

NASA PRIDE MONTH:

**THE POWER OF
ACTIVE ALLYSHIP**

1
00:00:05,869 --> 00:00:02,169
picture of diversity

2
00:00:09,890 --> 00:00:05,879
equality and inclusion

3
00:00:13,970 --> 00:00:09,900
our value in the world is immense and

4
00:00:17,510 --> 00:00:13,980
this commitment that we make as NASA

5
00:00:20,689 --> 00:00:17,520
helps us to succeed as an agency for the

6
00:00:22,550 --> 00:00:20,699
benefit of all Humanity all over the

7
00:00:25,509 --> 00:00:22,560
world

8
00:00:30,710 --> 00:00:25,519
the theme of this year's agency event

9
00:00:33,530 --> 00:00:30,720
is power of active allyship

10
00:00:36,889 --> 00:00:33,540
and that means working together to fight

11
00:00:38,750 --> 00:00:36,899
Injustice and to promote equity in the

12
00:00:42,049 --> 00:00:38,760
workplace

13
00:00:45,610 --> 00:00:42,059

thank you for tuning into this important

14

00:00:50,029 --> 00:00:45,620

event where members of this community

15

00:00:53,229 --> 00:00:50,039

and our allies will discuss the issues

16

00:00:55,910 --> 00:00:53,239

and opportunities we face as a United

17

00:01:00,590 --> 00:00:55,920

NASA family

18

00:01:03,910 --> 00:01:00,600

I encourage each of our family to

19

00:01:09,950 --> 00:01:03,920

reflect on ways that we can support

20

00:01:12,830 --> 00:01:09,960

our lgbtq plus colleagues and Friends

21

00:01:15,230 --> 00:01:12,840

the NASA family that continues to make

22

00:01:16,609 --> 00:01:15,240

this agency one of the best places to

23

00:01:20,030 --> 00:01:16,619

work

24

00:01:21,350 --> 00:01:20,040

and our success as a team relies on our

25

00:01:24,070 --> 00:01:21,360

diversity

26
00:01:26,570 --> 00:01:24,080
and our continual support and respect

27
00:01:29,210 --> 00:01:26,580
for one another

28
00:01:33,410 --> 00:01:29,220
thank you

29
00:01:35,450 --> 00:01:33,420
welcome to today's lgbtq pride month

30
00:01:38,749 --> 00:01:35,460
panel discussion thank you for joining

31
00:01:41,990 --> 00:01:38,759
us on NASA TV I want to thank our

32
00:01:43,969 --> 00:01:42,000
leaders of our lgbtq employee resource

33
00:01:46,010 --> 00:01:43,979
groups from across the agency who came

34
00:01:48,889 --> 00:01:46,020
together to organize this session today

35
00:01:50,569 --> 00:01:48,899
for you I also want to thank our

36
00:01:52,850 --> 00:01:50,579
administrator for a wonderful

37
00:01:54,830 --> 00:01:52,860
introduction to kick things off today we

38
00:01:56,510 --> 00:01:54,840

really appreciate that and thank you to

39

00:01:58,870 --> 00:01:56,520

our panel members we'll have a chance in

40

00:02:01,609 --> 00:01:58,880

just a moment to go around and make some

41

00:02:05,030 --> 00:02:01,619

introductions we tell you that the theme

42

00:02:07,249 --> 00:02:05,040

of today's event is the power of active

43

00:02:10,070 --> 00:02:07,259

allyship and I think that's a great

44

00:02:11,990 --> 00:02:10,080

topic for pride month pride month is a

45

00:02:14,210 --> 00:02:12,000

couple of different things uh kind of

46

00:02:16,729 --> 00:02:14,220

that go together it is a celebration of

47

00:02:19,910 --> 00:02:16,739

who we are as a community it's also an

48

00:02:22,250 --> 00:02:19,920

acknowledgment of some of the struggles

49

00:02:25,010 --> 00:02:22,260

over the years in the uh the Quest for

50

00:02:26,510 --> 00:02:25,020

equality and it's also an acknowledgment

51
00:02:28,670 --> 00:02:26,520
of some of the challenges that still

52
00:02:31,130 --> 00:02:28,680
remain that's where allyship becomes

53
00:02:33,410 --> 00:02:31,140
very important both within and to the

54
00:02:35,270 --> 00:02:33,420
community because there are things that

55
00:02:37,729 --> 00:02:35,280
we could all do to work together to

56
00:02:40,009 --> 00:02:37,739
achieve those goals of equity and

57
00:02:42,530 --> 00:02:40,019
inclusion that we're all interested in

58
00:02:43,970 --> 00:02:42,540
so let's introduce ourselves uh this

59
00:02:45,890 --> 00:02:43,980
afternoon so we can kick off the

60
00:02:47,509 --> 00:02:45,900
discussion uh I will start on the

61
00:02:50,890 --> 00:02:47,519
moderator for today my name is Charles

62
00:02:53,449 --> 00:02:50,900
Cockrell my pronouns are he him and his

63
00:02:55,729 --> 00:02:53,459

I am currently the associate center

64

00:02:57,830 --> 00:02:55,739

director for strategy at Nasa Glenn

65

00:02:59,809 --> 00:02:57,840

Research Center even though my permanent

66

00:03:02,630 --> 00:02:59,819

home if you will is at Nasa Langley

67

00:03:04,610 --> 00:03:02,640

where I've spent most of my career and I

68

00:03:07,250 --> 00:03:04,620

am one of the executive sponsors of our

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00:03:09,530 --> 00:03:07,260

lgbtq employee Resource Group uh there

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00:03:11,809 --> 00:03:09,540

at Langley and I'm very proud to play

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00:03:14,630 --> 00:03:11,819

that role because I also identify as

72

00:03:16,729 --> 00:03:14,640

part of the lgbtq community so again

73

00:03:19,550 --> 00:03:16,739

thank you and now let's go around and

74

00:03:21,649 --> 00:03:19,560

introduce our panel I will ask Melanie

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00:03:23,149 --> 00:03:21,659

to start this afternoon my name is

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00:03:25,009 --> 00:03:23,159

Melanie Saunders I'm the deputy

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00:03:28,149 --> 00:03:25,019

associate administrator for the agency

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00:03:30,830 --> 00:03:28,159

and my pronouns are she her and hers

79

00:03:32,630 --> 00:03:30,840

I've been an ally for a number of years

80

00:03:37,190 --> 00:03:32,640

I spent most of my career at the Johnson

81

00:03:41,089 --> 00:03:37,200

Space Center and in my last few years at

82

00:03:42,830 --> 00:03:41,099

JSC I was the chair of the

83

00:03:46,970 --> 00:03:42,840

um inclusion and Innovation Council

84

00:03:48,170 --> 00:03:46,980

which was jsc's Dei um uh panel and and

85

00:03:50,449 --> 00:03:48,180

Council

86

00:03:54,170 --> 00:03:50,459

um I was also previously executive

87

00:03:56,929 --> 00:03:54,180

sponsor for the first uh lgbtq

88

00:03:58,789 --> 00:03:56,939

um uh ERG formal ERG we had an informal

89

00:04:00,710 --> 00:03:58,799

group before that I called the out and

90

00:04:05,390 --> 00:04:00,720

Allied group and so

91

00:04:08,089 --> 00:04:05,400

um I'm an ally and I'm happy to

92

00:04:10,190 --> 00:04:08,099

um be somebody who is visibly an ally so

93

00:04:11,750 --> 00:04:10,200

that I can maybe by being a role model

94

00:04:12,949 --> 00:04:11,760

other leaders will step out and be

95

00:04:14,990 --> 00:04:12,959

allies

96

00:04:18,170 --> 00:04:15,000

um also in the agency so thanks for

97

00:04:20,689 --> 00:04:18,180

sharing uh some time with me thanks

98

00:04:23,030 --> 00:04:20,699

thank you Melanie I'd like to ask Sarah

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00:04:26,330 --> 00:04:23,040

to go next

100

00:04:29,090 --> 00:04:26,340

hi thank you my name is Sarah Phillips I

101
00:04:32,510 --> 00:04:29,100
am an employee at Glenn Research Center

102
00:04:35,390 --> 00:04:32,520
my pronouns are as varied as the rainbow

103
00:04:37,430 --> 00:04:35,400
I typically go by she her but I also go

104
00:04:40,670 --> 00:04:37,440
by they them and I will certainly answer

105
00:04:44,090 --> 00:04:40,680
to whatever anyone chooses to call me

106
00:04:46,850 --> 00:04:44,100
um I am part of the lgbtq community and

107
00:04:48,290 --> 00:04:46,860
I identify as gender non-conforming and

108
00:04:49,969 --> 00:04:48,300
also lesbian

109
00:04:52,430 --> 00:04:49,979
thank you Sarah thanks for joining us

110
00:04:55,310 --> 00:04:52,440
today uh Donna how about you go next

111
00:04:57,110 --> 00:04:55,320
I'm Donna Schaefer I work at Johnson

112
00:05:00,590 --> 00:04:57,120
Space Center I'm associate director

113
00:05:03,290 --> 00:05:00,600

there where I chair the um ini Council

114

00:05:06,230 --> 00:05:03,300

and I also have had

115

00:05:10,430 --> 00:05:06,240

um probably one of my most fun jobs ever

116

00:05:11,930 --> 00:05:10,440

in serving as executive sponsor for our

117

00:05:16,249 --> 00:05:11,940

out and Allied

118

00:05:19,790 --> 00:05:16,259

um ERG here at JSC my pronouns are she

119

00:05:22,730 --> 00:05:19,800

and her and much like Sarah I answered

120

00:05:24,770 --> 00:05:22,740

too many names and I'm happy too

121

00:05:28,129 --> 00:05:24,780

um and so I'm thrilled to get to spend

122

00:05:31,850 --> 00:05:28,139

some time here with you guys today as we

123

00:05:34,310 --> 00:05:31,860

talk more about what's going on with the

124

00:05:36,290 --> 00:05:34,320

world and how we can work together to

125

00:05:39,469 --> 00:05:36,300

make it a better place to be for our

126
00:05:43,310 --> 00:05:39,479
colleagues thanks thank you Donna and

127
00:05:46,909 --> 00:05:43,320
Ron yes my name is Ron braid

128
00:05:49,969 --> 00:05:46,919
um I am happy to be rejoining my NASA

129
00:05:54,170 --> 00:05:49,979
family members uh having retired as of

130
00:05:57,770 --> 00:05:54,180
last October my pronouns are he him and

131
00:05:59,450 --> 00:05:57,780
his and one of my last positions at Nasa

132
00:06:03,170 --> 00:05:59,460
was as the Ames associate Center

133
00:06:06,290 --> 00:06:03,180
Director I have also served as a senior

134
00:06:08,330 --> 00:06:06,300
Champion for a number of ergs during my

135
00:06:10,670 --> 00:06:08,340
time at Nasa including the equal

136
00:06:12,110 --> 00:06:10,680
accessibility advisory committee which

137
00:06:15,290 --> 00:06:12,120
is for the people with disabilities

138
00:06:18,409 --> 00:06:15,300

Community the Native American advisory

139

00:06:21,770 --> 00:06:18,419

committee both that got it and then most

140

00:06:24,770 --> 00:06:21,780

recently in 2019 I served as the senior

141

00:06:26,930 --> 00:06:24,780

Champion for the pride Alliance at NASA

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00:06:29,629 --> 00:06:26,940

headquarters for the lgbtq plus

143

00:06:31,610 --> 00:06:29,639

community so I'm honored to have been

144

00:06:32,689 --> 00:06:31,620

asked and glad to to be joining you all

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00:06:35,029 --> 00:06:32,699

today

146

00:06:37,309 --> 00:06:35,039

all right thanks so much and thank you

147

00:06:41,809 --> 00:06:37,319

to this great mix of uh community

148

00:06:44,270 --> 00:06:41,819

members allies employees uh Mars uh and

149

00:06:45,770 --> 00:06:44,280

people from across the agency to uh to

150

00:06:47,270 --> 00:06:45,780

have this discussion today with us we

151

00:06:48,469 --> 00:06:47,280

really appreciate it

152

00:06:50,089 --> 00:06:48,479

um one of the things that we'll try to

153

00:06:53,210 --> 00:06:50,099

do today because we know that sometimes

154

00:06:55,490 --> 00:06:53,220

language is uh tricky it can change it

155

00:06:57,589 --> 00:06:55,500

can be elusive so we'll try to Define

156

00:06:59,990 --> 00:06:57,599

some terms and so maybe that just makes

157

00:07:01,610 --> 00:07:00,000

it easier to have a good dialogue and

158

00:07:03,290 --> 00:07:01,620

hopefully that's informative to

159

00:07:05,350 --> 00:07:03,300

everybody so let's just start with that

160

00:07:08,749 --> 00:07:05,360

all of those letters that are out there

161

00:07:11,150 --> 00:07:08,759

lgbtq plus what do they need uh so it

162

00:07:14,330 --> 00:07:11,160

stands for lesbian gay bisexual

163

00:07:16,610 --> 00:07:14,340

transgender and queer and we could spend

164

00:07:18,710 --> 00:07:16,620

a lot of time talking about that that uh

165

00:07:21,469 --> 00:07:18,720

term but we'll we'll maybe save that for

166

00:07:23,089 --> 00:07:21,479

another day and the plus is on the end

167

00:07:24,529 --> 00:07:23,099

of there you you sometimes will see

168

00:07:26,749 --> 00:07:24,539

variations of that but it just

169

00:07:28,370 --> 00:07:26,759

acknowledges there is a tremendous

170

00:07:30,710 --> 00:07:28,380

diversity

171

00:07:33,350 --> 00:07:30,720

um in terms of sexual orientation and

172

00:07:35,390 --> 00:07:33,360

gender identity and so um will maybe

173

00:07:37,670 --> 00:07:35,400

have a chance to talk about what some of

174

00:07:39,589 --> 00:07:37,680

those things need today so

175

00:07:41,930 --> 00:07:39,599

um first topic I'd like to maybe just

176

00:07:43,550 --> 00:07:41,940

chat with our panel about I I hope that

177

00:07:45,830 --> 00:07:43,560

the audience noted that when we

178

00:07:49,189 --> 00:07:45,840

introduced ourselves we all identified

179

00:07:50,990 --> 00:07:49,199

our pronouns and so uh pronouns are

180

00:07:52,730 --> 00:07:51,000

really important when it comes to gender

181

00:07:55,010 --> 00:07:52,740

identity we've got a lot of studies that

182

00:07:57,290 --> 00:07:55,020

show that people uh young adults today

183

00:08:00,409 --> 00:07:57,300

identify as

184

00:08:02,990 --> 00:08:00,419

um transgender or non-binary or gender

185

00:08:04,790 --> 00:08:03,000

non-conforming and here again we'll just

186

00:08:07,369 --> 00:08:04,800

Define a term for you if you ever hear

187

00:08:09,469 --> 00:08:07,379

the term cisgender that just means

188

00:08:11,150 --> 00:08:09,479

someone who has a gender identity that

189

00:08:13,730 --> 00:08:11,160

corresponds to what they were assigned

190

00:08:15,409 --> 00:08:13,740

at Birth and if you're transgender it's

191

00:08:17,930 --> 00:08:15,419

a person who has changed their gender

192

00:08:21,350 --> 00:08:17,940

identity or maybe someone is gender

193

00:08:23,450 --> 00:08:21,360

non-conforming or non-binary might be a

194

00:08:25,129 --> 00:08:23,460

different identity not a different than

195

00:08:27,110 --> 00:08:25,139

male or female so different than our

196

00:08:29,689 --> 00:08:27,120

understanding uh traditionally of what

197

00:08:32,209 --> 00:08:29,699

that means so pronouns are a way of

198

00:08:35,149 --> 00:08:32,219

expressing that and why is that

199

00:08:36,649 --> 00:08:35,159

important to do an introductions in the

200

00:08:39,230 --> 00:08:36,659

workplace I'd like to maybe just get

201
00:08:40,909 --> 00:08:39,240
some perspectives from our panel and uh

202
00:08:42,709 --> 00:08:40,919
Sarah I'm wondering if you could start

203
00:08:46,670 --> 00:08:42,719
with that

204
00:08:49,550 --> 00:08:46,680
sure thanks for for kicking that off so

205
00:08:51,230 --> 00:08:49,560
gender is a really interesting topic

206
00:08:53,269 --> 00:08:51,240
um and I think the most important thing

207
00:08:56,750 --> 00:08:53,279
to point out is that gender for a lot of

208
00:08:58,970 --> 00:08:56,760
people is is a journey it doesn't always

209
00:09:00,949 --> 00:08:58,980
necessarily have an ending I think

210
00:09:03,949 --> 00:09:00,959
traditionally when people think of

211
00:09:05,329 --> 00:09:03,959
gender they think you're either

212
00:09:06,829 --> 00:09:05,339
um you're either cisgender or you're

213
00:09:08,210 --> 00:09:06,839

transgender you know a lot of people

214

00:09:11,210 --> 00:09:08,220

don't realize that there's anything in

215

00:09:13,970 --> 00:09:11,220

between uh for many people that are on

216

00:09:15,590 --> 00:09:13,980

the Journey of being transgender there's

217

00:09:17,570 --> 00:09:15,600

the there's the idea that they're going

218

00:09:19,550 --> 00:09:17,580

to become as feminine or masculine as

219

00:09:22,610 --> 00:09:19,560

possible and that's the more traditional

220

00:09:26,690 --> 00:09:22,620

view of how people look at transgender

221

00:09:28,070 --> 00:09:26,700

trans spectrum is absolutely huge

222

00:09:31,790 --> 00:09:28,080

um and it allows for people to really

223

00:09:34,670 --> 00:09:31,800

explore who they are inside uh how they

224

00:09:36,590 --> 00:09:34,680

identify outside as a non-gender

225

00:09:38,329 --> 00:09:36,600

confirming person I identify as

226

00:09:41,870 --> 00:09:38,339

non-binary

227

00:09:44,090 --> 00:09:41,880

um and I it so for me I did not come out

228

00:09:45,829 --> 00:09:44,100

until I was an adult

229

00:09:50,150 --> 00:09:45,839

um I was already in my 30s because my

230

00:09:52,670 --> 00:09:50,160

entire life I knew I wasn't a girl but I

231

00:09:54,470 --> 00:09:52,680

didn't think I was a boy either and it

232

00:09:56,269 --> 00:09:54,480

wasn't until someone actually started

233

00:09:58,550 --> 00:09:56,279

giving me some of these definitions and

234

00:10:01,069 --> 00:09:58,560

saying you don't have to be

235

00:10:02,690 --> 00:10:01,079

you know as as manly as you want like

236

00:10:05,030 --> 00:10:02,700

why don't you just explore who you want

237

00:10:07,250 --> 00:10:05,040

you know who you are and finding that

238

00:10:10,190 --> 00:10:07,260

medium and having the ability to Day by

239

00:10:12,530 --> 00:10:10,200

Day represent how I'm feeling whether it

240

00:10:15,050 --> 00:10:12,540

be more masculine or more feminine or

241

00:10:17,030 --> 00:10:15,060

maybe a variety of both uh has allowed

242

00:10:20,150 --> 00:10:17,040

me to feel like the most authentic self

243

00:10:22,069 --> 00:10:20,160

I've ever been and the way that we see

244

00:10:23,750 --> 00:10:22,079

gender and recognize gender is changing

245

00:10:25,550 --> 00:10:23,760

and that's absolutely a wonderful thing

246

00:10:26,930 --> 00:10:25,560

I know it can be scary to a lot of

247

00:10:30,170 --> 00:10:26,940

people because

248

00:10:32,150 --> 00:10:30,180

I think as humans we like to have easy

249

00:10:33,889 --> 00:10:32,160

labels we like to be able to identify

250

00:10:37,430 --> 00:10:33,899

something because then we understand it

251
00:10:39,110 --> 00:10:37,440
and having gender fluid and non-gender

252
00:10:40,910 --> 00:10:39,120
conforming it's not something that you

253
00:10:43,610 --> 00:10:40,920
can easily understand because there's no

254
00:10:45,170 --> 00:10:43,620
box and so I I think it's really good

255
00:10:47,389 --> 00:10:45,180
that we talk about that today especially

256
00:10:49,490 --> 00:10:47,399
when we talk about allyship because you

257
00:10:51,290 --> 00:10:49,500
know it's important for our allies to

258
00:10:53,269 --> 00:10:51,300
understand and respect it you know

259
00:10:56,569 --> 00:10:53,279
gender is a journey and and that there

260
00:10:58,490 --> 00:10:56,579
are a lot of employees at Nasa who are I

261
00:11:00,650 --> 00:10:58,500
think going to listen to this today and

262
00:11:02,690 --> 00:11:00,660
really really take a lot of positive

263
00:11:06,050 --> 00:11:02,700

feedback and feel good about hearing

264

00:11:08,090 --> 00:11:06,060

that they are supported on that Journey

265

00:11:09,650 --> 00:11:08,100

thank you Sarah that's a wonderful thank

266

00:11:11,449 --> 00:11:09,660

you for sharing that

267

00:11:13,730 --> 00:11:11,459

um from a NASA leadership perspective

268

00:11:16,250 --> 00:11:13,740

let me ask either Melanie or Donna if

269

00:11:18,470 --> 00:11:16,260

you um have a perspective uh on that and

270

00:11:20,810 --> 00:11:18,480

what NASA leadership might do in terms

271

00:11:23,389 --> 00:11:20,820

of the importance of pronouns and gender

272

00:11:26,329 --> 00:11:23,399

identity in the workplace so one of the

273

00:11:29,870 --> 00:11:26,339

things that that I think is important to

274

00:11:31,970 --> 00:11:29,880

remember is that um this is relatively I

275

00:11:34,130 --> 00:11:31,980

would say in that this is a relatively

276

00:11:35,990 --> 00:11:34,140

New Concept to many many people

277

00:11:38,269 --> 00:11:36,000

especially many straight people in the

278

00:11:40,670 --> 00:11:38,279

past you know the the like the the

279

00:11:42,110 --> 00:11:40,680

definitions have evolved even since I

280

00:11:45,949 --> 00:11:42,120

was an executive

281

00:11:47,930 --> 00:11:45,959

um sponsor of out and Allied and so um I

282

00:11:49,730 --> 00:11:47,940

guess what I would tell you is I'm I'm

283

00:11:51,350 --> 00:11:49,740

always a little uncomfortable for the

284

00:11:53,750 --> 00:11:51,360

reason not because I'm uncomfortable

285

00:11:55,850 --> 00:11:53,760

with the content or anybody or anybody

286

00:11:58,610 --> 00:11:55,860

I'm I'm comfortable that I don't want to

287

00:12:01,730 --> 00:11:58,620

unwittingly offend somebody and so I

288

00:12:03,590 --> 00:12:01,740

worry about about whether I've got the

289

00:12:05,629 --> 00:12:03,600

protocol right or whether I'm going to

290

00:12:07,129 --> 00:12:05,639

treat somebody the way they want to be

291

00:12:08,810 --> 00:12:07,139

treated way that way they should be

292

00:12:11,569 --> 00:12:08,820

treated the way they expect to be

293

00:12:13,970 --> 00:12:11,579

treated and so what I try and tell other

294

00:12:15,889 --> 00:12:13,980

leaders have asked is hey just treat

295

00:12:17,629 --> 00:12:15,899

every person as an individual they'll

296

00:12:19,970 --> 00:12:17,639

give you cues about how they want to be

297

00:12:22,129 --> 00:12:19,980

seen and who they are and how they want

298

00:12:25,850 --> 00:12:22,139

to be addressed and just pay attention

299

00:12:28,129 --> 00:12:25,860

and and take everybody you know one one

300

00:12:29,750 --> 00:12:28,139

person in time but the the thing that I

301

00:12:31,430 --> 00:12:29,760

would I think is scary for a lot of

302

00:12:33,410 --> 00:12:31,440

especially a lot of straight people is

303

00:12:35,449 --> 00:12:33,420

they don't want to offend somebody and

304

00:12:37,190 --> 00:12:35,459

they they're not sure if they are or if

305

00:12:39,290 --> 00:12:37,200

they're not and what the kind of the

306

00:12:40,990 --> 00:12:39,300

rules of the road are because I think a

307

00:12:43,190 --> 00:12:41,000

lot of times people are

308

00:12:46,250 --> 00:12:43,200

uncomfortable and that can be

309

00:12:48,650 --> 00:12:46,260

misconstrued as having a more nefarious

310

00:12:50,829 --> 00:12:48,660

um origin and it's really just afraid to

311

00:12:53,389 --> 00:12:50,839

be rude to somebody and and fear of

312

00:12:55,970 --> 00:12:53,399

offending somebody

313

00:12:58,790 --> 00:12:55,980

one thing I would add on to that just is

314

00:13:00,290 --> 00:12:58,800

something simple that I only recently

315

00:13:02,930 --> 00:13:00,300

did because it only occurred to me

316

00:13:05,449 --> 00:13:02,940

recently to do this that is helpful I

317

00:13:08,269 --> 00:13:05,459

think as I added my pronouns to my

318

00:13:10,370 --> 00:13:08,279

signature book on my auto signature so

319

00:13:13,730 --> 00:13:10,380

when my emails go out and people see

320

00:13:14,870 --> 00:13:13,740

that they see what I hope is one me

321

00:13:17,810 --> 00:13:14,880

sharing a little bit of information

322

00:13:20,930 --> 00:13:17,820

about myself and two they see this as a

323

00:13:24,290 --> 00:13:20,940

space where if they're talking to me I

324

00:13:26,449 --> 00:13:24,300

hope and you know that that they know

325

00:13:29,750 --> 00:13:26,459

they can be their true authentic selves

326

00:13:31,610 --> 00:13:29,760

to me and Don I really appreciate that

327

00:13:32,990 --> 00:13:31,620

and and to add on to what Melanie said

328

00:13:34,310 --> 00:13:33,000

you know sometimes it's those small

329

00:13:37,190 --> 00:13:34,320

things that can really make a big

330

00:13:39,350 --> 00:13:37,200

difference so normalizing that practice

331

00:13:41,569 --> 00:13:39,360

of adding your pronouns to your email

332

00:13:43,370 --> 00:13:41,579

signature line or even just getting in

333

00:13:45,290 --> 00:13:43,380

the practice of in a meeting where you

334

00:13:47,870 --> 00:13:45,300

are are introducing people for the first

335

00:13:49,310 --> 00:13:47,880

time of stating your pronouns it just

336

00:13:51,050 --> 00:13:49,320

makes everybody more comfortable and

337

00:13:52,910 --> 00:13:51,060

being able to share that and then that

338

00:13:54,290 --> 00:13:52,920

way you're able to acknowledge someone

339

00:13:55,730 --> 00:13:54,300

the way that they want to be

340

00:13:57,170 --> 00:13:55,740

acknowledged so it's a it's a really

341

00:13:59,870 --> 00:13:57,180

it's a small thing but it's a really

342

00:14:02,090 --> 00:13:59,880

important practice so uh thank you for

343

00:14:04,490 --> 00:14:02,100

doing that uh Ron anything to add on

344

00:14:06,889 --> 00:14:04,500

this talk I agree with what everyone has

345

00:14:08,329 --> 00:14:06,899

said um I think that it's uh critically

346

00:14:11,090 --> 00:14:08,339

important

347

00:14:12,889 --> 00:14:11,100

um as a leader within an organization to

348

00:14:14,269 --> 00:14:12,899

try to create an environment where

349

00:14:15,530 --> 00:14:14,279

everyone feels that they can be

350

00:14:17,569 --> 00:14:15,540

themselves

351
00:14:20,389 --> 00:14:17,579
thank you Ron I appreciate that and that

352
00:14:22,430 --> 00:14:20,399
is actually a great segue to explore

353
00:14:25,189 --> 00:14:22,440
this topic of allyship a little further

354
00:14:26,629 --> 00:14:25,199
that is the topic of today's event so

355
00:14:29,150 --> 00:14:26,639
let's talk a little bit more about what

356
00:14:30,710 --> 00:14:29,160
that means to us so I would like to go

357
00:14:32,689 --> 00:14:30,720
around and maybe ask you some of you

358
00:14:34,790 --> 00:14:32,699
already started to talk about that a

359
00:14:37,490 --> 00:14:34,800
little bit but maybe expand a little bit

360
00:14:39,889 --> 00:14:37,500
on the different forms of support that

361
00:14:41,509 --> 00:14:39,899
allyship can take and maybe if you have

362
00:14:44,150 --> 00:14:41,519
an experience that you could share with

363
00:14:46,850 --> 00:14:44,160

us either positive or negative that

364

00:14:49,129 --> 00:14:46,860

motivated you to become an active uh

365

00:14:52,490 --> 00:14:49,139

supporter within your NASA Center's

366

00:14:53,750 --> 00:14:52,500

lgbtq group or beyond that uh in the

367

00:14:55,250 --> 00:14:53,760

community so

368

00:14:57,050 --> 00:14:55,260

um Ron let me go back and just start

369

00:14:59,090 --> 00:14:57,060

with you and see if you want to expand

370

00:15:02,269 --> 00:14:59,100

on those thoughts a little bit more

371

00:15:04,189 --> 00:15:02,279

sure well it's one thing to be

372

00:15:07,310 --> 00:15:04,199

supportive of an environment but as a

373

00:15:09,350 --> 00:15:07,320

leader how are we advocating for an

374

00:15:13,069 --> 00:15:09,360

environment that is much more inclusive

375

00:15:17,150 --> 00:15:13,079

and so through my own experiences life

376

00:15:19,910 --> 00:15:17,160

experiences as a an African-American

377

00:15:23,750 --> 00:15:19,920

male I realize that sometimes being

378

00:15:27,970 --> 00:15:23,760

quiet and observant isn't enough to be

379

00:15:30,470 --> 00:15:27,980

an advocate for change when our systems

380

00:15:32,509 --> 00:15:30,480

really need kind of a fresh perspective

381

00:15:36,170 --> 00:15:32,519

to kind of take a step back and look at

382

00:15:39,410 --> 00:15:36,180

how we can modify our systems to be more

383

00:15:41,090 --> 00:15:39,420

inclusive of others as well thanks Ron

384

00:15:44,030 --> 00:15:41,100

really really appreciate that and really

385

00:15:45,530 --> 00:15:44,040

appreciate the theme also of the

386

00:15:47,569 --> 00:15:45,540

intersectionality between different

387

00:15:49,850 --> 00:15:47,579

communities uh working with each other

388

00:15:51,829 --> 00:15:49,860

in common uh issues and concerns I

389

00:15:53,449 --> 00:15:51,839

really appreciate that thing

390

00:15:55,970 --> 00:15:53,459

um Donna you talked about being very

391

00:15:59,030 --> 00:15:55,980

active in your role as executive sponsor

392

00:16:02,150 --> 00:15:59,040

at JSC maybe have you expand on what

393

00:16:04,249 --> 00:16:02,160

invaded you to do that a little bit you

394

00:16:07,069 --> 00:16:04,259

know it was one of those things where

395

00:16:09,889 --> 00:16:07,079

you know each of our employee resources

396

00:16:11,210 --> 00:16:09,899

groups gets two executive sponsors I

397

00:16:14,030 --> 00:16:11,220

happen to have you know one of the

398

00:16:16,430 --> 00:16:14,040

coolest ones the out and allies first

399

00:16:18,590 --> 00:16:16,440

um just because it was really great

400

00:16:23,150 --> 00:16:18,600

group of people and of course

401
00:16:27,290 --> 00:16:23,160
not long after I entered my role there

402
00:16:29,870 --> 00:16:27,300
um we had a massacre in Florida and that

403
00:16:31,430 --> 00:16:29,880
group gathered together and just to

404
00:16:33,769 --> 00:16:31,440
watch the

405
00:16:37,970 --> 00:16:33,779
the humanity

406
00:16:41,269 --> 00:16:37,980
um the other ergs that showed up that

407
00:16:43,850 --> 00:16:41,279
stood by and were there for each other

408
00:16:47,569 --> 00:16:43,860
it it reminds us all that we're all

409
00:16:50,449 --> 00:16:47,579
people that we're all working together

410
00:16:53,629 --> 00:16:50,459
um for one agency that has a common

411
00:16:56,030 --> 00:16:53,639
Mission but or a bunch of individual

412
00:16:59,990 --> 00:16:56,040
employees who also have things going on

413
00:17:03,829 --> 00:17:00,000

in our lives and that you know that

414

00:17:07,130 --> 00:17:03,839

event impacted me significantly

415

00:17:10,250 --> 00:17:07,140

um just watching the raw emotion in the

416

00:17:12,949 --> 00:17:10,260

room what can we do we all at Nasa want

417

00:17:15,350 --> 00:17:12,959

to go in and we want to help and this is

418

00:17:18,710 --> 00:17:15,360

an opportunity for us to step in and do

419

00:17:21,230 --> 00:17:18,720

that even within our own team setting

420

00:17:23,870 --> 00:17:21,240

the example for the rest of the federal

421

00:17:26,449 --> 00:17:23,880

government about how we behave how we

422

00:17:30,110 --> 00:17:26,459

treat each other this is not something

423

00:17:31,850 --> 00:17:30,120

that we can easily change quickly if we

424

00:17:34,610 --> 00:17:31,860

had a magic wand I'm sure we would wood

425

00:17:36,950 --> 00:17:34,620

but it slow changes and it's about us

426

00:17:40,730 --> 00:17:36,960

stepping up and being there for each

427

00:17:43,909 --> 00:17:40,740

other and you know just the idea of

428

00:17:46,010 --> 00:17:43,919

making sure that the workforce knows we

429

00:17:48,770 --> 00:17:46,020

want them to show up as their authentic

430

00:17:52,130 --> 00:17:48,780

selves because once that can happen

431

00:17:54,529 --> 00:17:52,140

our missions get better thanks Donna um

432

00:17:57,770 --> 00:17:54,539

appreciate that um Sarah let me ask you

433

00:18:00,350 --> 00:17:57,780

as a member of the LGBTQ community what

434

00:18:02,090 --> 00:18:00,360

does Ally should do to you allyship is

435

00:18:04,070 --> 00:18:02,100

huge and one of the things that I would

436

00:18:07,549 --> 00:18:04,080

put out there as both a positive and

437

00:18:10,010 --> 00:18:07,559

negative experience to me um my Center

438

00:18:12,529 --> 00:18:10,020

Director I have a little bit of a I

439

00:18:14,810 --> 00:18:12,539

guess a hero hero complex hero worship

440

00:18:16,850 --> 00:18:14,820

for my Center Director Dr Perez Davis

441

00:18:19,029 --> 00:18:16,860

has made it her mission to make sure

442

00:18:21,289 --> 00:18:19,039

that everyone knows that at Glenn

443

00:18:23,450 --> 00:18:21,299

diversity is one of the most important

444

00:18:25,789 --> 00:18:23,460

things to her when we have a lot of

445

00:18:27,409 --> 00:18:25,799

gatherings virtual

446

00:18:28,850 --> 00:18:27,419

um and she's speaking she always makes

447

00:18:31,130 --> 00:18:28,860

sure that she's speaking to everyone

448

00:18:33,529 --> 00:18:31,140

that is listening and and she always

449

00:18:36,529 --> 00:18:33,539

uses language that makes sure that there

450

00:18:38,090 --> 00:18:36,539

is an inclusivity to the entire employee

451

00:18:39,830 --> 00:18:38,100

group out there

452

00:18:41,990 --> 00:18:39,840

um I would say a negative and it's not a

453

00:18:43,250 --> 00:18:42,000

huge negative but it's something that I

454

00:18:45,770 --> 00:18:43,260

think sends a message and maybe for

455

00:18:47,510 --> 00:18:45,780

people to think about uh and maybe you

456

00:18:50,750 --> 00:18:47,520

are an ally and you don't know how to

457

00:18:53,750 --> 00:18:50,760

tell people but silence is very loud

458

00:18:55,909 --> 00:18:53,760

and and I think that sometimes when

459

00:18:57,830 --> 00:18:55,919

there is opportunity to let people know

460

00:19:00,710 --> 00:18:57,840

that you care and that opportunity is

461

00:19:03,169 --> 00:19:00,720

missed by silence it sometimes sends the

462

00:19:04,730 --> 00:19:03,179

opposite message and that really makes

463

00:19:07,130 --> 00:19:04,740

me shrink a little inside because the

464

00:19:08,930 --> 00:19:07,140

reality is it's not always safe to be

465

00:19:11,270 --> 00:19:08,940

your authentic self

466

00:19:13,010 --> 00:19:11,280

um and and it's not always welcoming and

467

00:19:14,330 --> 00:19:13,020

that makes you a little bit scared at

468

00:19:15,650 --> 00:19:14,340

work and there's a lot of people that

469

00:19:17,930 --> 00:19:15,660

identify that way for many different

470

00:19:19,789 --> 00:19:17,940

reasons I think just using little

471

00:19:22,310 --> 00:19:19,799

opportunities you know you don't have to

472

00:19:23,930 --> 00:19:22,320

put a rainbow flag up you know outside

473

00:19:26,690 --> 00:19:23,940

your house and you don't have to scream

474

00:19:28,909 --> 00:19:26,700

and shout I'm an ally but just using

475

00:19:31,250 --> 00:19:28,919

simple language when you're discussing

476
00:19:32,630 --> 00:19:31,260
things with people thank you Sarah thank

477
00:19:35,210 --> 00:19:32,640
you thank you for sharing that story

478
00:19:37,430 --> 00:19:35,220
some great themes in there um I will

479
00:19:40,250 --> 00:19:37,440
share with you just you know from my

480
00:19:42,289 --> 00:19:40,260
perspective it's been uh an education uh

481
00:19:44,029 --> 00:19:42,299
for me to make sure we understand that

482
00:19:46,130 --> 00:19:44,039
while we've achieved a lot in terms of

483
00:19:48,049 --> 00:19:46,140
the quality over the years not everybody

484
00:19:49,610 --> 00:19:48,059
has benefited equally

485
00:19:52,549 --> 00:19:49,620
um when you see some of the statistics

486
00:19:54,830 --> 00:19:52,559
about the violence of directed towards

487
00:19:57,409 --> 00:19:54,840
trans women particularly trans women of

488
00:20:00,529 --> 00:19:57,419

color across the country it's very

489

00:20:02,450 --> 00:20:00,539

alarming I'm personally very alarmed by

490

00:20:04,730 --> 00:20:02,460

some of what I'm hearing in society

491

00:20:07,310 --> 00:20:04,740

directed towards

492

00:20:10,370 --> 00:20:07,320

um trans people everything from uh

493

00:20:12,649 --> 00:20:10,380

excluding trans women from Sports to

494

00:20:15,409 --> 00:20:12,659

denying trans youth access to gender

495

00:20:17,270 --> 00:20:15,419

affirming care these are the kinds of

496

00:20:19,909 --> 00:20:17,280

things that may not occur to people but

497

00:20:23,090 --> 00:20:19,919

it's sort of all out there and it kind

498

00:20:25,010 --> 00:20:23,100

of creates a climate that you can't help

499

00:20:28,490 --> 00:20:25,020

but have that influence what goes on

500

00:20:30,770 --> 00:20:28,500

inside our gates as well so

501
00:20:32,990 --> 00:20:30,780
um I'm seeking ways even within the

502
00:20:35,090 --> 00:20:33,000
community to do what I can to raise

503
00:20:36,770 --> 00:20:35,100
awareness and help with that that kind

504
00:20:39,470 --> 00:20:36,780
of situation so that's just another way

505
00:20:42,169 --> 00:20:39,480
that we can we can all serve as allies

506
00:20:44,630 --> 00:20:42,179
to each other regardless of where we sit

507
00:20:47,390 --> 00:20:44,640
within our outside the community so just

508
00:20:50,630 --> 00:20:47,400
you know things like encouraging lgbtq

509
00:20:53,630 --> 00:20:50,640
youth stem Fields how can we show our

510
00:20:56,270 --> 00:20:53,640
ourselves as an agency to be more

511
00:20:57,590 --> 00:20:56,280
welcoming to highly qualified candidates

512
00:21:00,169 --> 00:20:57,600
I think that's a really important

513
00:21:01,850 --> 00:21:00,179

conversation and I'm gonna maybe put

514

00:21:04,190 --> 00:21:01,860

Melanie on the spot a little bit here

515

00:21:06,409 --> 00:21:04,200

versus a senior leader how does that

516

00:21:08,029 --> 00:21:06,419

relate back to our NASA value of

517

00:21:09,289 --> 00:21:08,039

inclusion and trying to make sure that

518

00:21:11,750 --> 00:21:09,299

we're attracting the most diverse

519

00:21:14,149 --> 00:21:11,760

Workforce that we can

520

00:21:16,669 --> 00:21:14,159

well that's a great question so this is

521

00:21:18,230 --> 00:21:16,679

one area where I really see a huge role

522

00:21:20,690 --> 00:21:18,240

for the ergs

523

00:21:25,250 --> 00:21:20,700

um because I would hope that that the

524

00:21:28,789 --> 00:21:25,260

ERG members are reaching out to Affinity

525

00:21:31,070 --> 00:21:28,799

groups lgbtq plus groups at their their

526

00:21:33,169 --> 00:21:31,080

alma mater college or university and

527

00:21:35,510 --> 00:21:33,179

that's where having there's nothing

528

00:21:37,909 --> 00:21:35,520

quite as compelling in my mind as having

529

00:21:39,649 --> 00:21:37,919

hearing a message from somebody who went

530

00:21:42,110 --> 00:21:39,659

to your college who you would think was

531

00:21:44,029 --> 00:21:42,120

something like you and and was aligned

532

00:21:46,130 --> 00:21:44,039

with a similar affinity group and maybe

533

00:21:49,250 --> 00:21:46,140

you know having that that personal

534

00:21:50,890 --> 00:21:49,260

pipeline of we're interested it's again

535

00:21:53,210 --> 00:21:50,900

and having them share a personal

536

00:21:55,850 --> 00:21:53,220

testimonials so I also think it's really

537

00:21:58,970 --> 00:21:55,860

important for the ergs to be involved

538

00:22:01,490 --> 00:21:58,980

when we do recruiting College college

539

00:22:03,590 --> 00:22:01,500

campus recruiting and have and put out

540

00:22:05,270 --> 00:22:03,600

our announcements or that we're going to

541

00:22:07,070 --> 00:22:05,280

be opening posting if it's all

542

00:22:09,649 --> 00:22:07,080

electronic right now we're going to be

543

00:22:11,630 --> 00:22:09,659

posting these sorts of announcements and

544

00:22:14,450 --> 00:22:11,640

and having sort of more Personal Touch

545

00:22:16,430 --> 00:22:14,460

much but that's something that HR can do

546

00:22:18,710 --> 00:22:16,440

only to a limited extent it's far more

547

00:22:21,590 --> 00:22:18,720

compelling and Powerful when we Engage

548

00:22:23,630 --> 00:22:21,600

The ergs so one of the things I've had a

549

00:22:26,750 --> 00:22:23,640

lot of fun doing um so far this year is

550

00:22:28,730 --> 00:22:26,760

we I started a Dei steering committee at

551
00:22:30,830 --> 00:22:28,740
the agency level because the

552
00:22:35,149 --> 00:22:30,840
administration had a really great focus

553
00:22:39,110 --> 00:22:35,159
on a lot of a lot of Dei initiatives and

554
00:22:41,810 --> 00:22:39,120
so we're trying to engage the ergs in a

555
00:22:43,250 --> 00:22:41,820
much more direct way with a direct voice

556
00:22:44,810 --> 00:22:43,260
instead of just going through the center

557
00:22:46,250 --> 00:22:44,820
leadership I don't want it filtered

558
00:22:49,130 --> 00:22:46,260
there I want to make sure we get here

559
00:22:51,350 --> 00:22:49,140
the voice of the ergs with the wrestling

560
00:22:53,990 --> 00:22:51,360
agency and Leadership teams thanks

561
00:22:55,370 --> 00:22:54,000
Melanie great uh perspective Ron let me

562
00:22:58,070 --> 00:22:55,380
ask you as somebody who's been in the

563
00:23:00,529 --> 00:22:58,080

agency now maybe outside looking back in

564

00:23:02,990 --> 00:23:00,539

you might have a fresh perspective to

565

00:23:05,750 --> 00:23:03,000

offer on that let me ask you to comment

566

00:23:07,810 --> 00:23:05,760

well I I think that uh it is critically

567

00:23:12,049 --> 00:23:07,820

important to make sure that we're

568

00:23:14,690 --> 00:23:12,059

recruiting a diverse uh Workforce

569

00:23:16,549 --> 00:23:14,700

um uh we know through data through

570

00:23:18,830 --> 00:23:16,559

reports through studies that the more

571

00:23:21,169 --> 00:23:18,840

diverse your Workforce is the more

572

00:23:23,870 --> 00:23:21,179

Innovative and creative uh your

573

00:23:26,330 --> 00:23:23,880

Workforce will be you have a culture of

574

00:23:29,450 --> 00:23:26,340

innovation and creativity and so having

575

00:23:33,049 --> 00:23:29,460

been in the HR space uh for a sizable

576

00:23:35,450 --> 00:23:33,059

part of my career I also encourage us to

577

00:23:38,870 --> 00:23:35,460

consider the results of the employee

578

00:23:41,330 --> 00:23:38,880

feedback survey they have demographic

579

00:23:44,930 --> 00:23:41,340

data there that can give you insights on

580

00:23:48,110 --> 00:23:44,940

how minorities view the world how women

581

00:23:51,289 --> 00:23:48,120

view the culture how the lgbtq plus

582

00:23:55,130 --> 00:23:51,299

Community use the culture and so by

583

00:23:58,850 --> 00:23:55,140

analyzing that kind of data it helps to

584

00:24:01,130 --> 00:23:58,860

make sure that the diverse group of

585

00:24:03,649 --> 00:24:01,140

people that we're hiring recruiting that

586

00:24:05,870 --> 00:24:03,659

we have a culture and a climate that is

587

00:24:07,970 --> 00:24:05,880

conducive for them to thrive and not

588

00:24:10,250 --> 00:24:07,980

just fight for survival

589

00:24:12,529 --> 00:24:10,260

thank you thanks Ron

590

00:24:14,390 --> 00:24:12,539

um Sarah anything to add back on some of

591

00:24:16,789 --> 00:24:14,400

the themes you brought about earlier in

592

00:24:20,630 --> 00:24:16,799

terms of NASA being a welcoming place

593

00:24:23,870 --> 00:24:20,640

for lgbtq people care to expand yes so

594

00:24:26,630 --> 00:24:23,880

so I think of when you're applying for a

595

00:24:28,549 --> 00:24:26,640

job and you get that interview stage I

596

00:24:29,990 --> 00:24:28,559

always think of it as not only are they

597

00:24:32,149 --> 00:24:30,000

interviewing me to see if I'm the right

598

00:24:33,890 --> 00:24:32,159

candidate I'm also interviewing the

599

00:24:35,269 --> 00:24:33,900

prospective employers because I want to

600

00:24:37,250 --> 00:24:35,279

make sure it's also a right fit for me

601
00:24:38,690 --> 00:24:37,260
that's how you're going to have the best

602
00:24:40,130 --> 00:24:38,700
the best relationship and you're going

603
00:24:41,510 --> 00:24:40,140
to get the best employees who like where

604
00:24:43,070 --> 00:24:41,520
they are

605
00:24:45,230 --> 00:24:43,080
um and I have to say I walked out of

606
00:24:46,610 --> 00:24:45,240
that first interview and thought if I do

607
00:24:48,409 --> 00:24:46,620
not get this job

608
00:24:51,049 --> 00:24:48,419
I I don't know what I'm going to explode

609
00:24:53,450 --> 00:24:51,059
I literally drove past NASA and just

610
00:24:55,190 --> 00:24:53,460
parked and oogle-eyed at you know the

611
00:24:57,529 --> 00:24:55,200
big NASA meatball outside the hangar

612
00:24:59,029 --> 00:24:57,539
because I was just so sorry I'd during

613
00:25:01,190 --> 00:24:59,039

my interview

614

00:25:03,590 --> 00:25:01,200

there was only four or five questions I

615

00:25:05,390 --> 00:25:03,600

I don't remember the exact number

616

00:25:08,029 --> 00:25:05,400

but of those questions two of them

617

00:25:11,029 --> 00:25:08,039

pertained to diversity and what I felt

618

00:25:12,950 --> 00:25:11,039

about diversity and what diversity means

619

00:25:16,130 --> 00:25:12,960

to me in the workplace and why it's

620

00:25:17,930 --> 00:25:16,140

important and I thought oh my gosh if

621

00:25:19,070 --> 00:25:17,940

they are if they're asking me what I

622

00:25:20,810 --> 00:25:19,080

think about diversity that means that

623

00:25:22,549 --> 00:25:20,820

they really care about it and if that is

624

00:25:24,649 --> 00:25:22,559

so important that they're asking me more

625

00:25:26,149 --> 00:25:24,659

about how I feel about diversity then

626
00:25:28,070 --> 00:25:26,159
they are asking me about my technical

627
00:25:29,210 --> 00:25:28,080
expertise in the field that I'm applying

628
00:25:33,110 --> 00:25:29,220
for

629
00:25:35,330 --> 00:25:33,120
this is different than anything I was

630
00:25:36,470 --> 00:25:35,340
told I was like they care asking

631
00:25:38,090 --> 00:25:36,480
candidates what they feel about

632
00:25:39,649 --> 00:25:38,100
diversity is a great way to make sure

633
00:25:41,269 --> 00:25:39,659
that you are getting people that have

634
00:25:44,210 --> 00:25:41,279
that you know that it is important to

635
00:25:46,430 --> 00:25:44,220
them that it's as important to them as a

636
00:25:47,690 --> 00:25:46,440
new hire as its importance you as an

637
00:25:49,080 --> 00:25:47,700
employee wanting to have the best

638
00:25:50,990 --> 00:25:49,090

Workforce

639

00:25:52,930 --> 00:25:51,000

[Music]

640

00:25:55,909 --> 00:25:52,940

foreign

641

00:25:58,130 --> 00:25:55,919

comments about the value of allyship and

642

00:26:00,649 --> 00:25:58,140

for that I reflect upon early days of

643

00:26:02,090 --> 00:26:00,659

participating in our LGBT program and

644

00:26:04,430 --> 00:26:02,100

organizations of Marshall

645

00:26:06,529 --> 00:26:04,440

as part of my performance appraisal I've

646

00:26:07,730 --> 00:26:06,539

mentioned participation in our group and

647

00:26:10,549 --> 00:26:07,740

you know the support for the different

648

00:26:12,350 --> 00:26:10,559

events and uh the first time I mentioned

649

00:26:15,409 --> 00:26:12,360

that I didn't get a clear read on the

650

00:26:18,049 --> 00:26:15,419

excitement about that so to speak

651
00:26:19,549 --> 00:26:18,059
um turns out my assumption was wrong my

652
00:26:22,190 --> 00:26:19,559
supervisor at the time just showed up

653
00:26:23,690 --> 00:26:22,200
sat right next to me at our event uh

654
00:26:25,970 --> 00:26:23,700
five to five in a room where he finished

655
00:26:27,950 --> 00:26:25,980
at anywhere he wanted

656
00:26:29,930 --> 00:26:27,960
um listening to the events uh ask

657
00:26:32,990 --> 00:26:29,940
questions about why I value my

658
00:26:34,370 --> 00:26:33,000
participation and made sure that that

659
00:26:36,289 --> 00:26:34,380
participation was

660
00:26:38,690 --> 00:26:36,299
continued and enthusiastic going forward

661
00:26:41,810 --> 00:26:38,700
and really provided me an opportunity to

662
00:26:44,149 --> 00:26:41,820
continue being engaged I think helped my

663
00:26:45,649 --> 00:26:44,159

colleagues by extension and it's an

664

00:26:48,230 --> 00:26:45,659

attitude and culture that I hope I can

665

00:26:51,110 --> 00:26:48,240

help continue in my tenure at Marshall

666

00:26:55,010 --> 00:26:51,120

and within NASA so thank you for your

667

00:26:59,390 --> 00:26:56,990

I want you to imagine that it's a

668

00:27:00,590 --> 00:26:59,400

gorgeous day and you're on a walk you

669

00:27:02,930 --> 00:27:00,600

see your neighbor and they have a new

670

00:27:04,909 --> 00:27:02,940

puppy you've got to walk over and say

671

00:27:06,769 --> 00:27:04,919

hello to this giant pod floppy eared pup

672

00:27:07,789 --> 00:27:06,779

and you ask your neighbor what's his

673

00:27:12,649 --> 00:27:07,799

name

674

00:27:14,870 --> 00:27:12,659

adorable you respond

675

00:27:16,909 --> 00:27:14,880

you're embarrassed right you got the

676

00:27:19,669 --> 00:27:16,919

dog's gender wrong the dog probably

677

00:27:21,950 --> 00:27:19,679

doesn't care the owner might you

678

00:27:23,450 --> 00:27:21,960

certainly do in that moment and we've

679

00:27:25,850 --> 00:27:23,460

all been there right it's an easy

680

00:27:27,889 --> 00:27:25,860

mistake to make but no big deal

681

00:27:29,990 --> 00:27:27,899

trust me when I say it's a much bigger

682

00:27:31,789 --> 00:27:30,000

deal when referring to a person

683

00:27:34,010 --> 00:27:31,799

having come out at work in the last year

684

00:27:36,049 --> 00:27:34,020

myself I can tell you that it's painful

685

00:27:37,669 --> 00:27:36,059

when people misgender me though of

686

00:27:38,510 --> 00:27:37,679

course people are going to mess up now

687

00:27:40,430 --> 00:27:38,520

and then

688

00:27:42,289 --> 00:27:40,440

what's worse is when I'm misgendered in

689

00:27:43,610 --> 00:27:42,299

front of folks who don't know me and now

690

00:27:47,389 --> 00:27:43,620

we're associating me with the wrong

691

00:27:51,350 --> 00:27:49,130

hopeful by doing their best to use an

692

00:27:53,570 --> 00:27:51,360

individual's preferred pronouns and if

693

00:27:55,310 --> 00:27:53,580

appropriate to take the burden off of us

694

00:27:57,230 --> 00:27:55,320

to correct others

695

00:27:59,029 --> 00:27:57,240

because of getting a dog's pronoun right

696

00:28:04,190 --> 00:27:59,039

matters that much getting your friends

697

00:28:09,230 --> 00:28:07,250

I'm excited to be here today I'm excited

698

00:28:11,630 --> 00:28:09,240

to learn how to be a better Ally to the

699

00:28:14,149 --> 00:28:11,640

lgbtq plus community

700

00:28:15,950 --> 00:28:14,159

as I look back over my life I realized

701

00:28:19,010 --> 00:28:15,960

that there were a few a few pivotal

702

00:28:22,070 --> 00:28:19,020

pivotal events that um made me want to

703

00:28:25,190 --> 00:28:22,080

become a better Ally

704

00:28:27,470 --> 00:28:25,200

um one that strikes me the most is that

705

00:28:29,570 --> 00:28:27,480

my mom's best friend growing up who was

706

00:28:31,970 --> 00:28:29,580

like my second mom and she was actually

707

00:28:35,630 --> 00:28:31,980

there in the room when I was born

708

00:28:38,930 --> 00:28:35,640

um her eldest son was a gay man and he

709

00:28:41,210 --> 00:28:38,940

died of AIDS and

710

00:28:43,310 --> 00:28:41,220

um his mother actually couldn't admit

711

00:28:45,649 --> 00:28:43,320

that she told everyone that he died of

712

00:28:48,529 --> 00:28:45,659

pneumonia and never once spoke that he

713

00:28:51,649 --> 00:28:48,539

had or died of AIDS and this struck me

714

00:28:54,529 --> 00:28:51,659

as really tragic that someone's very own

715

00:28:57,830 --> 00:28:54,539

mother couldn't be open and honest with

716

00:28:59,750 --> 00:28:57,840

um with what had killed her son and it

717

00:29:02,330 --> 00:28:59,760

makes me realize that we need to be

718

00:29:05,269 --> 00:29:02,340

vocal we need to be supportive to the

719

00:29:07,549 --> 00:29:05,279

lgbtq plus community and we need to

720

00:29:10,370 --> 00:29:07,559

figure out ways to do it both at Nasa

721

00:29:12,289 --> 00:29:10,380

and in our community at home I've had

722

00:29:15,470 --> 00:29:12,299

friends that have suggested that if we

723

00:29:18,350 --> 00:29:15,480

wear uh rainbow pins or have a rainbow

724

00:29:21,710 --> 00:29:18,360

flag in our office that that could be a

725

00:29:24,529 --> 00:29:21,720

welcoming sign to lgbtq plus people when

726

00:29:26,990 --> 00:29:24,539

they walk in and approach us and so I've

727

00:29:29,690 --> 00:29:27,000

done that and I also have a flag outside

728

00:29:32,930 --> 00:29:29,700

of my home that is a rainbow flag that

729

00:29:34,669 --> 00:29:32,940

says love always wins so I look forward

730

00:29:38,029 --> 00:29:34,679

to the panel today and learning how to

731

00:29:39,950 --> 00:29:38,039

be a better Ally thank you

732

00:29:43,610 --> 00:29:39,960

I was asked to give a quick story in

733

00:29:45,950 --> 00:29:43,620

honor of our LGBTQ community uh and uh

734

00:29:47,810 --> 00:29:45,960

particularly when I was the a reserve

735

00:29:50,090 --> 00:29:47,820

Judge Advocate at a large Marine unit in

736

00:29:51,950 --> 00:29:50,100

New Orleans after President Obama

737

00:29:54,169 --> 00:29:51,960

repealed the don't ask don't tell policy

738

00:29:55,370 --> 00:29:54,179

in 2010. I was asked to go around the

739

00:29:57,529 --> 00:29:55,380

country and give a quick class about

740

00:29:59,990 --> 00:29:57,539

those things and the military was very

741

00:30:02,990 --> 00:30:00,000

concerned that it would have an adverse

742

00:30:04,669 --> 00:30:03,000

effect on Military discipline uh and I

743

00:30:06,169 --> 00:30:04,679

took it upon myself to interview some of

744

00:30:07,909 --> 00:30:06,179

the younger Marines and not one of them

745

00:30:09,409 --> 00:30:07,919

felt that it had it would have an

746

00:30:11,210 --> 00:30:09,419

adverse effect on good order and

747

00:30:12,590 --> 00:30:11,220

discipline and that really made me proud

748

00:30:14,149 --> 00:30:12,600

and understand that we've come a long

749

00:30:16,850 --> 00:30:14,159

way in the military since I had come on

750

00:30:18,529 --> 00:30:16,860

active duty in 1985 and sure enough when

751

00:30:20,870 --> 00:30:18,539

the repeal actually took place it went

752

00:30:22,669 --> 00:30:20,880

off without a hitch in fact uh no

753

00:30:24,409 --> 00:30:22,679

incident whatsoever happened the way we

754

00:30:27,350 --> 00:30:24,419

did this in the military was through

755

00:30:30,190 --> 00:30:27,360

allyship and uh in NASA we do that very

756

00:30:32,389 --> 00:30:30,200

well allyship and we do that by

757

00:30:35,029 --> 00:30:32,399

recognizing people for the performance

758

00:30:37,250 --> 00:30:35,039

and their what they do for a living and

759

00:30:39,649 --> 00:30:37,260

not because of their sexual orientation

760

00:30:41,690 --> 00:30:39,659

or their estimates ethnicity or the race

761

00:30:44,810 --> 00:30:41,700

or any kind of label they might put on

762

00:30:46,549 --> 00:30:44,820

them and uh and and that's a as a leader

763

00:30:48,289 --> 00:30:46,559

I think that's very important and it's

764

00:30:50,090 --> 00:30:48,299

very important that we do that at Nasa

765

00:30:53,090 --> 00:30:50,100

and at Nasa again I think that we do

766

00:30:58,310 --> 00:30:55,850

for as long as I can remember my parents

767

00:31:01,789 --> 00:30:58,320

have always had friends who were members

768

00:31:05,509 --> 00:31:01,799

of the lgbtq community

769

00:31:07,930 --> 00:31:05,519

in fact I can vividly see my parents and

770

00:31:11,149 --> 00:31:07,940

Miss Groot sitting at the kitchen table

771

00:31:13,490 --> 00:31:11,159

laughing talking and drinking coffee

772

00:31:15,230 --> 00:31:13,500

years later my mother would tell me that

773

00:31:17,690 --> 00:31:15,240

there were people who didn't like Miss

774

00:31:20,269 --> 00:31:17,700

Gert because of her sexuality

775

00:31:23,269 --> 00:31:20,279

and my mother said that was wrong

776

00:31:25,549 --> 00:31:23,279

you accept people for who they are

777

00:31:27,889 --> 00:31:25,559

and then there's my sister-in-law who

778

00:31:30,230 --> 00:31:27,899

was a lesbian who was able to live her

779

00:31:33,230 --> 00:31:30,240

life to the fullest because she had

780

00:31:34,970 --> 00:31:33,240

family who accepted and loved her for

781

00:31:37,970 --> 00:31:34,980

who she was

782

00:31:40,730 --> 00:31:37,980

so I guess allyship is in My DNA

783

00:31:45,430 --> 00:31:40,740

so as an ally how can I make a

784

00:31:48,470 --> 00:31:45,440

difference for our LGBTQ plus employees

785

00:31:52,130 --> 00:31:48,480

Advocate my support

786

00:31:55,490 --> 00:31:52,140

for me this means take immediate action

787

00:31:56,990 --> 00:31:55,500

if I hear or someone reports an

788

00:31:59,389 --> 00:31:57,000

inappropriate comment

789

00:32:02,630 --> 00:31:59,399

after all no one should be made to feel

790

00:32:05,090 --> 00:32:02,640

less than because of their sexuality who

791

00:32:08,210 --> 00:32:05,100

they are and who they love

792

00:32:11,930 --> 00:32:08,220

in addition to advocating my support

793

00:32:15,169 --> 00:32:11,940

participate be visible in my support

794

00:32:18,529 --> 00:32:15,179

so if asked agree to be the executive

795

00:32:20,389 --> 00:32:18,539

Champion for the lgbtq plus employee

796

00:32:23,450 --> 00:32:20,399

Resource Group

797

00:32:25,370 --> 00:32:23,460

but more importantly model my parents

798

00:32:28,430 --> 00:32:25,380

Behavior

799

00:32:30,889 --> 00:32:28,440

accept people for who they are

800

00:32:36,950 --> 00:32:30,899

be an advocate and Champion for our

801
00:32:41,509 --> 00:32:39,169
so these are some really great themes in

802
00:32:44,269 --> 00:32:41,519
terms of allyship and welcoming people

803
00:32:46,490 --> 00:32:44,279
and conversations that we could have

804
00:32:48,409 --> 00:32:46,500
um you know anytime we we sort of talk

805
00:32:50,750 --> 00:32:48,419
about diversity and inclusion sometimes

806
00:32:53,269 --> 00:32:50,760
we're going to get into uh maybe more

807
00:32:54,889 --> 00:32:53,279
difficult conversations that can be very

808
00:32:57,950 --> 00:32:54,899
constructive if we know how to navigate

809
00:33:00,230 --> 00:32:57,960
those but um they might be uncomfortable

810
00:33:02,630 --> 00:33:00,240
so so let's maybe pivot to some of those

811
00:33:04,850 --> 00:33:02,640
for just a minute uh to see if we can

812
00:33:06,710 --> 00:33:04,860
help people around those and I will

813
00:33:08,210 --> 00:33:06,720

introduce another term for the audience

814

00:33:10,310 --> 00:33:08,220

some sometimes we use the term

815

00:33:13,250 --> 00:33:10,320

heteronormative and all that means is

816

00:33:16,549 --> 00:33:13,260

that most people in society are going to

817

00:33:20,090 --> 00:33:16,559

identify as cisgender and heterosexual

818

00:33:22,610 --> 00:33:20,100

and and so um why that's important is

819

00:33:26,149 --> 00:33:22,620

when you come to realize that a lot of

820

00:33:27,649 --> 00:33:26,159

our Norms in uh relationships and how we

821

00:33:30,830 --> 00:33:27,659

interact with people going back to the

822

00:33:32,450 --> 00:33:30,840

pronoun conversation are based on that

823

00:33:35,029 --> 00:33:32,460

understanding of being a cisgender

824

00:33:37,730 --> 00:33:35,039

heterosexual person and the realization

825

00:33:40,549 --> 00:33:37,740

that lgbtq people sometimes have to

826

00:33:42,710 --> 00:33:40,559

navigate some tricky situations in terms

827

00:33:44,990 --> 00:33:42,720

of assessing the cues and determining

828

00:33:46,370 --> 00:33:45,000

people people's Comfort level and how

829

00:33:49,549 --> 00:33:46,380

they're addressed and things like that

830

00:33:51,350 --> 00:33:49,559

then we can get into you know some more

831

00:33:52,549 --> 00:33:51,360

um you know some more uh energetic

832

00:33:55,490 --> 00:33:52,559

conversations

833

00:33:58,070 --> 00:33:55,500

um things like restroom access this

834

00:34:00,350 --> 00:33:58,080

tension between religious freedom and

835

00:34:03,110 --> 00:34:00,360

equality big conversation in society

836

00:34:05,269 --> 00:34:03,120

right now so how can we uh what are some

837

00:34:07,730 --> 00:34:05,279

things that we could do to maybe equip

838

00:34:09,730 --> 00:34:07,740

people to navigate some of those really

839

00:34:12,169 --> 00:34:09,740

significant and challenging

840

00:34:14,690 --> 00:34:12,179

conversations actions that that people

841

00:34:16,669 --> 00:34:14,700

can take to help each other when we're

842

00:34:20,329 --> 00:34:16,679

trying to navigate those things let me

843

00:34:23,089 --> 00:34:20,339

um start with Donna I will say that

844

00:34:24,290 --> 00:34:23,099

um when we as a scene team began

845

00:34:27,950 --> 00:34:24,300

training

846

00:34:30,290 --> 00:34:27,960

um together about diversity

847

00:34:32,389 --> 00:34:30,300

um white men as full diversity partners

848

00:34:34,909 --> 00:34:32,399

that led to some vulnerable

849

00:34:38,089 --> 00:34:34,919

conversations it it led to that team

850

00:34:41,389 --> 00:34:38,099

becoming actually a far are better

851
00:34:42,950 --> 00:34:41,399
connected team a more trusting team I

852
00:34:46,250 --> 00:34:42,960
told them they could go to each other

853
00:34:49,490 --> 00:34:46,260
and talk with each other about things

854
00:34:53,050 --> 00:34:49,500
that were very sensitive topics because

855
00:34:57,109 --> 00:34:53,060
we had learned to do that through this

856
00:35:00,109 --> 00:34:57,119
process of learning how to have

857
00:35:03,470 --> 00:35:00,119
difficult conversations with each other

858
00:35:07,310 --> 00:35:03,480
um I then become one of the executive

859
00:35:09,410 --> 00:35:07,320
sponsors for out and Allied and which

860
00:35:13,010 --> 00:35:09,420
was fantastic and then of course little

861
00:35:17,450 --> 00:35:13,020
did I know then that all of this leads

862
00:35:20,930 --> 00:35:17,460
up to my child coming home her junior

863
00:35:26,690 --> 00:35:20,940

year in college to tell me that she

864

00:35:29,750 --> 00:35:26,700

identifies with lgbtq Community which I

865

00:35:32,990 --> 00:35:29,760

think that all of my work at work

866

00:35:35,990 --> 00:35:33,000

actually made her feel safe at home and

867

00:35:40,250 --> 00:35:36,000

so you don't really ever know how this

868

00:35:43,670 --> 00:35:40,260

will impact you and what lives you will

869

00:35:46,430 --> 00:35:43,680

touch you know because for her

870

00:35:48,170 --> 00:35:46,440

she knew she was in a safe place talking

871

00:35:50,329 --> 00:35:48,180

to me she knew she was in a welcome

872

00:35:51,829 --> 00:35:50,339

Place talking to me because she had seen

873

00:35:54,829 --> 00:35:51,839

me work

874

00:35:57,290 --> 00:35:54,839

um towards people being treated as

875

00:35:59,870 --> 00:35:57,300

people right regardless I just that's

876

00:36:02,390 --> 00:35:59,880

how people are allowed to be treated

877

00:36:05,990 --> 00:36:02,400

um and so for her I think that was

878

00:36:08,030 --> 00:36:06,000

really brave because that is not the

879

00:36:09,470 --> 00:36:08,040

welcoming that she received across our

880

00:36:11,750 --> 00:36:09,480

family

881

00:36:14,450 --> 00:36:11,760

um and that's really heartbreaking

882

00:36:17,569 --> 00:36:14,460

probably more heartbreaking for me as

883

00:36:20,750 --> 00:36:17,579

her mother than for her because she is a

884

00:36:24,109 --> 00:36:20,760

very strong young woman who is Take Me

885

00:36:26,210 --> 00:36:24,119

As I am and I think this kind of circles

886

00:36:29,450 --> 00:36:26,220

back to what Sarah was saying when when

887

00:36:30,650 --> 00:36:29,460

when people are quiet right we can't be

888

00:36:32,510 --> 00:36:30,660

quiet

889

00:36:35,630 --> 00:36:32,520

um we have to speak up we have to say

890

00:36:37,730 --> 00:36:35,640

it's not okay to say this or that or

891

00:36:40,790 --> 00:36:37,740

call people out we have to stand up for

892

00:36:43,310 --> 00:36:40,800

each other as humans first and when

893

00:36:44,930 --> 00:36:43,320

everybody feels safe as a human they're

894

00:36:47,690 --> 00:36:44,940

going to give you their best they're

895

00:36:49,670 --> 00:36:47,700

going to give the agency their best we

896

00:36:51,770 --> 00:36:49,680

will see perspectives being brought into

897

00:36:55,609 --> 00:36:51,780

our teams that are going to make us so

898

00:36:59,030 --> 00:36:55,619

much better as a team they can all of a

899

00:37:01,430 --> 00:36:59,040

sudden do so much more good for the

900

00:37:03,950 --> 00:37:01,440

agency than if they're masking part of

901
00:37:06,349 --> 00:37:03,960
who they are thank you Donna I

902
00:37:09,650 --> 00:37:06,359
appreciate that um Ron let me go to you

903
00:37:11,510 --> 00:37:09,660
next as you you alluded earlier to some

904
00:37:13,790 --> 00:37:11,520
um some other experiences and

905
00:37:15,710 --> 00:37:13,800
conversations so what about these

906
00:37:17,750 --> 00:37:15,720
difficult conversations your your

907
00:37:18,530 --> 00:37:17,760
perspectives on how we equip people for

908
00:37:22,609 --> 00:37:18,540
those

909
00:37:26,210 --> 00:37:22,619
well I go back over the course of of my

910
00:37:30,230 --> 00:37:26,220
uh growth uh as what I have uh

911
00:37:33,470 --> 00:37:30,240
characterized as uh me being a homophobe

912
00:37:36,530 --> 00:37:33,480
you know I think about my upbringing as

913
00:37:38,650 --> 00:37:36,540

a kid uh there is a a friend of mine

914

00:37:42,530 --> 00:37:38,660

that I had known since elementary school

915

00:37:44,630 --> 00:37:42,540

uh uh while I did not tease him there

916

00:37:46,970 --> 00:37:44,640

were others that did tease him and I

917

00:37:49,190 --> 00:37:46,980

didn't say anything about it or when I

918

00:37:52,430 --> 00:37:49,200

got to uh to college at Virginia Tech

919

00:37:56,270 --> 00:37:52,440

and I stayed in an all-male dorm we knew

920

00:37:58,730 --> 00:37:56,280

that there were a couple of gay guys who

921

00:38:02,569 --> 00:37:58,740

lived in the dorm together and someone

922

00:38:05,089 --> 00:38:02,579

had posted a piece of paper on their

923

00:38:07,970 --> 00:38:05,099

dorm door that said it's Adam and Eve

924

00:38:12,470 --> 00:38:07,980

not Adam and Steve and then once someone

925

00:38:14,930 --> 00:38:12,480

lit that a fire in the dorm and yet as a

926
00:38:17,329 --> 00:38:14,940
human being I didn't say anything and so

927
00:38:20,210 --> 00:38:17,339
what I've come to realize is that

928
00:38:25,430 --> 00:38:20,220
silence was more destructive

929
00:38:28,430 --> 00:38:25,440
than uh kind of piling on and so you

930
00:38:31,190 --> 00:38:28,440
know it has caused a certain a shift in

931
00:38:34,910 --> 00:38:31,200
in my life and my orientation and how I

932
00:38:37,550 --> 00:38:34,920
view advocacy when I see wrong being

933
00:38:41,030 --> 00:38:37,560
silent uh for me at least on a personal

934
00:38:43,130 --> 00:38:41,040
level is no longer an option and then I

935
00:38:46,250 --> 00:38:43,140
came across this poem that's called

936
00:38:47,870 --> 00:38:46,260
first they came by Martin uh nimler that

937
00:38:50,930 --> 00:38:47,880
I think was written back in the early

938
00:38:52,849 --> 00:38:50,940

60s and it says first they came for the

939

00:38:55,430 --> 00:38:52,859

Socialist and I did not speak out

940

00:38:57,650 --> 00:38:55,440

because I was not a socialist

941

00:38:59,750 --> 00:38:57,660

then they came for the trade unionists

942

00:39:02,329 --> 00:38:59,760

and I did not speak out because I was

943

00:39:05,089 --> 00:39:02,339

not a trade unionist then they came for

944

00:39:06,829 --> 00:39:05,099

the Jews and I did not speak out because

945

00:39:09,530 --> 00:39:06,839

I was not a Jew

946

00:39:11,870 --> 00:39:09,540

then they came for me and there was no

947

00:39:13,130 --> 00:39:11,880

one left to speak for me

948

00:39:15,589 --> 00:39:13,140

so

949

00:39:17,930 --> 00:39:15,599

you know even to this day reading that

950

00:39:20,810 --> 00:39:17,940

it has a special meaning for me and the

951
00:39:25,430 --> 00:39:20,820
importance of advocacy because silence

952
00:39:30,410 --> 00:39:28,250
thank you Ron I appreciate that um Sarah

953
00:39:33,170 --> 00:39:30,420
I'm wondering if you could share any

954
00:39:35,990 --> 00:39:33,180
perspectives that you have on this topic

955
00:39:38,210 --> 00:39:36,000
sure thanks Ron you just give me chills

956
00:39:40,490 --> 00:39:38,220
and I'm trying to be like unemotional

957
00:39:43,010 --> 00:39:40,500
but yes that poem um the first time I

958
00:39:45,170 --> 00:39:43,020
heard that is is what I hold dear to my

959
00:39:47,329 --> 00:39:45,180
heart as well difficult conversations

960
00:39:48,530 --> 00:39:47,339
are just that they're difficult and I

961
00:39:50,510 --> 00:39:48,540
think it just comes down to mutual

962
00:39:52,790 --> 00:39:50,520
respect if you want to question someone

963
00:39:55,609 --> 00:39:52,800

about some things and and they give you

964

00:39:57,530 --> 00:39:55,619

a bit of pushback and hesitancy because

965

00:39:59,510 --> 00:39:57,540

maybe they're not there yet they're not

966

00:40:01,670 --> 00:39:59,520

comfortable with those conversations yet

967

00:40:04,550 --> 00:40:01,680

you know having to respect that they're

968

00:40:06,290 --> 00:40:04,560

not there is really um you know for me

969

00:40:09,349 --> 00:40:06,300

pushing myself to those uncomfortable

970

00:40:12,710 --> 00:40:09,359

conversations uh because I don't want to

971

00:40:15,470 --> 00:40:12,720

walk through this life having to explain

972

00:40:19,490 --> 00:40:15,480

to other people why it is so hard for me

973

00:40:21,170 --> 00:40:19,500

sometimes just to go out the front door

974

00:40:23,329 --> 00:40:21,180

um I don't think I should have to do

975

00:40:25,250 --> 00:40:23,339

that but because I care enough so that

976
00:40:27,230 --> 00:40:25,260
way someone else down the road doesn't

977
00:40:28,910 --> 00:40:27,240
have to have those conversations I'm

978
00:40:30,109 --> 00:40:28,920
willing to

979
00:40:31,790 --> 00:40:30,119
um but it's kind of like you know I

980
00:40:34,849 --> 00:40:31,800
think that there's also a certain

981
00:40:37,250 --> 00:40:34,859
responsibility ready for people to

982
00:40:39,710 --> 00:40:37,260
educate themselves too so when they are

983
00:40:42,890 --> 00:40:39,720
asking questions it comes from a place

984
00:40:45,829 --> 00:40:42,900
more of Goodwill than maybe negativity

985
00:40:48,290 --> 00:40:45,839
you know before I came out as non-binary

986
00:40:51,349 --> 00:40:48,300
I would get misgendered all the time and

987
00:40:52,970 --> 00:40:51,359
I never corrected anyone for some people

988
00:40:54,710 --> 00:40:52,980

that are on the trans Spectrum that's

989

00:40:56,690 --> 00:40:54,720

very triggering

990

00:40:59,930 --> 00:40:56,700

um and and that can literally set them

991

00:41:02,089 --> 00:40:59,940

back and just crash them so

992

00:41:04,130 --> 00:41:02,099

also understanding though that people

993

00:41:05,990 --> 00:41:04,140

are people and if they didn't know your

994

00:41:07,670 --> 00:41:06,000

correct gender

995

00:41:09,230 --> 00:41:07,680

you know it's also you have to

996

00:41:10,790 --> 00:41:09,240

understand you know this is this is a

997

00:41:13,790 --> 00:41:10,800

relationship that we are developing as a

998

00:41:16,849 --> 00:41:13,800

culture with each other and so if

999

00:41:18,890 --> 00:41:16,859

someone corrects you politely on the

1000

00:41:21,589 --> 00:41:18,900

correct term

1001
00:41:24,410 --> 00:41:21,599
it's okay to make mistakes I think as

1002
00:41:26,690 --> 00:41:24,420
long as you recognize those what's not

1003
00:41:30,410 --> 00:41:26,700
okay is if someone has told you what

1004
00:41:31,970 --> 00:41:30,420
they prefer to be identified as and you

1005
00:41:36,230 --> 00:41:31,980
blatantly

1006
00:41:38,569 --> 00:41:36,240
keep misgendering or Miss labeling them

1007
00:41:40,430 --> 00:41:38,579
because that's really going to harm that

1008
00:41:42,470 --> 00:41:40,440
person on the inside and it's going to

1009
00:41:44,510 --> 00:41:42,480
make their their life a lot more

1010
00:41:45,950 --> 00:41:44,520
difficult thank you Sarah I really

1011
00:41:48,829 --> 00:41:45,960
really appreciate that in this this

1012
00:41:51,530 --> 00:41:48,839
concept of misgendering and just you

1013
00:41:52,309 --> 00:41:51,540

know things like acknowledging when a

1014

00:41:54,290 --> 00:41:52,319

person

1015

00:41:57,109 --> 00:41:54,300

um has access to the restroom facilities

1016

00:41:59,089 --> 00:41:57,119

that correspond to their gender identity

1017

00:42:01,790 --> 00:41:59,099

um you know those those are things that

1018

00:42:03,770 --> 00:42:01,800

we we really need people to do and so

1019

00:42:05,750 --> 00:42:03,780

making a mistake is one thing and trying

1020

00:42:08,270 --> 00:42:05,760

to retrain your brain a little bit on

1021

00:42:11,690 --> 00:42:08,280

pronouns when I know I have a I have a

1022

00:42:14,270 --> 00:42:11,700

friend with a a trans uh child and I'm

1023

00:42:16,250 --> 00:42:14,280

trying to retrain my brain on that

1024

00:42:17,870 --> 00:42:16,260

um that's one thing versus

1025

00:42:19,730 --> 00:42:17,880

um intentionally disregarding that

1026
00:42:22,370 --> 00:42:19,740
that's that's another conversation

1027
00:42:24,069 --> 00:42:22,380
entirely so so helping each other really

1028
00:42:27,050 --> 00:42:24,079
understand the things that we could do

1029
00:42:29,329 --> 00:42:27,060
is very important I'm going to add a

1030
00:42:31,730 --> 00:42:29,339
layer to this conversation and go to uh

1031
00:42:34,190 --> 00:42:31,740
to Melanie to help with this one and

1032
00:42:36,349 --> 00:42:34,200
it's it really just it goes directly to

1033
00:42:37,870 --> 00:42:36,359
the uh the first line supervisors you

1034
00:42:40,250 --> 00:42:37,880
know a lot of our

1035
00:42:41,990 --> 00:42:40,260
a lot of our studies show that first

1036
00:42:45,230 --> 00:42:42,000
line supervisors have a really big

1037
00:42:46,849 --> 00:42:45,240
impact on workplace experiences a lot of

1038
00:42:48,829 --> 00:42:46,859

times your supervisors may be the first

1039

00:42:50,510 --> 00:42:48,839

person that you would go to with one of

1040

00:42:52,670 --> 00:42:50,520

these maybe you're having issues in the

1041

00:42:54,950 --> 00:42:52,680

workplace maybe you're coming out and

1042

00:42:57,050 --> 00:42:54,960

you need to talk to somebody and um and

1043

00:42:58,670 --> 00:42:57,060

figure out how that's going to go but a

1044

00:43:00,770 --> 00:42:58,680

lot of times our employees and

1045

00:43:02,569 --> 00:43:00,780

supervisors report that maybe people are

1046

00:43:05,030 --> 00:43:02,579

just not equipped to have these

1047

00:43:07,790 --> 00:43:05,040

conversations and they're seeking ways

1048

00:43:10,849 --> 00:43:07,800

to do that so what are steps that the

1049

00:43:12,890 --> 00:43:10,859

agency can take to to Really change that

1050

00:43:15,470 --> 00:43:12,900

to equip the the right people to have

1051
00:43:17,390 --> 00:43:15,480
those conversations Melody so one of the

1052
00:43:18,770 --> 00:43:17,400
things that I love that we did at

1053
00:43:21,410 --> 00:43:18,780
Johnson was

1054
00:43:23,750 --> 00:43:21,420
um we required everybody to take an

1055
00:43:26,510 --> 00:43:23,760
introduction to unconscious bias class

1056
00:43:28,190 --> 00:43:26,520
but then also we had a more race power

1057
00:43:29,809 --> 00:43:28,200
and privilege

1058
00:43:34,010 --> 00:43:29,819
um that was

1059
00:43:36,589 --> 00:43:34,020
required all supervisors to take that so

1060
00:43:40,190 --> 00:43:36,599
to me one of the things that I think the

1061
00:43:42,050 --> 00:43:40,200
agency should be doing is is all

1062
00:43:43,910 --> 00:43:42,060
supervisors should be required to take

1063
00:43:46,550 --> 00:43:43,920

training like that to know how to have

1064

00:43:48,230 --> 00:43:46,560

those conversations so that they don't

1065

00:43:50,630 --> 00:43:48,240

they're not just relying on whatever

1066

00:43:52,370 --> 00:43:50,640

their personal mindset or perspective is

1067

00:43:54,170 --> 00:43:52,380

and and

1068

00:43:56,450 --> 00:43:54,180

um you know I can tell you

1069

00:43:57,950 --> 00:43:56,460

um JSC Bean in the the Bible Belt there

1070

00:43:59,990 --> 00:43:57,960

are a certain number of people who

1071

00:44:01,370 --> 00:44:00,000

probably would totally botch that

1072

00:44:03,829 --> 00:44:01,380

conversation if they didn't have any

1073

00:44:06,109 --> 00:44:03,839

training not everybody is open-minded

1074

00:44:07,550 --> 00:44:06,119

and not everybody is um you know some

1075

00:44:09,410 --> 00:44:07,560

people would have a negative reaction

1076
00:44:11,390 --> 00:44:09,420
and how damaging that could be to the

1077
00:44:13,309 --> 00:44:11,400
person who maybe is just that's they're

1078
00:44:15,410 --> 00:44:13,319
taking a year to get up their courage or

1079
00:44:17,930 --> 00:44:15,420
more to get up their courage to stick

1080
00:44:20,030 --> 00:44:17,940
their toe in the water so that training

1081
00:44:22,849 --> 00:44:20,040
is really really important as well as

1082
00:44:25,309 --> 00:44:22,859
making sure that we model the right

1083
00:44:27,349 --> 00:44:25,319
behavior of the way the work short Force

1084
00:44:29,569 --> 00:44:27,359
should look or the way the workplace

1085
00:44:32,569 --> 00:44:29,579
should look and the way model the right

1086
00:44:34,790 --> 00:44:32,579
leadership behavior of how to interact

1087
00:44:37,370 --> 00:44:34,800
with people and and

1088
00:44:39,349 --> 00:44:37,380

the right the right sort of attitudes to

1089

00:44:40,970 --> 00:44:39,359

have to make sure that you're sending

1090

00:44:42,890 --> 00:44:40,980

the right signals that it's okay it's

1091

00:44:44,329 --> 00:44:42,900

cool you can be yourself and that's

1092

00:44:47,930 --> 00:44:44,339

totally

1093

00:44:49,250 --> 00:44:47,940

want you to be yourself thank you

1094

00:44:51,410 --> 00:44:49,260

appreciate that

1095

00:44:53,089 --> 00:44:51,420

um I have another question here that uh

1096

00:44:55,130 --> 00:44:53,099

I will admit up front that it makes me

1097

00:44:57,650 --> 00:44:55,140

very uncomfortable to ask this because

1098

00:45:00,230 --> 00:44:57,660

it's about the problem of the lack of

1099

00:45:02,089 --> 00:45:00,240

lgbtq representation and Leadership at

1100

00:45:04,309 --> 00:45:02,099

Nasa and the reason that is

1101

00:45:05,990 --> 00:45:04,319

uncomfortable is is somebody from a you

1102

00:45:08,569 --> 00:45:06,000

know from my perspective as somebody who

1103

00:45:10,849 --> 00:45:08,579

came out uh relatively late in life when

1104

00:45:12,589 --> 00:45:10,859

I was well into my career

1105

00:45:14,569 --> 00:45:12,599

um I you know really had to navigate

1106

00:45:16,730 --> 00:45:14,579

those situations I was looking for the

1107

00:45:19,250 --> 00:45:16,740

template and it turns out there is no

1108

00:45:21,470 --> 00:45:19,260

template uh because there really was no

1109

00:45:22,970 --> 00:45:21,480

uh no Role Models there and this you

1110

00:45:24,410 --> 00:45:22,980

know this might be

1111

00:45:26,030 --> 00:45:24,420

um similar I could probably ask that

1112

00:45:28,490 --> 00:45:26,040

same question about other communities

1113

00:45:30,770 --> 00:45:28,500

and the lack of representation but

1114

00:45:32,809 --> 00:45:30,780

um it really it really did occur to me

1115

00:45:35,690 --> 00:45:32,819

that uh we we do have a lack of

1116

00:45:37,670 --> 00:45:35,700

representation in leadership ship it is

1117

00:45:39,349 --> 00:45:37,680

very important and so

1118

00:45:41,450 --> 00:45:39,359

um you know I'm trying to be mindful of

1119

00:45:44,930 --> 00:45:41,460

that and figure out what I can do to

1120

00:45:46,490 --> 00:45:44,940

make that experience maybe easier for

1121

00:45:48,589 --> 00:45:46,500

others if they're if they have to

1122

00:45:50,510 --> 00:45:48,599

navigate uh that Journey because some of

1123

00:45:52,069 --> 00:45:50,520

our surveys do show that there's still a

1124

00:45:54,050 --> 00:45:52,079

large percentage of people in our

1125

00:45:55,730 --> 00:45:54,060

Workforce who are not out at work

1126
00:45:58,309 --> 00:45:55,740
there's something about the environment

1127
00:46:00,589 --> 00:45:58,319
that is attributing to that and so

1128
00:46:03,470 --> 00:46:00,599
um this representation in leadership may

1129
00:46:05,690 --> 00:46:03,480
be important to that so I just if you'd

1130
00:46:08,150 --> 00:46:05,700
like to hear any uh perspectives

1131
00:46:10,069 --> 00:46:08,160
um on that let me uh go to Donna first

1132
00:46:12,530 --> 00:46:10,079
maybe see if you have anything from your

1133
00:46:14,990 --> 00:46:12,540
from your perspective it's not something

1134
00:46:17,450 --> 00:46:15,000
that we can get a magic wand and fix

1135
00:46:20,870 --> 00:46:17,460
overnight right and and it's something

1136
00:46:22,730 --> 00:46:20,880
about us being mindful

1137
00:46:24,770 --> 00:46:22,740
um paying attention to it looking for

1138
00:46:27,710 --> 00:46:24,780

those opportunities

1139

00:46:31,010 --> 00:46:27,720

um this year as a result of the year-end

1140

00:46:33,710 --> 00:46:31,020

report out last year we've added middle

1141

00:46:37,670 --> 00:46:33,720

management mentors one additional Mentor

1142

00:46:41,210 --> 00:46:37,680

from middle management to each ERG and

1143

00:46:43,970 --> 00:46:41,220

so we're bringing people up and you know

1144

00:46:47,390 --> 00:46:43,980

having senior leaders as well as middle

1145

00:46:49,730 --> 00:46:47,400

managers and support these groups and I

1146

00:46:53,510 --> 00:46:49,740

think the more we talk about it the more

1147

00:46:56,329 --> 00:46:53,520

we engage each other the faster we will

1148

00:46:59,630 --> 00:46:56,339

see those types of walls break down and

1149

00:47:01,790 --> 00:46:59,640

once those artificial barriers can come

1150

00:47:05,030 --> 00:47:01,800

down we'll see the rest of it change as

1151
00:47:07,730 --> 00:47:05,040
well thank you appreciate that um Ron is

1152
00:47:11,030 --> 00:47:07,740
a former HR Director or anything uh you

1153
00:47:14,210 --> 00:47:11,040
can add on this topic I know that um for

1154
00:47:16,010 --> 00:47:14,220
me uh at Once Upon a Time the

1155
00:47:18,589 --> 00:47:16,020
African-American advisory committee

1156
00:47:21,109 --> 00:47:18,599
asked me to be their senior champion and

1157
00:47:22,910 --> 00:47:21,119
I said no I'm already an advocate you

1158
00:47:26,829 --> 00:47:22,920
don't need me to be your senior Champion

1159
00:47:30,049 --> 00:47:26,839
leverage this as an opportunity to

1160
00:47:32,329 --> 00:47:30,059
inform and educate someone who may not

1161
00:47:35,089 --> 00:47:32,339
be as familiar with the challenges that

1162
00:47:37,910 --> 00:47:35,099
you face likewise that was part of the

1163
00:47:40,370 --> 00:47:37,920

reason why I served as a champion for

1164

00:47:43,690 --> 00:47:40,380

the people with disability the

1165

00:47:46,790 --> 00:47:43,700

accessibility advisory committee because

1166

00:47:49,849 --> 00:47:46,800

I realized that there are issues that

1167

00:47:53,510 --> 00:47:49,859

that Community faces that I am not aware

1168

00:47:56,809 --> 00:47:53,520

of uh the same with the the lgbtq plus

1169

00:47:59,030 --> 00:47:56,819

Community when David Wilhelm asked me to

1170

00:48:00,950 --> 00:47:59,040

be the senior Champion There's an

1171

00:48:05,150 --> 00:48:00,960

opportunity for me to learn

1172

00:48:07,910 --> 00:48:05,160

and so I think that the agency should

1173

00:48:10,849 --> 00:48:07,920

consider rotating senior Champions

1174

00:48:13,730 --> 00:48:10,859

through as a way of

1175

00:48:16,790 --> 00:48:13,740

um uh creating a different level of

1176

00:48:19,549 --> 00:48:16,800

awareness at the highest levels of an

1177

00:48:22,730 --> 00:48:19,559

organization such that with that

1178

00:48:26,750 --> 00:48:22,740

awareness you can be a better Advocate

1179

00:48:29,329 --> 00:48:26,760

you can be a better Ally you can be more

1180

00:48:32,569 --> 00:48:29,339

effective in creating a healthy and more

1181

00:48:36,290 --> 00:48:32,579

inclusive environment by having had that

1182

00:48:38,990 --> 00:48:36,300

experience serving as a champion of an

1183

00:48:41,930 --> 00:48:39,000

advice an ERG that you may not

1184

00:48:43,970 --> 00:48:41,940

necessarily identify with thanks Sean

1185

00:48:46,370 --> 00:48:43,980

appreciate that um Sarah let me close

1186

00:48:48,650 --> 00:48:46,380

this topic with you what's important for

1187

00:48:51,410 --> 00:48:48,660

you to see in the NASA leadership

1188

00:48:53,510 --> 00:48:51,420

so representation is everything

1189

00:48:55,370 --> 00:48:53,520

um I think a lot of

1190

00:48:56,329 --> 00:48:55,380

a lot of people that I've encountered in

1191

00:48:58,370 --> 00:48:56,339

my life

1192

00:49:00,170 --> 00:48:58,380

um including family and that they take

1193

00:49:01,370 --> 00:49:00,180

for granted what's going on around them

1194

00:49:03,290 --> 00:49:01,380

going back to the term uh

1195

00:49:05,990 --> 00:49:03,300

heteronormative

1196

00:49:09,230 --> 00:49:06,000

um I I remember the first time I saw a

1197

00:49:11,089 --> 00:49:09,240

gay character on TV I I bawled I I just

1198

00:49:12,410 --> 00:49:11,099

cried because I was like oh my God like

1199

00:49:14,870 --> 00:49:12,420

it might have been the dumbest show ever

1200

00:49:16,309 --> 00:49:14,880

I can't even remember what Joe was now

1201

00:49:18,290 --> 00:49:16,319

um but I also know that's what I was

1202

00:49:22,370 --> 00:49:18,300

very drawn to with Star Trek is that

1203

00:49:24,349 --> 00:49:22,380

even growing up it was so diverse

1204

00:49:25,430 --> 00:49:24,359

um you know diversity has always been

1205

00:49:27,290 --> 00:49:25,440

something that's been important to me

1206

00:49:30,170 --> 00:49:27,300

because I feel like the more colorful a

1207

00:49:32,450 --> 00:49:30,180

room is the more creativity is allowed

1208

00:49:34,370 --> 00:49:32,460

to happen and I think that even if

1209

00:49:38,690 --> 00:49:34,380

someone is not able to identify

1210

00:49:40,390 --> 00:49:38,700

themselves as the lgbtq community I want

1211

00:49:43,490 --> 00:49:40,400

to add that it is

1212

00:49:44,990 --> 00:49:43,500

lgbtqa and and we didn't mention that a

1213

00:49:47,870 --> 00:49:45,000

today because there's a lot of letters

1214

00:49:50,210 --> 00:49:47,880

after that but that a is Ally and just

1215

00:49:52,549 --> 00:49:50,220

to have someone say I'm an ally guess

1216

00:49:54,589 --> 00:49:52,559

what you are part of our community and

1217

00:49:57,650 --> 00:49:54,599

so even if you don't you know represent

1218

00:49:59,390 --> 00:49:57,660

as as a gay person or a lesbian or as a

1219

00:50:01,609 --> 00:49:59,400

trans person if you represent as an ally

1220

00:50:04,309 --> 00:50:01,619

you are part of our community and all

1221

00:50:05,390 --> 00:50:04,319

you know you are representing so I you

1222

00:50:06,589 --> 00:50:05,400

know I think that's why it's so

1223

00:50:08,569 --> 00:50:06,599

important we're having this conversation

1224

00:50:10,430 --> 00:50:08,579

today is because

1225

00:50:11,990 --> 00:50:10,440

those senior leaders are the ones that

1226
00:50:14,030 --> 00:50:12,000
are really going to pave the way for the

1227
00:50:16,790 --> 00:50:14,040
future and if people are willing to add

1228
00:50:18,829 --> 00:50:16,800
that a to their identity publicly and

1229
00:50:19,970 --> 00:50:18,839
not silently that's where we're going to

1230
00:50:21,109 --> 00:50:19,980
see some of the biggest change happen

1231
00:50:23,450 --> 00:50:21,119
and that's where people are going to

1232
00:50:25,370 --> 00:50:23,460
feel more comfortable being who they are

1233
00:50:27,470 --> 00:50:25,380
and being their most authentic self

1234
00:50:30,710 --> 00:50:27,480
thank you Sarah really really appreciate

1235
00:50:33,890 --> 00:50:30,720
that so um let me just close with asking

1236
00:50:35,990 --> 00:50:33,900
each panel member what is maybe one or

1237
00:50:38,390 --> 00:50:36,000
maybe two if you would like one or two

1238
00:50:41,089 --> 00:50:38,400

things that you would suggest to people

1239

00:50:43,370 --> 00:50:41,099

watching this broadcast that they could

1240

00:50:46,609 --> 00:50:43,380

do if they wanted to walk away from this

1241

00:50:49,910 --> 00:50:46,619

and be an active Ally and be supportive

1242

00:50:52,730 --> 00:50:49,920

of the community here within NASA

1243

00:50:54,589 --> 00:50:52,740

um let's uh let's start with Donna well

1244

00:50:56,569 --> 00:50:54,599

I have to go with my kid here on this

1245

00:51:00,470 --> 00:50:56,579

one talk about it

1246

00:51:03,410 --> 00:51:00,480

ask questions be curious and that's just

1247

00:51:06,069 --> 00:51:03,420

curious about each other as humans thank

1248

00:51:09,950 --> 00:51:06,079

you appreciate that Ron

1249

00:51:12,609 --> 00:51:09,960

uh challenge your own assumptions

1250

00:51:15,910 --> 00:51:12,619

be open and receptive and and and

1251
00:51:18,829 --> 00:51:15,920
reflect on you know our own assumptions

1252
00:51:24,049 --> 00:51:18,839
that we've kind of probably created and

1253
00:51:28,849 --> 00:51:24,059
developed over years of unconsciousness

1254
00:51:31,250 --> 00:51:28,859
um and so if if NASA can re say Pluto is

1255
00:51:33,049 --> 00:51:31,260
not a planet or maybe it is a planet you

1256
00:51:35,210 --> 00:51:33,059
know we should be willing to say as

1257
00:51:37,309 --> 00:51:35,220
human beings let's question our

1258
00:51:39,410 --> 00:51:37,319
assumptions because what we might have

1259
00:51:41,690 --> 00:51:39,420
learned growing up through Elementary

1260
00:51:44,510 --> 00:51:41,700
School and through middle school and

1261
00:51:47,030 --> 00:51:44,520
high school and college maybe it's it's

1262
00:51:49,490 --> 00:51:47,040
different than what we thought it was

1263
00:51:53,690 --> 00:51:49,500

and so let's question our assumptions

1264

00:51:55,849 --> 00:51:53,700

thanks Ron Melanie well let's see um I

1265

00:51:58,490 --> 00:51:55,859

think I think there's a lot that allies

1266

00:52:00,530 --> 00:51:58,500

can do to be more visible so I I need to

1267

00:52:02,930 --> 00:52:00,540

get there busy and change my email

1268

00:52:04,910 --> 00:52:02,940

signature block to add my pronouns and

1269

00:52:08,270 --> 00:52:04,920

say something about being an ally I mean

1270

00:52:10,790 --> 00:52:08,280

just something as simple as that and um

1271

00:52:13,130 --> 00:52:10,800

and making sure that that that that that

1272

00:52:15,710 --> 00:52:13,140

combined with my position in the agency

1273

00:52:17,089 --> 00:52:15,720

shows visible support and a positive

1274

00:52:20,210 --> 00:52:17,099

environment so

1275

00:52:23,210 --> 00:52:20,220

thank you thanks Melanie we appreciate

1276

00:52:24,650 --> 00:52:23,220

that and Sarah you know I I really can't

1277

00:52:26,270 --> 00:52:24,660

answer that I was going to suggest what

1278

00:52:27,650 --> 00:52:26,280

Melanie said is just the visibility

1279

00:52:29,329 --> 00:52:27,660

piece

1280

00:52:31,130 --> 00:52:29,339

um but you know hearing today we have

1281

00:52:32,450 --> 00:52:31,140

three very powerful leaders on this

1282

00:52:33,829 --> 00:52:32,460

panel

1283

00:52:35,150 --> 00:52:33,839

um who have said a lot of things and

1284

00:52:36,650 --> 00:52:35,160

really the most important thing is just

1285

00:52:38,150 --> 00:52:36,660

being there for your employees and

1286

00:52:39,829 --> 00:52:38,160

letting them know you're there in some

1287

00:52:41,329 --> 00:52:39,839

capacity

1288

00:52:42,589 --> 00:52:41,339

um and so I I really I just I want to

1289

00:52:44,030 --> 00:52:42,599

take a moment too and just thank you for

1290

00:52:45,890 --> 00:52:44,040

letting me be part of this panel and

1291

00:52:47,450 --> 00:52:45,900

speak with you all today because I think

1292

00:52:48,710 --> 00:52:47,460

that this is just a wonderful thing and

1293

00:52:50,990 --> 00:52:48,720

I think it's going to help a lot of

1294

00:52:52,430 --> 00:52:51,000

people hearing that we uh you know that

1295

00:52:54,650 --> 00:52:52,440

we have a lot of leaders and that NASA

1296

00:52:56,569 --> 00:52:54,660

does care about including everyone when

1297

00:52:58,010 --> 00:52:56,579

they say for the benefit of all thank

1298

00:53:00,349 --> 00:52:58,020

you Sarah really appreciate that I'm

1299

00:53:01,910 --> 00:53:00,359

going to close by adding my two they're

1300

00:53:03,770 --> 00:53:01,920

going to be kind of repeats but I think

1301
00:53:05,750 --> 00:53:03,780
they're worth echoing and there are a

1302
00:53:07,849 --> 00:53:05,760
couple of what I think are

1303
00:53:11,150 --> 00:53:07,859
straightforward things that anybody

1304
00:53:13,790 --> 00:53:11,160
could do number one put your pronouns in

1305
00:53:16,250 --> 00:53:13,800
your email signature line it is a very

1306
00:53:18,530 --> 00:53:16,260
easy simple straightforward thing to do

1307
00:53:21,109 --> 00:53:18,540
you would be very surprised at the

1308
00:53:23,569 --> 00:53:21,119
powerful signal it will send because

1309
00:53:26,770 --> 00:53:23,579
people will notice very easy to do and

1310
00:53:30,609 --> 00:53:26,780
you can do it today second show up

1311
00:53:32,690 --> 00:53:30,619
come to one of your ERG meetings

1312
00:53:35,210 --> 00:53:32,700
unfortunately many of our pride

1313
00:53:37,010 --> 00:53:35,220

celebrations are are virtual again this

1314

00:53:39,530 --> 00:53:37,020

year because of covet but there are some

1315

00:53:41,030 --> 00:53:39,540

smaller celebrations popping up in

1316

00:53:42,589 --> 00:53:41,040

different cities around the country some

1317

00:53:45,890 --> 00:53:42,599

of them will be this month some will be

1318

00:53:48,170 --> 00:53:45,900

later in the year ask your ERG show up

1319

00:53:50,930 --> 00:53:48,180

even if it's for 30 minutes just to say

1320

00:53:53,390 --> 00:53:50,940

hello and I'm here and I'm interested in

1321

00:53:57,410 --> 00:53:53,400

supporting the community those two

1322

00:54:00,349 --> 00:53:57,420

things will go a long way to that I just

1323

00:54:03,589 --> 00:54:00,359

I loved it so much I wrote it down about

1324

00:54:04,549 --> 00:54:03,599

The Silence uh you can't you can't go in

1325

00:54:08,390 --> 00:54:04,559

silence

1326
00:54:11,510 --> 00:54:08,400
comment that Sarah made in so I really

1327
00:54:14,089 --> 00:54:11,520
appreciate you saying that with that I

1328
00:54:18,170 --> 00:54:14,099
would really like to thank all of our

1329
00:54:19,730 --> 00:54:18,180
panelists today uh Melanie from um NASA

1330
00:54:22,609 --> 00:54:19,740
headquarters is our Deputy associate

1331
00:54:25,190 --> 00:54:22,619
administrator Donna from JSC is one of

1332
00:54:27,109 --> 00:54:25,200
our senior executive leaders Ron and all

1333
00:54:29,809 --> 00:54:27,119
your great perspectives in the agency

1334
00:54:32,329 --> 00:54:29,819
and Sarah uh because you bring a unique

1335
00:54:34,730 --> 00:54:32,339
and Powerful perspective to this panel

1336
00:54:36,710 --> 00:54:34,740
thank you so much for participating and

1337
00:54:39,829 --> 00:54:36,720
spending the time and sharing your

1338
00:54:42,650 --> 00:54:39,839

stories and again thank you to our ERG

1339

00:54:46,250 --> 00:54:42,660

leaders around the agency who are really

1340

00:54:48,829 --> 00:54:46,260

are doing the hard work on the ground of

1341

00:54:50,990 --> 00:54:48,839

organizing these events generating these

1342

00:54:53,990 --> 00:54:51,000

conversations getting the information

1343

00:54:55,849 --> 00:54:54,000

out there we really appreciate what

1344

00:54:57,049 --> 00:54:55,859

you're doing support it also by our

1345

00:54:59,510 --> 00:54:57,059

office of diversity and equal

1346

00:55:01,430 --> 00:54:59,520

opportunity and lastly thank you to our

1347

00:55:03,470 --> 00:55:01,440

NASA office of communications for the

1348

00:55:05,270 --> 00:55:03,480

support in organizing this event and

1349

00:55:07,970 --> 00:55:05,280

getting it out there for everybody to

1350

00:55:10,970 --> 00:55:07,980

see on NASA TV

1351

00:55:14,510 --> 00:55:10,980

um thank you so much and that closes our

1352

00:55:19,849 --> 00:55:16,670

I hope you found today's Pride event

1353

00:55:22,190 --> 00:55:19,859

inspiring and feel motivated to become

1354

00:55:24,950 --> 00:55:22,200

an ally in action

1355

00:55:28,549 --> 00:55:24,960

anyone can be an ally and I would argue

1356

00:55:31,309 --> 00:55:28,559

everyone should be an ally regardless of

1357

00:55:34,970 --> 00:55:31,319

your sexual orientation gender identity

1358

00:55:38,390 --> 00:55:34,980

race religion national origin doesn't

1359

00:55:40,910 --> 00:55:38,400

matter we need you to be an ally

1360

00:55:44,270 --> 00:55:40,920

and it's easy to say you'll be an ally

1361

00:55:46,789 --> 00:55:44,280

but I challenge you to act like an ally

1362

00:55:48,230 --> 00:55:46,799

and here are some tips that we share at

1363

00:55:49,789 --> 00:55:48,240

KSC

1364

00:55:55,190 --> 00:55:49,799

communicate

1365

00:55:57,829 --> 00:55:55,200

sincerely about your unwavering

1366

00:56:01,370 --> 00:55:57,839

commitment to creating diversity and

1367

00:56:02,630 --> 00:56:01,380

LGBT inclusion within the workforce

1368

00:56:07,609 --> 00:56:02,640

promote

1369

00:56:10,549 --> 00:56:07,619

equality and free from all forms of

1370

00:56:12,789 --> 00:56:10,559

discrimination harassment retaliation

1371

00:56:16,069 --> 00:56:12,799

and inequality

1372

00:56:18,530 --> 00:56:16,079

encourage encourage your co-workers to

1373

00:56:20,030 --> 00:56:18,540

bring their full and authentic selves to

1374

00:56:23,450 --> 00:56:20,040

work

1375

00:56:25,609 --> 00:56:23,460

commit commit to creating real and

1376
00:56:28,490 --> 00:56:25,619
measurable change through establishment

1377
00:56:30,770 --> 00:56:28,500
of parity goals and evaluate our success

1378
00:56:35,510 --> 00:56:30,780
using metrics

1379
00:56:38,089 --> 00:56:35,520
finally act act on LGBT Recruitment and

1380
00:56:40,789 --> 00:56:38,099
advancement to resolve the disparities

1381
00:56:43,430 --> 00:56:40,799
that exist and encourage consideration

1382
00:56:44,870 --> 00:56:43,440
of the equally qualified diverse

1383
00:56:50,390 --> 00:56:44,880
candidate

1384
00:56:53,930 --> 00:56:50,400
so communicate promote encourage commit

1385
00:56:57,049 --> 00:56:53,940
and act we all need allies in our life

1386
00:56:58,970 --> 00:56:57,059
for more information please reach out to

1387
00:57:01,849 --> 00:56:58,980
your Center's office of diversity and

1388
00:57:04,190 --> 00:57:01,859

equal opportunity to learn how you can

1389

00:57:06,410 --> 00:57:04,200

become an ally in action

1390

00:57:08,930 --> 00:57:06,420

you can take the first step this month

1391

00:57:10,849 --> 00:57:08,940

by sharing pride month events with

1392

00:57:16,510 --> 00:57:10,859

friends and co-workers

1393

00:57:33,170 --> 00:57:28,420

[Music]

1394

00:57:36,170 --> 00:57:33,180

at Nasa we're on a mission of equity

1395

00:57:39,410 --> 00:57:36,180

launching opportunity equal opportunity

1396

00:57:41,569 --> 00:57:39,420

to challenge and Inspire to learn and

1397

00:57:45,230 --> 00:57:41,579

Thrive to reach those we've never

1398

00:57:48,470 --> 00:57:45,240

reached before to use science data and

1399

00:57:49,549 --> 00:57:48,480

Technology to advance Equity to shatter

1400

00:57:52,549 --> 00:57:49,559

boundaries

1401

00:57:55,190 --> 00:57:52,559

and break down barriers across America

1402

00:58:03,010 --> 00:57:55,200

to create a better future we hope you'll

1403

00:58:25,230 --> 00:58:22,980

[Music]