

Transcript - It's Black Introvert Week UK! with guests Richard Etienne and Jeri Bingham | TIS Ep. 65

Lisa 00:06

Welcome to the introvert sisters, the podcast by introverts for introverts hosted by Sharon and Lisa two INFJs with a lot to say.

Sharon 00:25

Hi, I'm Sharon. And I'm Lisa. And together we're the introvert sisters. And we are super excited about this episode because it is a literal case of introverts uniting separately. We are pleased and honored to welcome Richard Etienne and Jeri Bingham. To the show. Jeri is the founder of the hush loudly podcast and of black introvert week in the US. And Richard is the Global Director of internal communications at Elsevier, and the founder of Black introvert, week UK. Welcome to the show.

01:04

Welcome, folks. Welcome. Welcome. Welcome.

Lisa 01:10

So we're gonna jump right in. So we often ask our guests, because you know, we have people on here that are that are not introverts, but we often ask whether our guests are introverts, well, that's already clearly been asked and answered, right. But what what we do want to know is, did you did you both always know that you're introverts, and let's start with you, Jeri.

Jeri Bingham 01:37

I knew I was different. And for me, I thought that difference was a weirdness and oddity. As I was growing up, I knew that I had friends and I enjoyed them when I wanted to enjoy them. But I also enjoyed being alone and playing with my Barbie dolls, and being on my porch and reading and going to the library for pleasure, not for school. And so it wasn't until I was older that I heard the word introvert. And when I was in my 20s, I worked at an ad agency where they had the Myers Briggs and someone came in, and it was life changing for me, because I understood my differences. I understood my strengths. I knew they were always there, but it was just affirming and confirming. And so that was beautiful for me. And then that led to other self discovery like Susan Kane's book, quiet. And so it started really from the Myers Briggs and I love that I was grouped with so for your listeners who may not be aware, the Myers Briggs Type Indicator is where you take an exam to answer some questions. And then you're categorized based on your test results. And so I was an INFP and which is introverted, intuitive, feeling, perceiving. And the lastly, I was tested INFJ. So I'm with you, ladies. So it seems like I've switched a little a little as older as, as I've aged. But when I was growing up with those people, it was the coolest laid back most creative people in the agency and the people that people thought were

weirdos, but they were like God, because they rocked it in the agency because they had such creative minds. And that was another thing that was so empowering for me. So that is my little story of introversion. Okay, thank

Lisa 03:36

you. Thank you. Oh, what about you, Richard? Did you always know that you're introverted? Or how did that

Richard Etienne 03:43

it's a similar story to Jeri's actually, I remember in my school days, especially towards the end of the day, when I get home, and I'm just, I just wanted to just decompress quietly. And then I had my school friends knocking on the front door. Afterwards, being like, my dad would come to the door neighbor like Mr. Etienne. You know, is Richard, can you come out to play? And I'd be hiding behind the door signaling No, like my main notes and my dad because my whole thing was that, you know, I just spent what, six or something hours but you guys, why do you Well, you know, why would you want to spend even more time right, I'm seeing you tomorrow. So for a long time, I thought there was something wrong with me and you know, similar to Jeri, I enjoy going to the school library and you know, for enjoyment is crazy. We're very similar. And that's the first time I'm hearing Jeri's story. And it wasn't until I you know, grew up and you know, started secular work and also found, you know, books like Susan Cain's and other blogs of introverts, basically saying, you know, telling their story, and I realized, oh, wait, okay, so I'm not wait, I'm part of this club, you know of introverts and yeah, I'm an INFJ. I was an INTJ for a while. But yeah, and then I like the fact that I've met my tribe. And I have a 12 year old son, Keiran. And he, I think he's a very similar introvert to me. And it's just interesting to see him grow. But now I'm actually able to give him the tools enabled to enable him to thrive within school, because currently the education system, especially in the UK, is a one size fits all. And this doesn't work for different personality types, but I'm sure we'll get into that later.

Lisa 05:35

Right. We, we absolutely. Will. We absolutely will.

Sharon 05:40

Yes. Oh, yeah. And, you know, I relate so much to what Richard and Jeri said, because I was always that kid that was in the library. And people would say, Well, you know, what, how can you be in the library every day? You know what, you know? And I was thinking, Yeah, but you know, the library is a great place to be. Every lunch hour, I read so many books, it was great. It was great. But let's move on to one of the reasons that we're talking black introvert weeks, I'm going to start with you, Jeri, you are the founder of Black introvert week US, how did it come into being? And when does it take place?

Jeri Bingham 06:18

Black introvert week is February 8 through 15th. And it started in 2021. And it started after I am on this journey, and I talk about introversion to universities to just people I talked to anybody about it. And I started to understand and recognize that other black professionals were having the exact same experiences that I was having, as an introvert. And so I started hosting panels. And I met Richard and all of these great other experts that are brought on to share their stories. And so I started to realize yet

it's bigger, it's bigger than I ever imagine. So why not create a week to announce it, to acknowledge it, to celebrate it to embrace it. And so the idea was to host panels and have different days that focused on various topics. So one day, let's focus on all the black introverted artists and entertainers. And another day, let's focus on something else. And so I hosted a panel and it was very successful. But that's where the idea came from. Just you know, we introverts are very observant, and we're the best listeners. And so just I think, assessing and analyzing all of that, like there's something here. And so that's where it started. And Richard has picked it up, and it's made us global silver in the UK. Yes. So

Lisa Hurley 07:53

yeah, that's a perfect segue into you, Richard. So, we are currently that we're in the middle of the second ever, right, black introvert week, UK. And so tell us a bit more of the backstory about how it how it came about. And, yeah, take us back, take us back and then bring us forward.

Richard Etienne 08:17

Yeah, sure. I mean, we don't have to go too far back, back. Like it was only just last year that Jeri and I met, and I think it was through the garden last year. So I host masterclasses for The Guardian newspaper here, and one is about how to self promotion for introverts. And Jeri reached out afterwards. And you know, we connected and you know, we're great friends now. And during our earlier conversation, and after going on to the hush loudly, Jeri's podcast, found out that she had black introvert week and I thought, that's amazing. And then Jeri was like, You should totally do it in the UK. And I was like, Really, I don't know if it's gonna fly over here, but went with it. And the the, the feedback was, was immense and said, in a sense of, you know, online, we had something like over 400,000 impressions across Twitter and LinkedIn at the BBC picked it up, we had a refinery tween and pick it up and, you know, various HR related magazines, the biggest black newspaper over here, the voice was so did a piece on it as well. So I know one of the messages that came in, and I'm sure you know, Jerry can relate. It just is overwhelming, in the sense that you know, our black introverts were saying, oh my god, I thought I was the only one I didn't know there was a whole tribe, a whole, you know, family of us. And everything you said resonated with me. And in fact, there was a piece that Jeri did for cosmopolitan UK, which was amplified over here and it was, you know, again, it received great plaudits and So, where we're at 2020 moments more just about, hey, there's a thing trying to out, let me know if this obviously is now this year, there's a much more much stronger campaign initiative behind it, because ultimately what, you know, we want to do in the UK, I mean, again, just to give you context, you know, 1/3 of Britons are identify as introverts. And so if you think about the black population in the UK, that's 1 million potential, you know, black introverts, and because of various stereotypes, tropes, etc, especially in the workplace, you know, we're misunderstood as individuals that should be loud, should be gregarious, and, you know, very extroverted. And we're seen as you know, something's wrong with us, when we're not playing to those those stereotypes. So, you know, black introvert week in the UK definitely is about educating teachers and employers on how to recognize and nurture the talents of black introverts and to raise awareness of the value that black introverts bring from the classroom to the boardroom. So yeah, really pleased. It's 24th to 28th of October this year.

Lisa Hurley 11:18

Awesome. Awesome. Awesome. And so, a little bit more specifically, what can people expect for during during our black introvert week up?

Richard Etienne 11:30

Certainly. So yeah, this year, we'll be publishing a range of guides and articles, as well as launching the survey to establish how or even if introvert pupils, introverted pupils are supported in school, and that matters, because that's the formative years, right. And you know, it's about helping young people to build the confidence that they will take into the workplace and you'll your listeners can help with this. You know, we definitely want to hear more about the experiences of black black introverts on you know, who were listening, and who felt misunderstood at school. So definitely keep an eye out on our social media channels over the coming few weeks to find out how you could take part but there's the big event, which Jeri is part of on Thursday, October 27. We're hosting an online panel discussion, free tickets are available on Eventbrite. We have amazing writers campaigners on both sides of the Atlantic and basically to ask why Britain lags behind the US in recognizing personality diversity. So yeah, 27 October, so yeah, that's the big panel.

Lisa Hurley 12:37

And what what I really love sorry, Jeri, were you about to say something,

Jeri Bingham 12:41

I was just gonna say I think you're saying that Britain lags behind. But we're still slow to it's not. I think more of us are talking about it. And introversion, I think it is becoming a movement, but the whole black introvert thing as we're still behind. So we need to do so I'm glad we're out here all talking about it.

Lisa 13:03

Yeah, yeah. And speaking of all talking about it, one thing I really love is that the two of you are collaborating? Yes, instead of competing, right? I absolutely, absolutely love that. As soon as I you know, why don't realize, oh, my gosh, so she started and just like, hey, you know, why don't you? You know, Richard, why don't you do your version of it? And you don't hear that a lot. You don't you don't hear that a lot. And I don't even you know, I don't know what to attribute it to, apart from, you know, obviously, you're being good, good human beings with vision. But I appreciate that. And I appreciate you to setting that example, that everything doesn't have to be competitive that we can we can build together. You know, which I love it.

Sharon 13:52

Speaking of which, that that is a nice segue into the next question, because you're both leaders in the introversion space and in your careers. Are there challenges as introverts to leading are there upsides to being an introverted leader? I'm going to start with you, Jeri.

Jeri Bingham 14:14

I think that there are always challenges when you step into a new role, a new position as you try to find your way, and people are trying to get to know you. Unfortunate, unfortunately, you can't just be accepted for your expertise, your knowledge, it comes with all of the aesthetics and socialization and the other things that are expected in the workplace. And so when you are an introvert, most of us don't live our lives out loud. We have stuff to say, but we choose when and to whom we want to share our personal business, but usually in the workplace is not just work, but people want to be up in your

business. And they want to know why you don't want to go to lunch with them. They want to know why there are no photos of kids and dogs and your

Lisa 15:11

let us know how you really feel Jeri.

Jeri Bingham 15:15

They want to know all of this. And I may not be open to sharing that because I don't have that connection with you. And so it can be unfortunately held against us, and where people don't trust us because we aren't as forthcoming as they'd like for us to be. So this is a challenge that I find. And after talking to many introverted leaders, we all face that. And so we have to, I have to, I don't know, we can be ourselves. But we also have to work overtime to make others feel comfortable knowing that they made the right decision hiring us. And so like for me, and I actually just started a new position. I'm office right now. I started in July. And so I immediately do this every job and this is a tip for any introverted leader, get your big wins in first. So whatever. And I don't know if this is an introvert thing, or just a weird Jerry thing. When I saw this position and knew it was for me, I started thinking about what changes I was going to make, what contacts I was going to bring in what I could do for this university. So I started that before I got the interview. When I got the interview, I started putting more things in place. So when I started the first week, I had things happening. So they think I'm a genius. I'm not a genius. But it's because I started planning, like introverts do.

Sharon 16:47

That

Jeri Bingham 16:48

internal thinking and figuring everything out. And so I've made some really big strides, and all in just a month. And so that's a tip for introverts. So I think that's a challenge when we first come in and people can't read us, or they read us and they see something else I've been to so many times. Oh, I thought you were me. You're not You're so sweet. And I will I have Why did you think I was made? I don't know. I just thought you were me. So I don't know if I have one of those resting bitchface says, I don't think I do. But maybe I do. Or either, it's that I'm not talking nonstop, I'm not living my life out loud. I'm not wearing everything on my sleeve. And so they don't, they can't figure it out. They can't figure me out. So then they just assume oh, she's the main. And we know the mean, and tied to black girl is not a good look. So I think that is an issue that we as black women face. And I think black men also have that too, because of all the stereotypes, and everything that comes along with what people believe a black man should be. So we walk into an environment where we're already, you know, not on a level playing field. And so we have to work a little harder, in my opinion, to prove that we belong there. And once we do it quickly, we're okay. I've had that in every position. And I've had because you have to teach people how to be it's you have to treat people how to teach you, you know, and I think I've gone off on a tangent. Okay, no,

18:30

no, you're still on your own. You

Sharon 18:32

are on a tangent. But you answered you answered both questions, Jeri, because that tip that you gave was one of the big upsides of being an introverted leader, which is that ability to plan in advance and really use that, that that that intuition, that feeling that, you know, use that to your advantage, and to make people think that you are absolutely brilliant, and misplaced. interesting that you say that I had a recent experience with that, where I did something that I thought was pretty normal. And someone says, Well, no, everybody doesn't do that. You know, and my thing, this was a really small thing is that what I would do is I would just log into the company to Google Drive and see what had changed. So I knew what was going on. And then I could respond to it. Very, very simple. But that was, you know, that gave me time to think about about it to think about what my response was before somebody came to me with questions. And so I was ready when they

19:31

did. So, introvert do it. That's the way to do it. That's the way to do it.

Sharon 19:37

So I'm going to ask, I'm going to ask Richard now. Now Jeri has given a great a great exposition on the challenges of being an introverted leader. Do you have anything to add to that? Are there any upsides for you in being an introverted leader?

Richard Etienne 19:56

Yeah, I mean, in terms of expectations, As a leader, just generally, you know, we're expected to be bold and you know, kind of, again, that kind of extroverted Elon Musk ish type behavior. When actually, as an introverted leader, that's not usually our our reality. And yes, we are on a sliding scale and almost purely introvert or extrovert all of the time, we have to lean into the other sides for certain situations. The one thing I remember when I first started leadership roles as building my introversion, I was seen as a bit aloof or laid back. And that's why, to Jeri's point, getting those early wins were incredibly important, because it meant that my seniors saw what I was capable of, and actually judged me on my work rather than other people's perception or myths, misconceptions of me and actually now, especially in my new role, I just celebrated a year last week at Elsevier, and, you know, some of the 360 feedback I received was, you know, your, your calm, considered leader. And, you know, in the what, since the pandemic, where there has been a lot of chaos, a lot of unrest and uncertainty. It's actually the calm and considered leaders and empathetic listeners that have actually been sought after, by by employees worldwide. So actually, we as introverted leaders emerge as the most desirable type of leaders at this at this point. So I'm actually you know, well, we're all very fortunate individuals in this space. In terms of tips, I'm always someone who tries to be in meetings and be among the first to speak because I find that the sooner I contribute, the less time I have to generate self doubt. And I've got that from a book called feel the fear and do it anyway. But I need to

Lisa 22:05

I need to, I need to try and implement that. And I, of course, I'm deep into my career, and I know what I should do. I find it's so it's such a struggle.

Sharon 22:15

I'm gonna, I'm gonna jump in there because listen, I bought a course a couple of weeks ago, do you remember this? And they asked for volunteers to do something or the other. I was the first to jump in. Not because being in front is natural space for introverts, but I knew exactly what you said, Richard, that if I got it out of the way, I would have less time to stress about it. And I did it. And I did it. Well, you know, I was the last I did not have to think about it for the rest of that session. Ever mean,

Lisa Hurley 22:48

powering in my chair, like oh my gosh, oh my gosh, oh my gosh, it's coming. Oh, my goodness, they're gonna call on me. Um, but yeah, it's um, you're you're you're absolutely right. The best way is to sort of lead lead lead from in front and and, you know, volunteer first volunteer, instead of being volunteers is always better. And I

Sharon 23:09

want to, I want to I want to ask you to just switch direction slightly a bit there, Richard, and talk about because you are a leader. So how can organizations and leaders be more inclusive of introverted ex employees? So I'm going to start with you and then I'm going to ask, I'll go to Jerry.

Richard Etienne 23:29

Yeah. It is about giving introverted Well, first of all, you need to find out who in your team, you know, introverts and extroverts and, you know, the Myers Myers Briggs Personality Test that Jerry mentioned, at the top is, you know, it's a great start, there were lots of free versions to do that. So you know, use that as part of your inductions, personal development plans, one, two ones, whatever your kind of close relationship touch points are. And then once you've identified who who is what, and then you know, make is being again not being voluntold is inviting individuals invite your introverts to do certain things. Don't silent shame. I posted something on LinkedIn recently that started the conversation about that where, you know, just because someone isn't speaking doesn't mean that they have to speak right, sometimes the points are already been made. And it's not good to just call out someone Oh, you know, Sharon, you haven't spoken in a while. Do you have anything to add? It's like maybe she maybe maybe it's very rarely been said you know what is not don't put people on the spot like that. And also rotate responsibilities. So don't let the same person always chair meetings, especially if that individual is an extrovert you'll find that when you rotate responsibilities, whether it's a note taker, etc. You get to have different perceptions and observations of the same situation. You know, just like art And that can actually help to boost, you know, what's the word constant cognitive diversity and so forth, you know, and I'm just coming to a general solution. So those are the kinds of things that are top of mind for me.

Sharon 25:15

Thank you, Richard. And And what about you, Jeri, what would you add?

Jeri Bingham 25:20

I would add, you know, everybody's talking about diversity, equity and inclusion, you know, that's trending right now. But I feel like people need to walk the walk. And this is diversity. This is inclusive inclusivity, we are just as smart, we are just as creative, maybe even more so. And so why not create spaces that are inclusive of your individuals and their diverse personality types. So things like having a space that people could, you know, maybe give the office, and could that be used and booked for you

to go and chill for 30 minutes. And whether it is to meditate or do whatever by giving a space for introverts to go and recharge, for those of us who are not lucky enough fortunate enough to have an office where we can close the door and do that. And we can stagger our meetings and give ourselves the breaks to recharge, it will be nice for those who are in cubicles and an open office spaces to go somewhere where they can do that. And I think Little things like that would show that the company really is valuing the needs of everyone. Because we know that we live in a society that celebrates extraversion, everything is about them and for them. So it'll be nice to see other things and same thing like with with, with what Richard talked about in the meetings, why not create a space after because the way my brain works? When I'm in a meeting, and a question or ideas thrown out, it may not come to me right there in that meeting, it may come to me 10 minutes later, it may come to me when I'm driving home, it may come to me anywhere along the way. So it will be nice to of course in advance of the meeting. If I had an agenda, and I knew what the outcomes were supposed to be or what we were looking to achieve, I could start thinking about it like sharing, like I can start thinking about it a week ago, or two days ago. And so then I'm prepared to share in the meeting, or if you can't do that allow a space is there a virtual bulletin board? Is there a physical whiteboard or something where you can just go up later for 24 or 48 hours, and write down your thoughts or ideas, those kinds of things, I think would be very meaningful for the introverts on your team, allowing them the space to do what they do in the manner that's comfortable for them. So they're and I think those are things to do, and I wish companies would do.

Sharon 28:06

Absolutely, absolutely. I definitely agree with that one of the most positive working experiences I've had, as an introvert is in a remote company with a document culture. So there's a document for every meeting, there's reading time for the document in every meeting, and then you have time to give your thoughts. And for things that you know are coming up, you know, you get a little bit of advance warning so that they say we're going to be asking about this in the meeting. So you have a little bit of time. And I think that that is a relatively simple thing, as you say Jerry to put into place. So thank you both for those tips are really much appreciated. And I know that our listeners and subscribers would appreciate them to over to use this.

Lisa 28:51

Yes. And so we've spoken a bit about introversion in corporate spaces, but let's let's take it a bit more more personal now. How do you both honor your introversion in your daily lives outside of the office? And let's start with you Richard.

Richard Etienne 29:12

So I always give myself space. And what I mean by that is I remember pre pandemic lockdown. I was out all the time. And I you know, I remember doing lockdown thinking how did i How did I even afford that let alone you know at the end. But then, you know, towards actually just before 2020 I started having Monday evenings for myself, so I don't care who environmental what, Monday evenings were mine. Unless obviously something came on with my son but you know, I always carved out specific time for me. I know I know. We've said those talks about work but I booked my lunch it's like my calendars and that's exactly that's my time. I'm so and there's like, there's a thing on Outlook that you can do, which automatically rejects meetings that are put booked in during that time slot. So

Lisa 30:10

there you go. So that's googling that.

Richard Etienne 30:14

Yeah, I took the I turned it off for the first six months of my new job because the CEO just in case, you know, but outside of that, yeah, I, you know, I have a very close network of friends and family who, who have been very open about my personality, and they know me very well. So, you know, they are, you know, they will always invite me to things, but there's, there's always this no obligation, no pressure attached to it. And I think it comes down to communication. I'm not saying this because I work in communications, but it's everybody should know that the way for relationships, any relationship to work, is to be open with your communication about your feelings and your needs. And so I'm very, very vocal and open with my nearest and dearest about what I need. I went on holiday with my immediate family recently, during the summer holidays, we will share this kind of tree house cabin. And they knew when they saw me in the corner with my book is Richard, this is time. They were playing board games and like, you know, rich, you good, right? Yeah, I'm good. That's it. They didn't ask me questions. I Don't pressure me in an hour. Come on. It's just one game. It's just 10 minutes. None of that, you know, so? Yeah, I'm just very open, I block out time. And I'm consistent with it as well.

Lisa Hurley 31:31

Yeah, it's good that your your family not only recognize your boundaries, that they recognize him, but they respect them as well, you know, without without pressuring you. And it's interesting that you spoke about the whole blocking lunch thing. Surprisingly, to me, one, a post of mine that randomly went semi viral on LinkedIn, was on that exact topic, basically saying, you know, please just let let people let's normalize, letting people have their lunch alone, if that's what they want to do, and you know, stop shaming them and stop trying to force Lunch and Learn meetings and all that stuff. So we're drinks. Oh, my gosh, so

Lisa Hurley 32:11

it's a real thing. So anyway, but Yes, Jeri, so what about you? How do you show up as an introvert in your, you know, outside of work?

Jeri Bingham 32:21

Yeah, the same. And so it's kind of what Richard was saying, setting boundaries, but more so understanding yourself, and knowing, you know, if someone invites me to something, and I really, really don't want to go, don't go, don't don't make yourself do it. You know, what's best for you. But I think my friends also and family, they know me well. And you know, when we're going to Santa Barbara, we went on this trip, a bunch of us went, everybody knows Jeri's getting her own room, I'm not staying in a room with three other women. I'm not, I just can't, I don't want to, I need my own. And I love them. I love them. We can be together from 7am to 12 midnight, but I need my own space. Just for me, my quiet time everybody sleeps differently. TVs on TV, people snore, all of that, and I need my sleep. You know, people need to be comfortable introvert or not understanding who they are and knowing what's going to work for you. But I need my quiet time. I need my space and whether I'm doing anything or not, it doesn't matter just trying to need my my time and space and even my phone. My ringer is always off

my ringer is never on. I do look at it. You know, that's just for me at the ringing the constant that I don't, I don't like all that. And that's one of the things that I've read and research about introverts is we usually prefer less stimulation and that stimulation whether it's noise people lighting sounds, we usually crave less of it. Versus extroverts crave more of it and that's why they have all the lights on all the radios TVs everything not video TV doesn't bother everything time sensitive so your every TV, we hear every horn honking we hear everything so we try to minimize that because that's best for us. Energy and the way we like to receive it. So I think setting boundaries and knowing yourself.

Sharon 34:40

I have two things to say thank you Jeri on that. One is that having plans with yourself is okay. And the second is and you know what I'm gonna say Lisa? Text don't call.

Lisa Hurley 34:54

Always so call me is law introvert law text don't call. They're like, I don't even know if there are as many as five people. Right? One of them is on this call now. I actively, like like said, Oh, I would love to speak to this person on the phone. Yeah. Yes. Like, you know, Sharon, my mom, couple other people, that's it.

35:27

Please text me, you can love

Sharon 35:29

people and still not want to talk to them on the phone just like people and still not want them in your space all the time. And you know, that is honoring your introversion. Yes. Yeah, it's really interesting that since we started doing this podcast, that some people that never used to understand why I always sounded a little bit grumpy on the phone, will now text me first and say, Is this a good time to talk? And I say thank you for honoring my introversion in that way. You know, it is a wonderful thing.

Lisa Hurley 36:00

Like you said earlier, GRE, you have to train people, right? Yep.

Sharon 36:06

Yeah, you have to train your friends and family the same way you have to train your, your co workers. Absolutely. Okay, so now let's turn to something a little bit lighter for a second. So share a song book, podcast or movie that's meaningful to you and say why it's meaningful. And I'm gonna go to you first Jeri.

Jeri Bingham 36:27

I'm gonna say finding Joe, because I just recommended it to a young lady. So finding Joe is a really interesting light, but yet deep documentary, and it's based on the life of Joe Campbell, who was a mythologist. And he wrote about the hero's journey. And I'm gonna give you an example, he talks about Dorothy in The Wizard of Oz, let's say the, with the black version. And Dorothy is off on this journey. And she runs into all of these people that need these things, you know, little Cowardly Lion, all that. But when she ultimately returns home, she realizes that everything she needed was within her, and that

she was fully equipped. And so the documentary just kind of analyzes that and talks about how things when you're on your journey when you're on your path, which is where I think I am today. And Richard and, and you ladies, things drop into your lap, things have been doors over the mountains move. And you don't know why it's because you are in the zone, and you are on your path. And so that that documentary, I would, I would say everybody needs to see, it doesn't matter whether you're an introvert or not, but just helping you in your self discovery and understanding your life and the way things are working and how you make things happen and manifesting things. So desperately finding. Joe,

Sharon 37:58

thank you so much, Jeri, what about you, Richard?

Richard Etienne 38:01

So I just wrote down to find and Joe, check that out. Um, so another documentary is, for me as well, this time is called the work. And it's a documentary set in prison. And it's three men from outside of the prison participate. There were volunteers, and they participated in a four day group therapy session with the incarcerated men. So it's like a flower on the wall documentary on rehabilitation from the inside. And the reason why, and it struck a chord with me is because number one, I have male friends, and only recently, I'm 38 now and I feel like in the past five or so years, our conversation has gone a bit deeper, you know, when we talk about real life stuff, and actually, I love them more deeply, deeply because of that. And I just just watching this documentary, it made me cry made me laugh, there were so many different moments, where I'm like, wow, like, the craftsmen, like, we just need to just open up a bit more like this. Look what happens when we do that. And also stereotypes you know, so you know, those individuals who came from the outside and participated, you know, they were specifically picked because they were, you know, you know, criminals deserve to stay in there for life that they're no good blood and other than that, and they're there in their crime with them weeping with them free not being friendly with them and you know, we are more than your perception, one's perception of others right and that and that's where I think that introversion of personality regardless of your personality thing links in and as a as a light thing, I love the Devil Wears Prada, welcome.

39:51

Love it. One of my all time favorites.

Sharon 39:58

Wonderful, wonderful one. before. Okay, so as we are moving towards close, let's think about the future a little bit. So what is your vision of black introvert week in general? So Jeri, what is what's your vision for black introvert week in the US?

Jeri Bingham 40:22

I would, I would love for it to be recognized popular, well known just like all these other days that we honor. So I am going to do my best to create synergy, like we have here and to create panels where we are educating extroverts, but we are empowering introverts and just creating opportunities for us to shine. That's, that's pretty much what it's all about from all about for me, and in creating and building or strengthening this movement, because I do think it is a movement. And the time is now. So I don't know what years but I know, I hope that it's bigger and more well known, and that it brings joy to introverts as

they, as we connect and grow from each other, and learn from each other. And back to what Lisa said earlier, about Richard and I, and the competition, that they're not being a competition, I think that's an introvert thing. I think that when we have a purpose, and we get behind something and are passionate about something, we go hard, and then we help others along the way, and we build and I'm just gonna claim that as an introvert thing, because I'm pro and I can't stop talking about introverts, which is the Bible.

42:00

I love it. I love it.

42:02

And what about you?

Lisa 42:03

What about you, Richard? What about black introvert week? You can again, we are this is where we are right now. Right? Black, introvert week UK. And so what's your vision? If you had a wish list? What's your wish list for the for the future of black? UK?

Richard Etienne 42:20

Gosh, I mean, for me, I definitely would like to influence the curriculum, the way the curriculum is taught in this country. So you know, we, Once data is gathered, whether we commissioned it or do ourselves, we can use that to approach think tanks that influence the policy that goes all the way all the way up to government. Because I I was, you know, introvert child in school, and I remember parents evening, where the teacher would sit with my dad. And in front of him are all A's and B's and so forth. And the teacher said, you know, we really want Richard, you know, participate a bit more speak up a bit more in class. And my father's like, but I'm just seeing A's and B's here. But I don't understand what's what's the problem? What's the problem? So I'm definitely influencing policy within education, and also from the secular side, making sure that personality diversity is part of training, whether it's induction training, regular leadership training, I feel like there needs to be more awareness in the in the workplace, around this topic. And, to Jerry's point, I'm loving the network that we're building and the voice voice, the added voice that were given to the back end drivers everywhere. So I think this, this cross Atlantic coalition is just right.

Lisa 43:50

Yes, I mean, I absolutely love it. I mean, it's just you know, you're you're in the UK, Jeri and I are in the US, John is in Barbados, and we're all introverts and collaborating together, and it's just absolutely wonderful. It warms my heart.

Sharon 44:05

Beautiful thing. It's

Lisa 44:06

crazy. Yeah, beautiful thing. And so, as we close out, let's let our listeners and viewers know where where they can find you how to support you. And let's start with you, Jeri, on social media, and wherever else

Jeri Bingham 44:24

you can find me on on Twitter and Instagram at hush loudly. My website is hushloudly.com. And on LinkedIn, it's my name. So it's Jeri Bingham on at LinkedIn. And so I love followers. I love suggestions, ideas. So that's where you can can find me and information about black introvert and weak us will be posted on my website, which is cash loudly.com

Lisa 44:54

Okay, all right. Thank you very much. And Richard again. Black introvert with you okay, we're doing Net people find all the all the info all the big things that I

Richard Etienne 45:07

love that I love that so, so So and socialist act UK black introvert and then the website is black introvert week.uk. You do you want to follow me on LinkedIn is my name as well. I can just say don't ask people to sorry. Yeah, wow done

Lisa 45:42

that's all I'm gonna say.

Sharon 45:44

This has been absolutely phenomenal. It has been such a pleasure having you here. Jeri, founder of Black introvert week in the US. And Richard, founder of Black introvert week in the UK, big up to Jonathan Ashong-Lamprey for connecting us in the first place. So excited that there is a forum and a movement for us as black introverts globally. Thank you for being here. Thank you for listening and.

Lisa 46:29

You've been listening to the introvert sisters loved what you heard. You can catch all our episodes on Apple podcasts, Spotify, SoundCloud, and all other major platforms. subscribe, rate, and write a review. Find us online at the introvert sisters.com And follow us on Instagram and Facebook at the introverts sisters. See you next time. Peace