

BSC _ Season 1 _ Juan Young _ Final

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SPEAKERS

Juan Young, Dr. Thomas, Dr. Fowles

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- D** Dr. Thomas 00:00
Hey, are you rolling your eyes right now because yet another talented student is questioning their abilities?
- D** Dr. Fowles 00:06
Well turn a negative into a positive the No Deficit Model, or No Imposter Syndrome Tee. Check out all of our Black Social Capital Swag and stay motivated by going to staymotivatedandrisetogether.com/shop.
- D** Dr. Thomas 00:32
This is Black Social Capital. Today's guest is one young one worked in the nonprofit sector for 10 years serving underserved and underestimated communities. Now he is a social entrepreneur, and the CEO and founder of Melanance, which we are going to hear all about today. Welcome, Juan.
- J** Juan Young 00:55
Hey, how you doing? Dr. Jaqui? Dr. Theo. It's so exciting to be here.

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Dr. Thomas 01:00

We're excited to have you. This is going to be an exciting episode.

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Dr. Fowles 01:05

Yeah, this has been a long time coming in. I'm happy you're in the in the hot seat today. Today, we're really going to talk about your journey into entrepreneurship. Right now, in our culture is you know all about entrepreneurship, there's a growing sense of, you know, becoming an entrepreneur is cool, you know, owning your own thing is is the way to go. If you could just talk about how and why this spark was first lit for you. I think that that would be a great place to start today.

J

Juan Young 01:39

I've been on a few different interviews and podcasts. And he always asked me kind of, you know, why entrepreneurship, and it's really interesting, I had to kind of think about it. I didn't, maybe not until the last couple years, I really viewed myself as this odd like serial entrepreneur, I just was doing things. I was one of the people who I was just raised as you don't talk about it up about it, right. And so there's a lot of people who look and they're really experts at identifying problems, you know, masters of- you know, they have their doctorate degrees and, and problem identification, right. But then it stops there. You know, I just was raised in an environment where, you know, you can identify problems, but I was empowered at a really early age to find solutions to those problems. You know, my mom, my mom was an entrepreneur. You know, my mom was an entrepreneur. Kind of by chance, she worked at the post office for years, she was like a manager at the post office where her my dad met, she had me. And then she had my younger brother, when she got pregnant with my younger brother. She said God told her to start a childcare. And so she quit her job, she was making really good money, quit her job to open up a preschool. She got that preschool for 23 years. And so I grew up, you know, with my mom running a preschool. And at that time, I didn't really think like this is business. This is just like mom's job. But it was entrepreneurship. You know, when I became the assistant director of the preschool, that's where my passion for education, and really, cultivating the minds of young people really started. And then my mom passed, she passed on a Friday suddenly, and I was 22. Here, I am now the director of the preschool who had to take the reins of her business, and had 35 preschoolers and a staff of about five, you know, at 22 years of age. And when I tell that to people, in my mind, I didn't even really realize I was kind of autopilot, because this is what I've known for such a long period of period of my life. But I think that really just showed me that there were different ways to make a living. Right. And I think I've always been one who has been very curious of the traditional path that people tell you that they need to take in order to accomplish these goals that somebody

else said that you're supposed to accomplish. So yeah, I think I think, you know, my dad, my dad had a lot of jobs, like side jobs. You know, he was a clown for birthday parties. He was a stand up comedian. My dad was a coach he had, he had like four or five different jobs. So I think just a combination of like my mom's grounding, and really sound business decisions that she made. My dad's like, kind of, let's try anything, anything can happen. I think I'm a combination of those two things mixed with just my just, I don't know, fascination of wanting to do things differently and kind of seeing seeing problems in a different way. And so I think that's kind of what I've I just saw myself as kind of a problem solver. And I found out that there's value in that and people will pay you. And I was like, Oh, yeah, like, Oh, I can make some money doing this. And I can actually make just as much money as I did for 40 hours here with these people. And so, yeah, that's kind of, I think, how my entrepreneurial bug, just how I got bit by the entrepreneurial bug in staying kind of just really focused on entrepreneurship at an earlier age.

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Dr. Fowles 05:29

I think that that's, that's, I mean, amazing story right off the bat. But I think that what was crazy, is that, you know, people will pay for their problems to go away, right? And so, if one, you're able to identify the problem, and that's one thing, like you said, and then the second thing is, are you willing and able to put in the effort and time to, to create the solution, right. But in order to disrupt the system, you have to look at something completely different, then how everyone else is doing it. And so I think one of the questions I have for you next is really, just to tell us, you know, what is Melanance? Right, that's one. And in this show, we talk about building, Black Social Capital, right, or building our networks and things like that. But I'm really interested in how you built or how you raised capital capital for this business of yours. So tell us what Melanance is and how you raise that capital capital?

J

Juan Young 06:26

Yeah, so you know. So Malenance, is, it's funny, because what Melanance says today, if you'd have asked me this, you know, probably four months ago I would have given you a different answer, because we've actually pivoted recently, which I think is another lesson in and of itself for just entrepreneurship and sometimes, not not being not dying with an idea and being so gung ho for one specific idea. But so Melanance. Today, in 2021, is an online social networking platform for entrepreneurs of color. Here's the problem space, and there's a solution space, there's thinking about the problems and thinking about the solutions. And what a lot of first time founders do, we think about how we can take this solution in and find problems for it. And so in my mind, I said, I want to build a platform where people can find people easily. But I was so focused on the solution, I didn't have a

clear idea of the problem. I started talking to my entrepreneurial friends, and everybody kept complaining about how difficult it is to find x man, I need to find a, you know, a startup attorney, man, I need to man you know, any, any would ask me to do you know, any anybody in this, you knew where I became the plug for, for the entrepreneurial world. And I said, I got it, we need to find a place where people can easily build community and leverage social capital, their, you know, leverage their social capital to take their business forward. Because that's one one thing in an entrepreneurial world that you'll find Black and brown businesses are created at astronomical amounts, but are Black businesses specifically, there, they fail more than anyone. And there's two reasons is lack of capital, lack of access to capital. And number two, is a lack of access to resources and a strong community. And we're not giving people money. And we can't do that. But what we can do was help people to leverage community. And so once we started doing some virtual events, man, people started loving it. And so we're excited about what happens when you can just get a whole bunch of people or like minded in a room. The conversations are amazing. The conversations are organic, and businesses are growing.

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Dr. Thomas 08:48

So I'm I'm taking notes, right? my pen is wiggling. So my question is, because I'm interested in your educational path, and maybe that's your formal educational path. And maybe it's not your formal educational path. But how did you learn these things? Because I mean, this is these are the first time this is the first time I'm hearing these things. And I'm assuming I am probably not alone.

J

Juan Young 09:15

Yeah, so my traditional educational path is really interesting. Born and raised in South Central Los Angeles. And so for those who may be familiar with South Central Los Angeles, Watts area is it's active. There's a lot that goes on in that community. There are certain colors you don't wear it. You know, I grew up not wearing certain baseball hats because baseball hats were affiliated with certain gangs. I had the privilege like even though I lived there, I was I went to private school my whole life. So I'm like, the kid who's like going to the private school. Sometimes I went to one school was taken to me, two buses on the bus for an hour and a half to get to school in Torrance. For its, you know that that was my life. But one of the things that I just I saw in my community, I was less like, what, why? Why were some people doing some self destructive things? If they knew that the outcome of those things, were going to lead to a few different, you know, outcomes, right? Like, what if you join this, if you do this, if you engage in this, and some people, a lot of people, right would write my community off, they wrote us off, and said, These people just do this, because they're just this way. And I just in my heart of hearts, I knew that there

had to be something deeper. And so I wanted to go to school and learn psychology. And so I majored in psychology. The Psychology piece helped me to understand that if you understood people, that if you understood of people, that whether or not I was going to go open my own practice, that that skill of understanding and seeing people as human, and seeing them as your brother and your sister, regardless of whatever the circumstances are understanding that what you see is not just what you get that there's a lot more deeper than that. I think that that opened the door for me to say, Oh, shoot, what if I took this same knowledge and the same passion into the, into marketing, into business into entrepreneurship? Because I already had some passion for that already. I was like, why don't why don't I mix those two? Then I started learning about marketing, got into marketing, came a director of marketing and programs for nonprofit and those things and started doing a lot of stuff within the fraternity and started, you know, and so, you know, I blended kind of all of those experiences. And then, you know, I found out about this tech world not know, the tech world is a world that I didn't know anything about. I didn't know anybody who was, I didn't know, I didn't even think I knew anybody who was in tech. I knew some people who were like other engineers, I didn't know anybody who had, who had a tech startup, I don't know anybody who worked for startup, right? Inside, I didn't hear any of these these terms. But just like I do with everything else, I'm like, I have to immerse myself in this world. Right? Like, I've known mom and pop. But Mom and Pop is very different from going into Silicon Valley and talking to these VCs and people who are pitching, you know, to raise \$10 \$20 \$30 million, like, somebody's you know, out here and they're, you know, oh, someone just raised \$10 million, like \$10 million. I've never seen that many zeros. Like, like, just writing that many zeros on a paper sometimes confuses me. So, you know, it was just a whole new thing. So I learned it from, you know, a lot of YouTube, right? I went to the University of YouTube, for sure. Graduated at the top of top of the class created a pitch you know, pitch deck, you know, applied to a few accelerators got accepted to one Founder Gym, which is really great. teaches you it's about an eight week program teaches you how to raise venture capital from, from VCs. I graduated from there. I am a non technical founder, I don't have a tech background, started asking some people never just relationships, like Founder Gym was a place that that allowed that really kind of woke me up to this world. The founder of founder, Jim is Mandela Dixon from South Central Los Angeles was a former school teacher got into the VC world. And so she's really disrupting that, that industry and helping to bring underrepresented founders to give them an idea of what this world is, but it's a whole different, the lingo is different. The game is different, the strategies is different. And yeah, and so I'm still learning, I don't know, at all, like I'm still learning. And some of the stuff I take some of the stuff I reject. You know, some some of the game, I'll play some of the game, I won't. I have no desire to play, but it is a world that I that I am constantly learning. But the but to be honest, having a network of other founders is the most valuable thing. It is the most valuable thing. I had a founder today text me, Hey, I'm going to be raising some money. What do you think

about this valuation? Hey, I have a, you know, when I talk about valuation and valuation is how much a person how much you believe your company is worth based on a lot of different factors, right? When you talk about valuations, if it's a tech company, it can be, you know, tech companies, it can be very different than if you're selling a physical product. You know, if you're selling a physical product, they may say your valuation is only 10x. But you make 10 times what you you know, your bottom line, your revenue, your bottom line. If you have a tech company, you can scale a tech company, almost infinity, right? Like, because it's technology. And that's and that's where this space is just a crazy space, the type of growth, the type of impact. But I'm at home I felt like everything I've done up to this point has strategically placed I'm here in tech, because I think this is where we can disrupt the most. And I think we can have the most impact at scale.

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Dr. Thomas 09:23

Woot woot

D

Dr. Fowles 15:09

Let me ask you this. Um, I think that, that one of the things that that I love about your journey so far is that, while you're in the midst of learning and doing, you're still you're like, you're reaching back. Right? And you're sharing bits and nuggets, as you're in the midst of your own process, right? So what are the one or two things that you would tell yourself at the very beginning, right, about this journey of entrepreneurship about this journey of, of thinking outside the box? It was one thing that you would tell yourself, either to motivate yourself, whether it be like, Hey, watch out for XYZ, right? This is I'll take you a couple more steps than you thought.

J

Juan Young 15:56

Yeah, I know exactly what I would say. Because it's what I'm telling all the founders now. I, every founder that I have a conversation with now I'm telling them, MVP, right? MVP, MVP in business is minimum viable product, it is the smallest thing that you can take and create. That's, that provides value that somebody is willing to pay for. And that is a concept that a lot of founders do not think about. Because somebody gets an idea, the first thing they think about is I gotta go grandiose, right? What I found out after spending over \$70,000, to build this platform, that mind you, all of that code I'm gonna use at some point with this new platform is completely different. Right? So I spent all that money that I could have saved, and what I could have done to validate my business idea and MVP, the minimum viable product that is really to validate your business idea, right? It's the it's the smallest thing that you can create, to ship and show people and get 10 customers right

with and get feedback. And that's how you validated. I could have done that with zoom and slack. Two things, right? Because ideally, what I'm saying is, people people wanted to find a way to talk to find other people who have content created by people will look like them. Well, what if I just had a Slack channel, and I had a Slack channel of different content creators in different subjects. And I had a paid Slack channel community where somebody paid me \$5 a month to have access to the Slack channel. And it makes it so easy to find all the Black creators who put all of the content in on these different channels, marketing channels, now you can go and you can see it is exactly like Udemy, almost, right. But it's easier because now you don't have to scroll through 1000 pages to find somebody Black, you got them all right there in front of you. So now you have your pick of the litter. I could have done that with slack and with zoom. And I could have validated that idea and said, Okay, we have 200 people in here, right? Hey, investors, they stayed for two months. Now I need \$300,000 to go scale my business. And now I will build the platform. So start with what you have start where you're at. And I would tell myself, a fam, MVP, understand that it's okay to start with humble beginnings. Right? Don't go grandiose. In my mind, I still thought that I was like, it didn't have all the features I wanted. But I'm not saying why'd you have to build a whole platform? I need to I didn't know though. So that's what I would tell MVP. Yeah, that that and talk to more customers. There's a book by Dan Olson is called the lean product playbook. It's how to innovate with minimum viable products in rapid customer feedback. But obviously, we've thought of the problem at a deeper level, we probably can think of some alternatives and some other things that we might have been able to use and to leverage. And so that's what I would say talk to more customers, build an MVP fall in love with the problem. I think all those things are connected.

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Dr. Fowles 19:25

I think. I think that that's interesting, right? Because I think, especially for the last few episodes, well we've really been talking about is, is using your resources, right. And the whole point of this podcast in particular, is is to use those within our network and beyond our network to provide information right? The same, the same. Same applies to those starting businesses like you may not be able to have your own app right? At first, but what can you do in the meantime I'm in between time again to to bootstrap that right? what's already in the marketplace that you can use until you get to the point where you can see your vision clearly. Right? Right. I mean, if I, if I'm looking at businesses now, you know, businesses left and right are like, Oh, that's a good idea over there, I'm gonna take that for myself for a moment, right? Well I'm going to use this piece of-- or integrate this piece of social media into the way that we do things, right. Looking at stories now, right? If I'm, if I'm, if I'm Snapchat, I'm looking like, Snapchat, I changed the whole industry by creating the idea of stories, right? Yeah. And now everyone has a place to have stories. So is this

how, how a simple concept or starting with what you have, your idea can then expand?
Once you lay it down?

J

Juan Young 21:01

Yeah, there's a saying I have it written on board. 80% of the value is in 20% of the features. And so when you think of a lot of the things that you use, think of how many features do you use of that product, we take Photoshop, right? I mean, the average person is not using, that person is using 20% of all the features. So they're not using all of those, you know, blurs is like 15 different blurs you can use, the average person isn't right. But imagine, so that's why you have a Canva, which comes along and says, fam, people don't need all that, all they want to do is be able to take this change, change the color, add a picture on there in a very easy and simple way. Right, you can do what you can, you can do everything that you need from Canva, you can do all of that on Photoshop, Illustrator, etc. But what they did is they just took a couple of those features, and they doubled down on those features, right. So 80% of the value is 20 is in 20% of the features, we always overdo it, if you only focus on the 20% imagine how much more value you can provide to your users.

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Dr. Thomas 22:15

I hope you all are writing all of this down. Because he said it twice 80% of the value 20% of the features.

J

Juan Young 22:23

These principles can be applied in so many other things too, right? Like it's spreading ourselves thin and like not being an inch, not not being an inch, inch deep and a mile wide being a being a mile deep and an inch wide. Right. It's like having being grounded on something is our is our focus and our attention, right, we can't take put all of our attention into 80% of the things, they're only going to get 20% of the work that you can do. But imagine if you took the 20% that you're working on and put everything in it. Like there's a lot of value into those things. So it's something I'm learning.

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Dr. Fowles 23:01

So I have a question. And this was isn't one that I wrote down. But now that we're talking on my phone, this will be a interesting answer, I think so. Coming up, we have some amazing workshops we call Smart Digital Workshops coming up, they're going to be focusing on how people can achieve different goals, right, have a can can really provide

some of that focus. Go down deep, like you're saying, but tell us some of your your strategies for like identifying some of the goals that you have, either professionally, you know, fight for your business or personally.

J

Juan Young 23:39

You know, coming from kind of the nonprofit space and, and in the professional realm, you know, smart goals, right? And goals have to be smart, right? It's hard to create SMART goals in real life for your own life. Right? Just kind of break it down and put your goals in two buckets. And so this is what I started doing. We have milestone goals. And then we have lifestyle goals. And I used to make the cha- I used to make the mistake of trying to take my lifestyle goals and put make them milestone goals. For instance. You know, my goal from last year was like, you know, attend, join a men's ministry and attend 15 different ministry services by you know, I'm trying to do SMART goals right by June of 2020. And it's like the reality is like, that's a lifestyle goal because what I was really trying to accomplish was to improve myself spiritually right to be to be more spiritually connected, to improve my faith, you know, those type of things right. And that's not something I could have measured by how many times I attended Sunday school or And so now, it gives myself some some some leeway right as I had, because it shouldn't be something that stops, right. And so what I'm focused on now are the things that are just life changing things, right? I had some, like, I want to lose this month much weight, you know, which is, you know, I bought me a juicer, you know, pie like everybody else at the beginning of the a year I got the juicer was also that target. And I'm, you know, I'm saying, me and Wifey who just got finished hitting the stairs and all that today, and I have like I want, I want to weigh this by this date. And I want to have these amount of ABS and I want to do this slide. But the reality was like, No, I just want to live, I just want to be healthier, right? Like I I mean, reality is I really didn't want to be the fat dad and the pictures of with my son. So you know, talk about me when I get, but it's like, the reality is I have somebody else that I have to think about. And I'm trying to, you know, we don't know how long we're gonna be here. But I want to be as healthy as possible, right? So let's just making some lifestyle changes and lifestyle shifts. And I think that is something that is a daily task, right? It's something that is daily and something that is should be always on my mind that you never arrive there. And so there's some goals that I never arrived. And I was in my mind, I was thinking, Man, I need to arrive there. And if I didn't hit this goal, by this time I fail. But then there's some other things that like, you know, that I absolutely wanted to do, right. But the reality is, you have to do the work, right. And and, and I think one of the things that I've been trying to do is to do quarterly check ins with myself about where I am, where am I with my goals. I have a vision board that I look at all the time, you know, My son is three, he has a daily morning affirmations. And that, that he says, You know, I am smart, I am blessed, I am loved. I'm smart, I'm blessed, I am loved. I am handsome. I

am brave, I am kind. And I love my Black skin. Like those are the things he says every morning. And so we set him together. Like he looks in the mirror, I'm right there with him. And so it's kind of like, I'm also-- he's telling me, he's looking at me, we're like, we're standing to each other. And these are just reminders of, to me, like I'm all of these things, and to give myself some grace, because I know that because I know that as I look up on that vision board, I may not accomplish some of those things. You know, today, like, I may not be my best version of myself today. But understand it's just a journey. And just to kind of hop back on the horse, as I you would say, it's a process.

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Dr. Thomas 27:46

So, um, along the way, have there been any, like, organizations like professional orgs, or community based or social orgs that have helped you with your, with your current venture? With Melanance?

J

Juan Young 28:06

Yeah. So, I mean, I definitely want to shout out before I even got some moments, I think the process of being part of the historically Black fraternity was one, you know, to join, I'm part of Kappa Alpha Psi Fraternity, Incorporated, which is an amazing organization, you know, to be a member of my organization prior to even being selected, right. So there's a selection process, there's some things that are required of you. Not just grades, but you have to really prove that you belong in this fraternity, you have to be different, you have to put your best foot forward, you have to go out and get it if it's something that you really want. And I would have never done that, to be honest, if it wasn't, for me wanting to join this fraternity then after that, like, the co- that, you know, there's tons of events I had to do. And so, you know, I think that that shaping of you have to bring excellence, if you want to be a part of this, you know, achievement of the motto is "achievement in every field of human endeavor," if you want to achieve if you want to be a part of this, you have to be great. You know, I credit a lot of that to my chapter to the fraternity's motto and just kind of, you know, that process. But in terms of Melanie's Yeah, there's been a few organizations that we partner with, which is both a partnership with the National Black Chamber of Commerce, which I'm super excited about, you know, they service over 100,000 Black businesses. And, you know, we're going to be working with them partnering with them because they don't have there isn't an online portal for for all of these businesses to connect with each other, right in order for us to thrive. We need to be able to look- and for the wealth gap to close we need to be able to recycle our money. And so imagine a place where Black businesses can support Black businesses. Hey, I need some marketing help up. But here's another. Here's a Black business that, you know, has a marketing agency. Oh, I need a publicist. Oh, here you go. I have a PR company. So we're

going to, we're going to help with that. And then we also had a partnership with the Wharton Business School, which is pretty, pretty dope, an amazing partnership. I mean, Wharton is Wharton is their business school is pretty, pretty awesome. And they have a social impact venture arm of their business school. And they identified our company as being a social impact company, they're excited to champion us, to their investors to their alums to invest in our company. And so we'll be working with them, hopefully, to secure a little bit more investment in 2021.

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Dr. Fowles 30:50

What is the thing that you're looking for, in terms of the next generation of entrepreneurs, right, where we're sitting here, we're having a conversation, you're in the middle of your journey, right, but we're also looking around and we see that there's people to the left and my right, that are about to start this journey. So what are you what are you most excited about? What might be coming next? Right? If you had to think about the the, the the ability for people to have opportunity? Or, you know, ideas that you might have whispers about right? What are things that you're excited about in terms of what's next?

J

Juan Young 31:41

Yeah, I mean, there's, there's a lot of things that I'm super excited about. But I think one of the one of the most exciting things that I'm excited about is for for a few years now, I've been wanting to do so long term, one of the things that I am, is on my radar to build out and to create is a facility number say it out loud, because every time I say it out loud, people hold me accountable. A facility called the Young Center for Entrepreneurship and Innovation. And I see entrepreneurship and innovation as the the key for under served communities to build generational wealth. And I think, you know, when we talk about closing the gap, when we talk about generational wealth, it is very difficult to build genuine generational wealth through job, right, because job can't be passed from one person to the next, right? So you using leverage from that job to buy things like you know, property you invest in, and etc, you take the money from there, right? Because I'm not one of those who I don't shame people who work nine to five, trust me, like I'm, I'm always on LinkedIn, saying, Okay, look, I got my own company. But if somebody's gonna let me work remotely, and pay me some decent money, I will be a fool to say no. So I'm not that person. I think that's your first investor is your job. You have a job. In your business, you're your first VC are your customers. But I am super excited about building, I envision having this Young Center for Entrepreneurship and Innovation in cities, major cities across the country, and potentially even the world where we can use these centers to teach young people about entrepreneurship, about innovation. And I think most importantly, just the idea of seeing problems and developing solutions for these problems. And I think if we can

get people in the mindset, these young people in these communities in any circumstances are not always the best that came from where I came from, to understand that you, you have the knowledge, the skill set. And in fact, your community needs you to find solutions to these problems. It's great that you can identify them now, what do we do with them? And in fact, let us give you a framework to do it. And let's show you that somebody will pay you tons and tons and tons of money for these solutions. And it's going to change the trajectory of your family forever. Right? You, you know the reason why we're so passionate about this because a successful Black business is not just a successful Black business, not just the owner wins from that right. The owner wins the employees who are more than likely going to probably be Black because generally Black businesses are more than likely to hire Black employees or employees of color. So they win, right? If they're involved in that. They go on and see like oh, Okay, what's possible for me because now they're empowered. So they go start a business, right? So they employ, the owner wins the employees, the owners, kids win, right? Like, there's just so many things that happened in generations can be changed through this entrepreneurial journey. So the Young Center for Entrepreneurship and Innovation is something that, you know, I'm putting on my, you know, it's going to probably start, you know, it's gonna start off, you know, in an office somewhere, and then we're gonna get a, you know, a nice building- a nice state of art building. And to be honest, it's probably going to start in the Inland Empire, probably in San Bernardino County. I live in San Bernardino County, and anybody who knows anything about San Bernardino County, is a rough, rough, rough, rough, rough County, generally speaking. But I think innovation, entrepreneurship contains a lot of that stuff. and empower people- give people a sense of hope, a sense of community, a sense of imagine the mindsets, mindset shift when you own something ownership, right. I'm super excited about that. And then the last thing is, you know, over this summer, I've been wanting to do a youth entrepreneurship Academy for the longest, and I am going to do it this year, this summer will be the first youth entrepreneurship Academy. And it's going to be virtual. But, you know, I want to bring, you know, my goal is, I've been working with high school students for the last, you know, for years, running youth leadership development training programs. And so the part of the piece of those programs, we didn't talk a lot, we didn't talk at all about entrepreneurship. You know, and I think we, you know, there's a huge opportunity for us to do it. Because that entrepreneurship Not only is great for people who want to be entrepreneurs, but you can go to a job and an entrepreneurial thought process will help you in a lot of different ways. Whether you're applying to grad school, whether you're getting your first job, right, if you have an entrepreneurial mindset, if you have the ability to see problems and solve problems and be think creatively put yourself in the problem space, as opposed to the solution space, you're going to stand out wherever you go. And so that's what I'm super excited about this summer, we're going to watch this is going to probably be a one to two week program. I'm finishing up the curriculum. So yeah, and ultimately, I don't want it to be taboo. Entrepreneurship to be

taboo in the Black community. Right? Where we'd be like, Oh, man, I don't know anybody who own a business or, ya know, my own business, I kind of own a business. You know, I want to thrive I want us to have employees most Black businesses don't have any employees. Even though it's tons of us, most of them don't have any they're they're the only person working in that business. And I want to normalize building amazing thriving Black businesses. And I think that uh, you know, this year is gonna be that much.

D

Dr. Fowles 37:58

I totally agree.

D

Dr. Thomas 38:00

Well, I actually before we leave this space, want to be sure that I spell Melanance for everyone because you will want to go to this website. Check it out. These hoodies are fire. I just bought me one. Um, so it is spelled M E L A N A N C E. So gone to his website, take a look, sign up. Look at them hoodies all of that. Yeah. Thanks so much for spending time with us that I Juan. I hope everybody got some notes because I got a whole page. So you are dope. You're doing dope things The world needs everything that you you are building and have built and will will offer us.

J

Juan Young 38:45

Well, I appreciate it. Thank you for having me.

D

Dr. Fowles 38:48

Hope you enjoyed today's show. Remember, the way we build social capital is to build self and build others. We know you've got some notes on your tablet, computer or even using a pen and paper. Leave us a review, continue the conversation on social media @BlackSocialCap, and share the show with someone you know. Until the next episode, stay motivated and rise together.

D

Dr. Thomas 39:15

This is Black Social Capital.