

Episode 11: Beyond Borders- When Culture Meets the Workplace
Released on September 23, 2019

- Anthony: The opinions expressed by the guests and contributors of this podcast are their own and do not necessarily reflect the views of Cornell University or its employees. Thank you all for joining us today. My name is Anthony Sis and you are listening to the Inclusive Excellence podcast.
- Anthony: Welcome back. Thank you for joining me and Sherron on another episode of the Inclusive Excellence podcast. Sherron, how are you doing today?
- Sherron: Oh, today is a very good day. I'm feeling really good enjoying my summer. Just basking, taking it all in because you know winter is coming.
- Anthony: It does feel like winter is coming. It's been cold these past few days. I feel the cold coming in at night now and I'm just like, is it already fall?
- Sherron: Well, I'm so glad that you are going to find something positive to come out of this. If nothing else, it is absolutely beautiful.
- Anthony: I'm sure it is. I remember the transition from Spring to Summer and I was like, "Whoa! This is gorgeous."
- Sherron: Yeah. When you are taking the long road trip from Ithaca to anywhere, you're going to see that the foliage is just breathtaking in some areas. So keep your cameras close.
- Anthony: All right, well Ithaca is gorgeous so...
- Sherron: That too.
- Anthony: So thank you for sharing. Sherron. I believe it is your turn to ask the question of the day.
- Sherron: Yes it is Anthony and I have a good one for you. It's going to have you going back, way back.
- Anthony: How back are we talking?
- Sherron: I'm talking elementary school age maybe.
- Anthony: Okay.
- Sherron: All right. The question is, what is a cultural practice that is unique to your home and does it influence your workplace?
- Anthony: Ooh, that's a good question. For me, I think about my upbringing, especially with being raised by my mom. She loved cleaning and she was very big on cleaning in a particular way. She ensured in many ways that I did a good job cleaning.
- Sherron: I love that. That's good parenting as far as I'm concerned.

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- Anthony: It is. And of course as a kid, I complained about it and I used to say, I don't want to clean or she would purposely play music very early on Saturday mornings. That was the cue without explicitly saying like, "Hey, everybody should get up to clean." Just playing salsa music at 6:00, 7:00, 8:00 in the morning. That was her cue that everyone should be up.
- Sherron: You say at 6:00 Saturday morning?
- Anthony: Sometimes.
- Sherron: I know Anthony. That's not love. I'm kidding.
- Anthony: I used to question it a lot when I was younger too until I got older and then I realized that she did everything for a reason as most parents typically do and still lost valuable lessons on how to adult, when we do get to adult age. And so now I look back on that experience and cleaning for me is such an important thing for me. It helps me focus, it helps me stay concentrated on whatever it is that I'm doing. And so I for me know that as a result of having that experience of knowing how to clean, cleaning really good on Saturdays I just cannot focus when I have a messy environment. So I may be disorganized and so at the moment I see there's clutter in my office space or just anywhere, even in my own home I just tend to get very anxious and I put everything to the side and I just focus on that because I just cannot stand working in a dirty space. Period.
- Sherron: I completely understand that sense of clean environment allows your brain to feel cleaner and less cluttered in your mind if your environment is not cluttered. In addition to just being in a space that's clutter-free, I think that there is definitely some kind of therapy that happens during the act of cleaning itself. Kudos to mom. I love that. Does that affect your workplace do you think? That sense of cleaning your environment and keeping your environment on clutter-free?
- Anthony: Definitely. So, I mean for me, like I said, if I have a lot of mess on my desk, especially at the current moment for example, I haven't gotten to that point yet where it's affected my productivity operating in that space but I know it's going to get to a point where I'm going to need to just put everything to the side and just clean up all of the clutter that I have and all of the documents and it definitely does affect my own workplace and my productivity specifically if I don't do those things. So I associate the cleaning as something very cultural with like my mom and her being Puerto Rican and always playing salsa music and latino music. So I associate that as part of a culture and part of my culture specifically and that's how I think it affects the workplace for me.
- Sherron: And I love that your mom starts off the day waking you up with music as opposed to saying, "Anthony, time to get up." I think that's really good. That's very kind and it's almost like a gentle way of saying, "Okay baby, I love you, but you're going to have to wake up."

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- Anthony: Well, she wasn't so gentle when she reminded us that we should have already been up two hours ago because she had been up since 4:00 or 5:00 cleaning, but didn't put music. So-
- Sherron: I don't know your mom but I really like her.
- Anthony: You see my mom is a wonderful human being, so and she knows that and I love her a lot. So...
- Sherron: Aww, that's so sweet.
- Anthony: Yes.
- Sherron: Shout out to Anthony's mom.
- Anthony: She won't show but she will listen.
- Sherron: Awesome. So then my response to the question about a cultural practice, it goes back to my childhood. I remember I was a kid. I lived in Brooklyn from 1973 when I came to the country until about '81. So very young childhood. I left Brooklyn when I was in seventh grade or something like that. So this is straight elementary school age. I remember it was a big deal for when my mom introduced me or my siblings to her friends, whether it's a co-worker or just a church friend or some other adult. I remember her taking it very seriously. If we were to say anything other than hello, use the person's name. I couldn't be introduced to an adult and said, "Hi." That was so incredibly informal and rude. So I remember that being a big deal.
- Sherron: We had to look the person in the eyes, we had to say hello, use their name, and also if it was appropriate, I would use my own name too. I'd introduce myself with my full name, unless of course my mom already said this is my daughter Sherron, or something like that. But I remember that being a big deal. It was this sense of formality. It was very important in our household and I think about that and I think about how that impacts my work day or just my adult life.
- Sherron: I do feel like there is a sense of propriety and a sense of formality that should happen at least that first introduction with somebody. And while I have departed from that, just because I'm my own adult and this is 2019, those teachings are still very much embedded in me. So I know that if I had a young person that I had to raise, because I don't have any children, but if I had a child or if I'm with my niece or nephew, I definitely share with them those things that my parents taught me about how to introduce yourself and present yourself to an adult.
- Sherron: And that also expands out to just phone etiquette. That was also another big thing. So back in the days when everyone didn't have their own phone, their own cell phone, there was usually a house phone and parents didn't have cell phones on them. So if I was calling my mom, I would call her office or her job, I would absolutely have to have proper phone etiquette. When I was on the phone I'd say, "Hello, may I speak with so and so please, excuse me please, and thank

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you," goes a long way in my household. And so that is a big deal. So I'll never forget the time my mom answered the phone. It was one of my friends from school calling me and the person called and was like, "Hi Sherron, blah blah blah, blah, blah," and my mom was like, "Oh, Sherron doesn't live alone." And the person was like, "Oh hi Mrs. Brown, how are you today?" "I'm well, how are you?"

Anthony: Well, yeah. This is a reminder.

Sherron: Yes. And the thing about it, my friends from seventh grade through high school, they really tease me about that. They're like, "Oh, don't call Sherron's house unless you're not chewing gum," or something like that. But there is just this sense of propriety, how to present yourself because I think that underneath it all, my mom really feels like we are representing her to some degree and we're representing our household. So especially being an immigrant family, we have to definitely make sure that everything was spot on all the time.

Sherron: It was something to behold. Of course, in the thick of it, I was hating every moment of it and I was embarrassed. But now when I go out and I see people who are not respectful to their parents or to adults, I'm absolutely appalled. I'm like, "Oh my gosh, who raised that person?" But yeah, so I think those are the things that I learned in childhood culturally, and it definitely affects how I am as an adult and in the workplace, particularly the phone etiquette piece, that's a big deal. I never answer the phone, like, "What?" or something like that. I state my name or say good morning or just hello or something like that. Yeah. So I really appreciate it now, but in the moment I'm sure I was pushing back.

Anthony: I think something that you said that really stood out to me was that whole, excuse me, please and thank you go a long way.

Sherron: Oh my goodness, yes.

Anthony: I think they really do. I mean, I think about all the situations that I've had where even conflicts in the workplace happen and just simply saying, "Sorry," or "Thank you for listening," and they really do go a long way and they're simple statements that it's just sometimes our ego or sometimes other things get into the way of expressing those kinds of phrases explicitly coming out of our mouths but it's all true though.

Sherron: Yeah. And nothing in the world feels as good as when somebody is able to look you in the eye and sincerely say, "Thank you," for almost anything. To me, feeling that sincerity, it means so much. It's like there's this human connection in that moment when someone says, "I'm sorry," when someone says, "Please help me," when someone says, "Thank you." Those things, they just connect humans. And so though those are the things, the lessons that I carry from childhood. I just feel complete when I'm able to express that.

Anthony: That was a really interesting question. Thank you for that question of the day, Sherron.

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Sherron: You're welcome.

Anthony: So before we transition into our topic for today, Sherron and I wanted to share with you, all the listeners, something unique that we did at last month's Staff Development Day. Took place on Wednesday, August 7th and so for those of you who don't know, Staff Development Day is an annual event that gives Cornell employee opportunities to invest in personal and professional growth and wellbeing opportunities. And so there's basically a number of different workshops that are happening. I facilitated two of them.

Sherron: Yeah, I have gone to workshops in the past. This year I wasn't able to go to as many workshops as I wanted, so I was able to sit in on your workshop which was wonderful. And I was able to sitting on the workshop about coaching. So at this year's event we asked a few staff members to answer a question of the day, the same way we do it here on the podcast. We gave them the option to answer one of two questions. So the first question was name a situation or experience that you've had at Cornell university where you felt a strong sense of belonging?

Anthony: Yes. So we asked that question actually a few episodes ago too that Sherron and I answered, but we made it live for people to answer at Staff Development Day.

Sherron: And we got some really good responses from that. The second question that we asked is, what is it that you need to feel a sense of belonging in the workplace? With those two questions, let's hear what they said.

Female: So I've been here for 32 years. And really belonging for me has been about team within a staff. I work in a residential life and I have the most wonderful supervisor who put his staff first and said if I put all the energy into my staff, they are going to do the best work with students. And we had such a sense of team during those days where we really, we came together for fun, we came together for meetings, we created together and it was such a high sense of value and those are the things over my time at Cornell that have really kept me here. I have two teams right now that I'm a part of and I have that same feeling of value that I want to do the best work and stay here.

Female: I had a meeting yesterday with someone who, I work in student services, and I had a meeting yesterday with another student services professional who's higher in the hierarchy than me and we got to talking about some of the philosophy sort of underpinning the undergraduate experience in my college and it was, I guess it felt so good to talk to somebody about why we're doing the work that we're doing and have that space and have him make that time for me to really talk about the deeper significance of all the little nuance technical details of what we're doing every day. So it felt really good that we got to take that time and spend that energy on that.

Male: Throughout my almost 30 years here, I've really never not felt that I belonged. I've been fortunate enough to be able to work with people or for people who are a visionary and who also give you an opportunity to develop yourself, be your true self. So it's a tough question to answer. That's why when I asked you before, one

concrete thing, it spans for me my entire career. I feel very fortunate in that aspect.

Male: For me, the sense of belonging at Cornell, I've had a number of experiences. In fact, I have one typically every day where I run into someone who I've had some positive interaction with or who will share a story about something that they learned from a session I taught or interaction we had. And so in that way, when I feel as if I belong here and I feel as if my purpose, my gifts are being used in a positive way to make a difference for the university. So, that's belonging and it happens literally every day. Someone will come up and say something good about something that I've done or even today during the sessions, people are saying, "Thank you for that. That was really helpful." So in those cases, I feel as if I belong here and I'm supposed to make a contribution.

Anthony: Thank you to everyone who answered the question at Staff Development Day. I definitely learned a lot from the people who answer the question and really look forward to doing more opportunities like that in the future. One of the things that I love about working here at Cornell is that in the short time that I've been here, I feel like I've met so many staff and faculty members from all over the world. And so I think that's something that's really, especially in a place like Ithaca kind of caught me off guard a little bit. I was like, okay, I'm finding some level or a good level of diversity in terms of not just one particular identity, but from across all different identities from all countries. So I thought that was really awesome and I think Cornell truly does bring the best and the brightest minds together, which is why I found this topic in particular to be an extremely important one that we talk about on the podcast in terms of how do we engage and interact with people from other countries.

Sherron: Yes it is. And the exposure to not just the individuals but their ideas and ways of being in the world. I think it's very eyeopening and as a person who's grown up in America, while I wasn't born here, I've been here since I was four years old. So this is all I really know in terms of day to day norms for myself and I am always excited to learn more about other cultures and how they do things where they are. For example, did you know that in France it's actually a law where they have to log off. They have to log off their computers.

Anthony: What time?

Sherron: It says that they are not... The law says that they're not for their professionals, they're not responsible for responding to emails that come in after hours. So when I'm reading this to mean is that if your organization has a set of hours of operation, anything outside of that you are not responsible.

Sherron: And by law you don't have to respond. It's something that I feel like the U.S. we strive for, but it's not necessarily supported. And once again, it's not necessarily a Cornell thing. I think it's across the board in the U.S. but that's one of the things that people who have lived in France, they're able to share this information in this different style of being where it's like we could examine that and see how we can benefit from employing some similar act. I doubt it will ever be law, but a girl can hope.

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- Anthony: Well it's that whole concept of, what is it? Work to live or live to work?
- Sherron: Exactly.
- Anthony: And I think that definitely sounds to me, a work to live rather than a live to work, concept mentality.
- Sherron: Exactly.
- Anthony: So, yeah. I think a lot about just, so even just touching upon that with different lifestyles or different ways of examining what a workplace looks like. I think it'd be very different depending on where one is born, how one is raised in different countries. And so, I've lived in Portugal and I've lived in Cuba. I spent three months there studying abroad and I mean people worked, but it wasn't such a core part of their lives.
- Anthony: The core part of their lives was spending time with family, spending time with friends and work was work and they would go do it and that was that but a lot of it was really focused on this working to live piece, spending time with people, spending time with building relationships and what does that look like beyond the workplace with other co-workers. So in Portugal I think about in particular, all of my co-workers I was friends with outside of the workplace environment, but because it was such a small city and I didn't know very many people. So they served as my core foundation for me to get around to do every little basic thing like going to the bank, going to the grocery store-
- Sherron: That's important. That's-
- Anthony: Doing little things. And so little, but also big and valuable things that are very important. And so, I formed a lot of really great relationships with them. I went to their homes and met their families. And so, I think some of that takes place here too. I just don't think it's part of what we think about when you think of workplace culture and how maybe we're inviting of those kinds of folks who maybe want to invite other people out and things like that. It's not like you said, it's not part of my understanding at least having been born here too, my understanding of workplace culture.
- Sherron: And, and it's really interesting because I think it speaks to what, as a nation they value and I think the U.S. values that commerce, making that money and the U.S. I find that it's very much about individual betterment. Individual growth as opposed to growing us as a nation. We are taught go do well, succeed for yourself and your family. It's very individualized. Whereas in other cultures, it's like do what you do for the love of the country. And I think once that shift has happened, the country starts to instill these opportunities where you can show that you love your country, your country loves you. So here, let me show you how we value you and your work by allowing you the opportunity to not work so you can focus on the other things in your life that are important.

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- Anthony: I think outside of that, particularly the patriotism piece too, I just think that it's important for us to keep in mind that when people are coming from other countries to work in another country, me and myself having done that when I went to Portugal, that there'd be this understanding that it's not just in terms of adjusting to the workforce, but it's adjusting to this new language-
- Sherron: The community overall.
- Anthony: This new culture, this new community and also just very different ways of understanding what the workplace means to folks. So, I think this is an important conversation that it doesn't... I hear it oftentimes talked about when it comes to supporting students, students from international countries and in terms of student services, but not when it comes to staff and faculty. And we do have a number of different resources that people can take advantage of.
- Anthony: And I think that a lot of folks are aware of when they come to Cornell, but then it's what happens when they're here that contributes to this experience. So, we're living in Ithaca and we're living in upstate New York and in terms of all of these regional differences and language and culture, it's a lot and it can be very overwhelming at times.
- Anthony: I know I definitely felt that way when I was in Portugal sometimes, the way I felt overwhelmed by just the fact that I was speaking a language that I wasn't 100% familiar with Portuguese every single day. And it can be draining. It can be extremely draining and many times I can think now that I think back on it, there would be days I would just spend by myself not going out, not reaching out to anybody because I was just overwhelmed by the adjustment and that can also happen to people when they're coming into a new workplace too.
- Sherron: Absolutely. And I think part of it also is paying attention to your personal wellbeing and your mental health as you, because as a non American working in American culture, it can be very draining and you're always on, okay if especially if you're entering into the culture with a language difference because depending on how new you are to speaking the language, you may not be thinking in English. So therefore what you're hearing, you have to translate it twice in your head, translate it to receive it and then translate back your response. And that is mentally draining to have to do that. And so that's why like wellness and taking care of yourself is so important. People in the U.S. work 12 hours. I mean people who work shifts sometimes [inaudible 00:21:34] hopefully they have the choice to work a double shift or something like that where they can easily work a 12 hour or 16 hour shift if they choose to do double shift.
- Anthony: 16 hours. I couldn't.
- Sherron: Listen. It's not impossible. And the reason I know that is because like I said, my mom was a single parent by the time I was 10 and I talk about my other siblings. Now, all my siblings are older. Okay. And so they were my mom while my mom would work really hard and she would often work a double shift. My mom was a nurse. She was a nurse and so there was plenty of work for her to do and she would take as many hours as she could because one, she was a really good

parent, so she knew her kids were good and we know how to reach her and things like that, even before cell phones, can you imagine?

Sherron: And so she would often work a double shift. So that would be 16 hours. So that's why when she'd come home she'd be really tired and check in, make sure everybody is well and everybody's fed and everything is good. And she would just sleep and rest and take care of the essentials to keep the house running. But yeah, working 16 hours, it's not that foreign to me than in how I grew up and how my family was, how we went through our lives. This was like survival.

Anthony: As I'm thinking about how we support and keep in mind some of the considerations when it comes to folks coming from other countries. I think a lot about my dad's experience in the workplace and there's some experiences that he shared with me about just the difficulties he had in adjusting to living here in the U.S. and he came to the U.S. in the Winter in Chicago.

Sherron: Yeah, my parents say that too.

Anthony: Worst time. And so he jokingly refers back to that experience and how he was so silly to even come here and how he was terrified. He didn't know what he was thinking, but then when he started working for his first job, he had many jobs, but just some of the horrifying experiences that he had, not speaking English or not having English as his first language at the time and then having to worry about things related to social security, residency, all of these things which currently in the sociopolitical context and climate that we're in, I mean there's a lot of things at stake when it comes to working with international populations who might be here on a work visa or on a student visa.

Anthony: There's so many different types of visas that are up in the air at the moment with the currently policies that are dictating folks who are coming to this country, who are not coming into this country. So I think all of that are things to consider as well when we're thinking about how do we support international populations because we can't assume that they're guaranteed to stay here and have a job here if there are things outside of Cornell that are happening.

Anthony: So I think that's why I think this conversation is also very timely but also very important because there are a lot of things that impact how, when we talk about mental health, physical health, physical wellbeing, that can really affect our folks who are coming from other countries at the moment. And so Cornell obviously is an institution. We support them, and in many different ways but there's some things that are just outside of our purview that can affect their wellbeing as well.

Sherron: That's true. And I know that quite a few of the people here at Cornell, they have their families. So as a person who is offered a position here with the university, they may have a spouse and a young child that's going to come with them while they are finding work here. So it is super important to have that network and community where they can find others who have common history, common background, common culture so that they can at least have a support network or the beginnings of a support network for them as they transition into American culture. It's a very good friend of my family. This is a person who is comparable

to my parents' age and he has been living in the U.S. now for quite a few years. He's married and raised children and things like that, but he says that when he first came to the U.S. he was probably in his 30s or so and he's from one of the Caribbean countries. And home he is an accountant.

Sherron: So he is good with mathematics and things like that and numbers and theories and accounting practices but the only job when he first came to the country that he could find because of the language barrier was being a dishwasher in a restaurant. And okay there's honor in that. There's no shame around that. But what he shared with me was that when he was doing that job, nobody took the time to let him know that he could take a break and do like go to the restroom or go take a break from doing the actual job and he as a person who was not speaking English fluently and he didn't even know that he could ask for breaks.

Sherron: So this is when it's so important to have an advocate for yourself or have some kind of sponsor, somebody who can let you know that, "Hey, it's okay. In the U.S. you are by law entitled to have a break from certain jobs that you're doing. Your supervisor or your company is supposed to give you those breaks." And so it saddened me. Eventually he did get back into the accounting business, but he does remember stories when he first came to the U.S. and I think he came to the U.S. either late '70s early '80s and he was in Manhattan, a big city where lots of immigrants.

Anthony: Yeah. And even the story you shared too of your friend, there's also things outside of the language piece that serve as a barrier. It's the adjustment. If you want to be an accountant, you need a certain license to be able to practice it here. All right. So we've talked a lot about challenges for people who are particularly coming in from other countries, transitioning over into the workforce, talking about cultural differences, especially adjusting to life here in the U.S. vice versa. So let's talk about some benefits.

Sherron: Okay.

Anthony: Let's talk about some benefits. So I think one of the benefits for sure is the language and the foreign knowledge of coming from another country, knowing another language and then adjusting to working here, adjusting to life here. But bringing that knowledge and that skill set I think is extremely valuable. I think it only contributes to the fabric of what we value here in terms of diversity and inclusion here at Cornell and it just, I think it definitely allows for just a lot more creativity to kind of enter the workplace.

Sherron: It also offers insight to the people who are here and they only know one way of being, which is the American way, whatever that may be, just understanding that there are other ways to exist in the world and other ways to get things done and so bringing in people from another country, it's great to get their perspective.

Anthony: Something that I find really fascinating is, I was listening to a podcast the other day and they mentioned this thing called the edge effect, which in ecology it describes how there is greater diversity of life in a region when the edges of two nearby or adjacent ecosystems are in contact with one another, so such as land

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and water, forests, grassland like right when they're at the tip, that actually creates a room for greater diversity to exist in that area.

Sherron: Okay. I like that.

Anthony: And so I think that definitely applies to the workplace when we're thinking about just the unique sense of these two different ways of understanding around the workplace dynamic and workplace functions. When they come together nearby and create this new ecosystem, new understanding of the workplace as a whole, and understanding what folks from that particular, from both particular areas can come together and bring to the team. I think that also can really apply to people when you bring people from other backgrounds and other lived experiences from other countries.

Sherron: So I think that is essentially an intersectionality of sorts-

Anthony: Many ways.

Sherron: Intersectionality of two cultures that come together whereas usually when we use intersectionality in so far in discussion, it's been about identities and this is yet another identity. So if I'm going to bring my Caribbean culture into the U.S. So they are definitely places where there is overlap and that's where new and exciting things come together like music. So...

Anthony: Yeah. And I think the same understanding can also be applied in the context of working in a team in a particular workplace environment.

Sherron: Well this has been a wonderful conversation Anthony. For our next podcast, we are going to be continuing the conversation with more of what's going on-

Anthony: More of what's going on.

Sherron: That's right. We're going to have two wonderful guests and I'm not going to introduce them right away because we love that element of surprise, don't we?

Anthony: We do. Yes.

Sherron: In addition to that element of surprise, I do have to make an announcement that the episode coming up will be my last episode of the Inclusive Excellence podcast. I just feel like I've been doing this for a while and while I really enjoy it, I think it's only fair to allow others to have the opportunity to get their voices out and to have conversations about diversity, inclusion and belonging at Cornell. Anthony, who's coming in my shoes?

Anthony: So my new co-host, I was actually going to ask you to introduce them but it's okay.

Sherron: Oh, I could introduce the co-host.

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- Anthony: It's okay. I'm actually really excited too to be working with the new co-host, Toral Patel. She is our Diversity and Inclusion specialist in the Department of Inclusion and Workforce Diversity. So I'm super excited. Toral also brings just a number of different [inaudible 00:30:58] experiences, skill sets, so much information, wealth of knowledge and I'm always learning from her as well as with you Sherron being on the podcast, so I'm excited for-
- Sherron: Thank you.
- Anthony: All the listeners to get to learn more about Toral in the next few episodes. And so-
- Sherron: Toral will definitely be continuing the conversation and it will be just as robust and engaging-
- Anthony: Absolutely. Yes.
- Sherron: And all of our listening audience will be very happy to hear her perspective and point of view on various topics having to do with diversity, inclusion and belonging.
- Anthony: Absolutely. I do want to say that it does make me sad, but I am just extremely grateful and I think a lot of listeners have really valued your input on the podcast-
- Sherron: Oh, you're so kind.
- Anthony: Especially with everybody who I've heard from, who has listened thus far. And so on behalf of everyone who's listening and myself included, thank you for being such a great co-host.
- Sherron: Thank you. Oh my gosh, it was a lot of fun. It's incredible because I try to find opportunities to surprise myself and while I have been doing like community theater and things like that, this is the first time that I've actually done any podcasting and it's incredibly comfortable and I don't know if it's because I just like to hear my own voice or if it's because Anthony is such a good conversationalist.
- Anthony: I mean, that too. That could possibly be something to-
- Sherron: I think it's the latter. I definitely think that... Basically what I'm saying is that I give what I get. It's easy for me to talk to you because you're easy to talk to, plain and simple. And I appreciate you for doing what you did because all the prep, the listening audience does not understand all the preparation that goes behind the scenes for this podcast production. Anthony does a lot of work. I just sit back and hope that I have my thoughts together by the time we record, but props go to you Anthony, and thank you so much for allowing me to just share in this experience. It's a wonderful thing and I love the opportunity to be a podcast co-host.

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Anthony: Well, on behalf of everyone listening and on behalf of the team, I once again want to say thank you, Sherron for being such a great and awesome co-host.

Sherron: Thank you. You make it so easy for me to co-host with you.

Sherron: Thank you all for listening to today's episode of the Inclusive Excellence podcast. If you liked this episode, please leave us a comment and like us on SoundCloud to let people know about this podcast. Also, if you or a fellow colleague would like to be interviewed for an upcoming episode, please email us at ie-academy@cornell.edu. My name is Sherron Brown.

Anthony: My name is Anthony Sis. Thank you for listening to another episode of the Inclusive Excellence podcast. A special shout out and thank you to Bert Odom-Reed, our sound engineer from the Cornell broadcast studio for making a sound wonderful each and every episode.

Sherron: Thank you Bert.

Anthony: Thank you.