

Season 3 EP6

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SPEAKERS

Valerie Johnson, Monique Curry-Mims, Brandyn Campbell

Valerie Johnson 00:00

Hello, and welcome back to beyond philanthropy. I'm Valerie. I'm here with my co host Monique.

Monique Curry-Mims 00:05

Hello.

Valerie Johnson 00:06

And we are here for the episode that almost wasn't. So if you've been with us for a while, you may remember last season, we had an episode that was not and it was a comedy of errors with recording issues and my microphone making me sound like a monster was shrieking every time I tried to speak. So we were back. And we're really, really excited to finally get a conversation with Brandyn Campbell. So Brandyn, full disclosure, is on the board of the organization that I currently work for, which is how I was introduced to Brandyn but Monique had worked with Brandyn in the past as well. And Brandyn, I'm gonna butcher what you do. So I want to welcome you and then I'm gonna ask you tell us what you do and what your areas of expertise are.

Brandyn Campbell 00:57

Sure, I am very glad we have been able to make this episode that is now that I'm Brandyn Campbell, I have a company called Brandyn Campbell communications, which is a dei consulting firm. But one of the things I really do is look at the intersection between the ways that we communicate and diversity, equity and inclusion, because there's so much overlap in that area. And so many of the challenges that we have come down to the ways that we listen or don't listen to people or certain people, the ways that we talk to people, the language that we use to talk refer to folks. So that that's a really prevalent underpinning and starting to get folks to look at that can be a really powerful, actionable way to get folks to really realize that they're not necessarily treating people as fully human, I am just I've always been passionate about caring for people. And that's really what this comes down to for me. So you know, these are terms, they are terms that have been weaponized. You can add, you can add all kinds of things. But it comes down to caring about people and needing to get to know people in order to care about them, and ultimately bring out the best in them. So that is what I do with organizations do

trainings to help folks reframe, from thinking about DEI as just this checkbox to this way of living and thinking and ongoing work to be this is a paraphrase of Austin Channing Brown, it is one of my favorite quotes. But she says this work is about being a better human to other humans. That's what it comes down to.

Monique Curry-Mims 02:47

No, I love I love that. One. I'm excited for this conversation because I was sick the last time so it wasn't part of the original conversation that was but wasn't. But yes, I wholeheartedly agree with that fact, I often talk about like, we're just, Can we just take care of each other? Like, we're just humans, right? Like, can't we just be and support each other in our beings authentically. So I appreciate all that you do. And it's interesting. So we met, I guess, almost two years ago, I'm gonna say two years ago, almost two years ago, because you were speaking with the Philadelphia public relations Association, on PR in how to be more inclusive in, in PR. So I think I think actually, at that time, they had put together almost like a, a glossary of terms as well. And, as Valerie and I have just been, like, you know, in this work, we're often sharing the things that we learned and not just more inclusive terms, but the history of terms. And I think that there are terms that we might use that we might think are inclusive, but aren't because they started with this colonial, holistic point of view. Like stakeholders, we talked about that several times on on here. What was the one the other day you sent me, Valerie, that kind of blew my mind?

Valerie Johnson 04:05

Just trying to remember, I'm trying to remember where I sent it to you from Instagram,

Monique Curry-Mims 04:10

on Instagram.

Valerie Johnson 04:11

Alright, I'm gonna find it.

Monique Curry-Mims 04:13

So while she's looking for that, I feel like all of our words are like that. I they all have these like torrid histories. Like what, like, professional like, where do we go with that? Right? Because Are we just creating a new language? Oh, and before

Valerie Johnson 04:28

Oh, and before you answer that it was cakewalk.

Brandyn Campbell 04:32

I was just thinking that in my head. I don't know about cakewalk.

Valerie Johnson 04:36

Oh, tell us tell us all the things especially including why you should not use Cakewalk anymore.

Brandyn Campbell 04:41

Well, I'm curious. I'm, I'm curious if there's anything I would learn from the post. So I'm gonna defer to that.

Valerie Johnson 04:48

It was the New York Times so it defined Cakewalk as a contest in which black people would perform a stylized walk in pairs typically judged by a plantation owner. The winner would receive Some type of cake. Had no idea.

Monique Curry-Mims 05:03

No idea.

Brandyn Campbell 05:04

Yeah, it's one of the things that I think intimidates people, and understandably so is there just you've illustrated the point as much as you are in this and about this, you're still learning. And I think if we can all view that as a positive, we have to view this with, come to this work with humility. And no, we're not going to know anything, we're going to make mistakes. And if you're about being a better human to other humans, if you learn, Oh, crap, I did not know that this was offensive, or had this history and just start to not use that do exactly what you did say, hey, Monique, to a friend to colleagues did you know this was the history of this word, and then correct yourself, no harm done, you have learned. If you refer to a group as something they don't want to be referred to. It's a horrifying feeling. We don't want to make mistakes, we don't want to hurt people. But if someone says, oh, you know what, I actually prefer this, okay? And will feel will feel a little something a little sting. But it's about like, this person has told me how I can be better to them how I can better respect them. That's a powerful lesson. So if we can kind of put our egos subdue our egos a little bit, and just always be looking to learn, then that's a huge way to really move forward with being with being inclusive and being inclusive with language because you're open to learning and understanding. As as you learn more.

Monique Curry-Mims 06:46

I feel like I'm already gonna take us off topic. So I was just gonna say, I had a smile on my face. But we have to start doing videos of these because people would die. So the other day, I was having a conversation with someone. And, you know, he was talking about, you know, people getting together from different, you know, backgrounds... And in my mind, I summarized that as Oh, you mean, like a community dialogue? And he immediately was like, No. And I was like, oh, no? he was like, That is such a triggering word for me. And I was like, Oh, why, like, I I'm like, I'm sorry. I just, I was just regurgitating what you said, he was like, Well, I don't consider these community dialogues. I consider them. Community, I forgot what he said. But the precipice of it was like, he was part of one before. And he and he experienced that he had from it was very extractive and very discriminatory. And he was just like, so I no longer utilize that term. So the rest of the conversation every time I was like, Wait, not that and he was like, I appreciate you as like, you just told me that was triggering for you. So while I don't hold that same context around that, I'm not going to sit here and continue to have a conversation with you that's triggering. So it's not something that I might remove from my dialogue personally, because like he said, That was from an experience that he has, he now attributes that, but I think that we often lose that respect in conversations, right? Because like, well, I didn't take it that way. So I'm going to keep using it. Whereas he's like, Well, no, I was in this incident that triggered me. So I always

associated with this term. That's hard to do. Like that was a one on one conversation, you know, as leaders who are often in conversation with groups of constituents. How do we how do we navigate that?

Brandyn Campbell 08:46

Yeah. So I think one of the most important things, and I have a feeling this is already happening, but really trying to be even when you're not in front of your of the constituencies, really still trying to find ways to understand the conversations happening, the issues happening, we were just talking about Instagram, one, I think easy and practical thing to do is pick some follow some sources that are from those communities. And so that when you're scrolling, you're learning by default, what are the conversations happening? How are these groups referring to themselves? How are they referring to things happening in their communities, that won't protect against everything, but it's showing that this isn't just a sometimes thing. I'm really trying to embed, understanding the conversations that are taking place and adding these different perspectives to what I consume on a daily basis. So that is, is one really strong suggestion that I have um, And, you know, as leaders, you know, and this is so hard, especially when it's large groups, but that example you shared is so powerful. And while that's not necessarily possible to have an exchange like that, depending on the type of, of meeting or engagement, when there is that care for people that's going to come through and the way that you do things, even before you get to maybe the four engagements you have each year with, with this group or something like that, there will be it will be in how you carry yourself and how you really take the time to listen to what is said. So, while you can't necessarily have that same conversation in that same way, the way that you listened to that gentleman, that can happen in every setting, though, really listening, kind of saying that this is what I heard, oh, no, actually, this, this is the part that I have issue with, okay. The act of listening is something that we do not do well as a society not calling anyone out. I'm included in that. And when you realize how much I give the vision of double dutch, and then I do that I'm like, does that date me? Do people still do double dutch?

Monique Curry-Mims 11:16

There is now a 14 and over group in Philadelphia that does double dutch. Oh, my gosh, I'm hoping to spend my summers with them.

Brandyn Campbell 11:26

That's phenomenal. But I think of kind of, you know, you're waiting to go in. And that's kind of how we tend to have conversations, we're not really listening. We're just like, oh, I want to respond to that. And just like, when do I go in, and you're disregarding everything else that's happening. So really just caring about what people are fully trying to tell you and being fully present. That's another really powerful tool to showing what you're saying to me matters.

Valerie Johnson 11:54

So I think where I struggle is that nonprofits, or at least nonprofit leaders have gotten really good at having a good face of inclusivity saying the right things in public, and maybe not saying the right things or being as inclusive in private. So for the organization that I work for, we support people experiencing homelessness, we say that out of respect, you are not your situation, homelessness is temporary, it's meant to be temporary. calling you a homeless person implies that you will never get out of the situation

that you're in. So we say people experiencing homelessness to honor that. That's not always how our participants refer to themselves. But I've never had anyone complain that we use the temporary versus the ongoing, never ending, you are just homeless. So in public, you know, our supporters, our leaders, everybody in our organization is pretty good at following that party line. In private, maybe not so much. And I correct when I feel like I can. But that lack of inclusive language, when no one else is looking, really starts to get under my skin, and really make it difficult to believe in the integrity of the organization. And I'm not, I'm not the only one. And I don't think we're that bad on a scale of one to 10. So if you know my organization, please don't think that this is me saying we're horrible. But I'm not the only one. So I've talked to other fundraisers who have similar issues, or other people in philanthropy who have similar issues where on the surface, their organization is inclusive, but like inside of the organization, in private, the inclusivity is not the same. It's not the same level of language or inclusivity. So have you come across that? Brandyn is nodding, huge nodding right now. And like, how do you? Could I have that conversation internally at pathways and just say like, Hey, our integrity is being challenged when we are in these situations where we're not using inclusive language. How can we change that? Oh, my God, did I just answer my own question?

Brandyn Campbell 14:10

Thank you. Thank you. You made that very easy. What you just said from show notes? That part? Yes, that is what you do. yes to both parts. You can actually and you said it so beautifully. I think a lot of times when people Gosh, and I was nodding emphatically, I think much more common than than not. And it is it is very hard because nonprofit work is very mission driven and heart centered and people are passionate about what they're doing. And so when you see these dualities, it's really hard to stomach and I think, you know, not every leader is different. Honestly, not every organization is going I want to talk about things. But at the same time, I think people picture a knock down, drag out fight, when they when they want to bring something up. And it doesn't have to be that it can be presenting something with curiosity. You said, you know, how can we? How can we bring this into the organization a little bit more? What a great way to present it who's going to be like, Oh, I don't want to do that.

Valerie Johnson 15:27

I think everyone's gonna say that that's you hit the nail on the head. That's exactly what I'm expecting. I'm expecting them to say like Valerie is a problem. And she needs to go because we don't want to be challenged like this. So I and I'm probably wrong, but I think in my head, that's what I'm expecting.

Brandyn Campbell 15:44

Yeah. I mean, it's a scary, it is a scary thing. It's your your job, I think by but by asking just as curious question, can we have this conversation? And so much of reframing the question, it made me think a little bit about, you know, we're in Pride Month, and there have already been conversations about how, what's the term, rainbow washed things are? How about this community? Are these organizations putting up the pretty rainbows and then moving on? And then if they're challenged a little bit like, oh, no, let's take that down. Now, that's not that's not what this is about. That's not what it's about to be inclusive. It's not something that happens sometimes and not all the time. And that is so challenging. One of the things that organizations, especially when I work with them on the communications piece, come to me saying and fearing is we don't want to be called out as formative they think of they remember three years ago, and all those organizations who were called out and

Valerie Johnson 16:52

about Black Lives Matter. Yeah, absolutely.

Brandyn Campbell 16:55

And it's overly simplistic, but I say to them, the way you don't get called out as performative is you don't be for performative.

Valerie Johnson 17:05

So simple. And yet so difficult, though, exactly.

Brandyn Campbell 17:07

If you it's not about perfection, if there are these goals that the organization has, and you can talk to people and say, we're not perfect, but this is what we are working towards. And this is what we are doing, people will respect that. Yeah, um, gosh, if 2020, we should have learned so many things. But organizations should learn, it doesn't matter what you do, if you're being performative, especially with Gen Z, I am such a fan of Gen Z, they're gonna sniff you out from a mile away.

Valerie Johnson 17:44

I think it's also so easy. So I have I have a teenager in my life, a Gen Z teenager who does not use the pronouns that they look like. And the it's so easy to just say, Sorry, wrong pronouns, use the correct pronouns and move on, like the amount of respect and the amount of appreciation they have for that simple, I'm sorry, and then doing it right, is you don't get that other generations that the other generations are grudge holders, and they think that you've got, you know, like negative things going on inside of you. And you're being performative. If you correct yourself. Maybe at times, but Gen Z is like very quick to just say like, Yep, that's right. Thank you. Appreciate you acknowledging that mistake. Let's move on. And they don't hold the grudge.

Brandyn Campbell 18:31

Right. If and there's so many lessons we can learn from them. And it's a shame that, you know, they're the young ones and they're having to correct the mess that we've got mess. Yeah, continued and passed down. But exactly, like it doesn't have to be a big deal. Oops, sorry. And now let me try this again. Just that simple. I this is a little bit off topic, but I do some peer leader trainings for middle and high school students around you know, bias and anti bias and things like that. Each time I walk in and after about a half hour I'm like, I don't need to be here that's just the language that you sometimes I wish I could tape record like they put things that I that I say routinely but like they just say it in a much more perfect, more simple way. You know, groups will have many times someone who's non binary and it's such a non issue and it's just like, this is the most amazing and beautiful thing. And I I just it does not have to be that hard. That is what I learn each and every time I'm in those rooms. It just doesn't have to be as hard as we're making it.

Valerie Johnson 19:55

I have a tiny brag. I introduced said teenager To schitt's Creek, the TV show to a specific scene. We were we were talking about like being serenaded and like having someone sing you a love song. And

like how potentially embarrassing that would be. And I was like, wait, wait, wait. There's actually a really lovely scene from schitt's creek where it's not at all embarrassing. It's actually like really heartwarming. And after we watched the scene, they said to me, you really remind me of the mom because she just didn't care that like the her son was being sang to you by another guy. And I was like, Yeah, I really don't like if it makes you happy, then I don't care. And then I was like, did you just did you just compare me to Moira rose? Oh, my God. Priorities? Like, I couldn't even like accept the compliment. I was just like, oh my god, you think I'm like moira rose. This is amazing. And also scary but amazing. Yeah. Mainly amazing. Yeah. So that just like true, like support of someone where you don't care so much what is happening as long as they feel supported and loved and cared for? It's not as hard as I don't know. It's not as hard as people make it out to be, at least for me.

Brandyn Campbell 21:06

Yeah. But totally. And I think for for the folks in your audience, if they can, you know, think about what they're seeing play out with with pride month and corporations. And think about that on a more a smaller level, maybe what what their own organizations are putting out, okay, this is great that you're putting it out. But that's one level of action. But then what is the level that's happening internally, and inclusion, that always has to be how it works, it can't be just, oh, here we're saying the right things that has to be at every layer. And using one other example of school students, my son is in fourth grade. And I'll use an example from from last year, the third graders were a little bit less sassy. But I went to talk to his class on Career Day, and, you know, their big ideas, but explained, broke down the words diversity, equity, inclusion, inclusion, I asked them, what's a word, you know, that is found in this? And they said, oh, and I spoke to four different groups. And each one had at least one person, say something like, oh, would that be like, if we were at the playground and someone's playing by themselves? And we just have them play with us? I said, that is exactly what it is. Why do these babies get it? These adults, but it was just so beautiful. Because again, it was a reminder of, that's what we all kind of naturally do. And then we get further and further away from it. And we need to keep thinking about how do we make sure everyone's on the playground, everyone's playing, everyone's having a chance to be in a group and be invited and have fun.

Valerie Johnson 22:56

So let's say you're a leader, at either a nonprofit or a local foundation, your job is to support your community. What are some things that you can do to make sure that everyone in your community feels included like everybody in your community actually feels that as opposed to the performative it's Black History Month, we support black history, except that of the last four people we fired three of them were black, like, it happens way more often than people want to admit.

Monique Curry-Mims 23:29

You know what and also I am tired of so there was, you know, two shootings that happened in two different communities. And I literally saw an organization basically, like it looked like they just like updated the, their, like press release. And I was just like, This is what they said for the for the other shooting now it's just a big one was like, you know, like, it was like the buffalo shooting. And I think a couple of weeks later, there was some like, Asian hate shooting or something like that. And it was like, they just adapted like, wow, like, what? Why say anything? Like I don't I don't understand, right? Like, like, can't like, can we move away from that?

Brandyn Campbell 24:09

Can we? Oh, and yeah, I had to laugh cough when you mentioned the firings? Because yeah, that, seen that a lot.

Valerie Johnson 24:21

But nobody says it. Like, I feel like I'm taking crazy pills when I'm like, let's look at who is being put on pips at our organization who's being put on a pip? Are they being held to the same standard as the people who are not on pips and my eyes tell me one thing. The conversation at the organization is oh, well, it's not because of that. It's because this person is not performing. this person's performance is actually exactly where this person's performance is. I see one very striking visual difference. Yeah. Can we talk about it.

Monique Curry-Mims 24:55

or they're being brought into a situation like someone just share with me or report or Around how, you know, black woman, but black leaders are being brought into organizations at times of crises. And then, you know, expecting them. And it's just like, wait a minute, we already know that. Like, first of all, can we start with all the reports like stop writing reports about things that have been written reports about that we all know. But you're being put on a pip as an executive director from a board or being whatever, but they're also being set up to fail. And then it's like, oh, well, especially if it's 2020. It was like, Oh, it's 2020, we got to put a black ed as the head of this organization. But it's like, everyone's in crisis. And now you're like, why aren't you being successful? First of all, nobody's being successful right now. But then to you just put this person in and didn't even give them the autonomy to actually perform at the level they need to perform it. But you've got all these dei principles, or we updated our bylaws or whatever. But we're actually again, being more performative and authentically implementing things. Yeah.

Brandyn Campbell 25:57

Gosh, all right. There are a lot of things.

Valerie Johnson 26:00

We just asked you to solve a very serious problem. And we have about five minutes to cover your answer.

Brandyn Campbell 26:06

no problem. No problem. All in a day's work.

Valerie Johnson 26:10

All in a day's work.

Brandyn Campbell 26:14

So the so what I find a lot in this work is people want simple answers. And I'm the one to say there's no simple answer. There's no checkbox. If you want just your little five step to inclusive culture. That's not me. That's not anyone, because that's not honest. You have to want to be better. And you have to be

trying for it and striving for it every day. And knowing some days, you're going to have setbacks and be like, Oh, crap, but you keep trying, you don't give up? Oh, well, this isn't working. So that's one of the biggest things I would say. So to that person, who wants to be sure everyone in the community is taken care of, and want them to look at the challenge as not, it has to be you know, not by q3, I need to know all these, like, Nope, it's about relationships, and valuing them and that takes time. And build those relationships and being genuine and as you say, Monique, authentic about that is going to be how you get to that path. And as people in the community see, okay, this person isn't just pardon my French bullshitting, they really do care, then that's how you're going to start to really get people to see that they care that you are cared about as a person. And then in turn, you'll start to be able to have really genuine conversations. So many, I can't remember who said it, flip someone, someone I was working with on a project in 2020. And you know, everyone thought, Oh, the answer is just just grab more black people put them in the organization. And he said, My concern is all of these organizations, basically wanting to grab black people off the street, and just put them in these organizations that have done no work to ensure that that black person can succeed. And we saw a lot of that. And we saw so many of those folks being burned out being treated like crap being fired, because they weren't good enough. Because there was no infrastructure set. For this, suppose it inclusivity that they wanted. So there have to be honest conversations. And places don't like having that. It is one of my favorite things to have to do for some reason to just go and be like, Tesla, I was definitely not supposed to talk about in polite company.

Valerie Johnson 28:56

Right? When I mean, like you, it's why we like you. So I love it.

Brandyn Campbell 29:01

To be like this is a nightmare. And this is the best thing ever. And it's about having taking a long, hard look. And doing that on an ongoing basis. And that can be that can be very hard especially if it's you know, if leadership has been there a while there's this entrenched culture of just being a yes man or yes a woman or yes person. But you know, if this is what organizations say they want them, these are the things that they have to do. And if they're not willing to do them, then there should just be an honest conversation that okay, then this is actually not what you want. And you should you need to be okay with that. And saying it and just being honest about it.

Monique Curry-Mims 29:52

So many things just popped up in my head. And I'm gonna

Valerie Johnson 29:55

And I'm gonna say we are coming to the end. I want to keep talking so much. But Monique, pick one.

Monique Curry-Mims 30:04

Oh my gosh, wait, what's what's the best one to pick? Um, so that's like a two parter. Forgive me guys,

Valerie Johnson 30:12

Two parter is okay, I'll allow it. I don't know why I'm suddenly in charge of making that decision. I just

Monique Curry-Mims 30:17

know, it's okay. It's okay. It's okay. Um, so Part A, Part B, what you said, reminded me or made me think about affirmative action. And the fact that a lot of states are pushing back on it now. And part of me is like, we shouldn't need it, right? Because we should just be inclusive. And if we're really trying to be inclusive, and like what you said, if that's not what you're trying to do, just own it, right? Like if you, if you if that's if you don't want to diversify, if you don't want just own it, and just own it and be there. But if you don't, right, like, if you really want to be like, I don't need affirmative action, I want to be diverse, I want to be inclusive. Something that you said was, you know, you should be checking back in. And that's something that a lot of leaders in this sector don't do even like with strategic plans, they set the plan, and then they just go off, right? And then they're like, oh, wait a minute. Now we need a new plan, but you never tracked against it. What should they be tracking against? Right? Like, if you're really trying to authentically, be it not because somebody mandated something on you not because you're trying to be performative, but you're trying to be authentic, and implementation? How should you really be checking back? Like, what are some key indicators that we should be looking towards? I'm not that might vary depending on your organization and what their goals are. But can you just, I don't know, can you just give some insights into a few that might be like some standard things or that other you've seen other people do?

Brandyn Campbell 31:48

that's it? Okay, that phenomenal question, I will do my best to to answer it. So check back in part, and I love you bringing up the bat, that's just a challenge in any aspect of the work happening in a nonprofit. Not that additional work is what anyone needs, right. But something that I've heard from clients that they've done, and sometimes I have recommended, is, you know, maybe it's your leadership team, maybe it's just one or two people in the organization who know you, well, can call you, on your BS, have almost a personal accountability board. Someone that can just be like, this, these aren't official measures, but can help open your eyes to when we were talking about the inclusivity isn't at the organizational level can be like, Okay, do you realize in that meeting, how much space you allow bill to take up? But then there were these three women who wanted to speak, and you barely let them utter those words? Are you aware that you did this, that this happens, and that, that this is something that you do, and that someone can just start to get you to notice your own patterns. And that can be such a powerful way to, to acknowledge not just personally but that, wow, if I'm having these issues, we must be having these challenges across the organization. And then, you know, some common, you're asking, ask me about, you know, some common measures, it does really depend upon the, what the organization has prioritized. Many say that it is that, you know, we want to diversify their, their team. Okay. Part of defining that, well, what does it look like, we've all seen that graphic of, you know, what diversity is and what it isn't, and people, you know, having the diversity all at the bottom, then at the top, we know that it takes time to have change at the top. But let's talk about all of that all at once. And then let's figure out where we want to be with each of these types of roles, you know, maybe entry level middle management, leadership, and see where we are. So something really thinking through and maybe defining even better than, or even more clearly than necessarily, may happen already. And just having having some sort of check in formal or informal with someone who just you have the report, they can just they know you they can bust your balls and say hey, did you notice this that the other thing Okay, see you next week?

Valerie Johnson 34:56

That those are all really, that's great. Yeah. Excellent, excellent. We have certainly challenged you with some really difficult questions, and you have risen to the occasion beautifully. So thank you.

Monique Curry-Mims 35:11

Thank you. I feel like we just like touch the surface of a lot of really did. Yeah. And I know that you do consulting and training. So please, like, let our listeners know, if they want to dig deeper in their own organizations, you know how they can get in touch with you?

Brandyn Campbell 35:29

Yeah, absolutely. I love as I mentioned, I love helping organizations start to have those hard conversations. I've also started working more specifically and more closely with leaders to help them find ways to to be more inclusive and equitable in the work that they do. I have an anti racist mastermind, that I am starting with other leaders who are about this work, who are kind of into community to help each other, navigate tough problems, and often organizations where it's not terribly hospitable to what they're trying to do. So really trying to be strategic and navigating. So if any of that sounds sounds interesting, or if there's something else that you think your organization might be, might need, feel free to hop on my website, it is Brandyncampbell.com. That's B r a n d, y n. Campbell, CA, MP B E LL. I'm on LinkedIn. Always love having conversations. Even if you're not sure what you want or need. Feel free to reach out.

Valerie Johnson 36:41

Amazing. We'll make sure that's in the episode notes as well.

Brandyn Campbell 36:46

Thank you.

Monique Curry-Mims 36:47

No, this was thank you for joining us, Brandyn and thank you to our listeners. And if you didn't know now, you know this has been beyond philanthropy. Thanks, guys.