Corey Andrew Powell ([00:00](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Hello everyone, I'm Corey Andrew Powell. Welcome to a special Hispanic Heritage Month rewind episode of Motivational Mondays, presented by the NSLS. Today we're gonna celebrate the incredible contributions and stories of six inspiring Hispanic leaders who've graced our podcast. From the realms of mental health, advocacy, real estate and skincare to community building entrepreneurship and the arts, these guests have left an indelible mark on their respective fields. So join us as we revisit some of the most motivational moments from Stephanie Shojaee, Jose R. Costa, Shadille Estepan, Hugh Jones, Angel Martinez, and Peter Orozco. First up we have Stephanie Shojaee, a powerhouse in the South Florida real estate market. Stephanie has made significant strides in her field and in this clip she shares her stories of how her childhood experiences taught her to embrace her Colombian culture.

Stephanie Shojaee ([01:29](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

I still remember being that young girl and my mom cooking, for example, let's say baccala and you know, all the food that I would eat and I would be like, mom, the house smells like Spanish food. My friend's coming over. She can't know that our food doesn't smell like her food. Ah. And my mom would, it was like a dagger to her heart. But you are, you're little and you, I wanted to be understood and respected and like coming to my house and smelling my Hispanic food was not cool because you were gonna maybe go to school and like, bully me. Or always her house smells like Spanish food. Our our food has a strong smell. Versus now I look back and I'm like, why did I even care? Her parents were like, making pizza and like,

Corey Andrew Powell ([02:06](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

<laugh>, okay, like, you should have been, you should have been like selling mama's plates, honey. Were like, you know how enterprising you are? You should have been <laugh>, you should have been like making Stephanie's kitchen.

Stephanie Shojaee ([02:16](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

I wish I could go back so much and, and speak to that, the young version of me, like the five, 6-year-old that had such a, a tough time. But I, I would speak to her, but I don't think I would change anything because it really made me exactly who I am today. Like I said, it really was my, my superpower. I I, I still try to find that, that moment that like changed everything for me where I was like, I'm gonna stop hiding it and my life's gonna change if I just start embracing it.

Corey Andrew Powell ([02:43](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah, that's powerful. Yeah. You don't wanna change your past because you're not guaranteed that you current outcome, which you really love. It would be the same.

Stephanie Shojaee ([02:51](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([02:51](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

But you do bring up an interesting point, and I've spoken to many different people from different countries, but primarily my friends from San Domingo, for example, or um, Argentina or different countries that are Latin speaking,

Stephanie Shojaee ([03:02](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Colombia, none Colombian.

Corey Andrew Powell ([03:04](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Um,

Stephanie Shojaee ([03:04](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Am I your Colombian

Corey Andrew Powell ([03:06](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Friend? Well, not with this pro, not with this particular problem, but, um, I do know a lot of Colombians and in fact, I will just put this out there and I hope that, uh, all my other friends won't kill me. I happen to think that in the novellas Colombians speak the best Spanish. Oh, that's,

Stephanie Shojaee ([03:18](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

No, it's not just novellas. It's not just

Corey Andrew Powell ([03:19](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

<laugh>. You just in general. Right. You think in general, <laugh>, okay, I'm gonna get so much hate mail now, but that's just how it is. Um, but they did say to me though, there were times where they were, they were resentful, um, as they were growing up as teenagers.

Stephanie Shojaee ([03:35](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([03:35](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

As you said, not having the foresight yet to understand the dynamics. They had this love hate. They were angry almost at their parents at a certain point for they can't be like other American kids or when they show up, they don't have the proper documentation because of, and I, it creates a really, I guess, a difficult dynamic. But, um, are you and your parents, were you still close to your parents through that?

Stephanie Shojaee ([03:56](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Oh gosh.

Corey Andrew Powell ([03:56](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And how, how did you get through it?

Stephanie Shojaee ([03:57](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Corey, let me tell you something that I don't think many people know unless they're my close friend. Um, I actually am so close to my parents that I chose to not have a, a wedding. Uh, I wanted a honeymoon, a month long honeymoon. Uh, there's reasons as to why I didn't want a wedding. I, uh, keep my circle very small and it was like, oh, if I wanna have a wedding, I wanted to be something big and I couldn't come up with a list. Anyway, that side story, I'm so close. I took them on my honeymoon because I wanted, I thank God they're so close to my husband, but I wanted that memory to be stuck and engraved in me for life. So I wanted to experience it with them. So we traveled abroad. Dubai did a lot of fun things and I took them with me. So, to answer your question, in short, I am beyond close to my parents. They are my best friends. I travel with them all the time. I am exactly who I am. I literally, probably last night reminded them like, I thank you so much, I'm so happy to who, who I've become. But yes, to go back to what you're saying, I gave them, I raised hell at the house. I didn't like the way it smelled. I because of the, because of the food, I, I hated that my mom could never be a chaperone because she didn't speak English. I hated that my dad couldn't come in and, and say what he does at work because he couldn't speak English. There was so many things that I'd be like, you, this is the, the pickup line for the pe the kids that come outta school at three and you're in the line that comes at four 'cause you can't read the sign.

Stephanie Shojaee ([05:10](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And it was constant, you know, I was just so mad. But I feel like they just did such a great job with me and my sisters and like teaching us and calming us down. And they, you know, they understood that it was hard. It was hard on us. I, I had to obviously take English lessons and writing and a lot of things. They were there through it all. And they, they pushed us, but thank God for them. They stuck it through it. And my mom actually has blonde hair, blue eyes, so everybody thought she was super American. Um, and then it was even worse when they would try to speak to her and she was like, eh, no, I'm doing <inaudible> <laugh>.

Corey Andrew Powell ([05:49](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Like, yeah. Or they might, I would've thought she was like, faking. 'cause she doesn't wanna like talk to people. Right.

Stephanie Shojaee ([05:55](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

She would always be

Corey Andrew Powell ([05:58](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

<laugh>. It's a good defense mechanism. You don't wanna be bothered with people like, I don't speak English. Yeah. Um, no, but I think that's amazing because the irony there is because of the sacrifice and because of their decision, which, you know, is a difficult one for many pe uh, uh, immigrants to make, to leave a country under those conditions. And then at the end of the day, throughout, despite all that, the end result is they raised a highly successful daughter. And so, and your, and your siblings as well, who you said is also Yeah. Doing well. So, um, there's a lot to be said just for good parenting. No, no matter what the language. Correct. Um, I do wanna ask you though, as I mentioned about your humble beginnings. So how did you get interested in real estate? And where'd you, where'd you get your start?

Stephanie Shojaee ([06:40](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Okay. Uh, love this question. So I went to school for marketing. And, uh, ever since I was a little girl, I would always be drawing diamonds and cards. My parents didn't know where it came from. I think it was in like, just in me that I had this like, relentless pursuit for, to find greatness. Um, I went to school. My dad was nibbling here and there on a little bit of development, like one little apartment here and there in like little cities in Fort Lauderdale. And he told me one day like, I'm losing so much money and having to list the property with a realtor, and then the realtors sell it. So I'm losing a lot of commission. And I said, dad, why don't I take the test, the real estate test, and I'll list it for you and I'll sell it for you and I'll give you right back all the commission.

Stephanie Shojaee ([07:19](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

I want nothing, but I'm gonna take the test. And my dad looked at me and he's like, really? You're gonna do that for me? And I think the class is a month, and I said, it is a month for the people that wanna take a month. But if you know your daughter, you know, your daughter wants everything now, and there's a class that's a week. So I'm going to take that week class. I'm gonna take off everything. No school, no nothing, and I'm gonna dedicate to passing the test. Um, gold Coast offers the one week class. I took the class, passed the test. I mean, I had the license within like, as fast as you can get it, fingerprints, everything, uh, all was submitted. I got it. Uh, I knew nothing. I went and got my license with a company. I remember walking in and I was like, I need to list something. And they're like, you have a listing already? I'm like, it's my dad's and I need to list it right away. And nobody really wanted to help, but I was like, you're either gonna help me or I'm gonna find someone else that will, or I'm gonna Google it, but I'm gonna list it Fast forward. I listed it, I helped my dad, he sold it, and he was so happy. And I knew that I was doing something to help him, which made me happy. And then I was negotiating this deal, this very, this is it's small deal. And I remember the broker on the other end had was a white male with a lot of experience. And he looked at me like, this girl has no idea. She's super young. She's her dad's, her client. It was like, treated me so poorly, but I, I loved it. And I think one of the things that drives me so much is being underestimated. It's just, I love it. I, I feel like it's the best thing that's ever happened to me. So I, I just tried harder. I got the deal done and I was like, this is what I, what I like. So I, I, I stuck around with marketing, uh, finished that and then continued on with real estate.

Corey Andrew Powell ([08:58](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Next up, Jose R. Costa, a successful entrepreneur and author. He shares his insights into business and leadership that have guided many in their pursuits of entrepreneurial dreams,

Jose R. Costa ([09:09](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

People mistakes, right? Uh, number one, hiring too quickly and hiring potentially the wrong person for the job. Um, hiring people that have worked with you in the past. I think there's a healthy balance between bringing people you trust into the organization and overdoing that because then you alienate the other people within the organization. So if you and I work together at Burger King and we turn around and hire a bunch of Burger King people, how does that make the, the Whistle Express team feel that, that we have like an our own Burger King club within our organization. So that healthy balance between new ideas, new talent from, from outside of your network. I, I think it's one, one mistake that many leaders make. Uh, I've done it in the past. I go to a new company and I bring an alumni club, and it's not necessarily good. It's healthy with a balance. Uh, I think another mistake is, uh, you kind of gravitate to your, your, your growth where, where you came from. So I grew up through marketing and operations, uh, and I, I tend to gravitate my decision making. I, I lead with operations and marketing, which could be good or bad depending on what business challenge you're trying to solve. So having, having a lot of different perspectives, um, is very important. Hiring people with different backgrounds. Um, I love hiring immigrants, to be honest with you. I call it the fire in the belly. Uh, they just come and I'm one of them, right? They come with this, this reason to prove that they can make it in the best country in the world, and they're gonna work harder. Uh, they're just, they have that fire in the belly. They need to show their family and their friends back home that they were able to, to make it in America.

Corey Andrew Powell ([11:13](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. Yeah. You know, and I love that you, that you brought that up because you do talk about that in the book. I love when you, you know, you begin by talking about being a little boy and seeing your father have that development from like the small office to finally becoming like a, a larger, um, I guess marketing exec, if you will. And then, um, you know, you having to then go to the US and, and have this experience as an immigrant having to start, you know, I think you were gonna graduate school, I believe it was.

Jose R. Costa ([11:39](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

That's right. Yeah. And that,

Corey Andrew Powell ([11:40](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

That's where you start. And, but you had that same, um, that fire that you're talking about because Yeah. When you leave your country and have to make it in another country with a completely different construct of living and everything.

Jose R. Costa ([11:54](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([11:54](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Um, yeah, I do agree. I think, and, and let's face it, I mean, America obviously is the country built on immigrants, right? The hard work, blood, sweat, and tears of immigrants. So, little strange that some people don't seem to appreciate that today,

Jose R. Costa ([12:09](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

<laugh>

Corey Andrew Powell ([12:10](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

In this country. But I love that you are bringing it back to that and making a point of, of hiring them. And so you're seeing success with that.

Jose R. Costa ([12:17](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yes. Also, going back to your question of mistakes we make, um, you kind of, the, the, the more you climb the hierarchical ladder and you, you are gaining titles and responsibility and salary, sometimes, uh, you, you lose texture and contact with the frontline. Uh, and I, I, I, I make a, a very strong effort to get out and be in the stores as much as I can. And having that connective tissue to the frontline is very important. Also, surrounding yourself with, I call it player coaches. Um, a lot of, uh, people are chasing titles and they want to be chiefs, but then, uh, you need a, a lot of hard workers that are actually gonna do the job. So, uh, finding that balance between experienced talent, uh, and, and fire in the belly.

Corey Andrew Powell ([13:12](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Hmm. You know, again, I, I gotta just, just say the, your book is, is, you know, it's not a very, uh, long book. It's, it's a short read, but you have so much in this book, <laugh>, like, and that is, and so many things that I relate to, uh, and what you just said was one of them. Um, you know, another story for me is I recall like just, you know, being just driven and focused. And I had another colleague who was like, I have to report to the CEO at every job that I have. I must report to the CEO. And I said, well, I really don't care about that. I care about doing the great work for the job that I'm hired for, and that we're gonna pay me the salary that I agree to, and everything else will fall into place. So I love that you talk about the chasing the title thing. 'cause I think if you're so busy chasing the title, you're missing out on the journey

Jose R. Costa ([14:02](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([14:03](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Along the way of what you're supposed to be learning. Isn't that part of sort of the, the, the trade off? Right.

Jose R. Costa ([14:08](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

A hundred percent. And I think generationally, uh, millennials and the younger generations coming behind Gen X, um, are, are are very much impatient. They want that, that sense of, uh, they want things immediately, right? Uh, and sometimes you need time in the kitchen and, and, and you need, uh, experience in order to get promoted. Um, I, I think there's also a concept in the book that is very important. Uh, and this is an anecdote, a personal story. When I was at Young Brands, I, I got a call from the Chief People Officer globally at Burger King. And I wasn't looking for a job. I flew down to Miami from Louisville, Kentucky. I interviewed great chemistry, great conversation. And then he calls me and he is like, Jose, great meeting you, but you're not a fit, but we're not gonna make you an offer. And Corey, I didn't hear from him for seven years, but I had saved his phone number in my phone. And for seven years, I, I, I didn't talk to him. And he called me seven years later and he, he said, do you remember me? And I said, I do. I said, your phone number, uh, what, what's going on? He said, well, um, 3G Capital just bought Burger King, and they're taking the company private. And I need someone to run Latin America and the Caribbean and to work closely with me in, in, in the transformation of the region. Would you be interested? And, uh, I think that's an example of not burning bridges, uh, keeping relationships over time, uh, and just being open to network networking is so important.

Corey Andrew Powell ([15:58](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Shadille Estepan joined us from The Born This Way Foundation, that's the organization began by Lady Gaga. Shadille is very passionate about her advocacy for mental health and youth empowerment. And she works tirelessly to create a kinder and braver world

Shadille Estepan ([16:13](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

While on tour and in conversation with hundreds and thousands of young people globally. Um, we're hearing, uh, uh, several common threads. And it's just that young people are searching for validation and support and resources. And these stories, um, essentially became a movement, um, through Born This Way Foundation. And in 2012, when Lady Gaga and her mom, uh, Cynthia started Born This Way Foundation, the mission was, uh, to support youth mental health and work with young people to build a kinder and braver world true to those conversations that, uh, helped spark the movement.

Corey Andrew Powell ([16:52](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And I know it's something too that, uh, lady Gaga herself has spoken about in general, and she's been really supportive and, and, and a part of that. Um, I think right now we have a lot of statistics too that show that there's, I think, for the, one of the largest segments of the population ever are young people who are really depressed and committing suicide. And there's a big suicide rate amongst youth. Now, some of the programs that you guys work on, I guess, really help to alleviate some of those, those issues that these young people are dealing with. So what are some of the programs? I know you have some various different ones. There's like, one I believe was called the, the Channel Kindness, for example. Uh, how does that go to combat, uh, mental wellness for you, for young people?

Shadille Estepan ([17:37](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Thank you so much for asking Corey. And, um, and, and yes, I think, um, to, to your note, I really wanna underscore, um, that we we're seeing a lot of data that's sharing that younger generations are experiencing a mental health crisis and, um, are in need of mental health resources. And thankfully, young people also highly prioritize their mental health. And younger generations, um, I'm seeing are also much more willing to talk about their mental health, um, than than other generations. And so, um, while the, the stigma is heavy and the crisis is weighing in, um, it, it really feels hopeful, um, because young people are driving the change. And that's a lot of what Born This Way Foundation does, is work with young people to understand how we can best equip them to support, uh, those, that desire, uh, to better, um, communicate about mental health and to foster mental wellness in their communities and beyond. Um, and so Born This Way Foundation has worked on several programs. I'm so grateful that you've asked, uh, you mentioned Channel Kindness. Channel Kindness is an online storytelling platform where we work directly with young storytellers who are sharing about the kindness and the bravery that they're experiencing in their communities to uplift the stories of, um, of, uh, essentially uplifting the stories that they're seeing in their communities. And I, I truly, I, I had just a little mental block only because I'm thinking about all of the different stories I've read on Channel Kindness just this year. Anyone who's interested in, uh, learning, um, or reading these stories can visit channel kindness.org. And one of the ones that comes to mind is, um, is a, a piece that that's, uh, underscoring national Hispanic Heritage Month. Uh, and, and really focuses in on what we can do as young Latinos and Latinas supporting our, um, our, our Spanish speaking community.

Corey Andrew Powell ([19:37](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

I love that you brought that up because, you know, you've, you mentioned how past generations were less likely, uh, or more reluctant to talk about mental health and mental wellness. I, I didn't, I know for me, in an African, African American household, it was always like when I was younger, something that, I mean, like, quite literally I would hear in my house, oh, that's white people stuff. We don't, that's what white people do. Like, literally there there was like the stigma that like, only white people sought therapy. Um, and that might've been the case during past generations, maybe because of socioeconomics or whatever. But you raise a good point though, because there are various reasons why different communities might not even really talk about mental wellness. So it's great that you're sort of creating a platform where you're breaking down some of those barriers, some of those walls where ethnicity doesn't matter, gender doesn't matter. The the mental wellness is really just all that you're focusing on. Correct.

Shadille Estepan ([20:31](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

What's really important is to create a space where young people of all backgrounds can feel seen, heard, and validated, and where they can find the resources that are otherwise not accessible to them. Um, and so we know through our kind communities, um, research findings that we just released, um, that young people, especially in black indigenous and communities of color, people of color are, um, disproportionately experiencing kindness in their communities. And so, um, I think what that tells us is that we have an opportunity to instill kindness and to further encourage conversations about how we can better be there for one another. And one of the resources that I, I didn't mention before that I'd love to lean into, if I may, is our Be There Certificate. So Born This Way Foundation partnered with jack.org, um, and together we are sharing the Be There Certificate, which is a free self-paced online mental health course available in English, French, and Spanish with original content filmed and written for each of those languages.

Shadille Estepan ([21:42](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And I think you, you mentioned a little bit about, um, your culture and your upbringing and, um, sort of not having the invitation of talking about mental health, uh, growing up. And I, I, um, I definitely, um, um, I, I concur. I I, uh, it's something that I, uh, didn't grow up with having the language and the literacy around having, uh, conversations, uh, about mental health and when earning my Be There Certificate, and navigating through the different examples. I'm, I'm like walking through what a text message example between a hypothetical, um, text message example between me and my sister could look like, or what a mom and a son have experienced in a conversation about mental health. And, um, really leaning into the, the guiding, uh, golden rules, which, um, some of them, uh, invite you to learn how to, uh, better show that you care or, um, what it means to truly listen nonjudgmentally and some of the responses that we can have in those, in those, um, in those scenarios. And, um, I think for me, what was really helpful is to, uh, engage in those conversations and practice it through the be their certificate course, um, in a low stakes environment and proactively so that when, because in it will inevitably come up in our lives when we are engaging in these, um, seemingly uncomfortable conversations with the people that we love, or even our colleagues, we can feel better equipped and even much more confident to have and lean into those conversations.

Corey Andrew Powell ([23:19](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Hugh Jones is a talented actor originally from Texas, now thriving in New York City. Hugh's journey in the entertainment industry is a testament to his resilience and his passion for the arts and his connection to his Mexican culture.

Hugh Jones ([23:33](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Well, I'm a walking contradiction, everything from my name to my color to the way that I talk when I open my mouth, people expect me to sound a certain way or, you know, all these, these stereotypes that people pin on us, but we pin on each other. I'm guilty of it too.

Corey Andrew Powell ([23:49](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah.

Hugh Jones ([23:49](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

So it's, it's important to show the other side of a person's color. Like a lot of, a lot of Americans gag because I used to get made fun of in me in Monterey, in Mexico, because that was too dark. And the wealth holding elite in Mexico are light skinned blue eye. They're all fair

Corey Andrew Powell ([24:08](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Novelle people.

Hugh Jones ([24:09](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Exactly. Turn on Univision Telemundo, they'll be there.

Corey Andrew Powell ([24:12](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Hugh Jones ([24:13](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

So the school that I went to, it was a nice English speaking school, and I used to get made fun of like crazy. And Americans, they, they don't understand the colorism in Mexico or that they're even light-skinned people in Mexico.

Corey Andrew Powell ([24:25](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right.

Hugh Jones ([24:25](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right. Like the guy, the guy you helped with the Amex card I'm sure was a light-skinned a fair skin. He was, he, yeah.

Corey Andrew Powell ([24:31](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. He looked like a white guy with a tan, basically.

Hugh Jones ([24:34](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>. <laugh>. Right, right. Well, which, which is what's so funny about my last name. Um, everybody Jones, but you're Mexican. That's impossible. Europe colonized, or a lot of Europeans moved to Mexico. They have all sorts of, from sorts of last names, from honing to Yu Bauer, whatever.

Corey Andrew Powell ([24:51](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>. Yeah.

Hugh Jones ([24:52](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And in 1990, Ms. Universe was Mexican. Her name was Lupita Jones. Hmm. That's so funny. Funny. Lupita Jones from Mexico.

Corey Andrew Powell ([25:01](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah, yeah.

Hugh Jones ([25:01](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

You know what I mean? So these are the stereotypes. Like, and, and what, what hurts so much. And I try not to be so critical against Americans. 'cause I'm guilty of similar things. Mexico is right here. There's no reason to be so aloof about it.

Corey Andrew Powell ([25:16](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>. Yeah.

Hugh Jones ([25:16](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

You know what I mean? I understand Americans only care about themselves and their personal life, but, you know.

Corey Andrew Powell ([25:23](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah.

Hugh Jones ([25:24](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

If I can change that, I will.

Corey Andrew Powell ([25:26](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. No. And you know, we've had conversations, you know, where we, it'll start in a chat and then we'll have to kind of go off to the dm. 'cause it, you know, we don't wanna, we don't wanna throw too much fire into the, uh, you know, into the conversation. But, you know, I agree with you on that. To me, Mexico being even associated with Mexico and Puerto Rico, for example, is an honor. It's a privilege that America would have those relationships, especially Puerto Rico being a commonwealth, you know? Um, when there was a lot of ire with a particular president who.

Hugh Jones ([25:58](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([25:58](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Uh, you know.

Hugh Jones ([25:59](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Corey Andrew Powell ([25:59](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Uh, came under fire for how he dealt with Puerto Rico in a, in the storm. I thought, that's one of the most beautiful places on earth, and it's a commonwealth of America. We should be protecting that beautiful place.

Corey Andrew Powell ([26:12](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And those people who are our people.

Hugh Jones ([26:14](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([26:14](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Um, and it's amazing how it's just some people did not see it that way. They, so they still see it as us and them. I'm like, no, they are American. And so I think, um, maybe it's America, the biggest problem with America is like the lack of education. And as far as like the how geography works and how you know, the, the social constructs of geography. I think that's our biggest problem. And you are from a, a state, we're not from, but you lived in a state where just last week I might add, um, I think a teacher got fired for like the Diary of Anne Frank.

Hugh Jones ([26:47](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([26:47](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

A particular adaptation. So what are your thoughts on, 'cause it ties right into what we were saying, what are your thoughts on this attempt to sort of revision history and in many cases erase it?

Hugh Jones ([27:01](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

So I think Republicans tapped into something really effective. And that's apathy. Nobody cares if it doesn't affect you directly. You don't care if it's somebody that doesn't share your religion, your skin color, your nationality, your immigration status. We just don't care about these issues. So they're playing into that right now. We're so divided that if they go after trans people, black people, gay people, brown people, no one's gonna stand up for them. And they know it. So they can attack history, they can attack voting rights, they can attack abortion. The gays didn't stand up and defend women. Nobody did. Women didn't like what, what hurts the most in Iran, in the country of Iran. A woman was killed by the poli, by the moral police for not wearing her hijab correctly. The, the, the country fell apart. They fought for their women. They called it a feminist revolution that was be of over a, uh, hijab. What did we do for abortion? We didn't tear up the streets. And so, and that's the same for other issues. So they're, they know what they're doing. They know we're not gonna turn up for each other. So it's, it's proving effective.

Corey Andrew Powell ([28:17](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right, right. So you're saying you feel like sometimes the most vulnerable groups are targeted and, and in this instance, the ones you mentioned, because, uh, there's a, a sense that no one's really gonna stand up for them anyway, so we can really, it's fair game just to go and.

Hugh Jones ([28:32](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And we don't stand up for each other. You know, it's, I haven't seen any, I I, I've, I've seen, I haven't seen any other people other than Latin people in immigrant demonstrations, for example, you know? Like regular Americas don't care. And that, that's for so many issues, you know? And I, I've been to a gun rally, they massacred children in Texas, you know, I mean, we're just

Corey Andrew Powell ([28:56](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right. Right. So you're putting yourself, you're putting yourself.

Hugh Jones ([28:59](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. Yeah. Guilty of it. Yeah, yeah, yeah. I can point fingers all day, but I have my flaws too. I do it too. And it's just, and, and, and what breaks my heart every time I go down to Texas and I tell people, oh my God, they're taking your voting rights. Oh my God, you're trans rights, your women's rights, your gay rights, your black rights. Every time I talk to people, nobody care. It's always like, man, that stuff is so negative. I'm just gonna focus on me and my family and, you know, and that's it. You know? 'cause they do whatever they want. And I'm like,

Corey Andrew Powell ([29:28](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Well see. But I think what happens in that case, and I think we've talked about this too, I know we have a few times, um, the disenfranchisement happens, right?

Hugh Jones ([29:36](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([29:36](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Where you start to certain ethnic groups who they feel like their voice is not heard or nothing will change. And, uh, there's a point where they just start to feel that nothing they do will matter because they continually see that it seemingly doesn't matter. It hasn't helped them. It hasn't changed. So I think you, what you and I have to do is sort of still keep the optimism there and try to continue just to tell people why it's important. Right. Because, you know, we've talked about that too, where it's like we can't just, you know, we can't just keep telling everybody, you know, calling people out without trying to remedy. Well, why are they not connected? What can we do?

Hugh Jones ([30:11](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

I do that a lot. I like, I'm always, you know, and why don't people do this? Why don't, you know? And it's like, and no, nobody cares. Like, once I started scolding people, it's over. Like nobody's trying to hear that.

Corey Andrew Powell ([30:22](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

<laugh>. Right. Right.

Hugh Jones ([30:23](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

You know?

Corey Andrew Powell ([30:23](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right. But I, I get so frustrated, but yeah.

Corey Andrew Powell ([30:26](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

No, I know. Well, yeah, and I always argue too, I was like, you know, um, I saw literally people about to tear the streets apart when Beyonce lost album of the year.

Hugh Jones ([30:36](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right. <laugh>. I'm like, right. And, and, and you see it for sports all the time too. Yeah. Like people, what somebody lose.

Corey Andrew Powell ([30:42](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. Yeah. But when it comes to like the other issues about your own civil liberties and your rights, it's like, I'm like, I don't see as much fervor for, uh, the cause for that. So I know, listen, we can go on, um, oh

Hugh Jones ([30:53](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah, yeah, yeah. Forever about

Corey Andrew Powell ([30:54](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

That. But, but, and

Hugh Jones ([30:55](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

I'm a lighthearted fun guy, but when it comes to politics, I'm just like, but no, because.

Corey Andrew Powell ([31:00](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah.

Hugh Jones ([31:00](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Like.

Corey Andrew Powell ([31:01](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah.

Hugh Jones ([31:01](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

You know.

Corey Andrew Powell ([31:02](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Well, I think people of color, uh, marginalized groups, I think we have a lot more, uh, invested in that conversation. So we do tend to be more passionate. And I will call out. Um, I will say that we did have nicely, and luckily, and, and I was so excited to see when the George Floyd situation happened. We did see in that instance, um, all around the world that.

Hugh Jones ([31:22](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Gave me hope. It gave me hope. We can do it. It's people

Corey Andrew Powell ([31:25](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Were, it's different. They were, yes. I think, I think other people who weren't black were saying we're tired of it. And that's what has to happen. Right?

Hugh Jones ([31:32](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Corey Andrew Powell ([31:33](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

We step outside of our own group. And, um, that's what it's care about what happens to other people as well.

Hugh Jones ([31:39](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. Yeah. I need to go fight for Muslim people. I need to go fight for Asian people. Anybody like.

Corey Andrew Powell ([31:45](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Hugh Jones ([31:46](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

That's what it takes.

Corey Andrew Powell ([31:47](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([31:48](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Angel Martinez is a leading expert in skincare and the founder of a renowned spa. Her dedication to wellness and beauty has helped countless individuals achieve healthier and glowing skin, as well as building their inner confidence.

Angel Martinez ([32:03](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

I started my business about eight years ago. Um, but I've been in the skincare industry for 17 years now. And I think a few people were kind of nudging me like, you should start a podcast because I'm very unfiltered on my Instagram and my TikTok. So I'm like, you know, no, no. I kept pushing it off, but I'm like, you know what? I have a lot to say about some of these filters and some of these, uh, movie stars that are leading these young girls. And not only that, I think also my life in general, just as a single mom. Um, so the way that I came up with It Hurts to be Pretty, is that I've been through a lot to get to where I'm at. And it was painful and it was hard. So that's where the hurt comes from. And then when, you know, when you're at work, you gotta be, you gotta be on, you gotta be presentable and you gotta, you present your best self. But also what I do in this room hurts microneedle lasers, <laugh>. So I, I just thought <crosstalk>,

Corey Andrew Powell ([33:05](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Like physically like it, like it really hurts, like physically, right?

Angel Martinez ([33:08](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. It hurts. We need numbing cream. So I just thought all around it hurts to be pretty and I'm able to talk about my life, my journey, and also all things skincare.

Corey Andrew Powell ([33:18](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Hmm. Well, you know, it's interesting too because I, I love that you, that you brought up the Hollywood aspect because it's really rare, but it does happen where I love that certain celebrities, female celebrities will, um, really lash out at a magazine for over photoshopping them.

Angel Martinez ([33:34](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yes.

Corey Andrew Powell ([33:34](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Or you know, because they know that young women especially are looking to them to sort of emulate what they are. And if you're creating this sort of like, impossible standard, it's really creating such a, a, like a disparity to young women. So if that's sort of your perspective on that as well.

Angel Martinez ([33:50](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Well, you know, I have a daughter who's 22 and uh, I feel like,

Corey Andrew Powell ([33:54](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

What?!

Angel Martinez ([33:54](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Oh, I have three kids.

Corey Andrew Powell ([33:55](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

. You look 22. What'd you have her when, like, you had her when you were a fetus? Like apparently <laugh>?

Angel Martinez ([34:00](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

No, she's actually my baby. I have two boys and a little girl. And I feel like, wow. With my daughter, for her to see these as examples, I'm like, you know, and I'm telling her she's beautiful the way she is. She doesn't need surgery, she doesn't need this and that, but yet this is what she sees on a daily basis.

Corey Andrew Powell ([34:17](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm.

Angel Martinez ([34:17](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Now listen, I it's a fine line because this, this industry is that Right? Like Botox, it is the fillers, the plump.

Corey Andrew Powell ([34:25](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right.

Angel Martinez ([34:25](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

But I also think that there is also body dysmorphia, um, unrealistic expectations such as the filters. 'cause we're all guilty. In fact, in 2023, I actually made a vow to never use a filter on any of my photos.

Corey Andrew Powell ([34:40](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Hmm.

Angel Martinez ([34:40](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Um, or my videos that when I go live or anything like that. So I, it was hard at first. 'cause you're used to seeing this matted, like, you know what I mean? No block everyth

Corey Andrew Powell ([34:50](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

A smooth. Yeah. Yeah.

Angel Martinez ([34:52](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And it, it becomes a little bit of an addiction. So, you know, I I, I definitely don't like when movie stars definitely try to say they've never had anything. 'cause I can list all the things that they've had, but then I also appreciate the, the Alicia Keys and the Pam Anderson who are like, listen, no makeup, this is my glowing skin. And take it for what it is.

Corey Andrew Powell ([35:14](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. Isn't that amazing? That whole Pam Anderson phenomenon that happened when she went to that show in Paris, uh, makeup free. And I have to tell you, quite honestly, I thought she's never looked more beautiful in her life. Like that plain face where you can just really see just the character. It wasn't covered with the all the paint. Right. And look, I was a model booker in New York City for years, so I also get that side of it too, the beauty aspect, the commerce aspect. But you're right, I think when it's, when it's used to sort of like dictate a standard to the world where most women have the antithesis of that body type, that skin type it, it does become, um, potentially dangerous. So I love that, you know, you are speaking out about that. Now, when it comes to also your own personal journey though, was it something that you said people were always telling you, oh, you should start, start a podcast because of your outspokenness. But with beauty specifically, is that, was that the passion that you were speaking about? Or you just mean in general and you had a side passion for beauty that you now turned into your platform?

Angel Martinez ([36:16](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah. You know, starting my business eight years ago, I had, my vision was bigger than skincare. It was for single moms. So I have a single mom, strong foundation. I have a women's event that I host every year. So I wanted beauty to be much more than the outer. And I connect with my clients for the last 17 years I've been in Denver, Colorado. So I wanted to it to be more than, than just the outer more of a relationship because I have women in here who are crying for getting divorced, who are cheating or getting cheated on. Right? Like, there's so many different walks of life that come through here. And for me, I just wanted to be able to connect. So with my podcast, not only am I able to tell my story, because I came from nothing. I started my business with no sugar daddies or no, uh, you know, no loans.

Corey Andrew Powell ([37:08](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right.

Angel Martinez ([37:08](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Um, I, I'm happy to say that I have debt free. Like, I don't have, I don't owe anybody anything. And, you know, building your empire takes a lot of work. And so I just kind of, I, I think especially now with the beauty industry being saturated, you can find a med spa in every corner. It's like a church now. Like they're in every, every corner. And I wanted to make sure that I hold to my values in this industry because it is looked upon as vain and vanity and all that stuff. I wanted it to be more of a community. And so I do things like the single mom and the women's events where I bring women together. And, um, I think I just did that being a single mom and wanting community more than just, here, can you buy a facial?

Corey Andrew Powell ([37:55](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Angel Martinez ([37:55](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Right. Like, it's so much more than that for me.

Corey Andrew Powell ([37:58](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And finally, Peter Orozco is my very inspiring fellow team member here at the NSLS. He's a fervent advocate for community building. And Peter's commitment to fostering strong, supportive communities is truly remarkable. Here's Peter, in his own words,

Peter Orozco ([38:14](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

A really basic overview. Um, first I really encourage you to come and, and do a success networking team. That's where you really get to know and experience this, like, life changing community of practice, just learning community. But what happens in a success networking team is there's about, you know, four to six people in a group. Each individual in that group has their own goal that they want to accomplish. And so you say the goal to the group, hopefully it's based on the smart model, specific, measurable, actionable, realistic, timely, you know, the s can can change realistic, rewarding, and you say that goal to the group, and then the rest of the group gives you ideas, feedback, network. So someone may have had a similar goal, give you ideas on how to accomplish that. Someone might have someone who's in that field and will connect you to that person. In my example, when I said I wanted to get back into school full-time, and I lost health insurance, someone in that group had an uncle who had lost health insurance. And I got to be able to connect with them and figure out how I get health insurance.

Corey Andrew Powell ([39:17](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Mm.

Peter Orozco ([39:18](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

And so everyone does that in the group, shares feedback connects with each other. And we do that three times to accomplish a, a goal at the end of that. So that's a little bit of the success networking team. There's, there's more that goes into that.

Corey Andrew Powell ([39:31](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Wow. Yeah. I mean, I hear like nothing but great ideas come from that. And people really get to sort of, um, implement dreams and ideas. They didn't really think about maybe putting forward. I think I participated a couple times in, uh, some exercises and someone said, what are you, you know, what's your goal? And I'm like, you know, I wanna be on, um, the Tamron Hall show as a guest. And I was just kidding. As a, you know, as a contributor to the Tamron Hall show. And someone in, in the SNT group is like, well, let's figure it out. How do we do it? Who do we know in, in, in tv? Who can we call? Like, it's like the brain starts working and people really start to help you with these goals. So it's really, really important that, you know, people take an opportunity to put some of these plans in motion. So what strategies do you think you would use, or do you use actually to help employ students, like young people, to stay focused and maybe see beyond today? Because when you're young, I think you're not really looking to a future. I mean, how do you relate to a college age student or younger people that you know, what they're doing today is actually really, really aligned with tomorrow?

Peter Orozco ([40:41](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Yeah, that's a great question. The way I like to think about this is, uh, how big is your identity? Um, I see a lot of people who, when you ask who they are or where they, who they tell you who you are, they usually give you a title or a position or, you know, they, they tell you about their favorite sports team. Um, and that's beautiful. That's, that's a part of who we are. But when that's all you are, like, you know, I'm a Mets fan and everything Mets is all I do. Um, or I'm just a title in my position, or, you know, for college students, I'm, I'm an undergrad, I'm a freshman. That's, that's who I am. Or, or I'm just my major. Um, I call that a small identity. And the reason why it's small is because you're focused on that one thing and you start to lose the connection to everything else in your environment that's going on that can open you up to possibilities that you may have not been aware of because your, your perspective was so narrow.

Corey Andrew Powell ([41:46](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Hmm.

Peter Orozco ([41:47](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

Leadership and leadership development is partly physical. Right? You know, uh, we need to be healthy, we need to move around, do stuff like that. We need to be in environments. But it's mostly a change in perspective. The way you see the world needs to change and needs to expand. And so what I encourage people to do is expand your identity, have a cosmic identity. If you can really expand it that far, because it really starts to connect you to other people. Uh, if you're giving orders just from your own point of view, like, um, you know, I'm a, I'm a manager of chapter leader development, and so I'm focused on my KPIs and all that. I'm giving orders just based on that. Um, I get to LI lose the connection with the people I'm working with and the students I'm working with. But if I expand my perspective, not only am I manager of chapter leader development, but I'm here to share a story with people on how to change their lives because I had a life changing experience. And students, whether no matter what your age is, whether you're, you're, you know, brand new to college or you're coming back to school, you have an opportunity to change your life if you ex open up your perspective and expand it. What's, this is something that always just, just knocks me off my chair. It's, did you know, and this is scientifically proven that you, we have hydrogen in helium atoms in our bodies that were there at the beginning of the universe. We have atoms in our bodies that are billions of years old. And when you start to expand yourself to that kind of cosmic identity, you start to see connections to other people. And it's no longer about a specific task or you know, about solving a specific problem. It's about building community. It's about learning to live in this moment, in this present moment, and seeing how expansive it is and that are, are are small problems right now. You know, oh, I'm gonna be late to work. Or, you know, I need to see that, send that email though, it's important at the time. It's, it's not the most important thing when you start to expand and see a wider point of view

Corey Andrew Powell ([44:00](https://www.temi.com/editor/t/8vIbcVWyPiZRveKBUmNdtGxEH7ycoNBpFvJ44N_KRFKORhT671rnyxESOjo6rlgQVM1hj7ti67N2Mbh_8M7qsdGKhvs?loadFrom=DocumentDeeplink)):

To all our featured guests and everyone out there who share in their Hispanic heritage. Well, we want to just say thank you for watching and happy Hispanic Heritage Month.