

Tristan

Welcome. This is all the fuck in a podcast from two entrepreneurs about showing up for social justice in your work. This isn't your typical capitalist focused entrepreneurial business podcast. There are already plenty of those. We're here because we've been craving voices rooted in activism, justice and integrity with those values.

Lauren

These are conversations about all things business and entrepreneurship. But from a radical perspective that says we don't have to choose between social justice values and being successful in our work. This won't be a place where we claim to have all the answers. Our intention is to offer guidance and support while also encouraging our listeners to discover and live into more questions. We believe these conversations require ongoing practice and a consistent dedication to unlearning.

Tristan

You're ready to go all the fuckin on what matters most while creating an abundant life, you're in the right place.

Lauren

And a quick note on our content. We believe self care is radical and non negotiable in the work of both Justice and entrepreneurship. So some of these conversations include mention of trauma, both from a systemic and often racialized perspective. And in relationship to experiences like sexual violence. We hope you do what you need to take care of yourself while listening, even if that means pausing and returning to an episode at another time or skipping it altogether.

Lauren

Hello, friends, this is Lauren, I use she and her pronouns. And I'm here with Hello, this

Tristan

is Tristan I use they them. It's good to be here and Lauren and I are feeling lots of things you said Lauren?

Lauren

Well, first of all, this is a very grief-y week. I don't think that's a word. But I just want to say that my heart and I know trust is hard. Like we're, we're with our trans and queer siblings, especially this week. But always and especially here in Colorado, it's been a strange feeling. And I forget sometimes I've moved to a state with a ton of mass shootings, like a lot of our towns are known for that column Biden overrun. So if it's got you fucked up this week, or if you're numb or whatever, folks are feeling just know we're here. And we're with you. And then of course, well, not, of course, you may not know what day we're recording this, but this is the day before what we call Thanksgiving in the US a holiday that, you know, I've learned in the last few years celebrates essentially indigenous genocide, and is being reclaimed as a day of mourning. And so as part of being in a deeper relationship with the land that we're on as white settlers, and

building accountability with the tribes, who have been so exploited. I know we wanted to start also the land acknowledgement. So I'll just say I am on the land of the Cheyenne, Arapaho and the ute peoples. You want to go ahead, Tristan, yeah,

Tristan

thank you for that, Lauren. I'm on the land of the Calots and Clackamas peoples and the Confederated tribe, tribes of the Grand Ronde and see let's Indians, which is colonized as Portland, Oregon. I'm personally like really sitting with and I'm the people on Patreon will see me doing this, but I'm like, my eyes are closed and my head is down and I'm touching my head a lot. I'm really sitting with what it means. I mean, first of all, I just want to acknowledge like holding a lot of em briefie feels like a really good word. We're recording this just days after the club Q shooting. And, you know, I feel pretty numb and checked out. And also like there's a huge weight on my chest. And then on top of that going into this, quote holiday, which I've heard some people now refer to his thanks taking, which I really appreciate. And yeah, like, I took a workshop and we're going to drop the link in the show notes. I took a workshop recently, that was essentially inviting, inviting a conversation about how to move away from performative land acknowledgments. And so I want to bring that into the space and name that part of my current practices is to close my eyes and like try to feel my words and not just say them and move through them as if it's just like part of the, you know, I don't know it's something that we disconnect from and that workshop offered me a lot of practical points of reflection and also action As and so I'm really grateful that there's like a collective offering around this around what it means to really understand our role in the midst of like this moment. And historically and into the future. And I'm really excited to say that tomorrow I will be volunteering at a indigenous center, doing some gardening work with May and our and some chosen family. And that feels like, oh, wow, like, this is the most like. I don't know, I'm like looking for a word that's not perfect. Like, it's like, it just feels like the most attuned thing to do on this day that I've ever done before in my life. And I feel really, like proud of it. And also like, damn, Tristan, why don't you do something like this sooner? And you know what I mean? And that I mean, I feel like that's always

Lauren

there. Yeah, and also gardening. What I mean, again, perfect is such a tough word timber. But what a beautiful way to literally put your hands in the land in the soil. I'm glad you're gonna be with people you love. Do you want to name that center in case people want to?

Tristan

Yeah, I think it's called the nya. Let me look it up. Nya. Yeah, it's the Native American Youth and Family Center. Here. I'll drop a link to it in the chat box so that Lauren has it and put it in the show notes to. And yeah, and I want to be transparent that like, as I learn, like how to be in the practice of what I think we will just call in this moment, like the land back movement. I'm like, okay, so I will show up with my time and my labor and my body. And I want to donate, I did donate. And I know donate is a funky word to so I did pay this organization money. And like, I'm really trying to figure out like, what does it look like to not just say you care to actually show up in, in process? And you know, and I feel like that's relevant, not just for this the day of mourning,

but also for, you know, the aftermath of club Q, like, what does it look like for us to show up in action and not just say that we care? It's really interesting it to be like queer and trans in this moment, and to realize that the vast majority of text messages I got from people checking in were from my queer friends, you know, with the exception of like, maybe two people who aren't queer, you included, like you and I think might have been the only maybe there's three, like, I can't believe how few sis hat people checked in. And that just shows I mean, one, I feel like it shows like a collective overwhelm that is impacting us, right, and the numbness that all of us might be feeling regardless of our identities, but also just like how easy it is to check out. Yeah, and to not understand like, how it's impacting people, so yeah,

Lauren

right. Yeah, I told Tristan, before I started recording that when I saw the headline stuff, because I'm off of Instagram, aside from scheduling stuff. So my news consumption is much more intentional. I have to like go to NY times.com. And my browser right? And or, you know, I'm on a couple local Denver news roundup newsletters. And so when I started seeing headlines come through my initial reaction lately, I'm ashamed to say but also have a lot of self compassion for it is like, I can't I get like, Are you

Tristan

fucking kid like, again, again?

Lauren

And it took me a good like, 1218 hours in going into the my work day on Monday to be like, No, I'm not gonna sit here and promote my email workshop and like what we're doing. But I want to share that even though it feels kind of icky. Because if that was anyone listening has reaction. It's really normal and human. And it's, it's designed to be overwhelming all of this violence. Yeah. And it's not surprising that there are far right connections. And it's, you know, it's it's the same story again, and it's understandable that it's exhausting. Yeah. I want to go back to what you were saying about paying the folks, the indigenous folks at the center and like direct transfers of cash and other resources, because that's also come up with the club Q survivors. I help with a newsletter for my friend Shannon Hoffman, who's been on the podcast who's running for office and we were really intentional in today's newsletter. Like please give directly to the GoFundMe needs. Yeah, we're pleased drop off. gift cards at Hope tank here in Denver, because sometimes, oftentimes GoFundMe takes a minute to process through and pay people out. So as you're thinking about whether it's giving to indigenous folks to giving to survivors, please consider who is perhaps a gatekeeper of that Pash. This is my, I'm a fan of mutual aid, you just Venmo people. So that was one thing I wanted to make sure I brought up. And obviously, not everyone has the financial resources to give if you have time and energy and other ways. That's beautiful, too. Like tomorrow, there's a community leader, brother, Jeff, whose cultural center, I think it's our community center Cultural Center. I'll find in the show notes. I'll add in the show notes, the correct one, but he's doing just free food for people. You don't have to go through some process to prove that you qualify for assistance, like a lot of food banks do. It's like, No, we're just going to send food to people and deliver them. And so I just, yeah, I always tried to send her what mutual aid really means. And it's not from a place of I'm

here to help you and blah, blah. It's from just here's some cash. I haven't you don't Here we go. So I appreciate you bringing that up.

Tristan

Yeah, yeah. Well, do you want to say it or you want me to say it?

Lauren

Um, you go, okay. Yeah,

Tristan

we dear, dear listener, we are transitioning all the fuckin out of being an active like, how do I say it? We're, we're we're we're closing down the podcast we are on this is Today's our last episode. This is our last episode. Clearly, we didn't prepare speech. In London, I want to share more about that. And like the why and future of things. But I think before we start talking about, like, why and where I think maybe talking, checking in a little bit about where we've been in the last few months, workwise personally, whatever, in terms of our practices and whatnot, might be supportive, because I feel like I've gone through, especially since maybe early summer, like a lot of shifts that have directly influenced like, how I show up on this podcast and what I like, and the decision to, you know, close it down. So yeah, I think I'll stop there. Because I know you've also gone through a lot of shifts. Yeah, it feels like the last six months have been like way longer than six months. It feels like

Lauren

a lot of transformation and growth on both ends. Although I think for you in particular, I'll just say on every level for me, it's been more around work. And my relationship with myself and kind of pruning, the garden of all my commitments and relationships and friendships, like a lot of stuff has ended, a lot of stuff has started, which is great and hard. But on your end, like you had a new relationship become public, you I know are doing some very deep therapeutic inner work. You have completely transformed and are continuing to transform your relationship with work. So I actually if you're okay with that, I'd love for you to start with what you've been up to these last almost six months. Yeah,

Tristan

cool. Okay, um, let's see where to begin. I feel like in the last month, I've reached burnout yet again. And so I'll start by saying, Yeah, start by saying, this is the last time this was my rock bottom. In part because I feel like, you know, may or may having me in my life and having I what I believe to be the first like truly attuned, nourishing, supportive, like not to say that previous relationships weren't supportive or nourishing or whatever, but like this is this is way different. There's an alignment of needs, there's an alignment of needs, there's like the way we both relate to quote, the work whether it's justice related work or trauma related work, healing work, like I just feel like we are on the same page and not to mention like our identities and the experiences we're having in terms of gender or sexuality or our bodies or whatever. Like we're, we're just like, it's it's like Right place, right time, right person kind of thing, and I feel like it's helping me see a lot about myself. I'm both how I've like hidden in my work or how I've worked

from a place of fear around financial stability. You know, how much my nervous system has become kind of habituated in the certain patterns that I think are coping mechanisms. And like, kind of, not kind of, but like trauma responses. And so I'm, I feel like I'm being faced with a lot of pathways for like the most healing I've ever done in my life, which is really great. And it's hard, of course, and exhausting. And so part of that is getting really clear on what work does look like and what my boundaries need to be, which is a work in progress. I don't I don't have answers yet. But I've cleared a lot of shit off my plate, and I'm starting to try to practice and know which is hard. And I literally was like in classic Tristan fashion. And you and I talk about this periodically, like looking at job postings on the internet this morning. Like,

Lauren

like, you know, you never know. I'm sorry to interrupt. Yeah. So you turned 40? You did decade you did a an intensive yoga teacher training with where you're like a lot has happened on this country road trip.

Tristan

A lot has happened. Yeah, yeah. And I think I just got to a place where I'm like, Okay, now I'm tired, and I want to be happy. And what does that look like? And yeah, like the teacher training, like committing to a year long program. I don't think I really understood what that meant. Because it's been so long since I've been I don't know, I yeah, it's been a really long time since I was in a year long program with the same group of people, you know. And it's a lot. And it's wonderful. And it's a lot. And, yeah, and starting a new relationship is a lot. And like, being in the same city for the first time is a lot. And yeah, it's just everything feels like a lot. So it's great. I don't know what the fuck I'm doing professionally, to be quite honest. I know, I will be finally writing in the coming weeks. Because I I actually think that I'm ready for it, which is great. And I have, you know, a few things planned for next year, but I'm trying to trust that I don't have to fill my schedule, and that I'm going to be okay. And that's hard. So that's where I'm at.

Lauren

Yeah. Yeah, I want to shout out Lamine Wells, who is a client of mine, and in Brooks face, I know, you know, winning a little bit, but said something so genius a few times that I always have to remind myself of which is booked myself or assume I'm going to operate at 80%. Because there's always going to be 20% of life shit.

Tristan

That's brilliant.

Lauren

And instead of operating at 100%, and then feeling like I'm dying, when other stuff comes up, because then I'm over capacity. So it's a constant struggle, though.

Tristan

Yeah. Yeah. Yeah. So that's where I'm at. Tell us about you, Lauren.

Lauren

Yeah, oh, my gosh. I feel like I was downplaying my shifts, because I'm like, Well, you you had a lot going on. But I yeah, getting an official ADHD diagnosis actually shifted a lot for me. It is me having the right medication and dose figured out now in the last couple of months, especially has totally made work. And just adult boring money, stuff, chores, household stuff so much easier. And it's not that everything's perfect now, but I think I've had a lot of forgiveness for my younger self, and what I struggled with and that it wasn't because there's something wrong with me it was because I was operating in a world that is not set up for neurodivergent people. So that was very timely, even though I had suspected I had it for a while. I mean, even since childhood, my mom has always made comments, but because I did well in school and things like that there was never any intervention. It was like, Oh, she's doing well in school. Nevermind that she pulls all nighters sometimes because she has to procrastinate in order to have that anxiety, like starter switch to even get things done, you know, um, so that has been very interesting. It's also changed. I mean, not on like a really intense level, but it's definitely changed my marriage. We're now Kyle and I think understand why. Just again, boring adult stuff was sometimes hard to figure out together and just made things a lot smoother on that end of it. of life. Yeah, like I mentioned, I've been throwing a lot on the compost pile and planting a lot of seeds to keep going with that garden metaphor and really tending what feels most aligned and most important. And working with Lena West, my business coach has also been totally transformative, I have so much more clarity and competence. Even though I feel like I was working on that for a while. But working with someone who has so much experience like she does, and who is totally no nonsense and very direct, in a super kind, loving way has helped me stop shrinking in the ways I was still easier term hiding in my work. Or not putting things out there. I've started networking again for the first time and it doesn't feel icky because it's all people I either used to no who are amazing. And just we fell out of touch, like recently reconnected with someone who worked for the senator I interned for in 2009, who lives here, and she's on a local city council. I mean, it's, it's so interesting that people who come back into your life, once you open that door again, I also ended a business partnership, officially, after months of a little longer than that of just the communication not really working and not, on my end, not understanding why. And at this point, like I've I still haven't been able to connect with that person and hear from them. So I just had to take some steps around tax season. Well, not tax season, it was October because they extended the taxes but some legal steps to protect myself not suing them or anything, but just putting some stuff in writing. So that if God forbid, something blew up later, or we get audited, it's protected. And somehow closing that chapter has opened up a lot more creativity, started a new podcast, a solo podcast called

Tristan

tell us about the podcast. Yeah,

Lauren

I'm gonna pull up my Google sheet because I have a little shall I say at the top of it that I'm still memorizing. But it's a podcast for it's a lot of what we've talked about here, it's forgetting the self blame, like family conditioning, messy family stuff, internalized oppression out of the ways so that we can make the impact that we're here for. Because oftentimes, it's we think there's

something wrong with us, and that we are the problem when actually, it's a lot of systems that work on us. And of course, if you have privilege and certain identities, that doesn't mean you have responsibility to not be problematic, and to operate better and keep learning. And at the same time I find for myself and people I've worked with, and I think a lot of the conversations we've had here, if we get mired down in like, Oh, I'm such a piece of shit, and the shame and maybe we seek out teachers who perpetuate that. It makes us super effective at doing anything about the problems we see. So that's been an interesting adventure. And I'm starting to book guests, including our dear Tristan, so I'm so excited to name

Tristan
again, because I think I spoke over you while you were saying yeah,

Lauren
it's not you. It's the system.

Tristan
Yeah. And tell us who designed the podcast.

Lauren
And our dear friend Routa designed the cover and it's this like dying plant who clearly needs some sunlight and maybe some new soil water. And yeah, she just fucking nailed it was so fun to collaborate with Radha and I can't recommend her work enough. I'm like keeping a little running list of shownotes links. So

Tristan
good add route to that. Yeah,

Lauren
she's especially a magician at websites, or space websites. So check her out if you need brand new work, but yeah, yeah. And heading into the end of the year, I had a very honest moment with my tarot deck last night is like paying no extra stuff. We're just gonna focus on the clients I have and follow up on the ones where the seeds have already been planted. There's a couple I have a workshop about writing effective emails that I was supposed to happen this week. I rescheduled it for next week because of everything happening. And then Michelle Ward who a 90 day business launch, she's been on the podcast, we're doing like mini free workshop in December around like, do you have what it takes to run a business? And aside from that, I'm not gonna add

Tristan
any new shit. Yeah, same same. Yeah,

Lauren
no new stuff.

Tristan

Yeah, I think it's a smart. I mean, it's hard to add new stuff at this time of year anyways, and like, I think it's a smart practice to be like, Yeah, from late November to early mid January like I work less.

Lauren

And Brooke did this last year to do remember she was like In her little, not little, but in her group program, she's like, You know what, we're just not gonna do anything new. We're just gonna, we're gonna do our meetings that we're doing. I encourage all of you to not add more shit to your plate. And yeah, so that came to mind last night when I was journaling about it. I'm like, oh, yeah, I'll be okay.

Tristan

Yep. Yeah, yeah. Although

Lauren

one thing I will say is, I am promoting that I have gift cards for the first time.

Tristan

Well, that is very official and fancy.

Lauren

Fancy. And I'd encourage anyone who has a business, that might not be a terrible idea. It's actually a pretty easy lift to just set it up on your website and share it as a PS on your newsletter. But so that's the only thing I guess I should say.

Tristan

Yeah. Yeah. Cool. Well, let's link to the two workshops you've got coming up when we Yeah, when we share this. So yeah. Last episode, beautiful, sad awkwardness. When we were pressing the court record button, we were both like, Oh, this is the end of an era. And we it really is, it really is. And I you know, I know, we will be meeting again on podcast zoom screens. And like, we, I really, I feel like personally, I just I've learned so much through the conversations we've had, and have so many, like, I'm proud of what we've done. And I feel like I'm ready to move into a new space as far as a podcast is concerned. And I don't know what that looks like yet. But I, I, I feel like we have like it just it was just so funny, because I was thinking about it and thinking about it over the summer. And then Lauren and I got on a call in the summertime and, and I said something like, I think I'm gonna quit the podcast. And Lauren was like, I was just gonna say, like, it was just we just like, right time, we were both like, yeah, it's time to move on and close this book. So I think we just want to express some, some gratitude. For everybody who's listened and supported. What we've done. I feel like, I don't know, we want to leave it up. And for sure, and like have it exist. So it'll be here. And there just won't be any new. New content coming.

Lauren

Right? Yeah. And we've had so many incredible guests, which I want to toot our own horn a little bit, I think speaks to the relationships we had going into this because it's not like we were some established brand of a podcast, we've never had a production company, we have a handful of Patreon members, you will fucking rock and have made it much more financially accessible for the two of us to make this happen. We have been able to fund some of our systems, not all of them, we definitely operated at a loss for all over the last few years. And it's really helped. And you know, and it's strange, because, you know, I mentioned this business partnership, I was ending and my word of next year is sovereignty for myself. And now I'm like, Oh, maybe I should do some Googling and make sure there's not some like

Tristan

weird origin around that. That's gross. Yeah, I

Lauren

should, I don't want to be like a monarch. But it was more about I have had in the last few years. And I think for great reasons. And it was right on time, I've had my energy kind of dispersed in a lot of different buckets. But, you know, I started two businesses and this podcast in 2020. And the two businesses were with partners. Now they have all come to a conclusion. And I think it's in part because I needed to kind of focus my energy in one direction and make my impact there. It's like a river. Like if you narrow the focus of the river, it's it's it runs much more powerfully. And this has come up I mean, as someone who teaches about boundaries, I've had to tune up a lot of my own this year and take some of my own medicine and it's been very uncomfortable. But it's similar theme of like not being everyone's therapist, friend, not everyone but there were two or three people I was definitely just holding a lot of space for and yeah, so it's this is very bittersweet. There's some things I've been very relieved to add this is difficult in many ways and feels right on time. And I'm I'm proud of us too. I'm proud to be new. I love I'm gonna love looking back on these episodes. I love that we showed up for what we set out to do, which was have these messy conversations. I cringe when I think about some of the wording I used in early episodes and I'm so glad they're there. You out that if in five years someone comes across it, they feel like this is this is the practice. Yeah, you do.

Tristan

Yeah. Yeah, I'm proud of both of us and proud of the body of work we've co created.

Lauren

And as you're applying for jobs, you should put this on your resume. Yeah,

Tristan

if I apply for jobs, my resume, excellent, excellent suggestion,

Lauren

or a portfolio or whatever. And also, you know, if you've been a guest, and you want the audio or you want any other assets that we've had, we're always happy to share happy to make this a crossover episode for you if you have a podcast. I mean, there's just so much good content that

we haven't had the capacity to. I mean, I always wanted, I wish our Instagram could have been my full time job because there's so much that we just didn't have the capacity to break down and share and create content with and maybe, maybe someday I'll do a little retrospective or so.

Tristan

Right now. I'm like, Well, we still could and then I'm like, wait, neither of us have the capacity for that.

Lauren

Things trusted. No new stuff. Yeah. So is there anything I mean, I'm this perhaps theme of planting seeds? Are there any seeds you want to plant as you head into the rest of the year in this new phase without all the fuckin I want?

Tristan

Is and space. And right now that looks like reading for me? Yeah, yeah. Writers have to read. Yes, yes. Yeah. So yeah, I've started that, like, last weekend, I was like, I'm going to read books. And it's been really lovely. And I want more of that. Yeah,

Lauren

I love it on my journal from yesterday, because they did this little false spread. And the last card was about an area of promising growth to focus on and work toward and they pulled the hermit or maybe I'll get like, an eight of wands, or, like one of the queens or something. And it's like, no, the hermit. Love it into yourself. And then I wrote nothing extra for the rest for you. Yeah. And I'd say this Instagram break even though I'm scheduling posts has been speaking of self sovereignty, Jesus. Yeah, just coming home to myself. That's, that's fine. Yeah, but I hope for everyone listening to this has been, I mean, forever feels like it's been tough. But this last year, yeah. We're all exhausted.

Tristan

Yeah. Yep. Yeah. So final, I think just gratitude for those of you been on the ride with us. And those of you who have supported us by sharing things on social media by sending episodes to people, especially, you know, big, big shout out to Patreon supporters, we really appreciate those of you who joined us on that platform and offered your your support financially. And, yeah,

Lauren

I love you.

Tristan

I love you, too. I really, really like we've come a long way together. And it's really exciting to think back about how we started and where we are and the fact that we're making this choice together and like totally on the same page and aligned and it just feels really beautiful. That's that's emblematic of our entire relationship.

Lauren

It is I was thinking this for you thinking this?

Tristan

Yeah. Well, you know, plug to go listen to Lauren's new podcast, there are already several episodes out and more to come. And you know, obviously, those of you who want to stay connected with us know where to find us. We'll include things in the show notes. And stay tuned for whatever podcast situation comes next for me because I know something will happen because it's a really fun way to create something. Yeah. Yeah,

Lauren

now we know how not to do. That's exactly your friends sending a big hug.

Tristan

Yeah, thank you everyone take good care

Tristan

as a pillory thanks for listening to this episode of all the fuckin if you like what we're doing, we'd love if you'd subscribe to us on Apple or Spotify and leave us a five star rating and review this helps other folks find us. You can learn more at all TF in podcast.com That's a LLTF pi n podcast.com. and on Instagram at all t f i n podcast or at Tristan cats creative more and at Lauren K Roberts guys