

BSC _ Tramaine Austin-Dillon _ DRAFT 2 (Updated)

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SPEAKERS

Dr. Thomas, Tramaine Austin-Dillon, Dr. Fowles

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- D** Dr. Fowles 00:15
Today's guest is Tramaine Austin-Dillon. Tramaine is a Programs and Policy Specialist in the Office of the President at Sonoma State University. Tramaine is a dedicated and experienced higher education professional with 10 years of hands on work in promoting equity, diversity, and inclusion in student affairs and academic affairs. He's passionately dedicated to working with students from underrepresented backgrounds promoting their personal, social, and academic success in and out of the classroom. Tramaine earned his Bachelors of Arts degree at Washington State University in communications with a minor in comparative ethnic studies, and a Master of Arts in student affairs administration from Michigan State University. Welcome, Tramaine!
- T** Tramaine Austin-Dillon 01:01
Thanks for having me. Dr. Theo. And Dr. Jaqui. It's a pleasure to be here tonight. Thank you.
- D** Dr. Thomas 01:06
Wonderful. Yes. I'm really excited that you're here. So Tramaine and I went to high school together. And even though we were in this neighborhood, that could be pretty tough at

times, I always felt like Tramaine had this really positive energy. And I thought you were really dope at the time. And it's just super interesting now that our paths have been so similar, right? We both work in higher education. We both worked in residential life, we're both policy work for our respective institutions. So I'm gonna pass it on over to Dr. Theo.

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Dr. Fowles 01:40

Yeah, I think I want to just jump right into one of our favorite segments, which is our Community Capital Segment, is literally a conversation about your educational path. So apparently, we're starting in high school. But But in addition to that, talk to us about how you chose your institutions where you went to college and your majors, what was going through your mind from from high school, into college and how you started your pathway that way?

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Tramaine Austin-Dillon 02:09

Yeah, that's a that's a story. So how do I want to tell this one? I would say, it probably starts with my mom, if I really think about it, I grew up in a single parent home, it was just me and her in South Central LA, and she was somebody that really wanted something better for me. And at the time, I didn't know what that was. I don't think she even knew what it was. But she knew that her life and her experiences, she didn't want that for me. So she constantly talked about it. So I heard a lot about the mistakes that she made growing up the things that she did, and it felt almost like a lecture. But she was really preparing me, right. She was talking about white people at a level that I did not understand, you know, and because I was just too young to actually get it right. But now I see it very clear to things that she would tell me about people, and it's but specifically white people and how I had to kind of navigate that. And so for me, I would say she started educating me at a young age about life. And I was a really good student. And I didn't, you know, I wasn't the best at basketball, football, but I was pretty smart. And so she noticed that and she encouraged me to think about Okay, so maybe you should read more. Maybe you should, you know, go to the library with your auntie and my auntie will take me to the library, and I'd check out books. And so I think that foundation really grew. And personally, as I got older, I just didn't want to stay in Los Angeles. And so as I started to look for colleges, I was really interested in leaving, leaving California. I thought about going to Grambling. I thought about going to Florida. I was ready to go. And I happened to get a recruiter that came to Southwest Middle College High and talked about Washington State University, and was like, Hey, we're we are recruiting smart Black students from LA specifically to go to Washington State. And so this, I was like, you know, that sounds interesting. And then he told me that the communications program was really well known. And it's a great program. And at the time, I knew that that's what I wanted to do. And so my mother also

was very supportive, which I don't find happens a lot. When students say that they want to leave. You know home, I find that you know, parents are like, No, stay close to me! Go out there and do something crazy! And I definitely, you know, have done my fair share of things, but but i think i think it was good. It was good. But anyway, so I ended up saying yes to Washington State in Pullman, Washington sight unseen. They just told me that I got a scholarship because I had a 3.5 GPA. And it was probably one of the best experiences I still say ever that I ever had. Pullman is a small town, there's not a whole lot there. There's a lot of cows, there's a lot of wheat fields, complete opposite of a city, really small town. Lots of white people, so not a lot of people of color. And so I really learned about student services. Then at the time, I didn't know what Student Services was. But that's what kind of got me through that experience. So our American Multi Cultural Center, our peer mentor program, our just clubs and orgs, BSU. Male success type stuff in programs events, I experienced all that stuff at Washington State, and it really helped me and I got super involved. So I was an RA. I was a Resident Advisor. I was a peer mentor. You know, I did a lot of interesting things. I also threw parties and some

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Dr. Thomas 06:35

You had a full experience.

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Tramaine Austin-Dillon 06:37

Oh, yes, it was full, full, full snack, right, a whole snack. And graduated. I'm fast forwarding a lot of things. But yes, I ended up with a communications degree with an emphasis in broadcast production. and a minor in ethnic studies, ethnic studies came about because I had a really cool professor, Dr. Kelvin Monroe, who was my Barber, he cut everybody's hair that was Black in town and a couple of white guys too. But he was the barber that you went to, to get your haircut. And I got my first haircut from him as a first year student. And he's the one that turned me on to ethnic studies, because he was a professor in that department. And so he, he is probably one of the one of the most influential people I have met along my journey. And he was my barber. And my professor, it was always a conversation about life and the struggle. And you know what it means to have relationships with white people? How do you navigate that? And that's, you know, we talked about it all the time. Anyway, I graduated. And then I decided to go work at a radio station in Tucson, Arizona. That was my job. I was so excited. I interned there for two summers. And really had a great experience learned a lot. They hired me. And I got laid off after a year. That was crushing like that was that first moment where everything just kind of just exploded? I was like, What am I going to do? And from there, I ended up moving back to LA from from Arizona. And it was a struggle. You know, this was this was 2008 2009 when the recession was happening, and finding a job was impossible. Yep. You

know what I'm saying?

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Dr. Thomas 08:45

I do. I graduated around the same time and had the same experience. I was out of work for a while.

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Tramaine Austin-Dillon 08:52

It was a struggle. So I really had to get humble and figure out what I was going to do. So I ended up working at TSA. which at the time, my family was like, What are you doing? I was doing work, okay, give me your water, take off your shoes. And those earrings are not gonna pass through because they're fake. You know what I mean? So I had a lot of interesting experiences doing that. So but the point of that story is I was humble enough to go back and say I need a job. And so I'm going to take this job because that's the only place that would hire me at the time. And in that year. I ended up connecting with a mentor of mine from Washington State. Ms. Talitha Easterly, shout out to tweet that. She was the director of the Multicultural Center at Washington State and she was my supervisor for a couple years when I was a peer mentor for the African American students. And so we kept in touch. And one night we were talking and she was like, What are you doing? You have experience? Why don't you go and work in housing, you are right. For four years, I was like

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Dr. Thomas 10:03

Four years! You didn't pay for no housing.

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Tramaine Austin-Dillon 10:09

Right? And that experience is what kind of led me to where I'm at right now, so, but she was the one that really enlightened me about that. I apply for a couple jobs and housing. And thank God, I found a position at UCLA as an assistant hall director, and just randomly through that app out there, still working at TSA. And I got a call for the interview, I did the interview, and then I got the job. And that was like, wow, I had never even been to UCLA. I've never been to Westwood, you know, which is amazing growing up in Los Angeles that I didn't venture out. But it's also a reality where I was from,

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Dr. Thomas 10:57

Right, even though sometimes, actually, it wasn't Middle College. The other places I went

to school, those are the only places we went on field trips was UCLA, and USC. Those are my only field trips. Like my whole life.

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Tramaine Austin-Dillon 11:11

I had been to SC a couple times, and I was even a participant in like summer programs at USC. But UCLA was like a whole nother world. That's Beverly Hills. That's that's Bel Aire right, we just didn't go there. Anyway, sight unseen. Once again, I show up my first day I'm moving in because I'm an assistant director. And that experience was, once again, one of the best I would have to say, because I didn't know that I was going to end up being a housing professional. When I moved in there is a temporary pitstop, you know, I'm gonna get in and get out go on about my life. And so here I am at UCLA planning program, supervising rays, and kind of liking it, like this is kind of I could do this, you know, and reaffirmed in that work, right? Hey, you're doing a great job. Like you have a talent for this. There's also something I didn't know, I knew I was a good r RA. But I always thought I wasn't good already. Because I was cool. Like most people like me, like, I didn't know if it was that or if I was really good at it. And so and, and to this day, I still don't know. Because I don't think I'm I'm that great at that type of work, working with living, you know, housing, but I know how to talk to students, I know how to support students, and I know how to build relationships. And so that was, I think, the keys that really helped me. And you and I could do that in any kind of thing. You know,

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Dr. Fowles 12:48

The thing I see is that, like, you're good with people, and, and creating community. And there's no firmer community on campus, usually. And when you live and breathe and stay and eat and sleep, right that kind of thing. And so if you're in charge of making that experience, amazing for someone, of course, it's gonna rub off that it's gonna, yeah, it'd be amazing for you. So

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Tramaine Austin-Dillon 13:14

it's true. It's true. So was doing that still working at TSA? All my TSA friends are like, You're not leaving ever going to leave TSA? And I'm like, No, I think I'm gonna quit TSA and go full time at UCLA. And so sure enough, that next summer, I quit. Shocked everybody quit TSA, and became a full time staff member at UCLA. Right. And that second year, before I started, they had me work with this foster youth program called the Bruin Bruin Guardian Scholars and working with those students. I said, Oh my gosh, I like working with students. Like I enjoy connecting and learning about them and sharing things with them and them sharing things with me and the relationship building. And the community I felt was just so

amazing. And before I knew it, I was applying to a graduate program. And education, thought I was gonna stay at UCLA and everybody there was like, No leave, what's wrong with you? You need to go somewhere else. And that was a sign I'm like, what they're telling me these are the UCLA staff and faculty people say no, go to the Midwest. Maybe I'll go to the Midwest. And so here comes Michigan State go green go white. Did Michigan State for two years. Housing student athletes work with men's and women's basketball, and football as an academic mentor. And I graduated and I ended up getting a position in housing as an area coordinator. It was that position at Sonoma State University that kicked off my career after graduate school. I'm running a residential village because we have villages at Sonoma State. And I had two villages, about 24 students, staff, and a paraprofessional staff member. And started that journey. And that was just a whole nother new experience, because it's a new part of California. I'm from LA, I'm from South Central LA. And that's what I know. And anything above that outside of that doesn't really exist, which is sad, but it's true. Oakland, San Francisco, there's so many great things about this area, the Bay Area is one of the greatest places to live, but I just was ignorant to it. I just didn't know, as much as I know, dumb, I didn't know nothing about the bay.

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Dr. Fowles 16:01

You've got this gig that has all these components. Now, you're managing people and all of that. When did you realize that you were a student affairs professional, right? Cuz I know for myself, you know, I'm like, I don't know if I want that title. I, I'm an educator. I'm, I'm, I'm this mixed with that. But at the end of the day, like when we're in spaces, you know, we're a student affairs professional, or a professional in higher ed, by when did that come into your mind? Right?

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Tramaine Austin-Dillon 16:37

When did that light bulb happen? I also go go back and forth with wanting to be a student affairs professional, and not wanting to be a student affairs professional. So let me just say that first, even to this day, it's very moment, I do that. But I would say the first time that I realized that this was going to be my career, and this is what I'm going to probably do for the rest of my life unless I get a bright idea. I think that was probably when I became the interim assistant director of residential education. It was an interim position that they needed field for about a year. And that's what the terms were, they were very upfront about that. And the fact that they A.) trusted me, I was like, Wow, so that's a good sign. And then B.) the fact that I had to supervise my friends. That was also really a moment. And I think that in that experience, throughout that whole year, it was probably one of the most political experiences I had been in. And so that's when I probably realized, you know, what this is it. This is this is your career, and you are going to have to navigate these

waters probably for a little longer. If you keep moving up, you know, if if, if you keep doing this, you're going to become a director one day, if you keep doing this, you are probably gonna go back to school and get your PhD. So like that moment, I was like, Wow. It's real.

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Dr. Fowles 18:21

No pressure, no pressure,

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Tramaine Austin-Dillon 18:22

No pressure. But it feels good. Like I say, like, one thing that I have been consistent about is the relationship building that I'm able to do and that I enjoy doing, with students and with other professionals. Right. And so it's been great. It's been phenomenal. This is my sixth year that I'm starting. And so now I work in the office of the president at Sonoma State University. And I get to work with our chief of staff, and the Chief Diversity Officer at Sonoma State University, who is one of the most brilliant Black women I have ever had the privilege of meeting. Dr. Jerlina Griffin Desta. For those of you that don't know who she is, I would suggest that you look her up, send her an email and get to know her. She is a phenomenal woman and has really taken me under her wing and shown me a whole other side of higher education that I did not expect. We're gonna

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Dr. Fowles 19:35

take a quick break and we'll be back right after this.

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Dr. Thomas 19:40

Have you ever felt the need to let people know who you are and who you are NOT in a professional setting? Well, now you can with a Critical Race Theorists or a Culturally Relevant Pedagogist Tee. Get your swag and stay motivated at staymotivatedandrisetogether.com/shop

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Dr. Fowles 20:00

And we're back.

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Dr. Thomas 20:01

I want to switch gears just a little bit. Because you were not always, you know, Tramaine Austin Dillon, who works in the Office of the President, right? So I'm wondering, right?

Wouldn't it be so nice to just get from high school and go where you can go? Right? Yeah. But I'm wondering if you can tell our listeners a story of a time when you learned a professional lesson took some good advice, or did something scary for the first time in a professional setting?

T Tramaine Austin-Dillon 20:33

I think anytime that you have to figure out how to advocate for yourself, you know, and when you're talking to your supervisor, that doesn't look like you. And that, you know, probably doesn't even realize that they have any sort of privilege. And they tend to operate from a Black and white type of perspective, that's always been my biggest challenge. Because I know, I have to readjust myself, to walk into that situation in a way that has to make them feel better, which is the worst feeling that still to this day, I struggle with it because it's just not right. It's not right. And so that's the biggest lesson is that, you know, even though it's not right, you have to sort of walk a fine line when you're in those situations, and the only way you get better at it is by practice, and then you figure out how to still let them know that you're not going to talk to me any kind of way. And somehow I still have my job. You know what I mean? But that takes practice. And if you give up the first time, you're out?

D Dr. Thomas 21:50

Yep. And I'm thinking about times, I have shut it down in meetings, right. I mean, it happened back then, too. But it did also happen last week, but I have practiced, so I was able to navigate it better, right? And I didn't go too hard. But I also let them know what was what, and what wasn't happening. And why they wasn't gonna keep asking me the same question over and over again.

T Tramaine Austin-Dillon 22:18

I would have loved to just been there to listen, that also is a thing that is great, too, is listening, how other people navigate those situations, that's also a lesson is listening, just listening, like how, what is this person going to do, and seeing how it looks different when they are white, to white people having a disagreement and when it's a person of color, specifically a Black person having that same disagreement. It looks very different.

D Dr. Thomas 22:46

It does. And I think sometimes it's interesting when you just watch the people who are in kind of your professional social circle right at work. So you can have those offline really

comfortable conversations about Ah, like, this policy is terrible. Like, we need to talk about this in this meeting, or, you know, we're about to make this decision and I just don't think this is the right way to go. Or, you know, even just this other department treats me bad, right? So you can have those meet those, you know, little watercooler conversations offline. And then you go into the meetings and see your more seasoned colleagues, right, actually use I jus-, I'm always interested in what words they use to explain the things that they were able to say real clearly, but would have been completely inappropriate by the watercooler. But now we're in this official meeting and we got leadership in the in the room. And how do you advoc- what words do you use? What tone do you use? Right? When do you ask a question as opposed to making a statement? So interesting,

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Tramaine Austin-Dillon 23:46

Right? It is, it is interesting.

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Dr. Fowles 23:50

I have a question. And you mentioned earlier in your story about having to supervise friends, by when do people go from being work colleagues, to friends? And have you had what what has it been your process like in separating those two kind of titles? Or bring them to--

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Tramaine Austin-Dillon 24:18

Terrible. I have not done a good job. I would, I would say of separating that out because the first reason is that being raised in the housing world that those lines are so blurry, like when I was an RA like, you know, your residents sometimes were your friends because you had classes with you know, it starts out very blended. And so, and I say this now in jest, but I kind of think is true. We're always in RA. You know, no matter how far you move up, you're always an RA. Take that advice. You know what I mean? Take that with Okay, really think about it. But anyway, and then you get into your area coordinator, resident director role. And then your colleagues live next door to you or down the road. And you spend hours upon hours with them in training, and eating together and meeting together and late night eating together, because who's gonna go to Taco Bell with you that late, the person that lives next door to you? And so when it's working well, no, it's all blurred. And then guess what, you might have a little crush on one of them. And then next thing, you know, it's all bad. And now you're dating your co worker who lives next door,

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Dr. Fowles 25:43

Somebody gotta go to HR

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Dr. Thomas 25:44

Or it's all bad because you're no longer dating the person that lives next door to you. Cuz that's what that's what it is. It's fine when you're dating. But when you break up,

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Tramaine Austin-Dillon 25:55

I can't really speak to other professionals that do different types of work. And it might be the same. But I really feel like the housing professionals, you have to be really, really intentional about that. Moving right along.

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Dr. Thomas 26:11

So maybe tell us a little bit more about your current job, your role your responsibilities was fulfilling, because I mean, we are planning where we were, you know, coming into this wanting to hear about, you know, your work with Black students at a PWI. And when you do policy work, that looks different, right? Because it's more like advocating and trying to direct others where to look and all of that. So can you tell us a little bit more, please?

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Tramaine Austin-Dillon 26:43

Yeah. It's a moving target. To be honest with you. It really is. And I've been in this role now for about seven months. And so, still learning, still growing, still trying to understand, like I said, the other side of higher education. And my main job, if I could summarize it up is to help advance institutional priorities. Moving those priorities along, some are long term priorities, and some are more immediate. Project managing is really what I do. And the projects range from currently building our diversity website- building that out, it was a little page. And now it's going to be a full fledged page with lots of information. So that's now I'm a webmaster. But I'm doing content that is dei related, so that that helps, right, because I'm not just doing random numbers and stuff. There's some that I care about. So that's a great project to helping to figure out the restorative justice program and doing research on different types of restorative justice programs across the country, doing some benchmarking and preparing that report. You know, so as in everything in between, that helps really events, everything that keeps the institution going, there's funding conversations, and there's different ways of writing policies and things that need to be considered and conversations that need to be had. And really, I think these first couple of months, I've been learning how to communicate properly, like the basics, like it's not even anything huge right now. It's like, when you send an email, it needs to actually sound like

this. And you need to make sure these people are CC'ed. And your tone needs to be this way. Right? And so, learning the fundamentals of how to, I guess, be presidential, I don't want to say like, that sounds like,

D Dr. Thomas 29:05

Yeah, you're in the office of the president and you got to represent, you have to represent as such.

T Tramaine Austin-Dillon 29:10

And I can be a little rough around the edges, you know, and

D Dr. Thomas 29:14

When that South Central come out, right?

T Tramaine Austin-Dillon 29:14

And I'm pretty authentic about it, and what I have to say, I split my verbs, and so but, but really, it really is about learning how to write learning how to read and explain information. It's probably one of the best, it's like being an apprentice, and really learning and, you know, and soaking up all this information, you know, I'm in like, an internship kind of, but I get paid a pretty good salary, you know, so, um, it's, it's so much fun, and it is challenging because it is political. Its political. So you have to be careful and you have to be strategic.

D Dr. Thomas 30:03

My payroll title is policy analyst-- policy. Yes. It's policy analyst, my working title is like assistant director of assessment and academic success. So I just get to do all the things, building out websites, building content for websites, preparing reports, you know, sending official communications. That is, that's, that's right up our alley. Yes. We're with you.

T Tramaine Austin-Dillon 30:29

Yeah. Okay, good.

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Dr. Thomas 30:31

On the other end of the spectrum, right. Like, it's political, and that can get really tense, and it can get really stressful. But when you, I'm just gonna say win, right? It is exhilarating, right? When you when you get a win, win, you get a policy, through that you've been wanting to get through when you get sometimes just permission to use the language you want on the website, right? Can we just actually talk specifically to Black student experience, and not always call it people of color, right? You know, when you get those wins in those political in those political environments, it is exhilarating. And I think that's part of what keeps me coming back to that policy work.

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Tramaine Austin-Dillon 31:22

That's, I couldn't agree more. It's, it's, it's, it's nice to have the wins. But it's also been really great in this moment, right now that we're in right now, to have a Black woman supervisor, I don't know how I would have responded, if my supervisor was a white person, in this moment, because I think I would definitely, I would have a lot more just feeling like I would have a lot more feelings about going to work, I'd have a lot more feelings about doing the work. But when you have somebody that is like, yes, we are going to call it Black, we are going to name this, we're not gonna lump this in together, you know, and when you have that as the leader, and you're like, Okay, I'm down, let's go. Let's talk about it. So it helps so much. And so I really, but I really need to make sure that those that are feeling let down or feeling bad about work, know that, you know, don't, don't give up. Do not give up because then they win. And so the more that you continue to listen, and also build up your toolbox, because that's what you're doing, you're gonna have all kinds of things throw out there, you know, so that's how I feel about that.

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Dr. Thomas 32:48

And be willing to try multiple times, right? Because I mean, I've been in professional situations where I make the faux pas where I, you know, I get it wrong, where I come, you know, I come on too strong, or I was too quiet. And I should have spoken up and maybe defended the people that I supervise or right. Like, they're all of those situations. And it does take a lot of forgiveness as well, right? On the times when you maybe did too much or too little. I'm wondering if there are any professional or social organizations, you've been a part of that have been helpful to you, professionally, or just allows you to connect with a community or allows you to give back to a community?

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Tramaine Austin-Dillon 33:35

Right now, I'm a member of the Black Faculty Staff Association at Sonoma State

University, our BFSA, and it's a couple years old now. And that has been such a light for me in building a community. And this association is for Black staff and faculty. And we are able to come into a room and just talk about what's going on with us with no no fear, no, no hesitancy, it's just an open environment. And so that's been something that's been great. And it's something that we can have here on campus, we don't have to go anywhere. Now that we're all virtual, we can have a zoom meeting and still find connection, we can still write letters to our local officials, demanding them to take action and address the racism that is happening here in Sonoma County. So we're still able to do things right, and we're still able to connect. And so I love that association that was started by us. We did that. And so that's the first thing that gets me so excited is that the eight or nine of us under the leadership of Dr. Greg Sawyer, our Vice President for Student Affairs, shout out to Doc. He really inspired us. To do that, and so because we didn't have that we did not have. And he was like, how do y'all not have that? There's only ten of y'all? Y'all should just be meeting Anyway, you know, and so, but he made it official legit, you know. So that was huge.

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Dr. Fowles 35:18

And I think the last question I have for you, you know, as we wrap up is, so as you're, as you're moving up in different roles, and now you're sitting near the president's office, what are some things that you've learned about leadership? And what do you think is important in leadership?

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Tramaine Austin-Dillon 35:41

You know, so something that I think sticks with me, and always has, is, you're never as good as you think you are, and you're never as bad as you think you are. And that's something that I think as a leader, you have to be humble enough to recognize that, like, you ain't doing that bad, but you're not that good. You can be better, you could always be better, you know. And so that's been so helpful as a leader to know that, when I'm leading a conversation, when I'm leading a project that to always try to be better, and to think about different ways to approach something. Something else is that, you know, you have to get to know people. You cannot lead anything, until you get to know the people that you're leading, get to know the cause that you're leading, like, what are you doing here? And so spending that time is super important. And the last thing I'd probably say is be skeptical. You know, be skeptical, and, and question, question things. And when you do that, I think you end up digging up even more depth to things and you're able to be in an even better and effective leader. When you're able to do that.

D Dr. Thomas 37:11
I agree.

D Dr. Fowles 37:12
Wise words.

D Dr. Thomas 37:13
I think those are perfect to end on. *laughter* Period.

D Dr. Fowles 37:20
We'll wrap up. You know, I think that, you know, our conversation today has been amazing. And you know, so many insights, especially just talking about your journey. There's a lot of things that when we reflect on where we've been and where we're going, that we can learn so much, right?

T Tramaine Austin-Dillon 37:37
Yeah, so I like I felt like the doctors just put me on like this therapy, memory lane taking him down the path. I didn't get up some stuff. I got some feelings about this, this was great.

D Dr. Fowles 37:54
So Dr. Jaqui, with with the counseling degree, she would tell you to keep those feelings out. You know, don't stuff them back in. Let them breathe a little bit.

T Tramaine Austin-Dillon 38:03
Okay Let them breathe. I appreciate this so much. I really do. This was an amazing experience. And I'm so proud of y'all like to see what you're building and to see it be done so well. I'm just like, I'm a fan. I'm here for it.

D Dr. Fowles 38:21
And while you gas us up I'll just say, we out. We hope you enjoyed today's show. Remember, the way we build social capital is to build self and build others. I'm sure you

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.



Dr. Thomas 38:56

This is Black Social Capital.