Michael Eure Show Podcast – Episode 28: Men of Color on Ethnic-Relations

INTRODUCTION: Hello, this is Michael York and I'd like to invite you to the Michael your show featuring student hosts that very special guests talking about a variety of interesting topics. You can find us on the Eagle Stream YouTube channel.

MICHAEL EURE: Good afternoon and welcome to the Michael Eure Show. Today, we have some very special guests on José Fabre, Richard Redding and Akeem McCallister.

So, we're gonna start by just asking each of them to give you a brief one minute or less. Tell us a little bit about yourself.

And we'll start with you, José.

JOSÉ FABRE JR: Perfect. Perfect.

Well, hello. Thank you so much Michael for inviting me. It's definitely an honor to be with all of you guys here. Really, I'm speaking about this topic, so for everybody that doesn't know me, my name is José Fabre Jr.

As you can see, I was born in the Bronx, NY, but raised i half of my lifetime at the Dominican Republic and the other half in Perth Amboy, New Jersey. A little small town in in New Jersey.

I come from a Hispanic background, so my family is actually Dominican and that's why I left to the Dominican Republic for half of my life.

And then I came to North Carolina, and I loved it so far. I've stayed here and I don't see myself moving from here in a long time. You know. So, yeah, that who I am. I work for Wake Tech recruitment team and I've mentioned. So, I do recruiting and I work for admissions as well.

So, like I said, thank you so much for having me here, Michael. It is an honor.

EURE: Alright. Akeem.

AKEEM MCCALLISTER: Hello I am a North Carolina native born and raised, you know, around North Carolina.

I am a proud product of Elizabeth City State University and I've got an opportunity to go to grad school at another HBCU in the state of North Carolina. And from that I got the opportunity to also start working at

some community colleges in North Carolina. Wake Tech been one of those.

And that's where I got the opportunity to meet Mr. Michael Eure, and I am thankful to be here today.

EURE: We didn't save the best but last, but how about Richard? Tell us a little bit about yourself.

RICHARD REDDING: Hey, guys. How you doing, everybody out there? My name is Richard Redding, Once again, thanks so much for inviting me to this interesting topic to speak on.

Once again, Richard Redding, I am a Florida native, made my way into North Carolina via through Atlanta, GA.

But I am a graduate, prior HBCU graduate of Florida A&T University, where I got my bachelor's degree. And I have a master's degree in conflict management from Kennesaw State University out of Atlanta, the Atlanta area. I'm also a licensed minister, but one thing about me is I am a husband, I'm a father, I'm a son and I'm a grandfather.

That kind of encompasses who I am, [indecipherable] used to call me the community [indecipherable] and so I do engage myself in the community right now.

I've been in higher ed for probably 10 years in education, almost 20 plus years, and currently I'm a success coach for the Pathways Minority Male initiative program here at Wake Tech.

Thanks for having me.

EURE: And audience, if you at any point have been questions or comments, you can put them in the chat.

So, we playing musical chairs and the first person to get a question is a Akeem McCallister, who was a student at Elizabeth City State, as he mentioned. Tell us what was it like to attend that HBCU and tell us about your opportunity to participate in the study abroad program at South Africa through Elizabeth City State.

MCCALLISTER: Okay, so for me, it was definitely something, you know, new. I did not have any idea, honestly, probably going into high school, what an HBCU was until like I started to learn more about colleges, and I started to see the college fairs and some someday along the way I ran into Elizabeth City. And from that time, like I applied and got in. I thought it was like the greatest thing on Earth.

There was something different. As you all can see, some of the photos that I'll share with you all, I was pretty active on campus and they gave us the opportunity while I was there to actually do just about anything that was, you know, I think ethical as far as like programs. I got a chance to start my own club and organization. I was the president of that, and then the opportunity to go South Africa in my science department. I am a biologist by trade. I guess you would say in education.

We got the opportunity, all expenses paid. Another photo I was also RA. I got the opportunity to pay for partially pay for college as well, being an RA after freshman year until graduation.

But, going to South Africa, I got the opportunity to also do research there. As I mentioned, it was all expenses paid and it was through the NIH and one of my instructors who also happened to be the department chair. He kind of encouraged, you know, everyone like, you know, apply.

He mainly took students from Elizabeth City, he was an African native, but he just so happened to be working at Elizabeth City and he actually took other students from other HBCUs as well. So, it wasn't just us.

We got a chance to work with students from Elizabeth City and other students from stateside, and then once we got over there, we got an opportunity to do research and work with the faculty there.

That was again phenomenal cause I've never been on a plane before then. I didn't, I had to get, of course my passport and again all expenses paid. So, as a student, I was excited. And you know, just eyes just wide open just to be excited to do all these things. So, it was all fun.

I learned a lot and met a lot of great people, and I'm still meeting great people and keeping in contact with some of those great people from that experience and from Elizabeth City.

EURE: Thank you. And I did get an opportunity to go with Akeem and Elizabeth City State University alumni, and they co-sponsored with ACA a trip to their Winter homecoming in February.

So, we made it before the pandemic and great time. And I even have your banner in my background.

So, the next question is gonna go to José and José was the student government president at Wake Tech.

He was an outstanding representative and served on board of trustees and I really enjoy every moment of working with him and [indecipherable.]

So, tell us a little bit about that experience, but then I want you to talk about the trip you took the Mexico and what that was all about and what you accomplished.

FABRÉ: Of course, of course. Well, thank you so much for the words, Michael.

Yeah, like he mentioned, I was the student body president. So, you usually a student does a term one term which is a year, two semesters. But, I had the opportunity of doing it twice, so I actually did two years.

So, I did two terms, and it was honestly just life changing. I had the whole team was like almost 40 students, so it was very active.

We had executive board which you have the President, the Vice President, Secretary, Treasurer and Public Information Officers and then we have the Senators.

And so it was really, really, a life-changing experience. Because of that experience, I was able to, you know, meet many people, have a lot of connections.

As Michael mentioned, I was actually part of the Board of Trustees because I was the student body president, so I was able to meet just tremendous people that really do a lot of things for the community here at, you know, at North Carolina a whole and even, you know, the United States, like, we have tremendous people on our team. And I was able to meet all of them.

And because of that also, I was invited to participate in an organization. Well, not an organization, but it was like an initiative I would say, right? And it was called the Latino initiative.

And it was something done by a company called Go Global NC and on the North Carolina Community College System Office. And so they gathered many leaders across North Carolina. So, not just Wake County, but across North Carolina.

And then they took us to Mexico with the purpose of opening our eyes on how Mexico does things for their community and how we could implement some of those things here in North Carolina in order to, you know, help the Latino Hispanic community.

So, as you can see, that's me in Museo Casa Estudio Diego Rivera, which is Diego Rivera's studio. So, Diego Rivera is a very known artist, painter, muralist from Mexico, and we were able to see his studio.

He was the husband of Frida Kahlo, which I don't know if you've heard of, but it was just life changing.

I went there just like that Akeem, so I know the feeling, you know, of being able to participate in a trip. And it was just life changing.

We went to automotive industries, but we also went to rural areas in Mexico.

But we were able to get just different perspectives, you know, we went to colleges and universities in Mexico and, you know, the whole plan was to come back and now talk about, you know, future initiatives together.

You can see that was uh at a rural area. It's called Tarita in Guanajuato, Mexico.

Fell in love with that little girl. She was amazing. Very sweet.

So, we came back and it was the whole, he whole point was to now implement a plan.

Not all of us together, but instead everybody out there, you know, field and areas.

And so my job was to come back to Wake Tech and, you know, implement something.

And so through what we did is we met and we created something student-based called the Latino Initiative Committee at Wake Tech.

And so it was five of us in total, four of us were Hispanic, another one was not Hispanic. And then we said, how could we better the community here at, you know, Wake County.

And so we saw that the majority of dropouts from high school were actually Hispanics. And so, we said, well, we definitely got it just work with the Hispanic community at high schools. And so, we created an event that's going to happen every year. Last year and couldn't happen because of COVID.

So, this year, well, we might plan something, you know virtually, but that's how everything happened. Michael, thank you so much for asking.

EURE: Alright. Thank you, José.

And Richard, I know that we are gonna give you a little something different because you coming from the highest of seven hills in Tallahassee.

REDDING: Yes sir.

EURE: On the campus of FAMU. So, tell us a little bit about your experiences there. That's a rather large HBCU. Very well known for their business, engineering and of course, agricultural and football. And marching band. So, tell us what that experience was like.

Because sometimes when we think of African Americans, or black people, we think of them as being monolithic. But what was your experiences in terms of working with different types of people of color on that campus?

REDDING: Also, thanks for asking.

I'd say initially for me. I've known about FAMU pretty much growing up. My parents went HBCUs Edward Waters College in Jacksonville. We had frequently going to Florida A&M to the game. Seems like that.

However, I graduated from a predominantly white high school. There were a handful of us in some of the classes that we thought we were, I would say I would say a handful those, I mean, African American students, so we thought we were pretty smart for the most part.

However, when I got the Florida A&M, it was literally culture shock for me, even though I had visited the camp, was once I got there and got integrated in the campus and realized, wow, this is amazing.

I was no longer the, quote unquote, smartest black guy on campus anymore.

I was now like the bottom ring of students because of the creativity, the talent and the intellectual students that were at FAMU.

I was fortunate enough to meet some great, great people there and they became family. It was like you would go to a class, and if you're not doing well in the class and you know, just they literally call you out and say don't make me call your mom. I'm like you don't even know my mom.

You'd be surprised, they don't know your mom, but that's the kind of care I think we experienced in the classroom with the faculty there and administration there.

So, and it gave me a chance to, I would say work with where I came from and brought what I came from, you know, in a predominantly white high school coming to an African American, HBCU college, it gave me a chance to kind of integrate, move in and out.

I guess before code switching was popular it would be would code switch at the time but it which was really a so I learned so much and formed myself at Florida A&M University. It gave me a perspective from my rearview mirror and looking forward it gave me a chance to grow as I'm sure as all colleges need for people.

But this is just a different experience that it gave me a chance to grow and know who I am and be proud of who I am.

And just walk through all walks of student life with African American males, females also that the diaspora itself of international students that were African of African descent as well.

So, just get a chance to move in and out of those spaces and places and it was really, really a great opportunity for me. I would never, ever, ever forget it. And I still don't to this day because it is a place that place in the highest seven hills will always be in my heart.

EURE: I've heard all about it and I've never went to that campus, but I always wanted to visit. But not for homecoming, it's too busy I hear.

But Akeem, you're gonna get a double question, sorta.

And we're taking you back to South Africa and tell us.

MCCALLISTER: Okay.

EURE: Tell us a little bit about your experiences because apartheid was there. When you were there, how was the relationships between the Afrikaans or the Africans, the South African natives and I guess that even Caucasians are native that they've been living there 100 years.

But how was those interactions and how was your interaction with your researchers? Did you find it similar to the United States or very different?

MCCALLISTER: Umm, so one thing that stood out to me, one thing I remember to this day, so in America, so we went there to do research, science research and in America like, you know, you see sciences, you think of like these white coats, at least in America. It's like, oh, these pristine white coats have your name on it. You know, maybe you're company where you work at. I mean, it's always clean.

So, when I got there on, it's something that was different is you and see these white coats that you would think like ohh these things need to go to the cleaners or why are these coats so clean? And funny enough, just before we went over there, we got these white coats with our name in it and program.

So, we learned that from them, from the natives, that your coat, with all your stains on it from whatever you were doing shows that you were putting in work in the lab.

So, for us to come over there with these clean white coats like ohh y'all did nothing y'all just got here y'all doing nothing. But there there's some things I guess you could say, as far as the relationship I will say Americans, African Americans and African that are native to Africa, it's I don't want to say it's attention, but there is this belief that of course, or at least I heard it there that we are kind of squander away our good fortune or we're not as hard working as they would believe we are or they just don't see the hard work. And then you know you kind of have to understand and see where they're coming from and the types of situations that they're in their living in. Because again. As I said, we went there one on a national grant from the NIH and you know, I didn't have to worry about money. I didn't have to worry about things, but we were working with one student, and we also got like a stipend every week.

But we working with one student who like at one point, you know, we'll go to lunch. Everybody, you know, everybody's like, is 12 o'clock, it's time for lunch, at least in America, we go to lunch.

Ohh, she wouldn't go to lunch or she wouldn't leave. And like we just found out, like, you know, she was, like, struggling to pay for a banana.

You know, so we are, Americans, we all kind of gathered together, at least people that worked with her, we just, I gave her money and brought her food and she was just so thankful for that generosity.

But its thing that we take for granted here that we just don't, you know, see. But I also realize that wasn't the same thing or the same story for everybody. You know, from what we see cause also the other thing is that I realized once I was there was we are sometimes painting this picture in America, what it looks like over there. And it's not always the case because I did go to a mall that will probably rival some of our malls around here. I was like ohh, this was really really nice.

Ohh, and the relationship again, I think mainly for people in general, you kinda had to just get to know people. I think a lot of people were just, you know, I don't, especially with the researchers, you know, they knew what we were there for, but people outside of those researches, they could tell that we were not from there. You know, based on how we would look or how we would act and stuff like that.

So, it's more so people were, you know, hesitant, you know, I think that would just goes about anybody you wanna get to know people and get to know what they're about and if they're really there to help you or harm you.

EURE: Thank you, Akeem.

Okay, and now we're back to José, and we're gonna take you back to your days as a student leader.

And you were a student leader, not just popped us as student government president. But you were the President of the Spanish Honor Society, and you were involved with the International Student Association.

Tell us, working at a, being a student leader and working at a school like Wake Tech, which is so very diverse and the number one online Community College in the United States, have a say. So, we're doing these things virtually.

What was your greatest challenge and your greatest rewarding accomplishment, working with so different ethnic groups.

FABRÉ: Definitely. Well for me, honestly, my biggest challenge was my personal life.

I know that I went through things that maybe a lot of students didn't have to go through and a lot of that has to do with my background. Just where I come from, just being realistic.

You know, I had to struggle with many different things such as hunger. You know, I had to struggle with that. I had to struggle with, umm, poverty, right?

I had to struggle with with, you know, evictions from multiple parts of my family.

And so those are those are things that if you think about it, like Maslow's hierarchy of needs, right, like you, you need to feel secure or you need to to feel that security in order for you to be successful.

And so, for me, it was very hard to do those things. I mean, I was able to, like you said, you know, become a leader and, you know, fight really hard for the things I wanted.

But I just think that, you know, many people didn't have to go through and so they don't, they don't take advantage of the opportunities that that they have you know.

And I was like, you know what, I'm definitely just gonna use all of the resources that are provided to me, and I'm definitely gonna take advantage.

And, so at Wake Tech, you know, there's many resources that I was able to use, you know, in order to fight those things, to fight hunger, to fight, you know, poverty to help my mom with her addictions and just, you know, stuff like that.

And so, it was life changing, and that's what I was able to see, Michael. At Wake Tech, you know we have diversity and we really do help, you know, people from different backgrounds and that's really helpful.

So, that's the story. Mr. Michael.

EURE: Thank you for that testimony.

And we were just in a meeting earlier today about those very services that we provide.

But Richard, now that we're gonna pivot to you, and we're gonna talk, well we want you to talk about your experiences after leaving FAMU and working with student services and various institutions. Tell us what that was like and was it different working with different ethnic students? And also staff.

MCCALLISTER: Definitely. I'll say this. You know when the going back to FAMU, a little bit.

One thing I think was imparting to us at FAMU was that once you have your education for FAMU, you are held accountable to yourself and to those who came before you.

You're responsible to take advantage of the opportunity that you were given to have your education, get your education there. So, that led me into education.

I've been education almost 20 years or so and I've, believe it or not, I've gone going from literally from preschool working in preschool all the way to post-secondary education, I worked at those fields.

So, what I've learned in that process is important to not just know your student but know your student's family background. What I mean by that, not necessarily individually, but knowing enough about them in the community. Knowing about the resources in the community, you know, I'm gonna show my age here real quick, not just resources that are in the Yellow Pages. Do they still have Yellow Pages? I'm not sure or not.

But reaching for the Yellow Pages were those community resources. Who to reach out to. Who to make sure that we can hold as a community as a group, hold these students accountable to where they need to be or help, not accountable, help you get to where they need to be in their journey.

Great opportunity because of the wealth of number of people I work with from families, to staff, the diversity of it, majority of the time working in the in the preschool, middle school, high school level. I work with students that were from minority communities that were not… I don't want to call them, they were not impoverished in comparison problems to what José and Akeem, were able to go through.

But you know, in America, as impoverished, they came from poor communities with foreign systems of education, poor systems of health and health, accessible healthcare. Things like that.

So, using those experience and working with them, trying to navigate in between what a student needs and what society requires of that student has been really my job to do that. And I do that through making connections, no matter what the ethnicity of the person I'm working with whether it's in higher education or a resource that's on the ground.

The bottom line was to be able to move in and out of those spaces and places to help students reach their goal and have a support system that does that and build that community that's really needed for those things to be successful.

EURE: Okay, such great information.

And as you know, getting the different perspective are good and we're gonna probably have to do a part two of this sometime next semester.

So Akeem, what type of activities are you currently involved with and to possible opportunities for African American and other men of color through your alumni association or possibly in community settings?

MCCALLISTER: Umm, so definitely right now it's kind of challenging to do really much anything.

But what I've done recently, I know there is, I believe is an instructor and an administrator there, Carlos McCormick. Also, another Viking that works that we take, he told me about the National Council of Black American Affairs.

I got into that recently. I joined, you know, a shameless plug. You know, if anybody watching, or interested, please join that organization. But you know, I attended one of their virtual meetings.

I went through, you know, their website and learned more before I actually took that leap.

The dues are pretty cheap, but I joined that organization. They are doing some phenomenal things in the community.

I believe their network is full of the community college system and it's to me, you know, they're work has from what they've done so far seems very interesting and very worthwhile as far as getting involved with.

The other thing that I have been working on or been trying to work on and work with because again it's very challenging to do anything, whatever you have to like, keep your distance and can't get in large crowds.

This community college I'm working at now, they're also trying to work on reviving their pathways program, so I know the Minority Male Success initiative is a statewide initiative for the program.

So, I got an opportunity to work with Mr. Kenzie, another great person I met while I was at Wake Tech and I love that program. I love what it does and what it's about, so I have some of my own ideas.

I talked to Mr. Kenzie on and, you know, just trying to bounce some ideas off him, but just work with the people that are at the school that I work at now, and the men that are there that are working on reviving that program, just trying to work with them and talk to them through that as well. So, those are the main two things.

In my alumni association they have done I think quite a bit in the community, may not have been just you know male centered or minority male centered. I know there's another great Viking again in the Raleigh area, Pastor Sean Singleton, Dr Sean Singleton who, I can't think of the church name, but they do food drives.

EURE: It is Market Street?

MCCALLISTER: Market Street. I was gonna say another church, but they do food jobs and I got an opportunity to volunteer, it's every second Saturday, a few times here and there. It's becoming a little bit challenging with me moving, but they do, you know, food drives.

I think that's awesome because during this time, you know, it's not just Covid, there's a lot of, you know, lost wages, and people can't make ends meet. And you know, even with government assistance, sometimes it's still not enough. Then the holidays are coming around.

So, I've done that, you know, and again, if you're in the Raleigh area, you wanna get involved, please try to do that as well.

Another shameless plug, but those are some of the things that I try to stay connected to.

EURE: We're running out of time. Thank you.

But José and Richard, you can answer this when he gets through.

The same question what would be one or two things you would like to happen locally, nationally and globally to create more communication and appreciation for the many ethnic groups that are part of society?

I know that's a lot.

FABRE: You can go ahead and Richard.

MCCALLISTER: Okay, no problem.

Yeah, great question.

But and it's interesting that, I thought about this, with Akeem going to South Africa, in my studies for conflict management, one of the studies that looked at was truth and reconciliation commission, that South Africa had led by Bishop Tutu and Nelson Mandela.

And I look at what's going on globally as well as what's going on locally here, and one of the things I think America has missed on is the opportunity for truth and reconciliation commission.

Does it hold, are their penalties? Are there repercussions for anything that goes on? Not necessarily, but it does allow people to come to the table and tell the truth.

We've had, the closest one we had here in this area is one in Greensboro that dealt with the murder of African Americans at a clan rally.

But I think we've missed the boat where other countries, I think it's almost 46 truth and reconciliation commissions across the world. And America has kind of said, we're not gonna acknowledge that how, you know, we think we're think we're doing okay.

But there's some truths that need to be shared and told by people that though that that are that look like us that are that area ambassadors. They may not carry the title of ambassadors but they are ambassadors for the cause that they have in their communities.

Once again, great question.

Uh, shameless plug; thanks for Akeem talking about the pathways program.

We're [indecipherable] to talk about that and how we can assist our students on a daily basis. So, I wanted just use that one and share with my fraternity as well, Phi Beta [indecipherable] fraternity.

Always out there, engaging the community, serving the community and culture themselves, and service for humanity. I gotta shameless plug.

EURE: So, now we're gonna go with José, but before we do that, we have a question for you.

José, did you serve as SGA president, did your service as SGA president inform the work that you do now? Or did it align with any plans for civic engagement you already had?

MCCALLISTER: Yeah, that's a great, that's a great question.

So, because I was a student body president, you know, I was able to get, you know, different perspective as far as like you know, the things that we are currently working at, you know Wake Tech in order to better the you know minority community. And I was able to you know provide a better understanding of, you know, what the needs are as far as students.

And so I think it definitely informed me of what my job is now, you know, which I work very closely with the Hispanic community as far as like recruiting and outreach and [indecipherable.] And so perhaps whenever we do presentations, you know, we work very closely with companies with organizations such as Juntos and [indecipherable.]

And so, whenever we do a presentation for one of their events, you know, I always show up and they say, you know, if you have any questions in Spanish that you would like to ask, José, you could ask it now. And I have even done presentations in Spanish before, which was something that we needed.

And so, it definitely did inform me of what the needs were. So, it helped out to be student body president to get a different perspective.

Thank you for asking that.

EURE: Also would add that José is also an excellent entertainment and the first time I saw him he actually was performing at the international festival with this young African American student.

And I think you were rapping in Spanish and he was rapping in English.

MCCALLISTER: That was great. Thank you so much, Michael.

Yeah, we were rapping. So, I used to rap before you know and we were, we collaborated.

His name was his name is, I called him Michael, but his name is Joel. Joel Griffin, good friend of mine.

So yeah, we were, we did something together for the International Friends Club, so that's something that I've learned here at Wake Tech, you know, is to actually collaborate.

So, it's, it's about bringing everybody, you know, together and working as one, Michael.

EURE: Thank you.

And I'm gonna try to make sure that we follow up and connect because as an impact coach I do work with Hispanic students, black students, [indecipherable] students.

And I think that communicating and doing things, using the cultural platforms and I'm gonna use this opportunity to announce that this weekend, the North Carolina Museum of History will be having a virtual American Indian celebration.

I think this is their 20th or 21st, but you can look up North Carolina Museum of History and find out when that is.

Might be a good event for your family to visit virtually. And then in the last Saturday in January, of course is the African American Cultural celebration at the museum. And José came and Wake Tech had a booth, and he was at the booth. We just had some good opportunities connecting the college to the community with student leaders like you.

So, now we're winding it down. I'll give each of you about a minute and 30 seconds to have your closing statements. Thank you.

FABRÉ: Alright, so I didn't get to answer the question, so I'll do that as my as my closing statement.

So, what should we implement, you know, nationally, internationally and, you know, globally in order to to, you know, work better with ethnicity?

So, one thing that I said, Michael, is that I've noticed how, you know, I had to struggle with many things that you know, other people that didn't have to struggle with.

So, I guess just bringing awareness of how just life works here at the United States nationally, right would help out.

For example, one thing that I didn't know when I was younger was about credit. You know, what was credit like? I had no idea what is this credit thing and then how can I, how can I use that? And so I grew up, you know, when I was younger, opened up credit cards, didn't use it correctly and so that has been following me, you know, for the previous year. I was able to fix it, but I had to educate myself, you know, on those things.

So, for example having, you know, having that as a free resource like education as far as like credit and money management, right, those are things that that are essential in life and we shouldn't have to pay for those things, you know?

So having those things as a resource, I think would better our communities because those are things that we if we had it as a resource, we would educate ourselves at a young age you know and that would help out the community.

So, thank you so much for having me, Michael and I really do hope to, you know, have a second, a second round and talk more broadly as far as like solutions.

EURE: A question for Akeem, uh there a question in the chat.

Akeem, will you please share the national organization you recently joined? I think this is a great opportunity to make further connections from Laura Bethea, our Career and Employment Resources office.

MCCALLISTER: Yes.

So, again, that organization is called the National Council of Black American Affairs.

There is a website that you all can go to, so there's a national website, which is: ncbaa-national.org.

And then the local website on, like I said, I learned this information from an employee that currently works at Wake Tech, Dr. Carlos McCormick.

And that website is just NorthCarolinaNCBAA.wordpress.com.

On both of those, they share like a plethora of information about the mission. They have like lots and lots of great opportunities for you all.

Like I said, I do know that they are working on doing some more virtual events. And again, it's like I said right now it's very challenging with the restrictions with how many people could be in what place and you know how big the place have to be.

I think this is probably a great opportunity for me to go ahead and put my closing statement in there as well.

I'll say, José, I think you had like a great answer, and Richard, I enjoyed this talk with both of you all and all of you. But I wanted to also kind of add on to what Richard was saying with reconciliation. One thing that happened just this week, I don't know if y'all got a chance. I wanted to like bring it up.

I wanna say it was the AMA. I wrote it down somewhere. I had notes, but I think the AMA, which is the American Medical Association, just as we, they just recognized that racism is a health threat or it's a, it's a threat to health.

I can't think that, wish I had like the link for all the information, but when look at recent policies.

So, for that, for the AMA to kind of recognize that they had, like, there's a nice podcast about it that talks about it.

But one thing that you're kind of saying, Richard, and that's true like there hasn't been any reconciliation. There has not, you know, we haven't really recognized that it's an issue or you know the impact that this has had. You know anybody knows me I'm into like science Health Sciences and stuff like that.

There was also something recently happened with AMA. They just renamed an award; it was named after a famous doctor. But he, you know, just history about this guy can't remember his name, but you know, we could go find it out.

But I just know that his history was he had to do like this research on, you know, medical schools at the time, I think it was like probably in the 1800s, late 1800s early 1900s and his research basically showed that we need to close some of these black medical schools. Closing those black medical schools is, you know, seeing the effects are seen to this day with the health that we are experiencing.

They said that by record, we probably could have had 25,000 to 35,000 black doctors if those medical schools were not closed. So, you know we, one thing like, you know, like you said, like we just have not recognized the impact that, you know, either racism or the lack thereof of opportunities that a lot of races could have, you know, equally, is having us today. But one thing is that there's we haven't recognized it at the society. We haven't been able to fix it and go forward from that situation.

But yeah, there's a lot of interesting stuff that, you know, steadily coming out and you know, we're learning more and even, you know, for example, we don't have to look too far past this current pandemic that we're in, you know, look who's disproportionately affected.

And you know, why are people disproportionally affected? So, I think more so, we just need to recognize it first. And not just people of color. Everybody needs to recognize it and then we can go and actually start talking about actionable steps and actionable plans that we can actually do.

Because recognizing it as one thing, but then you also have to say what are we going to do after that?

We know it's a problem, now we need to go fix it. So, those are just some of my few ideas.

Thank you again for having me on the show.

EURE: You give me a segment for our next show for the first Thursday in December. We have Renee Daughtry from Cisco Systems, and he's gonna be talking about the fourth Industrial Revolution.

He's an engineer. He also owns it called The Symmetry, and he's very much involved with some things at different schools including Wake Tech.

But North Carolina Central, A&T, I wanna say East Carolina. But he helped set up Cisco Academies at schools, but he is gonna talk about opportunities in technology.

And when I first met him, I worked at another school and I happen to go to Rocky Mount and he was digitizing medical records and that was a while ago and now you see telemedicine. This was the forefront of all those things.

So, Renee Daughtry, the first Thursday in December from 12 to 12:30 on the Michael Eure Show.

And if I, I don't have any more questions, I'm gonna have to say it was a pleasure having you.

And I'm gonna have you all back. Don't think I won't.

You'll be back next semester. Thank you.

MCCALLISTER: Thank you so much. Great to hear to talk with [indecipherable] morning.

FABRÉ: Thank you, everyone. Bye bye.