770

Hilina D. Ajakaiye - Meet Boston: and navigating the corporate landscape, and it has its unique challenges, as we all know, but it has also given me a profound perspective on the importance of inclusivity.

125

00:29:06.030 --> 00:29:28.990

Hilina D. Ajakaiye - Meet Boston: I believe that a thriving hospitality and tourism industry should be accessible and welcoming to everyone, regardless of their background or culture. And my role. My team here at me, Boston and I are dedicated to promoting Boston as a vibrant destination, while also ensuring our city, embraces diversity, equity, and inclusion that eventually results in belonging.

126

00:29:29.510 --> 00:29:44.689

Hilina D. Ajakaiye - Meet Boston: And then we're doing it in this call to action, with many people behind me to create an environment where

every visitor feels, see, heard, valued. I am laser, focused and focused on the latter part, which could only be achieved.

127

00:29:44.780 --> 00:29:52.799

Hilina D. Ajakaiye – Meet Boston: If the residents of the city of Boston in all 23 neighborhoods also feel seen, heard, and valued

128

00:29:53.220 --> 00:30:03.919

Hilina D. Ajakaiye – Meet Boston: the commitment extends beyond hospitality and tourism. And we'll talk about that today. And as an industry. But it's also about fostering economic opportunities for all breaking down barriers.

129

00:30:04.150 --> 00:30:18.060

Hilina D. Ajakaiye – Meet Boston: building bridges, and more inclusive and prosperous future for black and brown people all over the world. Here in the city of Boston, we live at a time where the wealth gap is a glaring reminder of the reality we live in.

130

00:30:18.150 --> 00:30:29.159

Hilina D. Ajakaiye – Meet Boston: It's been nearly a decade, as most of us know, since the city made a national headline, where the findings of the Federal Reserve Bank of Boston, that black people household

131

00:30:29.240 --> 00:30:30.880

Hilina D. Ajakaiye – Meet Boston: in the Greater Boston

132

00:30:30.920 --> 00:30:39.799

Hilina D. Ajakaiye – Meet Boston: has an average net worth of \$8 compared to that of 247,000 average net worth of white households

133

00:30:40.020 --> 00:30:54.430

Hilina D. Ajakaiye – Meet Boston: in 2,023 and not gone on. Now here in 24 that's still through in the past, and some argue, maybe the present. We live in a world where it seems as if the odds have always been against underserved communities.

134

00:30:54.520 --> 00:30:57.430

Hilina D. Ajakaiye – Meet Boston: Reflecting where we've been as a community.

135

00:30:58.130 --> 00:31:09.829

Hilina D. Ajakaiye – Meet Boston: we must acknowledge historic struggles of black and brown people and other underrepresented communities, and what that has meant, and what we have faced in this country in America, and really globally.

136

00:31:10.320 --> 00:31:25.350

Hilina D. Ajakaiye – Meet Boston: from systemic racism to oppression, slavery redlining the school to prison, pipeline, police, praile brutality, and the lack of educational resources and health care. The journey has been arduous.

137

00:31:25.660 --> 00:31:34.160

Hilina D. Ajakaiye – Meet Boston: I think that we would all agree that there has been a silence surrounding African American history which has perpetuated a lack of understanding

138

00:31:34.210 --> 00:31:36.819

Hilina D. Ajakaiye – Meet Boston: and really appreciation for our roots.

139

00:31:37.420 --> 00:31:39.530

Hilina D. Ajakaiye – Meet Boston: So I implore us to pursue

140

00:31:39.920 --> 00:31:51.449

Hilina D. Ajakaiye – Meet Boston: and and really unveil. You know what Dei has meant for us now, not just today. But presently I think that we could all agree that it's it's a tough time

141

00:31:51.710 --> 00:32:02.170

Hilina D. Ajakaiye – Meet Boston: picture a civil rights movement in the at the down of the Dei, and a movement aimed at tearing down barriers and forging an equitable society

142

00:32:02.350 --> 00:32:07.630

Hilina D. Ajakaiye – Meet Boston: fast forward to today through decades of progress, Di has become

143

00:32:08.570 --> 00:32:18.680

Hilina D. Ajakaiye – Meet Boston: and many, many facets. The corner store, the cornerstone of building inclusive communities that

celebrate mosaic human experiences.

144

00:32:18.770 --> 00:32:22.759

Hilina D. Ajakaiye – Meet Boston: But today, in my opinion, we are battling a backlash

145

00:32:22.990 --> 00:32:31.109

Hilina D. Ajakaiye – Meet Boston: and a plot twist that I think is challenging our progress. We now find ourselves facing a surge in attack on Dee.

146

00:32:31.140 --> 00:32:33.629

Hilina D. Ajakaiye – Meet Boston: Whether it's legislative setbacks.

147

00:32:34.040 --> 00:32:43.449

Hilina D. Ajakaiye – Meet Boston: you know, public resistance, the very perpetual, you know, stories and principles that drive inclusivity, inclusivity, are under attack and threat

148

00:32:43.930 --> 00:32:52.989

Hilina D. Ajakaiye – Meet Boston: in a pivotal moment, where we must rally to defend the strides we made thus far, that is steadfast. How I go to business every day, and I think most of us do

149

00:32:53.090 --> 00:33:07.800

Hilina D. Ajakaiye – Meet Boston: as we grapple with the continuous attack of the banned words and freedom of thought. We are also forced to imagine library schools who are being stripped of books that hold true history challenge norms provoke thought.

150

00:33:08.080 --> 00:33:20.079

Hilina D. Ajakaiye – Meet Boston: Now consider the growing statistics on book bans attempting to erase narratives addressing race diversity and the struggles and triumphs of marginalized communities.

151

00:33:20.330 --> 00:33:38.730

Hilina D. Ajakaiye – Meet Boston: This wave of censorship right into the very essence of intellectual freedom and diversity and education at all levels. But with that said, You know, what does that does? It also silences our schools, where black and brown, and our black and brown babies. I have 2

152

00:33:38.900 --> 00:33:45.759

Hilina D. Ajakaiye - Meet Boston: struggle to see a positive reflection of themselves in the history that we built and our ancestors built

153

00:33:45.770 --> 00:33:49.629

Hilina D. Ajakaiye - Meet Boston: in our schools the history book often whispers rather.

154

00:33:49.730 --> 00:33:54.040

Hilina D. Ajakaiye - Meet Boston: and instead of warring a rich tapestry of African-american history

155

00:33:54.160 --> 00:34:02.850

Hilina D. Ajakaiye - Meet Boston: by neglecting this equality representation and this history, we are inequality, erasing what we know to be

156

00:34:03.050 --> 00:34:11.149

Hilina D. Ajakaiye - Meet Boston: the foundation of how we do what we do, perpetuating a narrative that fails to reflect true diversity and resilience built

157

00:34:11.190 --> 00:34:21.709

Hilina D. Ajakaiye - Meet Boston: by the nation that we live in by us. In the fall of 2,02229, 21 States, Us. States ban books in their fall. Semester.

158

00:34:21.940 --> 00:34:25.740

Hilina D. Ajakaiye - Meet Boston: Texas led the way in many facets. In doing these themes.

159

00:34:25.840 --> 00:34:31.660

Hilina D. Ajakaiye - Meet Boston: and really presented 430 book bands to lead the way.

160

00:34:31.739 --> 00:34:35.790

Hilina D. Ajakaiye - Meet Boston: Furthermore, I think that these you know teachers?

161

00:34:35.830 --> 00:35:05.149

Hilina D. Ajakaiye - Meet Boston: I have been kind of, II think, under attack, with dozens of States following and including Florida, including Oklahoma and adopting that and proposing measures that educators feel the need to omit important and and important part of black history or limit language related to race sexuality, gender issues and public schools. That's something that I think is really tearing down the tapestry of how we go and and build this nation equitably

162

00:35:05.270 --> 00:35:25.430

Hilina D. Ajakaiye - Meet Boston: as we think about the attack on Dei, it is impossible to overlook the damaging effects and the attacks on affirmative action in our colleges and universities. You know I woke up to news today that continues to tell us that our most brilliantly educated people continue to be under attack, and schools and universities here in Boston.

163

00:35:25.640 --> 00:35:50.250

Hilina D. Ajakaiye - Meet Boston: Higher education should be the battleground where excellence triumphs, yet the 5, for equal opportunity, take shape through affirmative action policies. As we navigate this complex landscape, it's crucial to understand, in my opinion, and I hope all of you agree that the stories of individuals whose lives have been transformed by these policies is staggering. If you take a chance to speak to students from

164

00:35:50.250 --> 00:35:57.770

Hilina D. Ajakaiye - Meet Boston: whether it's Harvard University or any other school. This has a profound impact on them every day.

165

00:35:57.960 --> 00:36:21.560

Hilina D. Ajakaiye - Meet Boston: affirmative action or higher education was originally put in place during during the civil rights movement to diversify students, bodies that were exclusively white. In the late 1960 s colleges and universities began considering race as a factor in admission, as we know, giving extra consideration for qualified, for brilliant, underrepresented groups

166

00:36:21.560 --> 00:36:30.489

Hilina D. Ajakaiye - Meet Boston: since its inception, affirmative action has been controversial with different sides, arguing over its efficiency, its fairness and legality.

167

00:36:30.810 --> 00:36:48.970

Hilina D. Ajakaiye - Meet Boston: Prior to the June 2, 2023, ruling 8 States had already successfully banned affirmative action with other States. Once again, Texas leading in 2023, Washington 2022, or, failing to pass Colorado in 2028 the measures.

168

00:36:48.970 --> 00:37:04.690

Hilina D. Ajakaiye - Meet Boston: And I think that's something that we all need to really put in the forefront of how we see these things. But I wanna just kind of shift a little bit and move about, you know. Let's move to what I know to be through what resonates in some of these journeys with me and most of you and me as a black woman.

169

00:37:04.850 --> 00:37:27.379

Hilina D. Ajakaiye - Meet Boston: Black woman today are under siege. But before I get into what that means, I want to hold space for black joy and as a form of resistance. Because I think that that's important. So, taking a moment to tell you about a few black and brown women that are breaking barriers, and really the mold of what has been the leadership of the city of Boston in the Commonwealth.

170

00:37:27.430 --> 00:37:52.680

Hilina D. Ajakaiye - Meet Boston: from my Ana Presley, our Congresswoman to our first black woman, to be elected as Mayor of Boston, Kim Janey. So many others in our past black women have always been leaders, intellectual rulers, breakers, innovators. And so I hold this space to say, I think this is a good important cleansing of this narrative, that the attack on black women in any way dilutes the things that we've done.

171

00:37:52.790 --> 00:38:14.330

Hilina D. Ajakaiye - Meet Boston: I have the privilege, and I will to dive into what I think is important to know is the history of how black women have built this nation in this country. You know I can share with you that in the 18 hundreds. Brigitte, Biddy Mason, the former slave, help shape. What we know now is the city of Los Angeles. I was just there, and it's it's important to know that

172

00:38:14.330 --> 00:38:23.400

Hilina D. Ajakaiye - Meet Boston: in 1919, Alice H. Parker invented the heater. Now that's important, as things heat up here in the city of Boston for tourists and residents

173

00:38:23.420 --> 00:38:33.820

Hilina D. Ajakaiye – Meet Boston: in the. We know that Sister Rosetta Tar was one of the first people to combine gospel music, urban blues.

174

00:38:33.820 --> 00:38:54.140

Hilina D. Ajakaiye – Meet Boston: folk and swing which many of us know now as rock and roll, and that's important to know. Those are black women. In 2,009 we had the privilege of seeing Barack Obama become the first black President of the United States alongside alongside him as a black woman, Michelle Obama, the first black woman to brace the White House as our first lady, and still is.

175

00:38:54.810 --> 00:39:10.930

Hilina D. Ajakaiye – Meet Boston: So, in 2,021 we saw Kamala Harris become the first black woman to be, you know, Vice President of our United States. So I say, these things hold joy, and to close the narrative and the the tear down, and and I think, perpetuating

176

00:39:10.940 --> 00:39:27.429

Hilina D. Ajakaiye – Meet Boston: resistance against black women and successive black women and the spotlight of the narrative. Black women face unique struggles from media portrayals to work, workplace dynamics. They attack on their identity, and their accomplishments are both together systemic and targeted.

177

00:39:27.680 --> 00:39:33.879

Hilina D. Ajakaiye – Meet Boston: Recognizing, I think, dismantling these barriers is not just a call for equity. It is a demand for justice.

178

00:39:33.910 --> 00:40:00.990

Hilina D. Ajakaiye – Meet Boston: Today we live in a world where, despite these challenges, black women are emerging as the fastest growing entrepreneurs in the country and are obtaining the most degrees at all levels. And you'll see that in our panel today, with both our gentlemen and our women that are joining us. The alarming intersection of black men is the in the prison system continues to be a shocking statistic that reveals the disproportionate number of black men within the prison population.

179

00:40:01.450 --> 00:40:25.009

Hilina D. Ajakaiye – Meet Boston: Highlighting systemic issues that demand our immediate attention. By understanding these challenges we can actively work towards reforming criminal justice system that have perpetuated inequalities for far too long, and create narratives that

there is equity. And there's not an attack on black and brown people, as I think about what this means for the city of Boston and the Commonwealth. I'm inspired

180

00:40:25.230 --> 00:40:29.380

Hilina D. Ajakaiye – Meet Boston: by the love and memories of Dr. Martin Luther, King and Coretta Scott King.

181

00:40:29.450 --> 00:40:46.989

Hilina D. Ajakaiye – Meet Boston: We celebrate the erection of a beautiful monument that was settled on the oldest park in America, the Boston Common. I have a small kind of member memorabilia that's behind me. That reminds me every day that the embrace and the the collaboration of black and brown women

182

00:40:47.090 --> 00:41:07.729

Hilina D. Ajakaiye – Meet Boston: here in the city of Boston is palatable. This reflects the love and support that black women have had always have had for black men, and so dispelling that narrative that black men or women are standing alone in this, in this journey. Now, as we stand in the juncture, we must grapple with the fundamental question of is black history a parallel or promise.

183

00:41:07.730 --> 00:41:24.440

Hilina D. Ajakaiye – Meet Boston: and the face of adversity. Black history remains a testament to resilience, strength, the contributions that have shaped our country and our world. It is a promise, a promise, I think, a future where lessons learned from history propel us towards more just an equitable society.

184

00:41:24.680 --> 00:41:37.169

Hilina D. Ajakaiye – Meet Boston: As I. And we navigate through these narratives, I can't help but think about. You know the ways in which we not only observe but engage in black history 365 days of every year.

185

00:41:37.980 --> 00:41:52.500

Hilina D. Ajakaiye – Meet Boston: By understanding these stories, challenges, and triumphs, we become these architects, daily architects of the future, where diversity, equity, and inclusion are not just ideals, but lived experiences, and how we do business and live our lives every day.

186

00:41:52.870 --> 00:42:05.199

Hilina D. Ajakaiye - Meet Boston: Diversity, equity, and inclusion is not just a buzz word, and I think that these days we're in danger of making that a re. You know something that folks think that it is. It is a commitment of fairness and justice

187

00:42:05.220 --> 00:42:14.229

Hilina D. Ajakaiye - Meet Boston: as a black executive. I have seen the labels of being a Dei champion thrust upon us, and it's a burden, and many times without consent.

188

00:42:14.290 --> 00:42:26.750

Hilina D. Ajakaiye - Meet Boston: yet many of us embrace, and it remains that fast and our belief that Dei, and continuing the work to extend opportunities for all, is the DNA of why we're all put in our positions

189

00:42:26.840 --> 00:42:47.689

Hilina D. Ajakaiye - Meet Boston: today. We hope to, you know, kind of look for a world where the past, present, and future is respected, honored, reimagined, as we look ahead. as I see a bright future, and I do for black and brown people in this country, despite of all of these adversities, is a testament of changing the narrative while we're under attack. I see a bright future.

190

00:42:47.690 --> 00:43:12.250

Hilina D. Ajakaiye - Meet Boston: I envision a landscape where a new business thrives in the city of Boston, in tech and stem sectors expand black innovators leading the way. Black art reaches new heights as it sits behind me at the Rose Kennedy, Greenway. Generational wealth gaps narrow, higher levels of consciousness prevail. History is honored, a culture is preserved, and a day comes where we can finally rest

191

00:43:12.490 --> 00:43:18.850

Hilina D. Ajakaiye - Meet Boston: and be able to enjoy the nation that we've all built together, that to me is diversity, equity, and inclusion.

192

00:43:18.900 --> 00:43:45.549

Hilina D. Ajakaiye - Meet Boston: I think together we can build a feature where everyone, regardless of their background, can contribute to the benefit of the opportunities and the nation that we have all built. So today, I think about, you know the the attack on Dei and the

conversation that we're about to embark on with some incredible leaders. And I am inspired, I think, and thinking about how we not only in the city of Boston Commonwealth of Massachusetts.

193

00:43:45.550 --> 00:44:04.559

Hilina D. Ajakaiye – Meet Boston: Think about Dei. But how do we each responsibly take this journey together? I want to invite all of you. I want to invite all of you to do this like I said, not just today, 365 days of the year. And thinking about, how do we each personally professionally

194

00:44:04.560 --> 00:44:26.600

Hilina D. Ajakaiye – Meet Boston: impact diversity, equity, and inclusion. It's not an and or it's an. And it has to happen, and it's a must. So I'm excited today to be here with all of you to have this conversation, and to make sure that we're authentic, and what I know to be in urgent call to action, which is making sure that there's no erasure of how we came here.

195

00:44:26.600 --> 00:44:44.149

Hilina D. Ajakaiye – Meet Boston: And how we have always been here. So Carol and team thank you. I'm excited to embark on the next conversation, and so happy to be here representing neat Boston as the official destination marketing organization, doing this work every day, and we're so happy to be a partner of this initiative.

196

00:44:51.070 --> 00:44:52.699

William Wells: Very good, very good.

197

00:44:53.060 --> 00:44:57.420

William Wells: Say, Helena, outstanding comments, remarks,

198

00:44:57.530 --> 00:45:16.459

William Wells: did not expect anything less. And we've had a chance to at least meet each other. So before we move into the panel discussion. I just like to, you know, because you have an international perspective as well as a very Americanized perspective. I just wanna make sure that we kind of

199

00:45:16.560 --> 00:45:21.289

William Wells: how do I want to say calibrate, or maybe recalibrate. Set the stage.

200

00:45:21.520 --> 00:45:33.900

William Wells: And here's a thought as I listen to your comments. And we are certainly talking about today as the operative word for today and moving forward into tomorrow or future focus.

201

00:45:33.970 --> 00:45:46.499

William Wells: And there's nothing we can do about the past. However, there's one of our panelists has always reminded me of a a very favorite thing of hers, and that is the past helps to inform the future.

202

00:45:46.590 --> 00:45:53.219

William Wells: And so with that in mind, you know now that we're in a post civil rights era and a worldwide movement.

203

00:45:53.470 --> 00:46:13.509

William Wells: We oftentimes speak of the giants that that were there, and they're way too many to to mention their men, women! I have a photo of Nelson Mandela when I had a chance to meet him. The giant that we all know. And what have you? But we know about these people who led the struggle towards achieving what they called freedom at the time.

204

00:46:13.580 --> 00:46:24.600

William Wells: and freedom looks differently to different people, I'm sure, and in this country, and I believe all across the world. People are not looking for a handout. No special favors.

205

00:46:24.660 --> 00:46:26.830

William Wells: They are looking for.

206

00:46:27.290 --> 00:46:36.709

William Wells: Let me just put it this way. They're God given right. And in this country we have what's called a constitution, and that constitution spells out certain things that really

207

00:46:37.490 --> 00:46:45.100

William Wells: provide a at least on paper, a pathway for people to be recognized as equal. Okay.

208

00:46:45.450 --> 00:46:55.000

William Wells: equality is much different than freedom. Freedom is kind of a legal legalese issue. Equality is a moral issue, if you will.

209

00:46:55.780 --> 00:47:14.099

William Wells: Now I say that to say that you know we've gone from the language of affirmative action, pluralism, multiculturalism, and Carol and I put our heads together sometimes and often time. How many other words do we need to label what we're trying to achieve today. We call it Dei.

210

00:47:14.170 --> 00:47:28.609

William Wells: I don't know how much longer it's gonna take before we have to change out the Ei to some other phrase, because it seems to be a moving target. It's almost as though house, however, society is comfortable with the language of the movement.

211

00:47:28.840 --> 00:47:44.889

William Wells: Then we rest for that for a while, but we never get enough allies to really join us in whatever the wording is. Whatever the label label is to create, to a, to reach toward equality. So I guess I'm trying to get to a point. Can you help speak to

212

00:47:44.900 --> 00:47:57.319

William Wells: the achievement of equality. Without this formulaic notion that we seem to have to have called call it de I, or call it whatever there's, there's something just more

213

00:47:57.860 --> 00:48:00.670

William Wells: basic as human beings

214

00:48:00.950 --> 00:48:25.839

William Wells: regardless of color, because, you know, you spoke of black women. Well, that's a double edged sword. It's not only race, but it's gender. Affirmative action has specific language in it, talking about the advancement of white women, and it says it straight out, and we see what's happened in this country in many places. So let me just I don't want to meander to much longer. Let me get back to it. Can you speak to the achievement of equality

215

00:48:25.910 --> 00:48:27.790

William Wells: as a human, right.

216

00:48:27.890 --> 00:48:44.289

William Wells: human right? And how our history has pointed that out as the need to drive there. So hopefully, the question makes sense. It has. And it actually, I think, reminds me of, I think, one of my most informative moments in the United States that you think about

217

00:48:45.760 --> 00:49:02.429

Hilina D. Ajakaiye - Meet Boston: painting the mind right you think about. You know I will tell a story that I think you know for me answers your question, but I'll also build on it. I think, to make sure that it resonates with everyone. So you know the the lack of and to your point, creating these siloed

218

00:49:02.430 --> 00:49:22.950

Hilina D. Ajakaiye - Meet Boston: corners and spaces, whether it's Dei, whether it's you know you're the first black, the only black in the Board room, whether it's hey? Let's create mosaic within a you know, an organization. You know, those things are created, I think, in an isolating way, because we are conditioned

219

00:49:22.960 --> 00:49:26.839

Hilina D. Ajakaiye - Meet Boston: from from the time we're babies as black people.

220

00:49:26.870 --> 00:49:44.999

Hilina D. Ajakaiye - Meet Boston: that we need a special space, and that the regular space is not for us. It's not available and that we just need a special space. And so the story I'm about to tell you interestingly, and I mentioned earlier I was I was born in Ethiopia. Came to you know, Boston in 1,987,

221

00:49:45.210 --> 00:49:53.900

Hilina D. Ajakaiye - Meet Boston: and it wasn't less than a year that someone. And mind you, I was 12, and this someone was also another 12 year old.

222

00:49:54.180 --> 00:49:59.529

Hilina D. Ajakaiye - Meet Boston: I was on Western Avenue, going to the Martin Luther King Elementary School.

223

00:49:59.540 --> 00:50:18.150

Hilina D. Ajakaiye - Meet Boston: and I was at recess, and I'm dating

myself, and I think I'm proud to be 46, almost 47, actually, you know, and I remember sitting in recess, overwhelmed with wanting to fit in wanting to understand the English language, and it was a bunch of kids outside in recess, and you know

224

00:50:18.150 --> 00:50:29.590

Hilina D. Ajakaiye - Meet Boston: a girl, and it was a time event. Most of you will remember this is when Calendar's was around when you know aim was around when you know Kmart was around, and then Gap was around

225

00:50:29.590 --> 00:50:37.509

Hilina D. Ajakaiye - Meet Boston: right. And so I was a daughter of a a father who was a single father who drove caps all day.

226

00:50:37.700 --> 00:50:44.849

Hilina D. Ajakaiye - Meet Boston: He went to law school at night, and then worked overnight security at the Marriott and Cambridge, which which is still there

227

00:50:45.040 --> 00:50:55.399

Hilina D. Ajakaiye - Meet Boston: to raise his kids. So you know, money was what we had. We paid for our 3 decker. We lived on one and and that was it. And so fashion was not a priority.

228

00:50:55.650 --> 00:51:07.280

Hilina D. Ajakaiye - Meet Boston: We bought what we bought, and and there was a style at the time, and I'll I'll cut this short because I'm trying to illustrate to you that when I came here I came here with a clean mind of I'm gonna get a good education.

229

00:51:07.350 --> 00:51:09.910

Hilina D. Ajakaiye - Meet Boston: I'm worthy. My mother told me

230

00:51:09.950 --> 00:51:20.649

Hilina D. Ajakaiye - Meet Boston: that it's going to be great in America, and that I'm giving you a better future, not knowing the hard truth of being reminded that. Wait, stop, Slowdown. You're a black woman

231

00:51:20.890 --> 00:51:36.490

Hilina D. Ajakaiye - Meet Boston: and a 12 year old told me that

because I put on one day a pair of jeans. There was a time where you were fitted jeans. I wasn't even allowed to wear pants Bill. I was defined. My father, who was busy working 3 jobs, and then you put 2 pairs of socks on at the same time.

232

00:51:36.730 --> 00:51:47.899

Hilina D. Ajakaiye - Meet Boston: One was red, one was white. You staggered them on both sides. I watched these girls. I looked just like that. I felt like that day at recess I fit in.

233

00:51:48.660 --> 00:52:02.830

Hilina D. Ajakaiye - Meet Boston: and so she came up to me. Her name was Jennifer Flag. Coincidentally, Jennifer Flagh, I'll never forget it. Jennifer Flag Kareen, Jessica, or they were sitting there, and I walked up. I was gleaming with pride. Finally I looked like them.

234

00:52:02.880 --> 00:52:06.630

Hilina D. Ajakaiye - Meet Boston: and she asked me a question, a simple question, where did you get those socks?

235

00:52:07.100 --> 00:52:22.599

Hilina D. Ajakaiye - Meet Boston: And I was baffled. I think I was able to orchestrate. Maybe you know, construct 3 words, and II answered her. I said, you know the store. I didn't say the Gap, Kmart. I was a year into this country, and she said to me, and II won't say the word she said to me, well, those are

236

00:52:22.850 --> 00:52:24.649

Hilina D. Ajakaiye - Meet Boston: those are socks.

237

00:52:24.830 --> 00:52:32.320

Hilina D. Ajakaiye - Meet Boston: and I thought, This is a 12 year old girl they hate in her eyes, and I said, Well, when I go home and ask my father what the N. Word meant

238

00:52:33.330 --> 00:52:51.920

Hilina D. Ajakaiye - Meet Boston: felt bad. I sat with them still, but I could tell they were kind of shifting, and I looked at her socks and looked the same way as I did. Hers was Gap mine with Kmart, and I went home, and I asked my father what that meant, and though I cried for 3 days, and that shaped that moment where I felt like, Wow!

239

00:52:52.730 --> 00:53:08.289

Hilina D. Ajakaiye - Meet Boston: Wait. So I can't. I have to be different? You have to change my mind, you have to shape me to think that I don't belong, although I was as qualified as intelligent. So I think it's that I think that there's the systemic

240

00:53:08.720 --> 00:53:22.649

Hilina D. Ajakaiye - Meet Boston: issues that we create, whether you're the first black woman to be here. You're the second black woman, you know. If you don't have a chair bring it to. It's all of these things that we have to constantly think about, that make us think that

241

00:53:22.950 --> 00:53:33.220

Hilina D. Ajakaiye - Meet Boston: regular world is not is not something that we have access to. So yes, I think, Dei, and we'll talk about it soon enough. Is it important.

242

00:53:33.220 --> 00:53:56.929

Hilina D. Ajakaiye - Meet Boston: buzzword? But was it? Was it created to S to stifle us? Do we need? And I think we do. Do we need it? Because there's this cleansing of you know, shopping moments where you know you belong in a room, and someone's moving the door, and you need to say those things to say, well, II gotta go in there, de your Dei, and so I'll pause there to say, my negative

243

00:53:58.660 --> 00:54:04.960

Hilina D. Ajakaiye - Meet Boston: formation of anything other than excellence as a black woman was created here in this country.

244

00:54:05.280 --> 00:54:34.899

Hilina D. Ajakaiye - Meet Boston: and it has been built up and built up. I constantly have to fight back to say, No, no, no, I belong in that room. I did it for 20 years in retail, and I've had people push me along like Carol, and many people who say, No, no, you can go in that room. You can be that woman. And so II think we have to keep that in mind instead of creating projects there. But it is a very, very real thing about systemic corners that we create for black people.

245

00:54:35.040 --> 00:54:41.090

William Wells: You nailed it, you nailed it. Thank you so much. That's you know, we could spend a lot of time just

246

00:54:41.430 --> 00:54:45.850

William Wells: deconstructing this whole thing underlying. We all know that hate

247

00:54:46.250 --> 00:54:47.569

William Wells: in hatred

248

00:54:47.710 --> 00:54:52.189

William Wells: is that at the cornerstone of much of humanity

249

00:54:52.220 --> 00:55:05.249

William Wells: which is really unfortunate. However, I'm not going to try to take privilege and hog hog this conversation, or for an extended period, because we've got some great get panelists coming.

250

00:55:05.470 --> 00:55:11.830

William Wells: so I'm going to. Thank you again. Helena, for your comments, your remarks.

251

00:55:11.850 --> 00:55:28.869

William Wells: you the the good news for those of you who are dialed in Helena is not going away. You're gonna be benefited by the fact that I'm going to step out of this picture. Turn it over to Helena. She's got 4 panelists who are gonna get introduced and I can't wait to hear their perspectives

252

00:55:28.910 --> 00:55:51.690

William Wells: as you have a story, Helena and I really appreciate it. Everybody has a story, and it we don't have time for everybody's story. But storytelling is far more important than I ever realized. And and I'm I'm I'm discomforted by the fact that stories are trying to be eliminated with that. I'm gonna turn it back over to my colleague Garth, who's over in Liverpool.

253

00:55:51.910 --> 00:55:53.979

William Wells: Garth is going to

254

00:55:54.170 --> 00:56:05.619

William Wells: do his thing and help with the introduction of the panelists. And again, thank you, Helena, for your comments. And what have you? And hopefully, we'll get folks sending messages into the chat.

255

00:56:05.670 --> 00:56:25.979

William Wells: and so we'll be able to pick up. That's one thing I wanted to mention. You will have a session for an opportunity for folks to also join into the conversation. So thank you again. I'm out. Thank you, Bill. Thank you.

256

00:56:26.070 --> 00:56:37.329

Carole Copeland Thomas She/Her/Hers: Wow! That was an amazing amazing message that is gonna resonate with all of us for quite some time. Just heart felt your stories.

257

00:56:37.420 --> 00:56:55.420

Garth Dallas: your respect for your parents, some just incredible you rock, you really rock. And what we're gonna do now, we're gonna all take a picture. So I want everyone, if you can. If you want 1 s just before we do that right, can I just ask Helena

258

00:56:55.470 --> 00:57:08.470

Garth Dallas: absolutely enjoy that? But I always ensure that we're pronouncing people's name correctly. Helena, would you let the audience know how properly pronounced your surname?

259

00:57:08.600 --> 00:57:32.790

Hilina D. Ajakaiye - Meet Boston: Absolutely. It's a Jakai a Jakai is a Nigerian name it hails from the euro language. It means forever moving forward, and well. My husband is families from Badagri is the home of the passage of slavery in the beginning of slavery. But yes, it means a Jakai means forever moving forward and wealth.

260

00:57:33.260 --> 00:57:35.350

Hilina D. Ajakaiye - Meet Boston: Thank you for asking.

261

00:57:35.740 --> 00:58:03.499

Garth Dallas: Thank you. Ii knew that because I knew was a Europe, a name. But I wanted you to get the opportunity to explain to us what it actually means. So I have to tell you so, having 2 boys, II tell them you have the best of, and I respectfully to all of my diaspora brothers and sisters, I said, I gave you the best of the West in the East, Ethiopia and Nigeria. No excuses, big. Go be great, and they take it serious. I've been saying that to them since they were babies.

262

00:58:03.500 --> 00:58:06.560

Hilina D. Ajakaiye - Meet Boston: and they tell everyone I'm Nigerian and Ethiopian. I can do anything

263

00:58:06.560 --> 00:58:21.220

Garth Dallas: I did. My, I did my DNA test, and I'm 68.8% Nigerian. So that's great. And I do believe Ethiopia is probably the only

264

00:58:21.220 --> 00:58:41.379

Carole Copeland Thomas She/Her/Hers: African country or one of the few that was never colonized. I believe that is correct. Yes, there we go. Greatness awesome. So let's go right now. I'm going to remove our spotlights, and we are going to take a quick photo and then take a very quick 1 min break.

265

00:58:41.380 --> 00:58:52.940

Carole Copeland Thomas She/Her/Hers: and then we're gonna rock and roll and continue on with our programming. So let me remove my spotlight. There we are. Okay, and I'm going to switch to

266

00:58:52.940 --> 00:59:13.239

Carole Copeland Thomas She/Her/Hers: Speak to Gallery View for those of you who may have some difficulties with your screens, switch to Speaker View, and then you will see the spotlighted speakers. Alright. So here we go. This is going to be a very quick. This is a shot number one of the screen that I have in front of me. So if you just look

267

00:59:13.400 --> 00:59:27.009

Carole Copeland Thomas She/Her/Hers: very confidently into your camera. This is number 1, 3, 2, one. and this is the same shot of View number 1, 3,

268

00:59:27.070 --> 00:59:29.170

Carole Copeland Thomas She/Her/Hers: 2, one.

269

00:59:29.680 --> 00:59:39.129

Carole Copeland Thomas She/Her/Hers: and we're going to move on to the next room, going to do the same thing. I know some of you have your cameras off. Not a problem at all. 3, 2, one.

270

00:59:39.170 --> 00:59:46.469

Carole Copeland Thomas She/Her/Hers: There we go, and then our last

screen. 3, 2, one

271

00:59:46.830 --> 00:59:55.599

Carole Copeland Thomas She/Her/Hers: excellent! Thank you all so very much. We are now going to go back to our slide deck and pop up our

272

00:59:55.740 --> 01:00:01.529

Carole Copeland Thomas She/Her/Hers: peppy music that we will play for our stretch. Break 1 min, break here we go.

273

01:01:02.720 --> 01:01:03.470

and

274

01:01:10.650 --> 01:01:18.740

Carole Copeland Thomas She/Her/Hers: and there we go. All right. Let me cut my camera back on so that I can spotlight myself.

275

01:01:18.960 --> 01:01:46.150

Carole Copeland Thomas She/Her/Hers: Excellent. We're gonna move right along and continue with the second half of our program. Keep the chat going. You guys are making fantastic comments in the chat. We thank you so much, and we're responding accordingly as well, we want to remind you that our Multicultural Symposium series, black history program and breakfast virtual breakfast will be held on March fourteenth. We'd love for you to come.

276

01:01:46.150 --> 01:02:06.650

Carole Copeland Thomas She/Her/Hers: Same Zoom Platform, and it is going to be entitled Black History under Attack. Standing up for truth in 2024 we will be honoring some amazing individuals in and out of the Boston area. You'll find out more about that in the coming weeks ahead.

277

01:02:06.820 --> 01:02:11.810

Carole Copeland Thomas She/Her/Hers: Our next USUK. Program will be on June seventh.

278

01:02:12.250 --> 01:02:37.069

Carole Copeland Thomas She/Her/Hers: It will also pay tribute to the death of George Floyd. And again, you'll hear more information in the coming months. Then we'll celebrate Black History month in the United Kingdom on October fourth. I can't wait for that. I know it's gonna be

outstanding. And I should also say in between on September nineteenth. Put that on your calendar because Helena Ashikaye

279

01:02:37.240 --> 01:02:56.740

Carole Copeland Thomas She/Her/Hers: puts on an amazing Women's Conference in Providence, Rhode Island. I attended last year. There were 1,400 women and men in attendance. It was incredible. That's going to be on September nineteenth of this year, and then November seventh and eighth

280

01:02:56.740 --> 01:03:08.740

Carole Copeland Thomas She/Her/Hers: is our upcoming multi-cultural conference that we have. So we have lots of programs that we love for you to participate in. And we want you to mark those dates. Down with your calendar.

281

01:03:08.740 --> 01:03:24.779

Carole Copeland Thomas She/Her/Hers: Now I'm gonna turn the program back over to my very good friend Garf, and he will kick us off, introducing our panelists and turning the program back over to Helena. So, Garf, let's spotlight you and take it away.

282

01:03:26.600 --> 01:03:30.030

Garth Dallas: Brilliant. Thank you very much, Carl.

283

01:03:30.250 --> 01:03:31.580

Garth Dallas: Listen.

284

01:03:31.640 --> 01:03:38.779

Garth Dallas: I'm gonna be very brief here, because I wanna leave enough time for our amazing panelists

285

01:03:38.810 --> 01:03:47.410

Garth Dallas: to talk about our theme. Black instrument. Paparo, or promise. and the

286

01:03:47.620 --> 01:03:56.589

Garth Dallas: panel discussion will be led by our brilliant keynote speaker, Helena, and we bring to the table tracer, William Philard.

287

01:03:56.800 --> 01:04:00.770

Garth Dallas: Dr. J. Keath Motley. Katherine Leblanc.

288

01:04:00.950 --> 01:04:03.959

Garth Dallas: Jesus Stewart, from the UK.

289

01:04:04.160 --> 01:04:20.439

Garth Dallas: And all the others are from the Us. They will spend a few minutes introducing themselves without any further ado. Ladies and gentlemen, I hand over now to amazing panel

290

01:04:20.550 --> 01:04:21.560

Garth Dallas: discussion.

291

01:04:27.940 --> 01:04:30.720

Hilina D. Ajakaiye - Meet Boston: Thank you so much, Garth.

292

01:04:32.680 --> 01:04:40.739

Hilina D. Ajakaiye - Meet Boston: II think that Carol will probably end up spotlighting the conversation potentially. But I can't express all of you. How

293

01:04:41.290 --> 01:04:55.709

Hilina D. Ajakaiye - Meet Boston: so I am with, I think, excitement and and some of these conversations that we'll have today will carry us, I hope, for for many, many days, and through the year, because what we have in store for you and I want to take a moment to

294

01:04:55.850 --> 01:05:09.110

Hilina D. Ajakaiye - Meet Boston: briefly say everyone's name as they come on camera, but they're going to do their own self. Quick introduction. I once again have the privilege of guiding this conversation and being inspired and learning

295

01:05:09.180 --> 01:05:20.170

Hilina D. Ajakaiye - Meet Boston: from from incredible people. So we're joined today with Tracy Williams Dillard, who's a publisher, CEO, from Minnesota.

296

01:05:20.790 --> 01:05:26.499

Hilina D. Ajakaiye - Meet Boston: We have JC. Stewart. who is a social impact and investment consultant

297

01:05:26.750 --> 01:05:46.160

Hilina D. Ajakaiye - Meet Boston: she hails from you the United Kingdom. So we're happy to have you here Dr. Keith Motley, who inspires me every day here in the city of Boston and and beyond former Chancellor and current President Leblanc.

298

01:05:46.200 --> 01:06:08.969

Hilina D. Ajakaiye - Meet Boston: business education, consultant legacy leader, and you know, someone that as a member of the National Black Mba. I've always watched

299

01:06:08.970 --> 01:06:23.460

Hilina D. Ajakaiye - Meet Boston: Tracy, it says here and right next to me in the screen. So please go ahead and introduce herself. We'll move from Tracy to Catherine, and then to Dr. Motley, and then to Jc. And jump right into our discussion, which I think is going to be incredible.

300

01:06:23.510 --> 01:06:25.649

Hilina D. Ajakaiye - Meet Boston: Teresa, I'll pass it to you.

301

01:06:26.020 --> 01:06:36.370

Tracey Williams-Dillard: Thank you, Helena, and thank you so much for all the distinguished panel today I enjoy hearing everybody's comments. And, Helena, thank you so much for your keynote. That was wonderful.

302

01:06:36.410 --> 01:06:58.670

Tracey Williams-Dillard: My name is Tracy Williams. Dilla is, Elena said. I am the publisher of the Minnesota spokesman recorded newspaper, one of the oldest African American newspapers in this country, and the oldest African American newspaper and business in the State of Minnesota, where Bill and I both live, and I'm very excited and happy to be on this pound discussion.

303

01:07:00.840 --> 01:07:02.309

Hilina D. Ajakaiye - Meet Boston: Thank you so much.

304

01:07:04.480 --> 01:07:06.699

Hilina D. Ajakaiye - Meet Boston: We'll go to Catherine if it's okay.

305

01:07:09.780 --> 01:07:14.190

Hilina D. Ajakaiye - Meet Boston: And, Katherine, you're on mute. So I think you can unmute your baby.

306

01:07:15.300 --> 01:07:27.030

Hilina D. Ajakaiye - Meet Boston: Okay, she cannot mute herself. So I'm going to try to unmute Carl just unmuted me. Okay, great Carol just unmuted me. So thank you. Thank you. Thank you.

307

01:07:27.070 --> 01:07:32.500

Catherine LeBlanc: I am Catherine Leblanc. I'm coming for you to you from North Carolina.

308

01:07:32.700 --> 01:07:46.710

Catherine LeBlanc: Where I grew up under segregation like other folk that I my young age and I hope to share today some of the insights, knowledge, and it

309

01:07:46.740 --> 01:07:53.170

Catherine LeBlanc: experience that I've had over the past 70 years.

310

01:07:54.700 --> 01:07:57.159

Hilina D. Ajakaiye - Meet Boston: Thank you so much, Dr. Motley.

311

01:07:57.180 --> 01:07:59.370

keith motley: Hi, I'm Keith Motley.

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01:07:59.470 --> 01:08:04.819

keith motley: the Chancellor Emeritus at the University of Massachusetts, Boston, and currently

313

01:08:04.890 --> 01:08:07.100

keith motley: a professor there in our

314

01:08:07.230 --> 01:08:17.979

keith motley: our college of management, and just so grateful to be here as part of this conversation have been a part of several of those that

315

01:08:18.000 --> 01:08:24.260

keith motley: Carol has done over the years and is. And it's just amazing to be here with my colleagues today.

316

01:08:24.310 --> 01:08:27.440

keith motley: And thank you, Alina, for such a wonderful keynote.

317

01:08:27.939 --> 01:08:30.170

And I'm looking forward to this conversation.

318

01:08:30.740 --> 01:08:36.829

Hilina D. Ajakaiye - Meet Boston: Thank you so much. And if all of you can't see, that's President Barack Obama and Dr. Motley

319

01:08:36.950 --> 01:08:43.740

Hilina D. Ajakaiye - Meet Boston: in the back, which inspires me as well. So thank you for having that picture and frame. Jc.

320

01:08:44.800 --> 01:08:57.809

Jacy Stewart: Hi, everybody, and thank you. Helena. Yeah. Just echoing what everybody else was saying. Amazing keynote speaker Carol, in terms of, you know, just bringing forward some of black history in terms of Japan and Germany all that kind of stuff, and bringing it into that context.

321

01:08:57.810 --> 01:09:15.450

Jacy Stewart: as you can probably tell from my accent. I'm coming from London, UK and social impact and investment might be, you know, it's that terminology a little bit like Ed and I. But basically it's philanthropy. So basically, the world in which I work is philanthropy. I work with organizations that give

322

01:09:15.450 --> 01:09:36.170

Jacy Stewart: grants to Ed and I communities because they have been you know they haven't had the access to it in that regard. So, but I'm very much people still on the fact to try and to ensure that we do gain access to these grants, to these funds, and you know heavily, you know, in fight

323

01:09:36.170 --> 01:09:48.369

Jacy Stewart: of equality, diversion, inclusion, equity, and yeah, and and things. Indiana. Thank you so much. So looking so forward to

diving into what that means globally.

324

01:09:48.370 --> 01:10:17.780

Hilina D. Ajakaiye - Meet Boston: for us in this conversation. So you know. I think that it's important to just dive into what we're exploring today. So is black history, apparel or promise is something that I you know we've been saying the last few days. But that's a real question. So I'll start with Dr. Motley, if it's okay. And you know some of the questions that we talked about history discussions.

325

01:10:18.090 --> 01:10:26.840

Hilina D. Ajakaiye - Meet Boston: thought processes well past February, and making sure that it stays elect 365 days of the year as an educator.

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01:10:26.920 --> 01:10:28.150

Hilina D. Ajakaiye - Meet Boston: Dr. Motley.

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01:10:28.580 --> 01:10:34.080

keith motley: Well, first of all, those of us who have been in this struggle

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01:10:34.140 --> 01:10:38.609

keith motley: for a long time understand that of knowing yourself is the

329

01:10:38.660 --> 01:10:41.100

keith motley: key to all wisdom, you know.

330

01:10:41.180 --> 01:10:51.039

keith motley: when you're armed with knowledge of yourself. You become not only identity conscious, you become identity confident you.

331

01:10:51.310 --> 01:11:08.330

keith motley: Really have an opportunity to sort of share this in a world where everybody is telling you to be something other than yourself. They want you to be like this, or do like that, or ping this or this or that, it could be so confusing for folks all the time.

332

01:11:08.360 --> 01:11:30.889

keith motley: Now we had a conversation earlier in the week, where we

talked about the notion of Black History month and what it means for a lot of us on the screen. Oftentimes it means that that's the time a year that people try to call us out is if we don't exist at any other time of the year, and our our notion that 365 days we're just as confident

333

01:11:30.900 --> 01:11:39.230

keith motley: as we are on February first is important. Now, I have been radical enough in my own actions.

334

01:11:39.610 --> 01:11:42.739

keith motley: in my subconscious, but it's never come out

335

01:11:42.790 --> 01:11:49.810

keith motley: in my actions for the most part, and I say, Well, if they don't call me any other time. I'm not going.

336

01:11:50.030 --> 01:11:53.620

keith motley: and even I sometimes have to pick and choose

337

01:11:53.850 --> 01:12:04.630

keith motley: around that, because often the opportunity to get into those rooms allows you the opportunity to turn. People who think being an ally is enough

338

01:12:05.350 --> 01:12:09.349

keith motley: when they should also be co-conspirators in this work.

339

01:12:09.880 --> 01:12:18.759

keith motley: You know, is the is the real challenge. And so for me, the notion of black history and education, and being able to

340

01:12:18.830 --> 01:12:24.519

keith motley: understand that critical element that exists in every civilization.

341

01:12:24.840 --> 01:12:34.160

keith motley: and how that is so much of a part of our our, you know, survival as human beings, and you know the notion that we can.

342

01:12:34.390 --> 01:12:37.900
Not only look to our ancestors. But look

343
01:12:38.120 --> 01:12:42.690
keith motley: to a lot of the important information is around today.

344
01:12:42.880 --> 01:12:47.700
There's a way for us to move forward is so important to this struggle.
So

345
01:12:47.910 --> 01:12:49.639
keith motley: I am so grateful.

346
01:12:50.660 --> 01:13:00.059
keith motley: That we have this kind of form where we can share. And I
want this to be more of a conversation, so I won't get into

347
01:13:00.420 --> 01:13:08.209
keith motley: anything other than those points, and and allow others
to come in. But then join in that conversation as we move forward.

348
01:13:09.660 --> 01:13:36.760
Hilina D. Ajakaiye - Meet Boston: Thank you so much. And and and
anyone who wants to jump and do so. And I was one of those Dr. Motley
who wouldn't answer anyone in the month of February. I think I have 3
keynotes in February, and you're right. We have to get back in the
room so probably will join us shortly.

349
01:13:36.810 --> 01:13:51.090
Hilina D. Ajakaiye - Meet Boston: but let's let's move on to. I think
some more discussions. And and what I what I want to try to do is I
had a question for Catherine, but I'll I'll go to Tracy if it's okay.
So, Tracy, you know, what can individuals do.

350
01:13:51.510 --> 01:14:05.349
Hilina D. Ajakaiye - Meet Boston: you know? That's kind of what I'm
fusing here, right? We each individually, as Dr. Motley said, we need
to know our own history, our own source of pride and joy. And why? How
do we protect, individually and collectively the integrity

351
01:14:05.430 --> 01:14:12.400

Hilina D. Ajakaiye – Meet Boston: of not only black history month, but black history and and year and beyond. How do you. How do you approach that?

352

01:14:13.240 --> 01:14:34.010

Tracey Williams-Dillard: Well, one of the things we first we have to know, you know that black history is definitely a cre is critical, that you know, we highlight the contributions, the struggles, the achievements of black individuals through history, and recognize that the history promote and understanding the challenges and the stereotypes. So as we

353

01:14:34.010 --> 01:14:49.329

Tracey Williams-Dillard: continue to educate, so to to Dr. Motley's point, when we get invited to come and speak. Is that opportunity, then, that we have to start to begin to educate people that are that we're speaking to because a lot of times

354

01:14:49.340 --> 01:15:00.680

Tracey Williams-Dillard: what III echo him. III get invited to a lot of opportunities to speak, and at first it kind of was like almost irritating cause. It's like

355

01:15:01.250 --> 01:15:17.650

Tracey Williams-Dillard: I am here 3 65. I'm running a newspaper. I got a lot of like history knowledge. Can I be invited in September? And and so but I began to take it and realize that this is the time for me to educate and inform.

356

01:15:17.820 --> 01:15:39.659

Tracey Williams-Dillard: and to really, and because it's on the forefront of everybody's mind. And it's just like, you know, Carter Carter G. Wason, he said, that he's the organizer of the Negro History week in 1926, and he pointed out that no legislation can grant equal opportunity of the nation doesn't value you. So

357

01:15:39.830 --> 01:16:01.859

Tracey Williams-Dillard: the nation, not recognizing who we are as black people, how we really engage and inform the communities that we're in and keep this conversation moving forward is just by being invited to different events. Take an opportunity to speak on panels like I am today, and a lot of different things that we are able to do as African Americans.

358

01:16:01.930 --> 01:16:16.980

Tracey Williams-Dillard: and and being in our own professions and and letting the world see as we're doing today. How we are creating our own images each and every day through through our black history lives.

359

01:16:17.210 --> 01:16:47.200

Hilina D. Ajakaiye - Meet Boston: Yeah, no, II agree with you and I would love to hear Jc's perspective on how this happens in a global stage. But to your point. In, you know I was. I was, bless, fully ignorant when I when I came here, and II thank God for that. I think you know God, for not knowing that I did not belong in a room, and that's both a blessing, and I think sometimes. But I agree with you. How does this happen? The Uk. And and you know out of the United States.

360

01:16:47.360 --> 01:17:08.359

Jacy Stewart: Absolutely. Yes. So you know, I think, like I was, I was moved and and especially to what you know what Tracy was just saying, so from a Uk perspective. When you talk about Carter G. Woodson, you know a lot of the time we have this polarized version of the U.S.A. And, to be honest with you, II left the this country and went to live in Atlanta for about 2 years.

361

01:17:08.360 --> 01:17:38.050

Jacy Stewart: I actually learned about African history, not just African, more so African American history. But I learned about African history from the United States. But then, coming back to the Uk some of the people that we have to pay homage to is people like me and Morris obe. I'm saying this is, I'm saying the Ob, for a reason. So mia Morris was the person that Stay headed and the first website was dedicated to Black History in the Uk. And was acknowledged for that, and really sort of pushed through

362

01:17:38.050 --> 01:18:02.139

Jacy Stewart: people like Yvonne Field from Ubele initiative. Obie, once again. You know, who is really, you know, all of the organization that I actually work in consult, who are just about looking at. You know the black narrative in terms of assets in terms of us own in our own community centers us as a people in the Uk. And speak into that. But you know the Ubele initiative, me and Morris's

363

01:18:02.140 --> 01:18:16.430

Jacy Stewart: and I won't get into the the you know, the the the doctors and the professors just yet, but I do have, you know, some

some thoughts, and and and I need to shout out to them, but it's just the case in the UK. You know. We also have the same similar problems.

364

01:18:16.430 --> 01:18:45.199

Jacy Stewart: Now, when I mentioned the Obe. The Obe is what the British establishment give to acknowledge. You know the fact that you know that that they part of the British establishment and to and for their recognition. And there's a sometimes a big debate about whether, you know, black people should actually take it, you know, because of the atrocities of what the British have done, you know, throughout slavery, throughout history, and it's a massive debate. Some people don't take it. You know some of our real

365

01:18:45.200 --> 01:19:14.989

Jacy Stewart: people that are in struggle in leadership. Decide that, you know. Forget that we're not going to do it, but others do, and the ones that do, and the ones that don't you know. That's their prerogative. But at the end of the day calls to what Dr. Martin was talking about, which was about thanks very much about is you know the fact that what what what he was saying is about allies, and something I saw in the chat that was saying about. Yes, we need those elements. But being part of that British establishment

366

01:19:14.990 --> 01:19:42.680

Jacy Stewart: means that you have those allies means that you can actually call upon them to be held accountable for some of their actions, and it actually helps, in a sense, guide some of us within black. You know, community. I don't wanna say minority ethnic, which is what we find term. I'm talking from a black perspective here. But those allies are the ones that really help. And it's not then just about sitting on the table. It's not just then about having that seat. It's about having influence and

367

01:19:42.790 --> 01:19:51.230

Jacy Stewart: and even if you decide to, you know not take the Obe or the Mba as golf has put up there in the chat. You still have an influence on.

368

01:19:51.230 --> 01:20:15.150

Jacy Stewart: Because you're recognized in that way. So you know, just just just talk about that. But you know, II think the other thing I just wanna kind of say is that in the UK we with within the US. When you see those issues, whether it be, you know, any of the the problems and the riots that take place, believe, trust, and believe they take place in the UK. In exactly the same way. It's small pockets, but we

also have exactly the same

369

01:20:15.150 --> 01:20:22.200

Jacy Stewart: issues that that happen in in in the Us. Germany, Japan, you know, all over all over the world.

370

01:20:22.390 --> 01:20:43.380

Hilina D. Ajakaiye - Meet Boston: Right? I am so grateful for the Lord for allowing us to be together from all corners of the universe. Catherine, you're just right on time, because we are having such a beautiful discussion around carrying black history month beyond this month. How do we talk about it? Organically as we are here? 365 days of the year

371

01:20:43.400 --> 01:21:09.310

Hilina D. Ajakaiye - Meet Boston: we talked about what are our individual responsibilities? And then Jc. Just framed us so beautifully in terms of how does it resonate in a global country outside of the United States. So you know, II think it'd be great to, I think, pivot to you and ask you this next question. So in 1,926, Doctor carter, Rg. Founded the Negro History week, which was the midst of racial violence

372

01:21:09.310 --> 01:21:15.989

Hilina D. Ajakaiye - Meet Boston: from the Ku Klux Klan. And now, we think, is history repeating itself without being masked?

373

01:21:16.400 --> 01:21:22.850

Hilina D. Ajakaiye - Meet Boston: What are your thoughts around where we are today in terms of

374

01:21:23.210 --> 01:21:27.560

Hilina D. Ajakaiye - Meet Boston: just the racial violence that's going on around us.

375

01:21:29.590 --> 01:21:35.180

Catherine LeBlanc: Let me begin by saying, if you believe in evil spirits.

376

01:21:35.190 --> 01:21:45.929

Catherine LeBlanc: they are clearly out here today because I haven't had problems with my Wi-fi. And today

377

01:21:45.930 --> 01:22:05.550

Catherine LeBlanc: I think the Great Spirit say, Okay, let me step in here. See how I could help this job. But in the same way that they are evil spirits, probably. Messing with my Wi-fi. They are certainly evil spirits in the world right now. In fact, there's so much going on.

378

01:22:05.720 --> 01:22:07.620

Catherine LeBlanc: It makes me think

379

01:22:07.670 --> 01:22:22.410

Catherine LeBlanc: that some of the same folk who helped to unravel reconstruction in the 18 hundreds. and who were causing all kinds of havoc in the 19 twenties.

380

01:22:22.650 --> 01:22:25.260

Catherine LeBlanc: I think those folk have been reincarnated

381

01:22:25.340 --> 01:22:37.139

Catherine LeBlanc: because they are doing and saying the same kinds of things every time black folks start to make a little progress.

382

01:22:37.360 --> 01:22:41.300

Catherine LeBlanc: somebody gets upset and mad.

383

01:22:41.730 --> 01:22:44.079

Catherine LeBlanc: and they want to destroy it.

384

01:22:44.320 --> 01:22:51.210

Catherine LeBlanc: We've seen it time and time again. It

385

01:22:51.600 --> 01:22:53.370

Catherine LeBlanc: means, however.

386

01:22:54.330 --> 01:23:12.529

Catherine LeBlanc: that some of us from the sixties must we got to go out and get our black leather jackets and our black berets again, because there's some evil out here, and we learn from the best in the sixties as to how to come back

387

01:23:13.150 --> 01:23:18.590

Catherine LeBlanc: this evil. When it happens, you have to be willing to take a stand.

388

01:23:18.630 --> 01:23:21.040

Catherine LeBlanc: You've got to be courageous.

389

01:23:21.080 --> 01:23:29.450

Catherine LeBlanc: You've got to say what needs to be said like you did this morning, Helena. All of us have we have to like?

390

01:23:29.980 --> 01:23:31.799

Catherine LeBlanc: Take stock?

391

01:23:32.210 --> 01:23:37.440

Catherine LeBlanc: Oh, what is going on? If you are reading anything?

392

01:23:37.920 --> 01:23:43.780

Catherine LeBlanc: There are folks with plenty of money who who have decided

393

01:23:43.970 --> 01:23:51.159

that DEI has to go. Diversity, equity, and inclusion. We've had enough of it.

394

01:23:51.530 --> 01:23:53.850

Catherine LeBlanc: They've got enough

395

01:23:53.900 --> 01:23:56.030

Catherine LeBlanc: progress already.

396

01:23:56.380 --> 01:23:57.760

Catherine LeBlanc: Right

397

01:23:57.910 --> 01:24:07.209

Catherine LeBlanc: now we've got to say all this language like That's discriminating against other folk

398

01:24:07.260 --> 01:24:09.180
Hilina D. Ajakaiye - Meet Boston: doesn't matter.

399
01:24:09.240 --> 01:24:12.670
Catherine LeBlanc: That we had 400 years

400
01:24:12.840 --> 01:24:19.259
of discrimination and abuse handed to black people in this country.

401
01:24:19.990 --> 01:24:26.160
Catherine LeBlanc: There's no tolerance now to do anything that

402
01:24:26.290 --> 01:24:32.669
Catherine LeBlanc: helps helps the country to do better than it has done

403
01:24:33.030 --> 01:24:34.769
Catherine LeBlanc: in the past.

404
01:24:35.030 --> 01:24:40.159
Catherine LeBlanc: and so I think that it is a time of great reawakening.

405
01:24:40.240 --> 01:24:44.739
Catherine LeBlanc: and for those of us on this

406
01:24:45.080 --> 01:24:49.810
Catherine LeBlanc: zone. those of us who are in this discussion

407
01:24:49.970 --> 01:24:53.040
Catherine LeBlanc: we have to take the word out

408
01:24:53.270 --> 01:24:55.350
Catherine LeBlanc: so that people know that

409
01:24:55.380 --> 01:25:00.070
Catherine LeBlanc: this is almost like war. All you have to do

410

01:25:00.190 --> 01:25:02.480
Catherine LeBlanc: is stay abreast

411
01:25:02.590 --> 01:25:11.400
Catherine LeBlanc: of what people are doing, and what people are saying to know that these are some challenging times.

412
01:25:11.540 --> 01:25:13.559
Catherine LeBlanc: This is not

413
01:25:13.610 --> 01:25:21.629
Catherine LeBlanc: the same country even that we had before Barack Obama was elected.

414
01:25:22.310 --> 01:25:26.469
Catherine LeBlanc: His election seems to have

415
01:25:26.690 --> 01:25:32.249
Catherine LeBlanc: taken the cover off of every racist statement

416
01:25:32.280 --> 01:25:37.140
Catherine LeBlanc: that can be made. And so I'd say, Yeah.

417
01:25:37.690 --> 01:25:50.520
Catherine LeBlanc: we're in challenging times right now, and those of us who have any courage at all. We've got to stand up and take a stand and make sure that our community knows that this is war.

418
01:25:50.620 --> 01:25:56.620
Catherine LeBlanc: It's time to say what needs to be said and do what needs to be done.

419
01:25:57.160 --> 01:25:58.360
Hilina D. Ajakaiye - Meet Boston: Absolutely.

420
01:25:58.370 --> 01:26:06.720
keith motley: So you know, leadership is kind of a lonely space to be and challenge for us is that

421

01:26:06.920 --> 01:26:13.939

keith motley: we get these roles, and we have an incredible human being like Lena doing her work in her space.

422

01:26:14.150 --> 01:26:18.070

keith motley: and we think that's enough. She's there. It's cool.

423

01:26:18.080 --> 01:26:22.469

keith motley: Motley becomes chance chancellor and school, but it's not that way.

424

01:26:22.530 --> 01:26:25.660

keith motley: We need to figure out how to

425

01:26:25.680 --> 01:26:52.860

keith motley: have more than just whatever they're gonna call it, if they call it D and I, or whatever we need. More than that, combined to fix this because it's such a systemic thing. Those of us that have been long around long enough, and the reason that I talked about my subconscious thinking about how to deal with Black History month, but my real actions around it would never allow me to do that. Because who am I to even think

426

01:26:53.020 --> 01:26:59.650

keith motley: that I have. I should have the unmitigated goal to sit on my behind

427

01:26:59.730 --> 01:27:01.820

keith motley: when I've been given this gift

428

01:27:01.990 --> 01:27:09.680

keith motley: of access to a room where I can help teach some of the lessons that we need to teach.

429

01:27:09.710 --> 01:27:14.989

keith motley: but also encourage people to have courage. So when I talked about those allies

430

01:27:15.030 --> 01:27:37.499

keith motley: for me sometimes the challenge of those allies is, it's easy to be my ally when you come to me after a meeting and say what

you said was cool, but take some action, find you in the room. So when I'm in trouble, or you're in trouble, or she's in trouble. Where are these folks

431

01:27:37.830 --> 01:27:44.800

keith motley: to be the Allies that you need them to be around our issues. You know, ignorance is

432

01:27:44.830 --> 01:27:56.370

keith motley: a useful tool of oppression. Sometime. I you can act like you don't know. So that's why I could never be against not wanting to educate hate people about us.

433

01:27:56.410 --> 01:28:06.510

keith motley: because as long as we don't, folks will be ignorant to the fact that whatever they've been taught like you, said that little girl on the playground, we all have those stories.

434

01:28:06.650 --> 01:28:14.339

keith motley: you know. I was living in bliss as a kid, thinking I was this and that, left my neighborhood to go up to another neighborhood to

435

01:28:14.380 --> 01:28:23.099

keith motley: play ball right only to find out that the neighbors didn't want me up there, but I thought it was. I didn't think it was me

436

01:28:23.550 --> 01:28:30.210

Hilina D. Ajakaiye - Meet Boston: we were sneaking out of school, or something that day to go play trying to kick us off the field.

437

01:28:30.310 --> 01:28:37.219

keith motley: So the reality is when those moments come in your life they call them Chiros moments, whatever you want to call them.

438

01:28:37.480 --> 01:28:48.470

keith motley: Those moments stick with you. and I think for me like you said it was a blessing because it allowed me to focus differently.

439

01:28:48.560 --> 01:29:05.710

keith motley: And it it we. It charged me with something that every day I can wake up wanting to know and wanting to use whatever I get to know, sort of move our ourselves forward as a people. So I'm you know.

440

01:29:05.880 --> 01:29:21.840

keith motley: That's why I'm so excited about this conversation because it allows us to speak out loud the things that many of us sit in rooms by ourselves. Sometimes we can't even talk about. We can't even say them out loud until you find someone you can say them out loud, too.

441

01:29:21.990 --> 01:29:28.319

keith motley: Okay, so this is therapeutic in some respects for some of us that have been in this for a minute.

442

01:29:28.380 --> 01:29:53.889

Hilina D. Ajakaiye - Meet Boston: It's it's it's certainly a therapeutic, and and Catherine and and Dr. Motley, I couldn't agree more that the stakes are high. I you know. I think about being in these board rooms, and and I always say in my team knows, and I live my role outside of my office in my community. And I think that making sure folks see the work that you've been asked to do, and that you speak up

443

01:29:54.230 --> 01:30:01.890

Hilina D. Ajakaiye - Meet Boston: and you have allies and and the stakes are the stakes, you know, when you're at any level of employment, hopefully

444

01:30:02.030 --> 01:30:10.769

Hilina D. Ajakaiye - Meet Boston: competences for zoom, and that you're not there to figure out how to do finance. Hr. Marketing those things we went to school for

445

01:30:10.790 --> 01:30:28.280

Hilina D. Ajakaiye - Meet Boston: Dr. Molly. I almost ended up as a student of yours, but I ended up at Northeastern and Nyu, but we know how to do the work. I think that being sent to do the work of Dei by yourself, I always say I don't want to be a soloist I want to acquire. I want, when I'm not in the room, my white allies.

446

01:30:28.340 --> 01:30:29.880

Hilina D. Ajakaiye - Meet Boston: to talk about

447

01:30:29.920 --> 01:30:41.070

Hilina D. Ajakaiye - Meet Boston: the important business benefit of diversity, not the Ei diversity diversity in all of its facets, and not the literal application. So yeah, we're we're being sent into these

448

01:30:41.190 --> 01:30:50.659

Hilina D. Ajakaiye - Meet Boston: battlefields unequipped. If you look at any corporate company that don't know how to what to do with black leadership.

449

01:30:51.210 --> 01:30:57.179

Hilina D. Ajakaiye - Meet Boston: I was asked. And this is my retail base. Would you like to be the Vice President of Diversity, equity, and information?

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01:30:58.160 --> 01:31:14.349

Hilina D. Ajakaiye - Meet Boston: I think, to Alina to that point it. I think that in in in what Dr. Molly was saying. You know, we talk about this diversity and inclusion, and we talk about leadership roles

451

01:31:14.380 --> 01:31:41.779

Tracey Williams-Dillard: some of the some of our allies. We gotta really look at are the the people that are at at at a at a much lower level in the company that we gotta make sure that we reach out to them as leadership so that they can become our allies because we know the people that we're dealing with, and we're sitting at them. Board room tables aren't necessarily our our allies, but there's fewer of them. So we choose one or 2 out of them. But we know

452

01:31:41.780 --> 01:31:48.030

Tracey Williams-Dillard: that the word dia is gonna change is change from equal opportunity to affirmative action.

453

01:31:48.030 --> 01:32:06.709

Tracey Williams-Dillard: We know there's a new word coming right? So we we have to be bold and not wait for them to dictate who we are, but be able to speak up and and move, and use the things the systems that are there for us to use, ie. The black press.

454

01:32:06.720 --> 01:32:29.450

Tracey Williams-Dillard: because one thing for sure, when you're reaching out to the black press, we're fearless. We say what we need to say we are your allies, you know, and that's just one of many ways that we now have to be able to navigate through the system that exist that are quiet in the boardrooms. But let's make them loud in in ways like we're doing today with this conversation.

455

01:32:29.500 --> 01:32:40.949

Hilina D. Ajakaiye - Meet Boston: Yeah, which brings me to II think what what I think is the next kind of conversation around news, and how we end up in the news.

456

01:32:41.070 --> 01:32:48.220

Hilina D. Ajakaiye - Meet Boston: You know, the news is such a the consumption of news. And what's normal is such a tricky business.

457

01:32:48.240 --> 01:33:12.330

Hilina D. Ajakaiye - Meet Boston: When, when I was in Ethiopia, folks told me America the best place on the world. Everybody got money off the trees. No one worked. Milk came out of the faucet, people were beautiful and lovely, and all the time and my mother came here in 2,006, and she saw me working 16 h days in retail, giving birth and going back to work 8 weeks later. It's not not that free

458

01:33:12.550 --> 01:33:15.990

Hilina D. Ajakaiye - Meet Boston: in any way, but also mentally. So

459

01:33:16.020 --> 01:33:36.220

Hilina D. Ajakaiye - Meet Boston: I'll I'll say this. I'll ask this question to Dr. Motley, because it's it's an important question. And I think it's gonna expand further. But you know, when we think about the attack of black women, when I see a black woman in the news. I take it. Personally, I go into work the next day and like, don't think about it. Don't think about it didn't happen. It's not gonna happen to you. Dr. Claudine Gay

460

01:33:37.690 --> 01:33:43.550

Hilina D. Ajakaiye - Meet Boston: was pushed from leadership as we know, and her and the shortest 10 year

461

01:33:43.820 --> 01:33:44.800

Hilina D. Ajakaiye - Meet Boston: of

462

01:33:45.220 --> 01:33:52.689

Hilina D. Ajakaiye – Meet Boston: being a president and and and head of the oldest institution, Harvard University. Most recently.

463

01:33:52.780 --> 01:34:06.000

Hilina D. Ajakaiye – Meet Boston: I remember the minute I was actually on a podium speaking somewhere when the news flash hit my phone and my body went up Harvard University. What factors did race play in her resignation?

464

01:34:06.420 --> 01:34:14.960

Hilina D. Ajakaiye – Meet Boston: And how do we digest it? Because we see that as a setback, maybe to the attack of black women and men honestly.

465

01:34:15.120 --> 01:34:20.310

Hilina D. Ajakaiye – Meet Boston: I'll pause there because it is still very raw in my memory, Dr. Molly.

466

01:34:20.750 --> 01:34:33.009

keith motley: Well, I think it's first of all, you know, this is not about Dr. Claudia. This is about how we're perceived when we get into these roles. My first day

467

01:34:33.170 --> 01:34:39.569

keith motley: when I was Chancellor and appointment there was nobody else leaving a research university in this city.

468

01:34:39.870 --> 01:34:41.670

keith motley: I think I was the first

469

01:34:42.240 --> 01:34:48.129

keith motley: tall ball headed Handsome Guy Running Institution.

470

01:34:48.250 --> 01:34:57.740

keith motley: and you know it was always said to be my my mentors that you should always work in that space, so that one day you look around and

471

01:34:57.800 --> 01:35:05.570

keith motley: it's so normal no one has to talk about it. It was like the Black Chancellor. He's this. I know. I was proud to be in the Black Chancellor.

472

01:35:05.680 --> 01:35:12.480

keith motley: but I wasn't defining myself that way, because it was hard enough for me to even figure out that

473

01:35:13.010 --> 01:35:23.670

keith motley: This notion of people thinking that I identify myself as Chancellor when that's not. I saw myself as a black man who was very competent and could leave anything.

474

01:35:23.950 --> 01:35:26.330

keith motley: So when I look around the day, and I see

475

01:35:26.400 --> 01:35:38.150

keith motley: Harvard and be U and Simmons and Roxbury Community College, and Wellesley being led by, and others being led by black women.

476

01:35:39.250 --> 01:35:48.100

keith motley: you know and understand the competencies related to that. And someone wakes up one day and says, Wow, you know, the idea is this.

477

01:35:48.370 --> 01:35:53.750

keith motley: it's not about her failure. It's about Harvard's failure. Okay?

478

01:35:53.990 --> 01:35:56.690

keith motley: Let's see. Talking about

479

01:35:56.980 --> 01:36:09.400

keith motley: first of all, one of the most competent people in the world who, as a you know now that I am a full professor and I've always been one, but I always have done something else right.

480

01:36:10.380 --> 01:36:20.390

keith motley: And I remember all my colleagues saying to me, Why, you wanna be President when you can live this great life of just being,

teaching these courses.

481

01:36:20.470 --> 01:36:29.559

keith motley: doing your research, consulting all over the world and doing all this stuff well, because for me it was a way for me to live.

482

01:36:29.740 --> 01:36:46.329

keith motley: someone to pay me to live my life my life the way I was gonna live it, anyway, which was given back to our community and the only public university in this city, making sure there was access for our people, and so on and so forth. Right? I hear you have this competent person

483

01:36:47.010 --> 01:36:53.109

keith motley: who. if she's gonna become President of Harvard, know the scrutiny

484

01:36:53.310 --> 01:37:00.330

keith motley: that that was under right to happen. And then you have the nerve that when people understand.

485

01:37:00.640 --> 01:37:02.090

keith motley: Keith Motley

486

01:37:02.730 --> 01:37:13.479

keith motley: does not make the decision sometimes that the Chancellor has to make. He may not even he may not personally have to deal in that world.

487

01:37:13.590 --> 01:37:17.729

keith motley: So when you're a president like that, you dealing for all of your students.

488

01:37:17.900 --> 01:37:23.829

keith motley: You're not feeling for this student versus that if you are centered in all of that.

489

01:37:24.110 --> 01:37:28.079

keith motley: and so for me. The biggest challenge for me was that

490

01:37:28.310 --> 01:37:42.280

keith motley: trying to make it into all this things around competencies, it discrediting folks in some some young lady who or young male who's looking at that, you know, Presidency.

491

01:37:42.460 --> 01:37:55.590

keith motley: I remember what it was like, and I'm at the University of Massachusetts for me to put my medal on a a child to see their face light up because they met somebody who happened to be a college president who looked like them.

492

01:37:55.710 --> 01:37:57.910

keith motley: and and I understood

493

01:37:58.010 --> 01:38:11.589

keith motley: how, which is why, even though them, during the moments when they tried to do the same thing they did to her, to me. And now they've had to build buildings and give scholarships and name programs and all that kind of stuff.

494

01:38:11.610 --> 01:38:17.929

keith motley: You know. They try to take you off of that pedestal. They'll never be able to take that.

495

01:38:18.220 --> 01:38:20.890

keith motley: Let us do away. you know.

496

01:38:21.080 --> 01:38:36.140

keith motley: and because we are, you know the idea is you. We cannot allow for that when I'm more disappointed in is the voices that aren't being out there about her being removed from that space

497

01:38:36.330 --> 01:38:38.730

keith motley: when I talk about it being so lonely.

498

01:38:38.990 --> 01:38:43.279

Hilina D. Ajakaiye - Meet Boston: So the loneliest thing is, be sitting in your house with your family.

499

01:38:43.300 --> 01:38:53.620

keith motley: and you've helped millions of people move through

systems that have allowed them for a better life, and you feel like you don't have that kind of support.

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01:38:54.920 --> 01:39:19.510

keith motley: And so for us, we have to be more engaged around how we support these folk once they get into those roles. That's what I meant about you. We can't let them assassinate you in your role because you happen to be in Dni because we think you're there, and it's all cool. We don't need no help. You don't need no help. Are you kidding me?

501

01:39:19.550 --> 01:39:24.279

keith motley: So we need to find, or they're like, well, she didn't do no -

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01:39:24.320 --> 01:39:34.290

keith motley: when she was when she was named President. Y'all were dancing in the streets, and then, when this happens, you hit behind rocks

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01:39:35.720 --> 01:39:48.110

keith motley: because you didn't want to fall out with this one or that one who was chasing her and Ward as a badge of honor to run her out of that space. They didn't run her out of that space.

504

01:39:48.270 --> 01:39:57.600

keith motley: She decided that she didn't have to deal with that mess little clean up their own mess. you know. And so you keep moving.

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01:39:57.960 --> 01:39:58.900

Hilina D. Ajakaiye - Meet Boston: Yeah.

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01:39:59.270 --> 01:40:08.609

Catherine LeBlanc: there's a couple of things that I yes, I was. Actually, I don't even think need to free my Catherine. You're thinking what I'm thinking, please, please.

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01:40:10.470 --> 01:40:14.809

Catherine LeBlanc: I you know that was such a wonderful day.

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01:40:15.060 --> 01:40:19.630

Catherine LeBlanc: I had to be there for Dr. Gay's inauguration.

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01:40:20.000 --> 01:40:26.869

Catherine LeBlanc: and so I did. I flew up to Boston. It was so historic

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01:40:26.990 --> 01:40:34.990

Catherine LeBlanc: it brought tears to my eyes. It was another one of those major

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01:40:35.110 --> 01:40:48.040

Catherine LeBlanc: events in this country's history. and I was so proud. But I will tell you. even as Carolyn. my friend Cynthia, and

512

01:40:48.190 --> 01:40:57.060

Catherine LeBlanc: my friend Mary Alice, who I saw, just got on from the Harvard Divinity School, even as we were there.

513

01:40:57.850 --> 01:41:01.940

Catherine LeBlanc: What I shared with them is that I knew

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01:41:02.710 --> 01:41:03.460

Catherine LeBlanc: that

515

01:41:03.710 --> 01:41:11.000

Catherine LeBlanc: the this university that had just selected its first black president

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01:41:11.340 --> 01:41:18.029

Catherine LeBlanc: is the same university that had produced these so called scientists.

517

01:41:18.620 --> 01:41:24.169

Catherine LeBlanc: who said that black folk were intellectually inferior to white folk.

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01:41:24.200 --> 01:41:26.909

Catherine LeBlanc: Yes, and I knew

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01:41:27.090 --> 01:41:32.269

Catherine LeBlanc: that those guys were turning over in their graves

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01:41:32.340 --> 01:41:33.650

Catherine LeBlanc: that day.

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01:41:33.970 --> 01:41:39.370

Catherine LeBlanc: but we were so happy we had a moment.

522

01:41:39.900 --> 01:41:46.770

Catherine LeBlanc: and you ask if Race had anything to do with it

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01:41:46.830 --> 01:42:01.530

Catherine LeBlanc: anytime. Doctor Gay herself talks about the number of times that she was called nigga. That alone is enough to tell you that Race had something to do with it.

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01:42:02.220 --> 01:42:05.570

Catherine LeBlanc: And the big thing is.

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01:42:05.660 --> 01:42:10.260

Catherine LeBlanc: who did she think she was? Because the moment

526

01:42:10.610 --> 01:42:17.559

Catherine LeBlanc: black folk get out of their place and see, that's what we grew up with.

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01:42:17.920 --> 01:42:20.680

Catherine LeBlanc: and the South and all over the country.

528

01:42:20.970 --> 01:42:35.330

Catherine LeBlanc: you know, our parents didn't want us to get too outspoken, you know. They knew how to shuffle and jab a little bit because they knew that that's what it was required for them to stay alive.

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01:42:35.390 --> 01:42:46.760

Catherine LeBlanc: And so when we came along. and the sixties that decided we ain't taking this no more. They were so afraid for us. but

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01:42:47.690 --> 01:42:58.690

Catherine LeBlanc: we took a stand. And now these young people out here, what gives me hope even to day. is that I know my grandchildren

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01:42:58.720 --> 01:43:04.710

Catherine LeBlanc: and the young people that are on this zoom today. You all aren't. Gonna take this stuff

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01:43:04.910 --> 01:43:08.950

Catherine LeBlanc: just like we didn't. But just know

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01:43:09.240 --> 01:43:12.039

Catherine LeBlanc: the moment you quote.

534

01:43:13.660 --> 01:43:18.060

Catherine LeBlanc: Don't know your place. The stuff is going

535

01:43:18.420 --> 01:43:19.610

Catherine LeBlanc: hit the fan.

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01:43:19.630 --> 01:43:46.460

Hilina D. Ajakaiye - Meet Boston: Yeah, II you know II agree with you, and I think that one of the things that II continue to do. And and it happened, and and that day is cleansing this fall and rise of people and black people. Is in the news only when it's negative, I'll share that. Boston is the home of the largest patient population.

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01:43:46.460 --> 01:44:06.180

Hilina D. Ajakaiye - Meet Boston: We had the first nation women elected to be president of the City Council of the city of Boston. So I say this, and that may seem like simple news, but news that makes impact is just as important as those that don't. Tracy, I think about

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01:44:06.430 --> 01:44:10.320

Hilina D. Ajakaiye - Meet Boston: the Gap and Black News and black

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01:44:10.400 --> 01:44:40.350

Hilina D. Ajakaiye - Meet Boston: news in Boston. We have a few. We have the banner. We have the Dorchester reporter. But what are your thoughts around? And and you know we're always on the front page of negative news, and I think there's a lot of positive if you look for.

But if you're kind of in the mainstream, you're looking at social media, you're looking at, you know, X, and this and that. What is the role of all of us to narrate positivity? But also, how do you do that in in black news, in black

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01:44:41.300 --> 01:44:42.670

Hilina D. Ajakaiye - Meet Boston: media outlets.

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01:44:43.270 --> 01:45:02.430

Tracey Williams-Dillard: Well, and that's one of the thanks for asking me, Linda, because that is a very big role that we play in, and I don't even. I can't even remember the time from the beginning when my grandfather started this paper in 34, which we're approaching our ninetieth anniversary in August.

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01:45:02.590 --> 01:45:05.849

Tracey Williams-Dillard: And thank you. And II can't

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01:45:06.120 --> 01:45:12.929

Tracey Williams-Dillard: imagine the times that I remember seeing negative news because we don't promote it. So we realize

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01:45:13.000 --> 01:45:37.859

Tracey Williams-Dillard: with all of the hatred up from other communities using the mainstream is looking at us. And again, this is why we're talking about black history, because we're trying to. You know, we're using that we got this month given to us, so to speak, to say, Okay, we're trying to, you know, recognize the quality and African Americans. And here's the month in which we do it, but otherwise our media's

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01:45:37.910 --> 01:45:41.600

Tracey Williams-Dillard: don't have to deploy that through the rest of the year.

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01:45:41.720 --> 01:45:56.000

Tracey Williams-Dillard: Why, black new media became important was to change that narrative. So we're able to put positive images out that we talk about Dr. Motley. They got his, his, his degree. And we we promote

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01:45:56.010 --> 01:46:20.500

Tracey Williams-Dillard: Catherine when she is going to college, and we we talk about Jc. In the Uk. And how things are better. You know her life is where she can live there. So we promote positive where I think we, as individuals, could do better, is put more emphasis on what's for us, and not so much emphasis on what's against us. So maybe we look at opportunities where we're

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01:46:20.550 --> 01:46:36.880

Tracey Williams-Dillard: and I know we don't own a lot of TV stations. So we can't. We. We have none in Minnesota, so there's no, it's not not. We have a a a cable one, though. Which is Wrb. But when you look at the the National and the mainstream.

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01:46:37.010 --> 01:46:41.730

Tracey Williams-Dillard: It's not owned by a lot of African Americans. So we have to really lift up

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01:46:41.820 --> 01:46:45.140

Tracey Williams-Dillard: all of our black organizations that lived us up.

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01:46:45.310 --> 01:46:54.319

Tracey Williams-Dillard: and then they then you do see positive. And that's why. A lot of times II hear people complain to me about here. How come. The local

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01:46:54.410 --> 01:46:58.520

Tracey Williams-Dillard: mainstream newspaper isn't highlighting us, and I'm like

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01:46:58.680 --> 01:47:01.249

Tracey Williams-Dillard: I can't speak to whether or not

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01:47:01.620 --> 01:47:29.859

Tracey Williams-Dillard: probably good answer that. But I would speak to who is, and kinda continue to give us the news and information that you want us to put out, and we will share it. And now, with the World wide web, where it would also do that at the same level that the mainstream is. So I'd say, let's let's push that effort that we have towards our allies back to what I said earlier and try to use who is working for us, and not even give credence to the ones that aren't

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01:47:31.090 --> 01:47:33.260

Hilina D. Ajakaiye - Meet Boston: makes a lot of sense.

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01:47:33.400 --> 01:47:59.370

Hilina D. Ajakaiye - Meet Boston: anyone, and I know Garth is back with us. I know that there's a significant amount of questions, which is why I propose this. Go on for 5 h, Garth, but we're believe it or not. We're we're up against. I do wanna really just it means one more question, a and primarily be well, actually, you can you probably see it? It's the question around. The prevailing I think conversation around affirmative action in the youth.

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01:47:59.370 --> 01:48:11.340

Hilina D. Ajakaiye - Meet Boston: But I'm gonna let you lead. And and I, you know, I think that that's that misinformation of what is and what isn't is something that's systemic. And that starts with the young generation

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01:48:11.580 --> 01:48:28.830

Hilina D. Ajakaiye - Meet Boston: on a daily basis. So, Tracy, I agree with you. Minnesota, we need. We need ownership and ownership is important at all levels, whether it's in the media, it's in the home, it's in anything that we do. But that is going to be the resolution in my mind. Ownership is the resolution to a lot of our

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01:48:30.440 --> 01:48:40.759

Hilina D. Ajakaiye - Meet Boston: a lot of our issues, especially here in Boston. So, Garth, may I? May I turn it back? Because I you know, there's just isn't enough enough time. And thank you for this opportunity.

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01:48:40.980 --> 01:49:00.990

Garth Dallas: That's absolutely amazing and brilliant. We definitely need more time. And this probably we will have a follow up session. But thank you very much before I go into that question about affirmative action. It is quite crucial. I'm taking on board Doctor Motley's challenge as to whether or not

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01:49:01.040 --> 01:49:21.790

Garth Dallas: we, as a group of us, Uk summit and race, ought to make a public statement about our support for Doctor Gay, and it does seem to me as if the medium of Tracy's newspaper may be something that we should explore, because we can't just

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01:49:21.840 --> 01:49:24.270

Garth Dallas: talk all the time. We probably need to

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01:49:24.320 --> 01:49:48.120

Jacy Stewart: do some action. And that challenge Dr. Motley, I take on board, and I have the discussion with my colleague, Carl Carol and Bill. But as far as just quickly, just real quick, real quick. Just chime in there. As I said before, you know what happens in the Us. Also happens in the Uk. We have Professor Hakim Adye, who is one of our first black

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01:49:48.120 --> 01:49:54.970

Jacy Stewart: you know, historic professors in the Uk. Was made redundant from Chester University.

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01:49:54.970 --> 01:50:07.199

Jacy Stewart: For no absolute reason. His students went up in uproar, and when I mean they campaign they put they step, stop step their foot they stumped, and they campaigned against making sure that he came back

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01:50:07.200 --> 01:50:26.989

Jacy Stewart: mit Ctl. And Professor Les Henry, my supervisor from my professional doctorate. He has also experienced the same similar thing. So in terms of what you're saying in terms of us as a collective, I think it is that collective in bringing those in the Uk. We only have a certain amount. It's a mine. I can't get the figures and forgive me, and I will get the figures to you.

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01:50:26.990 --> 01:50:35.129

Jacy Stewart: But there is a small amount of professors that we have in the Uk. But collectively, strong, collaboratively.

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01:50:35.130 --> 01:50:59.839

Jacy Stewart: Let's fight it. Let you know. Let's push it and not just push the the negative narrative. But exactly what I just said. The students galvanized. There was Whatsapp groups. There was Facebook groups it was everything was pushed towards. We are not letting Dr. Hacking go, and as soon as I heard that, and I heard the same thing with things happening to my supervisor. Professor les. We then started to kind of have this thing, you know. These conversations.

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01:50:59.950 --> 01:51:12.140

Garth Dallas: collective and collaboration is what's required. Sorry, that's why I was very, very good point, Jason. Very good point, and I'm not giving away any confidentialities here, but I have been leading

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01:51:12.260 --> 01:51:31.049

Garth Dallas: on Professor Les Henry's employment tribunal case against his University and myself and other employment barristers have been assisting him on that so quite timely that you mentioned that, but as far as affirmative action is concerned.

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01:51:31.150 --> 01:51:58.240

Garth Dallas: the question that was asked, and I think we do need to address this question. Please expand a bit more on the need for, and confusion around affirmative action to day, especially among the younger generation, use our future, and if they regard affirmative action as an undeserved favor. Their sheer force is what is driving the current Eurasia of this protection for qualified and deserving.

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01:51:58.560 --> 01:52:18.809

Garth Dallas: You'll see. Thank you very much, Jacqueline Rodriguez, Louise, for that question. Let's see if we can get an answer for that question. Who wanna go for that? One affirmative action, by the way, in the UK. Is known as positive action, and it is. It is legal to a certain extent, whilst positive discrimination is not

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01:52:18.840 --> 01:52:43.319

Garth Dallas: legal. What positive action is is legal from the perspective, where is based on individuals who have the relevant qualification that you need to make a decision as to who you give the particle provision to then positive action can be used. It's slightly different in the UK. In the Us. In terms of affirmative action. So how can we answer that question.

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01:52:43.320 --> 01:53:10.180

Jacy Stewart: I'll just quickly chime in again, just to kind of rephrase from the UK's perspective. So obviously within the us. You've got the Naacp, and recently. What we've had before being the last for couple of years is the establishment of the Black Equity organization, and it is kind of like the equivalent of the Naacp in in the UK, which is looking at, addressing, you know, systemic inequalities and education, housing, and so on and so forth.

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01:53:10.180 --> 01:53:22.740

Jacy Stewart: As I mentioned before I'm coming from philanthropy, sort of a background. And that's the reason that's the area that I work. And what happened after the murder of George Floyd. Is that all of a sudden

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01:53:22.750 --> 01:53:43.430

Jacy Stewart: philanthropy in the UK. Realized? Oh, we don't give money to black or brown people. We need to do something about that. So there was a massive surge in given funding to, you know, specifically so similar to the affirmative action. So what would happen in the UK is a Funder or a wholesaler would get, say, 50 million.

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01:53:43.520 --> 01:54:10.759

Jacy Stewart: and of that 50 million 30 million would go out to the UK. But what they did is what they all what they started to do is say of that 30 million. Let's make sure at least half of it. So 15 million goes to black and brown or minor, you know, minority, ethnic or diversity, or diverse communities. So the way in which it was kind of handled in philanthropy way was kind of ring fencing off exactly like what you're saying.

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01:54:10.760 --> 01:54:36.299

Jacy Stewart: There's a terminology. And there's a way in which, and because we're British, there's this conservative way of how we kind of do things. It's not over. It's sort of cover. And and and it's my new showing in that way. So J, just just kind of again, just to put that UK kind of perspective on on on how we look at affirmative action. You know, we would turn around and job applications, and so say, you know, we welcome

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01:54:36.420 --> 01:55:02.750

Jacy Stewart: applicants from black, you know, racialized LGBTQ, IA plus communities and you know, disabilities to apply. But you know I in the UK is beginning to become just one last little point. Something that I think Hill, Helen. And this was talking about with about D and I. In terms of DNA in the UK. What this is, what's happened. So murder of George Floyd.

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01:55:02.750 --> 01:55:08.989

Jacy Stewart: Lots of money going into black and brown racialized diverse communities.

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01:55:09.220 --> 01:55:23.270

Jacy Stewart: Oh, now it's tipping off the the so it kind of like went up this way in a spiral, and then it came crashing down. Right now the talk of the town is climate change, and the talk of the town is cost of living prices

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01:55:23.270 --> 01:55:42.199

Jacy Stewart: also to talk just real quickly on, on, he on this point, in terms of Do we need a different phase for de and I the one of the things is is that D and I means something different to different communities. So when I sit them in a corporate world, they say, Yeah, we're fantastic on Dee and I, because we've got women on our board, not black women

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01:55:42.200 --> 01:55:59.419

Jacy Stewart: or a brown woman. But we've got women on our board, and as far as their concern, that's them addressing de and and that is why we thought, that's it. I'm done, thank you. Let me bring other things. Good point. By the way, if I take my lawyers hat off.

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01:55:59.420 --> 01:56:13.759

Garth Dallas: I actually support positive discrimination in certain situations. But I would just give him the legal position, as far as the law is concerned, in the UK. Who wants to address

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01:56:14.060 --> 01:56:18.450

Keith Motley: help me with this whole notion of affirmative action. So.

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01:56:18.500 --> 01:56:27.540

Keith Motley: Dr. Stuart, you were talking about. You've said philanthropy quite a bit. Can you tell us the difference between philanthropy and the mental model of charity?

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01:56:27.890 --> 01:56:28.880

Hilina D. Ajakaiye - Meet Boston: Hmm.

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01:56:29.040 --> 01:56:58.250

Jacy Stewart: again. It's just terminology, you know. You might say Ed and I, or D, and I. You know it. It really is terminology. So philanthropy in the UK is where let's take. For where I, the sector that I set is a social impact and investment. Philanthropy would be. Grant would be grants that are coming from a government body, it would be grants that are coming from a trust, grants that are coming from a

foundation. And basically, these grants are given to an organization to be able to give

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01:56:58.250 --> 01:57:15.630

Jacy Stewart: to disadvantaged communities? You know, to to help their beneficial, their beneficial class, whether that be deaf, people who are deaf, or, you know, disabilities, or black, or Asian, or whatever it is. So it's grants in that way. We also have another kind of system which is social investment

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01:57:15.630 --> 01:57:39.949

Jacy Stewart: where, let's say, for example, the government insurance companies, all of that money that hasn't. You know that this just sitting there dormant? Then it goes into a pot. So we have a dormant assets, which is at the moment 85, a 800 million, 5,850 million, probably a little bit more, and of that 850 million, then that goes into charitable causes. So that's how the UK define it.

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01:57:40.210 --> 01:57:44.100

keith motley: So so the reason, I ask that is because our young people today

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01:57:44.130 --> 01:57:54.660

keith motley: are are off times confused by what they think. Something is because they get snippets of information so fast as most of us in the classroom know.

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01:57:54.720 --> 01:57:58.580

keith motley: You see it all the time, and and that becomes their mantra.

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01:57:58.590 --> 01:58:04.629

keith motley: And here in this country the notion of charity versus philanthropy is is.

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01:58:04.850 --> 01:58:06.540

keith motley: and they're considered

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01:58:06.740 --> 01:58:19.960

keith motley: like they seem different ways. Okay, so a young person thinking that I'm not good enough. So this is charitable for you. Allow me this opportunity. Consume this mindset that is not

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01:58:20.650 --> 01:58:29.460

keith motley: like, you know about it being something else. So it's a pretty interesting dynamic. That's why I asked, because you kept saying philanthropy.

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01:58:29.600 --> 01:58:59.169

Garth Dallas: Yeah, you're absolutely right. And and and I think again, it's just that terminology and and and forgive, you know, probably need a little bibliography, or something like that, or or translation code, but what we would then call that so in terms of good point, good point. I would really love Jacqueline Rodriguez, Louise, to go away feeling that her question has been answered. Can someone touch that question? I know we've gone over time, please.

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01:59:00.930 --> 01:59:02.479

Garth Dallas: shall I repeat a question?

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01:59:02.890 --> 01:59:14.700

Garth Dallas: Please expand a bit more on the need for and confusion around affirmative action today, particularly in relation to Dr. Gaye's

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01:59:15.440 --> 01:59:22.410

Garth Dallas: situation, and she was asking the question particularly through the lens of the younger generation.

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01:59:25.130 --> 01:59:27.300

keith motley: Well, I think first of all.

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01:59:27.500 --> 01:59:34.420

keith motley: when you you I know you when you said that I was advocating for us to do something

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01:59:34.480 --> 01:59:44.099

keith motley: just for Dr. Gay, or what. However, it was put out there. That's not what I was advocating for what I'm having catering for is not allowing leaders to

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01:59:44.390 --> 02:00:00.100

keith motley: not being prepared for us to be more prepared to be

available to help during that. So it's kinda late now, you know, to come up with it, whatever that plan was for young people today, they need access to opportunity.

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02:00:00.230 --> 02:00:02.569

keith motley: And there's many times when

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02:00:02.950 --> 02:00:07.209

they don't have exposure is one of the biggest things you can get.

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02:00:07.720 --> 02:00:09.050

keith motley: but also

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02:00:09.460 --> 02:00:17.069

keith motley: relationships that allow them to move into these spaces in order to build opportunity is key

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02:00:17.200 --> 02:00:44.339

keith motley: to then they wanna see action. They don't wanna hear a long speech about it. You know, here in that that space where show me you can do it. Moving to the next person. I have access to them online, or some other kind of fast way, because that McDonalds mentality that you pour water on it. No shows up, or whatever you know, it's just a whole different world.

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02:00:44.390 --> 02:00:47.740

keith motley: So that's how I'm seeing them.

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02:00:47.900 --> 02:00:54.940

Garth Dallas: Thank you, thank you, Doctor Mortley, and I do stand, corrected my apologies. Jacqueline has actually raised her hand.

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02:00:55.190 --> 02:01:02.230

Garth Dallas: and Tara, could you unmute her so that she can probably expand on her question.

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02:01:04.260 --> 02:01:25.930

Jacqueline Rodriguez-Louis, BWH: and we'll make it quick because we are over time. Yes, yes, Carol, thank you. It's going to be very quick. The reason I asked that question, especially around affirmative action, and Helena spoke very well about this, and I just wanted a

little more expansion on it. It's because the youth today there's such a driving force. And we saw how

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02:01:25.930 --> 02:01:43.790

Jacqueline Rodriguez-Louis, BWH: their efforts and I feel this in my heart. Got Barack Obama elected now, not taking away any of his genius of the way his grass roots came about, however, the youth today, when they get on a bandwagon when they get on an idea like Dr. Motley has said.

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02:01:44.060 --> 02:01:53.129

Jacqueline Rodriguez-Louis, BWH: the sheer force of them could change it. And now imagine that they're trying to take away affirmative action a protection that's needed, because

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02:01:53.270 --> 02:02:13.629

Jacqueline Rodriguez-Louis, BWH: hundreds of years later, we still don't have an opportunity. People like Candice Owens, and you know she's a black Republican. She's speaking about this like we're given handouts and you put, you know this is is unfair for the youth cause. They feel like they go to this place. And all of a sudden, you know, they just are there because they're black.

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02:02:13.720 --> 02:02:35.699

Jacqueline Rodriguez-Louis, BWH: and it's not that they're there because they're qualified. Affirmative action is not, for it's not a handout. It's a protection that we still need today in 2024, because of the level of systemic racism that we experience every day of our lives as people of color. And so I just wanted to know if there.

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02:02:35.740 --> 02:02:48.569

Jacqueline Rodriguez-Louis, BWH: because of this little movement that they have going now, you see, they're trying to take away these protections somewhere. Somebody up here got the idea. Oh, well, they're saying we don't need it anymore. Here's what we can get rid of it. Really.

620

02:02:48.970 --> 02:03:03.639

Jacqueline Rodriguez-Louis, BWH: 4 years after the murder of George Floyd, you taking these things away? It's kind of how I felt when I started seeing it do it. The streets over, and they took, you know, all the signs away that black lives matter under the guise of. We're improving the streets.

621

02:03:03.640 --> 02:03:21.530

Jacqueline Rodriguez-Louis, BWH: So this so that we all know, because this is a large audience of people we have to explain to the youth. I wish Felina was a teacher, I mean, I know. So you know, I think that Dr. Molly is gonna chime in. I mean, I'm I'm sure Katherine is unmuted as well, and such a double edged sword. To think that

622

02:03:21.530 --> 02:03:37.989

Hilina D. Ajakaiye - Meet Boston: we need the and look at us. Look! And who said we needed that? And we do need that, and we can be without it, and if you think you take it away, if I was lucky enough, I wanted to have 12 children, I have to, and I wanted a remote control where I could make them mute, blind, and deaf

623

02:03:38.010 --> 02:03:55.819

Hilina D. Ajakaiye - Meet Boston: at my wish, and I can't. And so I, Jacqueline, I it is such a difficult thing to think that we need or don't need these things, because who took it away from us to begin with, to make us need it and wants it and can't live without it. So such a

624

02:03:55.850 --> 02:03:58.750

Hilina D. Ajakaiye - Meet Boston: very difficult thing to grapple with.

625

02:03:58.790 --> 02:04:18.959

Hilina D. Ajakaiye - Meet Boston: And and I'm thinking about just even, you know, couple of quotes around philanthropy versus mental model of charity. They can't take you off the pedestal, but they can take you off the pedestal, but they can't take it away. And so then do you find your own voice, and through Media, and put yourself back in that place of advocacy?

626

02:04:18.960 --> 02:04:31.489

Hilina D. Ajakaiye - Meet Boston: And then I talked about everybody's back on here, and I want to close off with someone, and I know Carol has always looked at herself as black woman in the city of Boston, and will continue to do so, and and thinking about

627

02:04:31.490 --> 02:04:45.230

Hilina D. Ajakaiye - Meet Boston: anyone ever convincing you that the work of Dei is your sole responsibility, and a room full of black people in a room full of white people, in a room full of any people,

because it's not your sole responsibility if you become the soloist.

628

02:04:45.230 --> 02:05:06.209

Hilina D. Ajakaiye - Meet Boston: and there's not a choir behind you. You know I love soloist. I've listened to Rmd's, but there's always a time and a but a drum behind there that makes the whole sound beautiful. So I know, you know, this Carol Coler looks just actually released a book called The Includors, and a quote that resonates with me. We're just in a room around includeers and making sure that we have eyelash it.

629

02:05:06.210 --> 02:05:12.599

Hilina D. Ajakaiye - Meet Boston: So she said something that you know I want to share, and I'll I'll stop talking because I could talk about this forever.

630

02:05:12.820 --> 02:05:27.369

Hilina D. Ajakaiye - Meet Boston: She states that to be successful in an organization of other leaders we must have shared responsibility and remind those around us of that not only executives me as the executive vice President, me Boston.

631

02:05:27.370 --> 02:05:46.469

Hilina D. Ajakaiye - Meet Boston: I, Carol, know this. She was part of my reason why I was hired. I did not come here to become the chief diversity officer, but as a black woman it is how I go to business every day. There's no running from it. But I also know how to do all parts of my job, making sure that the culture collaboration among our Allies, who are while white

632

02:05:46.470 --> 02:06:08.539

Hilina D. Ajakaiye - Meet Boston: making sure that it's expected and nurtured. It's critical, and she talks about it throughout the book. The included. That just came out one of the many, many things that I think we can all go to, and I can't say enough how the importance of education education they can't take education away. Knowledge is power. Thank you for this opportunity to talk to all of you today.

633

02:06:09.630 --> 02:06:37.220

Carole Copeland Thomas She/Her/Hers: Wow! You! My! My head hurts now because I've been shaking it so much on the mute button. I want to jump up on all of the comments that every single speakers made. Someone ask me, you know, are, are we really gonna softle this conversation? No, we wanted to hit it hard, and every single one of

you you have hit this hard.

634

02:06:37.220 --> 02:06:54.560

Carole Copeland Thomas She/Her/Hers: I can't say thank you enough for all of you. We've pretty much kept the entire crowd. Some people obviously have to go back to work, etc. But this. I'm gonna just probably say it. And and my colleagues have actually introduced it. We're gonna continue this conversation in June

635

02:06:54.560 --> 02:07:06.759

Carole Copeland Thomas She/Her/Hers: because it is so important. I'm gonna continue with my march program. We can't let this go. We can't let the incidences of Dr. Gay and the Professor in the Uk

636

02:07:06.760 --> 02:07:31.420

Carole Copeland Thomas She/Her/Hers: go without being acknowledged by us who are truth tellers and speaking our truths because we are qualified, capable and have access to the resources to get it done. I wanna close. I'm I'm gonna ask all of my speakers, after everyone leaves just to stay put, because I'd like to have a quick debrief with you. But in closing. Let me have Bill speak

637

02:07:31.420 --> 02:07:47.919

Carole Copeland Thomas She/Her/Hers: first, and then Garf, and then we're gonna have to bring this to a close, even though we'd love to answer more questions and talk about this further. But this has been an amazing experience, and I can't thank each and every one of you enough for what you've done. Bill wells.

638

02:07:48.130 --> 02:07:56.249

William Wells: Okay, thank you, Carol. Well, I've been thinking about this. And I've already text Carol a message. During this conversation I said, we've got to keep this going.

639

02:07:56.430 --> 02:08:00.740

William Wells: So thank you for the folks that Elena?

640

02:08:00.940 --> 02:08:12.350

William Wells: Jc. Tracy, Dr. Motley Garth, I didn't hope I didn't, Miss Catherine. Obviously Catherine. So thank you for your comments.

641

02:08:12.440 --> 02:08:21.339

William Wells: This is this topic is so big that when we came up with the title, Promise or Peril, I think we all know where we're going. With this

642

02:08:22.020 --> 02:08:24.099

William Wells: the promise is yet to be realized.

643

02:08:24.520 --> 02:08:35.819

William Wells: We are in perilous times, Helena. You've stated it over and over and over again, articulated right to the point. The panelists substantiated what the theme was, and how you done this.

644

02:08:36.060 --> 02:08:44.990

William Wells: All I can say is, thank you so much. but I'm also, I'm kind of like where Dr. Motley is. I'm not done.

645

02:08:45.490 --> 02:09:13.140

William Wells: and I'm feeling, though this is the beginning of a conversation, and I'm feeling like I need to do something more even just today. So with that, thank you for teaming this up the energy that came into the room. We've got to keep it going, folks, this is critical, and so keep your comments coming in share them with me, share them with guards, share them with Tracy. Whomever this is a community we need to act as a supportive, collaborative community. That's all I have to say. Thank you so much.

646

02:09:13.440 --> 02:09:16.079

Carole Copeland Thomas She/Her/Hers: Thank you, Bill. Thank you much, Garf Dallas.

647

02:09:16.230 --> 02:09:26.379

Garth Dallas: All I can say is action, action, action. And that's the reason why I jumped on what I saw as a challenge, and how we do. That

648

02:09:26.680 --> 02:09:51.300

Garth Dallas: is something to be discussed and debated. But I genuinely believe that there simply needs to be something that comes out of this powerful discussion to day with some powerful little individuals in the room, who we can genuinely put our names to that, and I'm putting my head above the parapet and saying to you and calling for this challenge because we are under attack.

649

02:09:51.500 --> 02:09:56.090

Carole Copeland Thomas She/Her/Hers: amen amen.

650

02:09:56.140 --> 02:10:25.890

Carole Copeland Thomas She/Her/Hers: thank you all so very much for your participation for being included in this rich discussion. You've heard the panelists and the organizers. We're going to continue this conversation and making sure that our voices are heard. We want your voices to be heard. Also, again, we will post everything. Everything will be uploaded and will be up at the website. Ms. S. connect.com by next Friday. So the chat.

651

02:10:25.890 --> 02:10:43.109

Carole Copeland Thomas She/Her/Hers: The conversation will have both the speaker view of this presentation and the gallery view. And again we say, Thank you so much. We've only just begun. Take care God bless speakers! Stay on! Hang on alright! Thank you, everybody.

652

02:10:44.300 --> 02:10:45.460

Carole Copeland Thomas She/Her/Hers: Thank you.

653

02:10:54.010 --> 02:10:59.249

Carole Copeland Thomas She/Her/Hers: Just stand by and as our guests leave. We appreciate every one

654

02:10:59.340 --> 02:11:04.400

Carole Copeland Thomas She/Her/Hers: as they are quickly leaving the room, and then we will be able to have a debrief

655

02:11:10.890 --> 02:11:13.529

Carole Copeland Thomas She/Her/Hers: very quick debrief, because I'm sure everybody

656

02:11:13.900 --> 02:11:21.320

Carole Copeland Thomas She/Her/Hers: needs to get up and stretch a bit, and you have other responsibilities to today.

657

02:11:21.370 --> 02:11:29.740

Carole Copeland Thomas She/Her/Hers: I just wanted to jump up and down the entire time. As I said. My head hurts.

658

02:11:31.110 --> 02:11:33.010

Carole Copeland Thomas She/Her/Hers: Oh, stand by.

659

02:11:34.260 --> 02:11:39.660

Carole Copeland Thomas She/Her/Hers: thank you, everybody. I appreciate your quick exit. Thank you all so much.

660

02:11:41.910 --> 02:11:43.610

Carole Copeland Thomas She/Her/Hers: Appreciate your exit.

661

02:11:47.500 --> 02:12:07.939

Carole Copeland Thomas She/Her/Hers: and you know what I think I'm going to do is I'm going to close the room and ask our presenters and our organizers to come right back. So you use the same link and come right back alright. So I'm gonna close the room now and please come back. Thank you.

662

02:12:08.000 --> 02:12:11.559

Carole Copeland Thomas She/Her/Hers: Presenters and our organizers. Thank you.