

S01E01 Critical Race Theory

SPEAKERS

Ray Abel, Sidni Standard, Gretchen Hurd

Ray Abel 00:00

Hey, everyone, welcome to the reboot of research the news. So hopefully with this reboot, if you're a longtime listeners from when we did this a couple years ago, last time, it was just me. So hopefully this time, it'll be a lot more exciting because first off will be other people here. And second, one of the things that was really frustrating for me last time when we did this was that I was trying very hard not to offend anybody I'm by that I mean, not shaming sharing any of my personal beliefs. Because I feel like we've come to a point in society where you have to no matter what you say, it's gonna offend somebody. And what I've realized is that I've been pretty frustrated for a long time now, and I just don't really care anymore. I'm gonna, I'm gonna frustrate people, it's gonna happen if you have discussions, but the key is that we have discussions. So I think that's one of the big things that I've been frustrated by is that we just tend to jump towards preformed conclusions not listened to discussion. And I think the term problematic is thrown around a lot. And I think one of the most problematic things in public discourse is that we have all these final opinions. And we are just trying to find things that mold right into those opinions. And you'll hear me talk about this a lot. But that's cognitive dissonance. That's not an attack on anybody else. I have the same thing. When people come after an idea that I have, I have a thought I have a vision and someone challenges that my initial discussion, my initial thought is no, wait, no, it's, it's my opinion. And it may be wrong, but I'm going to avoid it at first and try not to hear your opinion. So that's what we do. But the goal here is to have discussions about tough topics, while remaining friends. I want to have fun while we're disagreeing. We want to be combative or we want to be you know, positive, not combative, even when we disagree. The goal here is to go after ideas, not people. So I might say hey, I think your ideas crazy, but I don't think you're crazy. I mean, although with that being said, I do have a co host that I sometimes think is a little bit crazy. And I'm gonna bring her on now. So Gretchen

Gretchen Hurd 01:53

that was welcome. Eight an intro. Yeah, well,

Ray Abel 01:56

I mean, we I've said before what I'm gonna say why why I wanted to have Gretchen on the show here. Gretchen is much different than I am politically in a lot of ways will say that. But we have great conversations. But I also spent a day in IKEA with her and I'm typically a pretty even keeled person and pretty low key and the amount of looks we got from giant laughter was funny. I mean, it's good. I like people have different personalities, but she's more bubbly. Is that a word? You would use? Gretchen? Yeah. Oh, yeah. So Gretchen is gonna be with me on a lot of these shows. And we just want to start out this episode, before we get into our guest. Talking a little bit about ourselves. We're not going to make this a long thing. But we want to give you guys a background of who we are. So I'm going to start

out here. Go over a little bit about my background. Then I'll toss it off to Gretchen here. So just this is me, Ray Abel, I'm the host of research the news. So my background is I grew up not wealthy. I'll put it that way. I was on government healthcare before Obamacare was cool. I think I do a lot of traveling now. But my first flight wasn't until I was 24. I never saw an ocean until my early 20s. I typically vacation in Erie pa every year. If you guys know Erie shout out to Erie, Pennsylvania. But what I also learned from traveling is that I grew up American poor, I've spent time in parts of Colombia, in the slums of metazine. And spend time in Cuba. And so when I look at when I used to say I was or when I grew up, but I now I just realized that it was or by American standards. But other backgrounds on me I grew up, I started out with a very diverse elementary school actually went to three elementary schools in Penn Hills, Pennsylvania, 60% white, and I went to junior high and plumb that was 92% white, and then I capped it off at high school with a 96% white population. But I don't actually know I think there were I think 96 is low, I think it was more like 99. It was a very white school. But then I also worked in a nonprofit for a few years Muscular Dystrophy Association, and there was actually definitely in the minority from a gender perspective. So there were 15 employees in our district, and I was the only male. So it was a lot of females and just me which made for some interesting situations. And then I worked in the north side of Pittsburgh for a while, and inner city nonprofit worked primarily with African American students. But there were kids of all races. But all that being said, I mean, I've I've been poor, I've been comfortable. Been in non diverse communities. I've been in places where I was the only person that looked like me. My story isn't black and white, and there's a lot more to it, but I don't want to bore y'all with it. But um, there's a lot of nuance there. And I think that we've lost a lot of nuance, in general with conversations and that's what we want to change here. Because to summarize all that when we lose nuance, we let the extremist views shape all of our narratives, and we don't want that to happen. So that's my background. Richard, I'm turning it over to you. Tell the viewers little bit about yourself.

Gretchen Hurd 04:58

My name is Gretchen Hurd. I'm originally from Brookville, Pennsylvania near Punxsutawney, anybody that knows the groundhog? That was my neighbor? And little fun fact, we named our dog Phil, his name was Emeryville, Phil instead of Punxsutawney Phil. But I grew up actually is kind of interesting because I grew up poor, not poor, poor, but we were not wealthy. And I think a lot of people thought we were. And my father worked very, very hard. He worked in the national or natural gas in and he was a Directional driller. And he worked his way up through the company. And so when I was very young, we had not a lot of money, but they never let us know that. We thought we were really, really doing great. And I didn't realize that anything was wrong until I was in my 20s and talked to my mom about what the situation really was with our family. And I had no idea. And so looking at my dad, how hard he worked, and what his background was like and how he provided for us, at his own ended up demise. So he passed away 10 years ago, of lymphoma, and due to working on natural gas wells. So um, so a lot of my home life, I don't want to say it was like a utopia. I mean, we really did think we had the most amazing childhood. And I think it was really because of my parents and my mother who worked when I was younger, gave up her career to stay home with us. So my dad could work full time. Um, I grew up in a very white area. In my hometown, we had one black family, one Asian family and one Indian family. And

Ray Abel 06:43

just drawing one family would be okay, why? Yeah.

Gretchen Hurd 06:47

And it was like, um, you know, the Indian family, he was the doctor and one of the doctors, the Asian family, they ran the Chinese food restaurant, and one of the black families, they were the black, they were two years younger than me a year younger than me. So they weren't even in my grade. So my

Ray Abel 07:05

son's from, like, the early 2000s, where you have to have a diversity essay through different families. And just to like, I

Gretchen Hurd 07:12

feel like yeah, I feel like my entire life is like, either either a made for TV movie, or like, I was like, the head cheerleader, and I dated the quarterback of the football team. Like,

Ray Abel 07:22

come on break. Like it's Yeah, yeah.

Gretchen Hurd 07:26

But, um, but yeah, so I mean, growing up in that, in that place, which I love my hometown, and I love the people I went to school with. I think it really shaped whenever things were happening in that town. And I was aware of it, it really did shaped my views. When I moved, I first moved to I went to super rock University, and then I moved to Philadelphia. And then from there, I moved to Pittsburgh, and which is where I live now. And I'm a dancer. So I moved to Pittsburgh, to perform with some big dance companies and in that worked with underprivileged kids in the inner city schools doing dance classes for them, and instead of gym classes. So I think being that kind of a positive influence, through dance, like really helped build my moral character, I think and exposed me to places and people that I would have never ever ever gotten to experience where I grew up. So that's,

Ray Abel 08:25

that's why I dance. It's for the ability for me to help people so

Gretchen Hurd 08:30

and a little thing I lived in West Virginia for 12 years, which was a whole other little culture shock. So and Virginia, right? Yeah. All over pa down to West Virginia and then back to Pittsburgh now. So am I just a Joe

Ray Abel 08:44

Manchin, if you're listening, this is one of your former constituents. So Well, thank you Gretchen for that intro. At some point, I will maybe post a video of me and my interpretive dances I've done for tilt my moral code. So I'll show you at some point, but now we're gonna introduce someone with the coolest name I actually when I talked to her this week, I actually thought she had a fake name. This is Sydney standard. Si D and I so it's even spelled cool. But yeah, Sydney. Welcome, welcome.

Sidni Standard 09:12

Thank you. It's cool to be on the show. It's so interesting hearing, like your backgrounds and everything. My background is so completely different from both of you. Honestly, I grew up pretty privileged and not gonna lie. Um, and the first time I traveled was when I was like nine months out of the country. So my

Ray Abel 09:32

first trip out of the country, Jamaica.

Sidni Standard 09:37

My mom was born there. So we used to go every year until I was eight years old. But yeah, I just think it's so interesting because I really didn't experience like super hardships until I decided to go off to San Francisco and like there's no prior planning, nothing like that or, and I just kind of when I fell flat on my face, but I learned a lot. And I interacted with people that I literally would have never interacted with before in my life homeless people. And one of the things for me is like, I hate that there's so many people who are just forgotten, you walk past them everyday on the street, and people act like they care. But they don't even stop by to ask them how they're doing. So yeah, very

Ray Abel 10:23

interesting, actually, what the talk sometime I worked with a homeless nonprofit for about a year and we did trips in Pittsburgh, and it was definitely definitely eye opening in a lot of ways. So very cool. And sitting before we get started, now that we are a little bit about your background, our backgrounds, we're going to play a game that I'm calling What's your bias. And so we're going to talk today, one of the reasons Sidney is on the show here is because she's connected to Jody Shaw, which you've been if you've been reading this week at all in the news. She's a former librarian from Smith College. And she left and wrote this letter to the school board and said, why she was leaving, or the University Board and why she was leaving. And we'll get into what that's all about. But before we talk about that, we want to talk about our biases, because everyone has biases. And it's okay, because we're not that cheap. We're humans, we're all going to be biased some way. And I think the important thing for this show is to be honest about where we're coming from. So I'll go first here and just talk about kind of my generic political biases. I Ray am tend to be fiscally conservative. And what that means to me is not what you hear from either Republicans or Democrats at this point. I think now, you know, I think one party I think the Republicans print slightly less money than the Democrats. But it doesn't mean it's, it's well spent money. I think now, it's all about buying votes. So for me, I'm not against social programs, which I think is kind of a common misconception about people who are fiscally conservative, I'm just against spending money purely, whether it's in my personal life, or the money I give to the government. And also, on a side note with that, I feel like everyone should have to pay their taxes at the end of the year, because we have a startup and I pay my taxes in one lump sum. And when you see, you see how much you're actually paying, it's nuts. But that's beside the point. For the rest of where I'm at, as I think I'd consider myself more libertarian than anything else. When it comes to social issues. As long as people aren't bothering other people. I don't really care what people do. And internationally, I just think we should stop bombing the Middle East, I think it'd be a good, good plan. It seems like all the time, we're doing that. I don't know why just, I've been around a little while now. And it's never really seemed to lead anything good. So that's kind of where I'm from Gretchen, you want to talk a little bit about your

background, just briefly, where where you're coming from. And just point out you are, you're a part of Antifa. That's why you're on the show, because I wanted something very far left.

Gretchen Hurd 12:46

I know. But I am considered what's interesting, I consider myself a progressive. I love my friends who are gay, who are bisexual, who are trans. I have a lot of acquaintances. And it's just like we were talking about, like, we're doing all this work and seeing people and I care about everybody. So I want everybody to have amazing lives. And, you know, I know that I'm privileged to just because of how I grew up in the opportunities that I had. And so I want everybody else to have those same opportunities. So I think that it's interesting, even like, Ray when you were just talking, I was like, I agree with you, like 100%. And then I think that's kind of the the weird part is we slap labels like this on ourselves. But I mean, I think I really, we really all want the same things. Like I don't like what we're spending money on. And I I think I'm more fiscally moderate. I think that I'd like to see more social programs, then subsidies for huge corporations, but and I think that's maybe where I consider myself a little bit more progressive, but

Ray Abel 13:52

I can't wait. Economics at some point. That's my favorite.

Gretchen Hurd 13:56

I will say to that, I mean, I don't die. I mean, I digest news every day, but I do not obsess over it. So I think that I don't I try not to let it impact my daily life. So even though I have more progressive views, I you know, I try to keep it in check and not allow it to, because I was married and he obsessed about news. And so yeah, and so I and I, I've talked about this with my mother. But she you know, it's like you become kind of what you're surrounded by. So and that happened. So I think coming from that and swinging back and realizing who I am which still going through that process. So I've only been divorced now for three years. So I'm still figuring out who I am. So and with coming into, you know, the swings of political discourse, like my views are constantly changing, and I think that's good. I don't think

Ray Abel 14:52

it's good. I think flip flopping is one of the great myths that that's necessarily a bad thing. We all we all switch our views, we get new information. And we change our views. Speaking of, I'd like to a little bit about your background sitting because I think one of the things that interests me about you, should I should I just let you talk about your bias? Or should I tell you one of the things that interests me about you? You can you can start there. Well, I think one of the things we talked about was that you I mean, we're gonna talk about critical race theory today. And I do want to hear later on a little bit about how you went from marching at Black Lives Matter protests in Boston to being an outspoken, would you say you're an outspoken critic of critical race theory is I don't want to miss I don't want to,

Sidni Standard 15:33

I wouldn't say it's critical race theory. I've just like believe that humans are not their skin color. I think we're just so much more than that. And I think with critical race theory, it makes it so that the skin color is the most important thing. And I just think that's such a small aspect of an individual's identity.

Ray Abel 15:53

Yep. Well, I think if you want to talk a little bit more about kind of your background and your biases, and then we're going to go into some of the questions here. Yeah, so

Sidni Standard 16:03

I kind of grew up and, you know, I kind of went with the dominant narrative of like, okay, yeah, it's right to be a liberal and do all that stuff. So I kind of was just like, yeah, like, I'm doing that. And then after college and all that, I started to realize that a lot of those values aren't necessarily my values, because conservative values for me is more in alignment with just what has been modeled for me, you know, I had the two parents in my house. I had my mom who was there when I was a child helping us. And so that's more conservative. And those are the values that I seem to hold and especially like, with regard to what you said about conservative fiscally, I totally agree with that. I think a lot of times what we're spending money on federally, doesn't really make sense. And I almost wish that money was going back to the people. So if people wanted to open an orphanage, the people themselves who really have their heart in it can have that extra money that they're not paying in taxes to actually create it.

Ray Abel 17:08

100% agree? Yeah. All right. Well, I think it's an it when we do talk about economics, I want to have people in here that I disagree with. But I also want you to have my back when we talk about economics, so. But today, I want to talk a little bit about critical race theory. And what we're gonna do here is I'm gonna give kind of the overview of critical race theory, as I understand it. And Sydney, I'm sure you probably know more about it than I do. So I'm gonna let you tell me what I did wrong. And then talk a little bit about what happened with Jody, Shawn going into the rest of rest of the show awesome questions and do it we'd have a few viewers on Facebook. If anyone has a question for you, we can take those as well. But I want to start out so basically, from what I understand there's kind of four main pillars for critical race theory. Number one is that racism is normal. And it's not just how our society operates. But every dominant attitude is based in white supremacy. Intersectionality and just be clear to when I say these, these are actually this isn't I feel like when I read them, they sound a little bit harsh, but it was actually taking from a Yale University. Video was one of the good one a good overview, I thought, and it was actually from someone who was telling how we should be in what the problem was. It was a little weird though, the guy leading it was white and the two people listening to the presentation were black and the white guy was telling the the black people, which is weird to me, but anyway, this is coming from someone it's a liberal perspective here. So intersectionality means no person has a single identity. So me as a sis white male, I have a lot of privilege and when you start getting into gretchin as a woman, but she's a white woman, so she would have more privileged than Sydney as a black woman and that's not what I'm saying is here but that's what critical Hills Yeah, exactly. And interest convergence basically that any policy that is anti racist when you look through history, if you look at things like the civil rights in the 60s, that wasn't because people wanted to change civil rights. It was because people in power wanted to use that to give themselves more power. So basically, every anti racist policy is still based in power, not moral persuasion. And then the last thing is that everything should be centered on the voices of bipoc folks. Black indigenous people of color white people should be more or less silent in this so it should just be black people and people of color talking and white people should be silent. So did I did what I miss here anything Sydney?

Sidni Standard 19:37

I don't think you miss anything. It's just I almost wanted to laugh when you're going through that because it's just so ridiculous. Like telling a group of people because of their skin color. You can't talk is that not racist? Like?

Ray Abel 19:51

Interesting? Because I actually wanted to I wanted to actually before we get started I wanted because I think oftentimes people say this is racist or this is something you use the word word for it, but you don't define what that word means. So I think like, I think to me, it's interesting, like what I think would be interesting to hear all of our definitions about racism is, and what would be your definition Sydney starting out of what racism is.

Sidni Standard 20:14

I just think it's when you are discriminating against someone based on the color of their skin.

Ray Abel 20:20

I think that's a good definition. gretchin

Gretchen Hurd 20:25

Yeah, no, I agree. Yeah, I think I think it can go even more into prejudice to into that realm. Like, if you don't want to just like cut it at that, I think it can go much wider. And even when you're thinking of systemic racism

Sidni Standard 20:41

to what do you make of this.

Gretchen Hurd 20:44

So I'm taking like the color of their skin, but then not giving them something based on that. And and maybe, maybe taking it further than just like person to person action, but moving it into a practice by larger groups of people. That would be my thought about it.

Ray Abel 21:04

But so it was interesting to me, I didn't realize the first time in the Oxford dictionary that racism appeared was actually 1989. At that time, it said it was the theory that distinctive human characteristics and abilities are determined by race. The current definition in the Oxford Dictionary is the unfair treatment of people who belong to a different race or violent behavior towards them. And the belief that some races of people are better than others. So I think we all have pretty much I mean, that that I think that sums up my my view of it as well, I think when you're treating someone based on the color of their skin, I think that's, I think that to me, is racism. So by that definition, Sydney, i i Tell me more why you think that this is all ridiculous that this critical race theory is racist, because a lot of people would say that you can't be racist against white people. That's a pretty common common saying, so do you disagree with that? I'm guessing.

Sidni Standard 21:55

Well, yeah, I disagree with that. Because I mean, you guys spoke about your backgrounds coming up, right. And one thing that you actually mentioned to me on the phone the other day, I meant to, like I say it when you said it, but I we started talking about something else is like you said, Oh, if there were two people, there's a white man and a black woman who were up for the same job. And they had the same qualifications, I would hire the black woman. And I was immediately thinking about myself. And now I know your background. And I'm thinking like, I had so much opportunity growing up, like I've had a great family, you know, I've been to really cool places in the world. And, you know, I live in a nice place like I've never lived in like a really like, for lack of a better word, crappy place, right? And if I didn't work that hard to get somewhere, let's say, my, my dad, or something called in, and I had an interview somewhere, and then you're the other person who goes up and you've worked so hard. You came from where you came from, and you're up for this job. And you're here, you know, we both can present ourselves, Well, I would hope that the person who actually worked super hard to get there would be the person who's hired, not the person who's a diversity hire. And I think that's my issue with critical race theory is because it almost sort of sums up everyone's identity as their hindrance to success in society. And we don't think about maybe that person was lazy. Maybe that person did other things. Like, it's all dependent upon skin color. And I just, you know, in my personal experience, like I said, I haven't lived a impoverished and impoverished life. So I like I know for a fact that there have been times where I've gotten opportunities where I probably shouldn't have, you know, and people were nicer to me when they probably shouldn't have been because I was being a dick. Honestly, like I went through a time seriously, where I was a dick and I had a huge ego. And I think a lot of this talk with Croco race theory and all this, it inflates the ego of people. I mean, obviously there are people who are my skin color who have not lived the best life right? But to make to prank paint a broad stroke and say, This is what the case is for all these people. It just it takes away their unique experience it dehumanizes that individual it dehumanizes white people and I just I have such a heart for humans that I would never want to chalk everything up to what you look like because what's your heart like? What do you what are you working towards? Like, I want to know who you are. I don't like I look at your skin color. I'm like, okay, net like, what else is there? You know,

Ray Abel 24:49

I didn't think I'd have to start out the episode by defending my progressive viewpoint on something but I appreciate you this is this is new for me usually. Usually I'm defending my conservative viewpoint. But I will say it's funny that you bring that up. Because to be clear, if someone is better, I'm going to hire the better person. That's what we need to we're a startup, we're trying to help people with disabilities where we don't have a lot of money to just throw away. So if there's a good person, we're gonna hire them the thing that it's not about my motivation behind it wouldn't be for just helping someone of a different race, because I feel bad for the race in general. It's more of I do actually want diversity in thought. And I think there I believe there are difference between the way men and women think in general, I think there's differences in experiences with black people and white people on the way they grew up. And I've been, I my life has been enhanced by my friends of color, not because the way they grew up, but I think in general, there's just, I think when you have diversity around you, it's a good thing. And so for me, the motivation wouldn't be like, Look, I think that's the thing that I have a problem with, I think the same as same as you know, when we start reducing people to their skin color, and we start making decisions based only on that, or primarily based on that it does it, it kind of limits things. One example that I think I was talking to Gretchen about this, when Biden came into office and said that he was going to hire the

most progressive cabinet in history. And they all they did not once not one, very rarely did I hear this person is very well qualified, it was always about the different racial identity they had or gender identity. And it's tough, because Biden has already said that if there's a Supreme Court opening, he's going to have the first black woman Supreme Court justice. And it's, it's interesting to me, because I feel like if, if no matter who it is, if it's someone who, and I'm talking about the extremists, I'm talking about middle the road, which I think are the majority of people who are tend to be silent. But if you have a black woman that comes in and you're an outspoken conservative, you're gonna think well, that they didn't really deserve the job. And it really limits they can be the greatest justice. They could be the second coming of Clarence Thomas or Antonin Scalia, and be this great conservative justice and still be like, Well, yeah, but Biden said he was picking a black woman, and on the flip side, that that black woman would come in and be like, You know what, I think slavery is actually good. And we should change the law, and there'd be a lot of liberals would be like, yeah, like, it's still a black woman. And it doesn't matter that you love slavery. It's the right you know, it's your liberal, you're a black woman. And so I think that you're already putting these, like an expectation on there that shouldn't be I think it should be the best person for the job. So I agree. I do. I just wanted to clarify there that this isn't a Joe Biden kind of thing. It's more of I just think that diversity in general is a good thing. So that's where I'm coming from with it.

Sidni Standard 27:32

But no, I totally see. Yeah.

Ray Abel 27:36

Gretchen if you were hiring a dancer, would you hire based on race?

Gretchen Hurd 27:41

It's interesting. I mean, well, what what we're kind of going through right now and a lot of dance. Money is being thrown more in the arts towards African Americans and the getting their art out there just because it has been a white dominated art form for so long, especially Pittsburgh area. So for I'm like, kind of living it right now. So it's, it's, you know, there's more opportunity, but I am wonderfully happy about it. Because I think, I don't know, I guess it's just because of the art form that I'm in and seeing the progression of it. And I'm at the point where I'm not performing as much anymore. I think probably if I was performing more, and I wasn't getting hired, and this was the reason I probably might have just an opinion.

Ray Abel 28:28

So that brings up an interesting question. I was watching a video when I was reading or watching about critical race theory, and there's a woman kemiya Bad, bad knock, I may be pronouncing her name wrong, but she's a part of the English parliament. And she did this video about critical race theory actually, in front of Parliament. And one of the things she said, and this is going back to what you just said, Here, Gretchen about, you know, historically, it's been underrepresented. She said, You can't improve history, you can only learn from it. And people are trying to go back and change history or make it better. But it's it's really it's, some of the history is terrible. And I think that's a question to you. So Sidney you seem to be to the right of me. I would say like I've seen friends of mine who are African American, they I definitely have had a different experience. Like I know that. Yes, I did grow up there's

friends of mine that grew up and a lot better household than I have better families. They've had those advantages, but there's still a lot of things that I don't have to worry about as a white man that I like. So I mean, getting pulled over is one of those things where like, I have and I'll just put it this way this isn't the generalized you know, all cops are bad and everything's the entire system is racist, but I know that I have friends who grew up in really great households and have a fear of the plate and this isn't because of you know, the way they grew up in the neighborhood. They grew up they grew up in really nice neighborhoods with good cops, and they are afraid to get pulled over. I got pulled over twice in two days last month, in both times I got out of the ticket. And it was like there was, we were laughing. We were joking. And I just, that's something that maybe it's maybe that's me being biased by media. But I know talking to my friends who are African American, I don't think that's a general experience of my friends of color get pulled over where you get laid off. And I think overall, my records about eight for 10 in my life of getting off of speeding tickets or other traffic tickets. So it's a pretty different experience. And I guess my question to you is, have you experienced firsthand I mean, racism? And growing up or currently, is there something that do you think there is actually some differences there? Is it all kind of a media narrative?

Sidni Standard 30:40

I think a lot of it is definitely a media narrative. Because when I mean, like, I'm sure that I've been in racist situations, but I mean, for the most part, if I was having any sort of discomfort, it was more so what was going on in my own head, and like, how I was thinking about the situation. And if, if you're thinking that a situation is going to be really bad, like, you know, it probably will be, especially if you're putting all this energy into those thoughts, that's what's going to happen. And I know, for myself, I've never really thought about racism like that, like, I've never, I've never been like, oh, my gosh, these people are gonna hate me, because of my skin color. It's never been like that, if anything, it's been like self hatred that I've had, because of stuff that I've seen in the media, and the fact that I didn't grow up in a predominantly black area, I grew up in a predominantly white area, and me having these thoughts and feelings that oh, my gosh, I'm not good enough, because I'm not white. But that was me, right? That was me projecting onto the world, which was then projecting back onto me. And as soon as I started to change my own perceptions, and beliefs about myself, my world started to change. You know, I realized that people are just, you know, they're just chilling, like, they're just going about their days. They're mostly nice. I haven't had a bad situation with a cop ever, actually. And I know that my dad has gotten off of speeding tickets. I mean, he's a nice guy. So I think it's all about the energy that you're bringing into a situation. And I think if you look at any of the cases that have been made public in the past few years, the energy that many of those individuals were bringing into that situation was a negative energy. So it was only going to escalate. You know, like, if someone pulls me over, and they say, if a cop pulls me over and says, license and registration, I mean, okay, well, I'm gonna have to pull out my license and registration. Like, I don't know what the issue is, like, even if I think it's unfair, or whatever, I'm just gonna do what's said, and you know what, I'll either get a ticket, or I'll be let go. And that's, I mean, I've only been pulled over once. But that's been my experience. So for you, too. And I guess that's two people that you spoke to. But again, I think what gets lost here is, even if it's two people that you speak to two, I like saying black, I think African American, like I know, for myself, like my mom was born in Jamaica, my, my, my dad was born here, but his family's from the Caribbean. They came here through Ellis Island. So I have like a very clear connection to my background. And I think this is another issue, right? We wash over a lot of people's lineage. And we assume that if you're

black or African American, whatever, that you came here on the slave boats, and there are a lot of people from Africa, who know who literally are from the African continent who come here, and they do more, they do better in America than the people who've been here. And why is that? It's the work ethic. It's the culture that they hail from. This is why I think a lot of these racial categories and a lot of these broad strokes that we paint, don't actually help anyone.

Ray Abel 33:47

I agree with you on that. And I think, I mean, I think even going back, it's one of those interesting stories to think about the history of America and South America. And I think, you know, South America has a very similar history with with slavery and with indigenous peoples versus people who Europeans who came over. But one of the things that seems to be great about South America in general, is the fact that there was a documentary called Cuba Libre, if you ever get a chance to watch it, it's about how Cuba struggled through eight different dictators to try to get their freedom. And it never seems to happen. They always have this like, ability. But there was a guy in there that talked about the the black Cubans, because the Cubans and there's some white people that came over there's there's black people, there's the he was about 5% of the indigenous population were left. But he said, You know, there's no difference. He's, he's a scholar. And so there's no difference now in Cuba, we're all Cubans. We're not black Cubans. We're not Afro Cubans. We're not. And he said, you know, from us, like it's all formed a part of who we are as Cubans. And he said, specifically, it was like, because of the black Cubans. We had, the people who came over and slave ships. They helped build this country and they build a lot of our culture with dance and music. It's become a part of us and I think it's a great outlook in general. And I think that's one of the things that when you look overall to me, critical race theory, I think is assuming the worst to everybody. And I think there's the the whole idea of, I'm trying to remember the other term. There's also another term that's basically post racism. That's it. So post racist theory is that, eventually we'll get to that point where like South America has, I mean, they still have issues. But in general, it's like we are now South Americans. We're Brazilian, we're Cuban. We're not African American or African, Afro Cuban. We are Cubans. And to me, that's one of the things that's tough because we talk a lot of times about being progressive. And Gretchen mentioned that she's progressive. And I think that when you look at a system that says, This is all the bad stuff, and this is all inertly racist, and everything's racist, and everyone's terrible, that seems regressive to me. Whereas let's try to shoot for moving forward. And I know there's issues that's the thing, like I, it's one of the I forget which judge said it in the Supreme Court case, but they're talking about pornography, and they said, I can't really define it, but I know it when I see it. And there's been times where I've seen things that I'm like, okay, that's, that's racist. And I know, I've lived that, and I've experienced that. But at the same time, I know from when I was younger, until now, it's gotten a lot better. And I feel like we we have I mean, I think part of the problem I have with liberals and conservatives, when you go to the extreme views is that a lot of times, liberals kind of want to focus on here's the bad, here's the history, you're never gonna overcome it. You know, everything is inherently bad. And conservatives are like, Well, that was a long time ago. And then I'm like, Well, we actually had segregation until like, the 1960s. So it's not really that long ago, my grandparents were alive, actually, my dad was alive. So it's not that long ago. And there's things that need to be fixed. But I think the goal should be not let's focus on all the terrible things. Let's focus on the fact that, you know, there are countries that have done this well, and there's countries that don't look at it as different racial backgrounds. We're just Americans. And I don't know, that's the patriotic side to me, like after something big happens with a country remember 911? You know, we came

together, and we are Americans. And I think that's the last time we've actually been Americans. It's been, what, 20 years now. And we've we just keep dividing. So but I think with that being said, You did tell me you marched at, um, like, BLM protests. So what made you get involved in BLM protests? And in that mindset, because I also think going back to Smith College, you know, there a, you had talked about how you said, you were indoctrinated into that, that that whole viewpoint. So you want to talk a little about your, your background with some of the BLM protests, and what some of your as you call it, indoctrination?

Sidni Standard 37:41

Yes, sure. So the Smith campus is a very politically active campus, but definitely only in one direction. It's very much influenced by the left and I was never a super political person. When I went into college, I was just like, okay, like, whatever, you know, and but I saw it everywhere around me and like, they had it on the bulletin boards and everything and then you learn in the classrooms, and you learn it from there, your fellow students, and it was just cool to hate on like the Conservatives and like, all that stuff. So I got involved is

Ray Abel 38:22

actually cool. I mean, as a white male, I often feel like there's I mean, we we have a lot of jokes directed at us. And I feel very, very, very it's a trigger warning. So in all fairness, we deserve most of it. But anyway, god.

Sidni Standard 38:39

Did you just cut me off with? Oh, sorry. No, but

Ray Abel 38:49

I will. I will listen to the four things centering the voices of bipoc people and I will be silent the rest of the show. So go ahead, Sydney. It's your show. No research.

Sidni Standard 38:58

I'm still joke about this. This is great. But yeah, no, so I got involved. And then I was in this class. And, you know, there is all that stuff going on with the Mizzou campus and there's a lot going on in my personal life. And I ended up just being like watching the election that night in my dorm room with some of my friends drinking wine. And I remember like as the vote starts rolling, we're like, oh, the whole campus kid you not was it was like a morning, a massive morning. Everybody was in black. It was just like, you would have thought the world ended but it was just that Donald Trump was elected, right? So I went down to Boston, and I was like, hell no, he won't go whatever the chant is, I really remember. But um, that was like a low point in terms of my mental state, everything. I was completely demoralized. I didn't know where I was going. I was literally following all the other people because I wanted to be liked. I wanted all these things. So that's how it went. Get up there. And then you know, through healing work, a lot of healing work, I came to my own opinions and aligned with people who really fit the world I wanted to see. And that's kind of how I was there.

Ray Abel 40:13

Wow. Well, I, I'm I feel like this is twice now on this show though after that, that dialogue there that I felt I never feel uncomfortable. And when you asked me about racism, and you had to look in your eyes, it was like an edgy look at me. I was like, I feel a little uncomfortable. Now. I gotta answer this properly. And then when even though I knew you were joking, they're still part of me like, oh, no, I just interrupted her. Like, what am I, I think I just got canceled. Sydney just canceled me. So good job already making me feel very uncomfortable twice. So it's very rare that people can do that. But we

Sidni Standard 40:43

have, that's where you get the juice, right? You have to get people in an uncomfortable place. I like when people make me uncomfortable. Because I'm like, Alright, how can I spin this? And do somebody make a joke? I don't know.

Ray Abel 40:54

So what now we actually have a question coming in from the audience here and talks about equity. And so there's a new there's a new term going around equity versus equality. I'd be interested to hear your definition of it. Because I think Gretchen I actually just talked about this recently, kind of an aside No, not not specifically in relation to this, this conversation. But we just talked about this. What is your thoughts on the difference between equity and equality? And where do you stand on on that? Because that is the new buzzword right now. And I don't think many people know what the buzzword means.

Sidni Standard 41:25

Honestly, I've been trying to figure this out. Because I had a conversation with my mom and my sister. And they're like, equity, we want equity. And I'm like, I don't like I don't even know what you're talking about. So I'm probably not the person to ask. I mean, I used

Ray Abel 41:38

to have a cartoon of the equity versus equality. Yes, yes. Yes, three people, Bob

Sidni Standard 41:45

says, and

Ray Abel 41:46

I see in the video are good.

Sidni Standard 41:50

No, I was gonna say that it was funny, because I saw another like, comment on that. And they were like, they all didn't pay for the baseball game they were all trying to see for free.

Ray Abel 42:03

For the audience, yeah, if you haven't seen the the, the the cartoons, basically three people that are all standing on a box trying to look over a fence at a baseball game, and one person is shorter, one person's meaning might one person's tall. So even though they're all on a box, they still can't see an equity. So that equality was giving everyone the same box, whereas equity is having one of the boxes be higher. So the shorter person can see, that's an interesting perspective that they're all trying to see

something to pay for my first thought, as someone who does tend to be someone who like, again, leans libertarian was like, why don't we just get rid of the stupid fence? Like, I think that's just a representation of all right, so why are we putting the fences there? Why don't we let just people have their own abilities to overcome things instead of saying, Here's a box. But basically, to me the difference between equity and equality, the way it's being promoted, and this is my, my view on what it is, is that equality is making sure that everyone has the same opportunities. Equity seems to be if you are someone of color, the assumption is that you had a tougher time in life. And so we're going to give you more so it's kind of, you know, what was it? Title, not Title Nine? What's the for education? There's the whole this is really killing the podcast right here, someone's gonna help me out with this. What's the term, there's a term for when you're helping people based on race, and I forget what it's called. But it's something similar to that where we're going to give you advantages because of your race, or because of your gender. And so equal equal, not equal opportunity, I'm going to skip past it. And I'm sure everyone out there is yelling at their microphones in their their action, boom. Thank you, Sydney. And I think one of the things I have a problem with that is in general, I think that like what we're trying, what it seems like we're trying to do is switch from equality of opportunity to equality of outcomes, and that's always going to be difficult to me. And I think I'd actually like to hear Gretchen's point, point of view on this one, because I think that's a big thing we're for, for you know, a lot of times even when I look at engineers, a lot of people will say, you know, how many women have you hired, and we haven't we hired one woman, which we still haven't hired that many male engineers, but we had one woman who we had to let go quickly because she was just bad at her job. And, but people were like, well, you should be certain when we get interviews, when we do an applet when we do job postings will have 7080 90% males come in. So it's something where, like, I think, right now we're trying to do all these things where it's like, well, we need to hire females, but it's like, well, we should really be focusing on in childhood education. Let's focus more on stem for women. That's the thing for me where it's like, we can't fix the problems. We already had it just like what um, that woman said, it's tough to you can't improve history you can only learn from it. So my view is okay, let's start focusing some of those that Funding on early education for women encouraging STEM programs. Instead of saying, Alright, well, you need to hire more women engineers to Well, we had more engineers applying, we would do that. But Gretchen, I'd like to hear your views. And you're clearly the more progressive one of the three of us. What's your view on opportunity, equity, any of the things we just talked about here,

Gretchen Hurd 45:22

I feel like it's, it's such a heavy topic, because when you look at, I mean, I taught at a college I taught at many colleges for a long time. So I was seeing a lot of students come in, that didn't have the opportunities, and they wouldn't have been able to be there to better their lives, if they wouldn't have had the opportunity. And nobody was turned away, because they got the opportunity. So I think my experiences in watching students get the opportunity to come to school, and seeing people helping them through the process to help them learn and grow. I don't know, I think it's kind of shaped my opinion to maybe I like the idea of giving people opportunities when you know that they haven't come from a place, you know, and so these students were coming from inner city, you know, big cities in Maryland, Baltimore, and stuff like that, where they come from schools where they weren't getting the greatest education, but they came on like a football scholarship, and they were getting an opportunity to come to a college, that was a really, really good college. And having mentors within the college, helped them through a navigate education on a level that they had never done. So I think watching students go

through that. I mean, I feel like people getting an opportunity that they wouldn't get is really important. And I know it's like the equality versus equity is a hard thing to navigate. Because it's like, how do you how do you judge somebody that has like, maybe like Sydney, like that had all these opportunities, like and you don't know. So it's like, do you ask that you can't really ask that. So it's like, why can't you?

Ray Abel 47:03

I mean, I think most people would be like, Oh, poor me, if I'm gonna get a football scholarship. I mean, even if I wasn't poor, or if I was gonna get some kind of scholarship be like, oh, yeah, I was really poor. Like, just give me that money. Like, right? I have friends now, even that are really against a whole bailout. And they're like, this is gonna bankrupt us. But how do I get my money? It's like, we're all selfish people. But I think one of the things you said there, yeah, Gretchen, I think that to me, I think, again, I look for solutions that are long term I, when I look at oftentimes, whether it's Democrats or Republicans, they're all Band Aid solutions, that don't really fix any problem. And I think the key word, what you said, where I think there's the common ground in different viewpoints is mentorship. And I think, yeah, that's something for me that like, if it wasn't for the mentors in my life, I mean, I didn't have the opposite. I had a grandfather who was amazing. And I had a few other people in my life. You know, one woman in particular, and two men that just have really bought into my life and taught me a lot. And if it wasn't for them, I don't know where I'd be. And even my best friend and his family, they are here to amazing family, they are just I look at it, and I go, wow, like I actually asked him we were on a phone call with some of the family a couple weeks ago, and he said, afterwards, do you ever fight? And he was like, ever? And he was like, I don't think so. And I was like, Are you kidding me? Like my family. It's like, if we can make it through like one holiday without seven fights. It's amazing. And it's like, so I have these people around me that have had really great experience. And I'm able to learn from them. And I think for when we go back to what we initially talked about with, you know, fiscal responsibility to me, it's not avoiding spending money, it's alright, how do we find mentorship in high schools? And how do we start in early age and not say now, okay, let's fix the problems by making these opportunities here. If we're going to give people mentorship and actually help them, I'm all for that. But if we're just saying, I, we're going to try to fill these boxes and fit these quotas, that's where it gets a little bit tricky for me. And I think we have to start that though, it's more of a long term solution is starting it in elementary schools and high schools. And a lot of the kids I worked with, at the nonprofit I worked at they, you know, if you they didn't know how to open a bank accounts, and they didn't I mean, stuff that I didn't know how to do either. If it wasn't for my grandfather, it wasn't for people who bought into my life. And I think that's something that should be taught in schools. We should talk about life skills, we should talk about having mentors in schools.

Gretchen Hurd 49:15

And on literacy. Yeah,

Ray Abel 49:18

exactly. I have a Dave Ramsey class in the middle of public schools. I don't know if that'd be allowed, but but on one on one footnote and something that you said earlier, Sydney, and I think this is something that we want to ask about racism in general and things I've seen, I'll never forget this conversation I had with a kid I don't want to mention his name. He actually passed away in gun violence. And he was my toughest kid I worked at a place in Florida as well called Urban Youth Impact.

And I worked in after school setting. And my theory was anytime I had to discipline a kid, I would go and talk to them separately, because oftentimes, it'd be acting up in class and then it was just a bad scene. And so I'd always take them aside and walk with them. And there's this one kid We'll call him Sydney. Just as a made up name. Now, that'll be confusing. But we went out, we would always go and talk. And at the time, I think he was 13 years old. And at one point that got back to me that he said he was going to put out a hit on me with one of the gangs. And I thought it was kind of funny at first because I was like, okay, really, this is a 13 year old kid, then I found out. Two years later, he went to jail for doing a drive by that was his first time in prison. But every time we'd go out and walk around, when I was one on one, he was an amazing kid. He was very friendly. One day, we were talking about what he wanted to do in life, he said he wanted to be a fireman. We there was a woman that was unloading a car, she was a teacher there, and I was going to say, Hey, we should go help her out. And he was like, you know, Mr. Ray, should we go? Go help her? I was like, Yeah, let's go do that. And we went over, and we helped her out. And one of the things that like, affected me a lot from talking with him was at one point, I was talking about school and one of these talks, and he said that his guidance counselor had told him that he should just drop out because it'd be better for him. And this is a 1213 year old kid.

Sidni Standard 51:02

Why don't person a guidance counselor?

Ray Abel 51:05

I yeah, I have no idea. But it was something that wasn't uncommon. And I think that's something maybe you know, since you didn't grow up in a setting like that, that's something I think it does go beyond just race. But unfortunately, when you look at a lot of inner cities, it's primarily black kids and people of color. And so it is, I think, more prevalent. So that's one of those situations where it's like, what is involved in that is it systemic isn't just individual racism, but at the core of it, it's like, I feel terrible for him. And two years later, he's in jail for doing a drive by he got out was out of out of jail for two years. And then he ended up getting shot and killed. And there's actually a picture of him and I and this is just some of that, like, ridiculousness, but there's a picture of him and I from Facebook a long time ago, just popped up. And, you know, he told me to do gang signs for a picture, and I just did something with my hands. I don't know, I was like, Will Ferrell and Talladega Nights, and then I looked at I was like, oh, no, he actually had like, like, I looked it up like, but, but that's one of those times, it just breaks my heart. But I think that's where the key is, we have to start and that school is is overpopulated. There's not a lot of teachers there per student. And I think in general, that's where we need real mentorship and real guidance. And that's what I'm all about, let's get rid of the Department of Education from a national level and put that money towards mentorship in schools like that, to me is a fiscal policy that actually I would get 100% behind and stop wasting our money on a national government standard and get to that individual level.

Sidni Standard 52:34

But also, on top of that, I think another issue with regards to that is a lot of the kids, if they come from a bad neighborhood, like if they live in the inner city, they're almost forced to go to that school, like they can't even get a voucher. That's why I really do support school choice, because then the parent could say, but then the other issue is, is the parent super involved in their child's life. So that's a whole other

thing. But at least in that situation, the parent could be like, this school sucks, I'm going to put you in a school in this neighborhood, using this voucher, and you'll get better education. And I know for myself, like, I want to preface this, I do not speak for anybody except myself, you know, I've had a very unique experience. I think we all have all of us, regardless of you know, where we came from. And I think one of my biggest issues today is that I feel like whenever like a person of color speaks they equated as like the dominant thoughts of all people of color. And I just really want to like hit that. I want to get rid of that. Because I'm only speaking for myself, I know that I haven't lived a stereotypical life. And I also realize that some of the things that I'm probably presenting is coming from a place of privilege myself. So I'm very aware of that. And, you know, like, a lot of my views have been formed because of that, and I can't like I can't really go back, I can only move forward. And I realized that, you know, when I did have interactions with people, like black people in like the hood and stuff like that was when I was going to get my hair done or something like that. So it was a very different experience. And I was able to see it and then leave and hearing about like what people are talking about what they care about, I remember one of one of the a lady who used to do my hair. She had five kids, she lived in a two bedroom apartment in the project, so like in a neighboring place. And she was a smart woman, you know, like she'd watched news and she would, she cared about things and she would complain about the lack of resources in the schools. And just she would also talk about some of the people in her building who were living off of welfare. So they kept popping out kids so that they could get more welfare checks. So like there's always two sides or multiple sides to every story. And for that kid, it's like, it's sad because he didn't he obviously didn't have have mentors. But I think the culture also failed him. Because I'm sure when he watched TV and other things like that he was seeing these things glorified, and he wanted to be cool, right. And I think that's the issue, even with a lot of these outcomes that we want to change. Like you mentioned the stem, right? It's been shown that even though there has been more resources put towards STEM programs, women predominantly go towards more healing professions, whether that's dancing, whether that's being a teacher, whether that's doing all these things, obviously, there are women in tech. I mean, Whitney with Bumble, I think that's her name, Whitney.

Ray Abel 55:35

I think so. Yeah, the billionaire. Yeah. Yeah. Yeah, the bumble billionaire,

Sidni Standard 55:39

like, she just did an awesome thing. But it's like to we can't force outcomes at the end of the day, like, we can only help people who want to be helped. And I think it's really identifying those individuals who want more, right, and providing those opportunities if they don't have them at their immediate disposal, whereas, you know, other people might.

Ray Abel 56:01

Right Well, I think a couple things, notes I made here number one, I do speak for all white men so you may not speak for all black women but I have taken the mantle that in this podcast, I am speaking for all black or all white and cheese stuff that was and I will say you did bring up hair. I this is probably reverse racism, but I never have. I've never met a white barber that cuts hair as well as a black Barber. So it's really not that something that like white people really need to figure out. And this is totally my barber. Yeah. Pretty good.

Gretchen Hurd 56:36

Shout out to Ted. So I'll tell you guys, this myself.

Ray Abel 56:44

This is off topic. But this is I feel like this is an important thing to talk about. Right now. When we talk about race I, I gotta tell you, I've never felt more uncomfortable is when I was at a barber shop. And I saw there was two white guys, barbers and one black guy. And every time I saw the black guy giving a haircut, it was so much better than the guy that I went to go see. And I decided one time to switch to go, that Barber, and I, I, I've, I've I've never cheated on anyone. But I know how it feels now, because it's like sitting there in that barber chair while the other guy was like, Oh, I'm ready for you. I was like, Oh, actually, I'm going to him. And the look on his face was like, I just broke their heart. It was amazing. How tough

Gretchen Hurd 57:24

cheat on him. Really? You legit did.

Ray Abel 57:28

I mean, but and I cheat on him? Like right in front of it? I didn't. My new partner. Right is yeah, it was it was rough. But something and going back to what you said, Cindy, I'm all for this is one of those times where I think it's a bit of a struggle for me, because I am all for school vouchers. But I still think the issue there is like, I don't necessarily think it's a race issue. I know Biden came out this week with the whole What did he say? You know, it's hard to get vaccines if you're black or brown? Because you can't seem to computer? Yeah, yeah. Like I just don't I that just I don't know, I'm on here right now. I don't, I'm glad you could, you could manage to get on the gun in the air. But I think at the core of it, it's if you grew up in poverty, whether you're black, white, whatever, whatever race you are, I think that's part of the problem is that like, you talk about people on welfare and people kind of it's just like the system where it encourages people to stay there as opposed to getting out of it. And that's what I want to like, again, that goes back to me having a conservative viewpoint on fiscal spending. It's not let's get rid of welfare, it's alright, let's spend money on job training. Let's spend money on mentorship. Let's spend money on teaching people why school vouchers may actually work. And a good friend of mine who actually brought up a good point, we were talking about school systems. And he comes from more of a liberal background liberal liberal perspective, but brought up something I'd never thought of before. And he talked about how school choice, it's tough for some of the same reasons, like people that are going to take advantage of it typically know that it's a benefit, and it's gonna be unfairly distributed. But the problem we have now is that like, I mean, if you look in Pennsylvania, their school districts they, I you could name Fox Chapel and some of these really nice school districts that have amazing facilities and beautiful areas. And the guy I was talking to happens to be black. And he also went to a very nice school. He said, You know, people that I went to school with, they have their kids that go to that same school, and then they succeed, then their kids succeed. And when you're stuck in a system that has bad education, then you end up having kids that weren't educated well and stay in the same system and keep repeating itself and he brought up the idea of having a central system for the whole state where every school gets the same amount of money the same mana teachers and I am not generally the smaller government the better is my mantra. But when it comes to the school system, I was like, oh, wait a second that actually that

Gretchen Hurd 59:43

is what I when you guys were talking about everything that is what I because I live in a neighborhood right now that is very white and it's very art. Our taxes are incredibly high. I was in shock actually, when I moved in and I bought the house and I was like, ah, but it's like but I know that It's like so when you look at like East liberty, like in Pittsburgh is like this much lower income area, their school district is not as good as Shayler where I live. So it's like, you're looking at these two places. And if you have like a voucher program, like, of course, everybody's going to try to leave. So that happens to those what happens in that school? Right? Yeah, then those kids that can't get vouchers, they're even more in trouble, you know, so it's like, I'm, I like the idea of vouchers. But I don't think in practice right now, with the way everything is and the way that taxes like property taxes, is how all of our schools are funded. It's just it seems, it's just not gonna work in a practical sense.

Sidni Standard 1:00:40

On that point, though. I think that's kind of like the free market deciding that these schools aren't good, and they need to close and there needs to be a new one that opens. That's kind of how I think if every, if all the kids are taking their voucher and going to the better school, obviously, this school sucks, obviously, it probably needs to be shut down and new needs to be created. And I think that's how you cycle out things that are bad.

Ray Abel 1:01:02

I want them with you. Except for the fact that like, Yeah, I mean, number one, why does it suck? Probably because they're getting the funding. And the problem is those kids that are caught up in that in between, it's like I'm all for again, I'm all for I did not think I would be the again, I didn't think it'd be the middle voice here, I thought it'd be more of a have to tone down my conservative viewpoints. I feel like the problem with that to me when it when it comes to kids like I there's something about me that I've often talked about with people will talk about that I have empathy or because the way I grew up, but I have a lot of empathy for people who don't know how to do better or trying to get better and just fail. The kids I worked with, at Urban impact. Anytime, if they kept messing up over and over and over again, I didn't care as long as they're trying to get better. But I don't have a lot of care and concern for people who just aren't trying. I managed to find my way out of tough, tough situations. And it doesn't mean everyone can, but I work with people disabilities, that's not a choice that something had happened. And I want to make sure that we help them. But that's that my my, my heart goes out. And we had actually talked about this when our brief conversation on Friday, I mentioned something about how some feelings are involved in political decisions. And it's to me, it's mostly logic and a little bit of feelings. And you gave me a look, kind of like you did earlier on this this call today. But I think that's the part where feelings come in for me where it's like, alright, well, I totally am a free market guy. I think that's the way you should, the economy should run. But when it comes to those kids, like I would feel terrible for like, alright, well, let's just wait like the kids that are left, you know, they'll struggle. So I think that's where you got to try to find a system that that fixes it from the beginning and weeds out the problem. Because, you know, if all the kids leave and go to the better school than all those kids are left are gonna have even worse education. And it's tough. So well, it's a good it's a tough topic. And I think this is good that we're talking about it.

Sidni Standard 1:02:52

Yeah, well, that's why I was saying like the school would close and like those of the students who are left, they would go back they would go to better schools. Basically, that's something you'd weed out the really bad schools so that no kids would have to be in them anymore.

Ray Abel 1:03:06

I think he just went with no kid left behind. I feel like you should be part of that. Yeah, no, I'm totally with you. I just it's those kids that in between, like those schools aren't gonna close automatically. They're gonna be those that some kids are leftover. And that's logistically logistically difficult. So that's where my heart always goes out out for them. That's the I just, you know, I just want to show on this this podcast how empathetic I am. And just like Gretchen's humble brag about being my cheerleader. Yeah. Oh, no, I'm definitely not Antifa. like, Yo, so that's a stick up for Gretchen here. Oh, yeah. I'm pretty sarcastic. So I feel like

Sidni Standard 1:03:51

I'm just trying to stick up for you Gretchen.

Ray Abel 1:03:55

Is the women against a man? On right. Here we go. It's just the way it's it's life is for me. It's tough as a white man. Oh, my God. Funny? Well, I think I think we've had, I think this has been a very interesting first podcast for research the news. And I think I want to start wrapping up here. But before we go, every something we're going to do in every episode of research news is talk about what's something What's What's something you guys learned today, and what's next. So if you just want to go through, I'll start with Sidney, what's something you learned today from either us or just something that you maybe thought of differently yourself? And what something of all we talked about a lot of topics, but what's something that you think growing forward, we can all learn something from and say, hey, if we're talking about critical race theory, school systems, here's a plan for how we can make one of these things better.

Sidni Standard 1:04:46

Yeah, so I guess one of the things I learned is that I'm definitely a lot more conservative than I thought. But I also learned that I I mean, I love talking to people, I don't care what your background is. I don't care what your views are, as long as it's respectful, like, let's talk. And I think moving forward, we all need to do that we all need to just hear people out. Because you never know like, you can't get triggered if you just hear one thing. I think when you start to listen to people and you start to hear more about their background, then you can understand how they form their opinions. And it humanizes the individual that you're talking to. So that you're not going to be like, I'm going to cancel them because now it's like, wait, I know too much about you to cancel you. And that's what we need more of. I love it.

Ray Abel 1:05:35

Gretchen, you're up? What did you learn? What's next?

Gretchen Hurd 1:05:37

Um, I you know what, one thing that I will i It's not that I learned it, it's that I realized it, I when we were kind of getting prepped for this, I started reaching out to people because I was like, Okay, I kind of know some stuff about this, but I kind of wanted to hear from people. And I think I, you know, we go through, especially like social media life, like you're seeing things in your ingest, you know, digesting this stuff that you keep seeing, but you you stop connecting with the people that are writing it. And I started reaching out. And so like, I have a friend that went to Smith, I one of my former students came back and he's a mentor at the college level for black students coming so he was the guy was talking about, um, and so reaching out to people in my own sphere. But even then, some people that I don't necessarily 100% agree with. So there's people in that in that group that that I can utilize and hear more from them. And, and I really I agree with you. I feel like when we get online, we lose humanity with people. And I, I've taken a step back from Facebook, well, first of all, Facebook, but I like I've really taken a step back just because I was I was losing faith in people that I was coming into contact with online just because even my people that I love and that are a lot like me, just because of the way they spoke to people and I think it's when you're online, you you lose that humanity and you can't you know, you can't hear when someone's being sarcastic.

Ray Abel 1:07:13

If there's one thing we can do next, it's to make a sarcasm font. So I feel like that would be that'd be great. Yeah, really helpful for me.

Gretchen Hurd 1:07:21

I wouldn't, because I would it would happen to me very often. Like I would be really sarcastic with people and few of them get so mad. I'm like, Oh my gosh, I'm kidding. Oh my god. Like I'm like, totally bored. Yeah. But I mean, yeah. Okay, so going forward. I want to make a sarcastic

Ray Abel 1:07:38

cheese. I was gonna say humanize people. And then Sidney stole that then I do the sarcastic font out there too soon. So I will say that what did I learn? I mean, the thing I learned the most is that people can still make me uncomfortable Sydney. I think you should be a teacher because you have that luck that can like make I feel like you're you'd be a good teacher. Just yeah, that look right there. i There's not many times I feel uncomfortable. But I think going back what you said though,

Gretchen Hurd 1:08:01

you'd be mad. I also get that look, because

Ray Abel 1:08:06

well, I'm sure I Well, we have we have plenty of time. So I will say though, that I think growth comes from being uncomfortable. And I think that's the same way when it comes to Yeah, I mean, even comedy today, it's just like it's so watered down and boring, edgier. There's, there's nothing I feel like we grow in the uncomfortable moments. And I think that's something that we're really missing. And even me, I mean, that's something that like I will actually leave here and that's probably something I'll think about that interaction and say what what what made me uncomfortable and I think that's something I'm gonna keep going with. What's next is the sarcasm font. For sure, shouldn't going we have to do it. I actually yeah, I think we're gonna I think we'll get right to Apple and we'll tell them if

they're racist if they don't do this sarcasm. We're also gonna finish up here just one good thing we want to make this quick, just something that people can, you know, fun fact you may have learned in the past week, just one good thing because I mean, oftentimes these conversations they may get tough to Tay was fun, but I'm sure there'll be some tough conversations and we're gonna just gonna end with that. So anything that anything you went into was on a good note city, anything positive for people to check out or anything interesting you've learned this week? Well outside of

Sidni Standard 1:09:18

this. I will say it's always darkest before the dawn and it's been pretty dark. So what we have to look forward to is the dawn also the days are getting longer approaching. So there really is so much to be happy about. And the best thing about everything that's going on right now is what was in the dark is now being brought to light and that's how you solve issues is when you actually know about them. I love it. Gretchen now I don't have anything to add to that.

Ray Abel 1:09:50

Well, I will say something this is just a random funny note that actually leads into my last comment for the day and I had already talked about the about this, but I learned so I'm doing it I'm reading or listening to a podcast called revolutions. If you guys have a chance to listen to it, it's amazing guy who hosts it goes through famous historical revolutions and have just learned so much from it. But he talked about a guy in South America, who took the name Tupac Amaru from the original Tupac Amaru who was the last Incan monarch. And so I was like, Wait a second, and he didn't mention anything about Tupac. I'm sure this guy probably doesn't know who to boxscore is apparently he's a story and didn't not up on culture. But I looked it up and apparently, something else new I learned was that Tupac was actually born Lysene Parrish crooks. And then at age one, his name was changed to Tupac Amaroo. He was named after the last Incan monarch because his mom, a Finnish car was actually a Black Panther and wanted him to have a revolutionary name. So not only was he named after this monarch, but he was named at one year one years old, he was changed over to that name. So that's my interesting fact. I love Tupac. I think he is the greatest philosopher in the 1900s. And apologies to God Shah, by the way, because we didn't actually talk about God, Shawn, that was kind of the whole point of the beginning of this, but I do want to end with God, though. Shout out to God, maybe God. In the last version of research news, every episode, I ended with a two part quote, and I wasn't sure if I was gonna keep doing that. But I think going back to the greatest philosopher in history, I think this is actually a good quote to end this with, from ghetto gospel and and he says in there, when you wipe your eyes, see it clearly. There's no need for you to fear me. If you take your time and hear me, maybe you can learn to cheer me It ain't about black or white, because we are human. And I feel like that right? There is post racist theory. That's when we move past it. And it's not about black or white. It's we're all human. So hopefully, that's we can get to. And I think it starts with conversations and humanizing people and recognizing the legitimacy of what other people say. So thank you, Gretchen for CO hosting Sydney. Thanks for being on the first show being our guinea pig. So we appreciate that. Um, anything.

Sidni Standard 1:12:06

By the way, you guys are awesome. I don't understand why you can't talk.

Ray Abel 1:12:14

I want to thank you guys for being on here. I want to thank the people who watched and we'll be posting this up on the podcast tomorrow, it'll go officially go live as the podcast won't be reposting it to YouTube but we're looking forward to doing these on Sunday nights. So we're gonna we're just gonna grow this until my goal eventually No, I think I may have told you guys this individually, but I'm gonna say this now and everyone's gonna laugh but one day, my goal is to have a podcast with Brock Obama and Donald Trump. I want to moderate the two of them. I feel like I want to get them in a room and I feel like that would be that's the research the news and goals. So I want to get those two men in a room. But I so share this podcast I'm going to sign off with with our guests now. Thank you very much for being here. And look forward to seeing you again next week. And this was research the news.