

**EPISODE 7**

[INTRODUCTION]

**[0:00:08.1] TF:** Welcome to episode seven of Job Search Strategies with Tiffany Franklin. Today we're going to talk about how to identify employers that prioritize diversity, inclusion, equity and belonging. I'm excited to welcome Jamie Joshua, who I have known for a couple of years now. Jamie is the Executive Director of The Office of Diversity Inclusion at Cornell University's Johnson School of Management.

Thank you so much for taking time out of your busy schedules to join me today. I really appreciate you, if you need any additional help with your careers, you can check out my website, [tjfcareercoach.com](http://tjfcareercoach.com) for more podcast episodes, articles and also, I offer coaching appointments, which you can sign up for online.

My quick tip for today is about values. When you're conducting a job search, it's important to research a company and make sure that their values align with your own. That's something that Jamie and I will be discussing today, but of course, you have to really think about ahead of time, what are your values? And there are some values exercises out there. In fact, one I love, I'll put a link to in the show notes. It's on the careers services site of the University of the Pennsylvania.

Basically, it will show you about 30 different aspects of a job. For instance, is it location that's important to you, is it leadership, salary, working in teams, making a difference in society? There are all these different attributes that a job could have. You take about five minutes and rank order which five are most important to you at this moment in your life.

As you go through different stages of your life, different things may have different weight. Your priorities change. I like to have my clients do that values exercise at the very beginning of a job search and then at the end as they're evaluating the offers.

This exercise is a great way to ensure that you understand what's important to you and your values as you search for a job and then in this episode with Jamie, we'll talk about how to learn about the values of employers and make sure that they align with your own.

[INTRO]

**[0:02:24.0] TF:** Jamie Joshua is the director of The Office of Diversity and Inclusion at Cornell's Samuel Curtis Johnson Graduate School of Management. As director, her job is to equip and empower students, faculty and staff with the skills and mindset needed to cultivate inclusive spaces, as well as to help the school develop its diversity, equity and inclusion strategy.

Having received her juris doctorate from the University of Baltimore School of Law in 2010, Jamie has been a member of the Maryland State Bar for over 10 years. Jamie spent four years as a practicing attorney in Maryland and she is passionate about promoting diversity in the fields of law, science and education.

[INTERVIEW]

**[0:03:07.7] TF:** I'm excited to have Jamie here today, we have known each other about five years now.

**[0:03:11.8] JJ:** Hi Tiffany.

**[0:03:13.1] TF:** Which I cannot believe that much time has gone by already.

**[0:03:16.7] JJ:** It goes by so quickly.

**[0:03:19.2] TF:** It's just been so exciting to see all the work you have done, obviously leading up to that and also, you have such an interesting career being a lawyer and so could you walk us through your career path?

**[0:03:30.9] JJ:** Yeah, I am a first generation Indian-American here living in Maryland right now but I work in Ithaca, New York. With the pandemic, I've been here working from home, which has been interesting. When you asked me this question, I had to go back and think about the long path I've had. I started at UMBC, University of Maryland Baltimore County, thinking my life was going to go into the sciences and I even graduated with a bachelor's in biology.

I went into Stony Brook thinking I'd get a PhD, I thought my life was going to stay in the laboratory and then realized, when my sisters literally did an intervention, that I wasn't necessarily happy in the sciences and I

think it was just being at the bench. I really wanted to help others, that was something that I knew was going to be the focus of whatever career I had.

In talking with my sisters, I thought I was going into patent law so combining my love for law and science, going into patent law. I went to University of Baltimore School of Law and didn't go to patent law, but I went into real estate law. I enjoyed it, but I graduated from law school at the time of the recession.

It was a challenging time to be a lawyer at that time and I knew I didn't want to do litigation; it wasn't a passion of mine. I actually liked transactional work and helping people. Working for about four and a half years, my friend was like, "Hey, there's a role opening up at Cornell, would you be interested in diversity and inclusion work?"

I was like, "It's not necessarily legal but it's helping people." Again, this idea of like, "What can I do to help people?" I applied and I just shot my shot and thankful that they selected me and I actually been at Johnson for six years doing this work.

**[0:05:17.3] TF:** Tell us a little bit more about what a day in your life looks like in this role?

**[0:05:21.2] JJ:** Yeah, what's great about this role is that, I'm the director of the Office of Diversity and Inclusion at the Samuel Curtis Johnson Graduate school of management at Cornell University under the SC Johnson College of Business. It's a mouthful. Basically, to drum it down, I work with MBA students in their time at Johnson, completing their MBA. But I don't just work with students. My work also impacts faculty and staff, our alumni, our external stakeholders.

What's great is, the work isn't owned by solely me. When we talk about diversity, equity, inclusion, belonging; all of that has to be owned by all people, all members of the school and all my colleagues help us make this happen and that partnership is what's kept me at Johnson for six years.

**[0:06:09.9] TF:** That's fantastic. I know when I was at Penn, that was something that they really focused on as well and it's just such important work. Since my podcast is all about job search strategies, we're kind of taking it from the angle of how job seekers can identify employers that prioritize diversity and inclusion because it's so important that your values align with your employer in terms of workplace happiness and a place where you can grow and that you know there are opportunities.

How would you define diversity and inclusion in the workplace? What does that encompass?

**[0:06:45.3] JJ:** I think diversity and inclusion in the workplace is probably similar to the fact that even my workdays aren't the same and what it is, what is the life like in that workplace and does it give you a sense of belonging? You want to make sure that diversity and inclusion is something that is from the top-down in terms of a value and that it's being seen at all levels.

Sometimes, it's something that the CEO might believe in but if it's not getting down to the managers at the lower level then those people are not experiencing inclusion, equity, belonging, and so you have to ask questions at all levels of, "How do you feel working here? Do you feel like you're able to bring out authentic self here?"

You have to ask some questions and things that companies should be thinking about or working on are, "Do we have equal pay across gender, across races, how are we advancing ourselves and do we reflect the world we live in when we look at our management, our leadership team, our employees?" And so, those are small places where people think about but just because you have the diversity doesn't necessarily mean you have the inclusion, the equity or the belonging. It's something that we just have to intentionally work on every day.

**[0:07:56.7] TF:** Thank you for breaking that out because sometimes I think it all gets wrapped up into one and you have to think about each of the pieces individually. When the job seekers are researching the companies, and you mentioned about equal salary and all of that, but how can they really tell that the company prioritizes diversity and inclusion beyond just like a PR statement? Is a lot of that information actually available to the public or where can they begin to look for that?

**[0:08:25.6] JJ:** It being 2021, hopefully there will be some kind of diversity page, a statement of belonging on the website and then outside of that, more than likely there's probably information about who the chief diversity officer might be, maybe the structures within there of the leadership team. What does that look like? Those are easy places to kind of see what this company means when it says that we believe in diversity and inclusion.

There is actually something called the CEO Action Plan, it's a pledge that CEOs have signed to say, "We are committed to this." I believe the website is [ceoaction.com](http://ceoaction.com). You could see if that company you're interested in has signed that pledge that's obviously not a be all, end all. The other thing is the natural ask of employees.

So using your networks, your LinkedIn, finding out who you might know at that company and asking them straight on, “What is it like to be a member in this company?” “Do you feel valued? Are you able to grow professionally, even personally maybe?”

Are there employee resource groups for you if you are an underrepresented group that you can go to, to have spaces of safety? Looking at what is the culture on the ground is key to really separating companies from one from another.

**[0:09:39.7] TF:** Thank you, I appreciate you distinguishing that. Now, I’m just curious, how has your legal training helped you in the role that you have in Cornell?

**[0:09:48.8] JJ:** What’s interesting is, my students, when I first started, they’d be like, “You ask so many questions.” Like, “I’m so sorry.” I think what it is when I started law school, I immediately knew within the first two weeks that I was looking at problems so differently.

It’s not something you can undo. Suddenly, you know, I’ve been training my mind to really analyze, “What are the pros and the cons, what are the actions that are going to come out of this decision?” And critically just thinking more and so, that has been really helpful. I think questions are great to kind of just go, “Have we thought about all aspects of this decision, this plan, this event we’re designing, have we really been as inclusive as we can be?” It’s just allowed me to be more intentional about how I approach a problem.

**[0:10:36.4] TF:** Okay, great, thank you. Now, you had mentioned that Cornell’s Johnson School of Management is part of the Consortium for Graduate Study in Management and on that site, there’s a list of core partners making a difference and we can put the link in the show notes. Could you tell me more about that partnership?

**[0:10:55.9] JJ:** Sure. What I think is good for companies to also showcase their commitment is finding partners who are also committed to increasing the diversity of the workplace. The Consortium is an organization that is committed to increasing the number of underrepresented minorities in business.

It partners with schools and helps students who are underrepresented who can demonstrate a commitment to serving underrepresented students and increasing the number by demonstrating those things, the Consortium grants membership. And what it has done is said, “We know that the cost of an MBA education

just by applying can be a barrier.” It has said, “If you apply to maybe six Consortium schools, Consortium partners schools, then we’ll give you a reduced cost for applying to those schools.”

It can be five, four, therefore they have taken away one of the barriers by minimizing how much that barrier can be, right? Cost is a huge factor for people, right? If I can’t afford to apply to your school or I can’t get a fee waiver, then I can’t even get in the door to be considered.

By doing this, it’s giving the schools an opportunity to connect with underrepresented students who are interested in an MBA. In addition, it has corporate partners who say, “We are interested in also diversifying our workforce and giving internships to students who qualify.”

By connecting corporate partners with schools, our students have access to these corporate partners to be considered for internship opportunities. They’re kind of a connector or a liaison between us and the corporate sector and this has been tremendous in not only increasing underrepresented minorities in business schools, but increasing underrepresented minorities in top Fortune 500 companies. And if you see a company is committed, you’re seeing that they’re part of these kind of organizations, it’s one easy way to help diversify your workforce.

**[0:12:56.8] TF:** Well, what I love is in looking at that site, it wasn’t beyond a firewall or anything so anybody, even if you’re not in an MBA program, say you are out of school 20 years, you can still go and look at that list and know these are companies that are committed to diversity, inclusion, and belonging initiatives.

**[0:13:16.4] JJ:** What’s been great about that is, if a company isn’t even aware of it, I have had students who are alumni of Johnson who are in their company saying “Hey, I see we don’t have enough underrepresented people in our company, why don’t you consider joining the consortium or the Forte Foundation?” Forte works to increase the number of women in business.

There’s a number of organizations reaching out. MBA Focus is on LGBTQ+, MBA Veterans focuses on veterans. There’s group for disability and neurodiversity and this is also, I just want to note, not just a business thing. We see in engineering, you have National Society of Black Engineers, Society of Hispanic Professional Engineers, SHPE.

Find the organization that fits and if you know that that is an organization your company should partner with to increase the diversity of their workforce, tell your HR, tell your manager, make them aware that there are ways that they can diversify their workforce because maybe they just don't know. In doing that, you're able to help us advance and diversify the workforce so that it does look like the world we live in.

**[0:14:22.3] TF:** That's great. I know at Penn, our director, Dr. Barbara Hewitt, she was very involved with Lime, which rebrands disability through achievement. They are doing fantastic things. We will have links to all of these organizations and also I know with – for years, I worked with the engineering students and many of them were very involved in NSBE and SHPE and SWE, The Society of Women Engineers. And it was incredible to see those projects and the leadership that's demonstrated on their resumes and that's another thing that employers look for.

**[0:14:56.4] JJ:** Definitely, it's something that I'm so happy to see happening because when I was in law school, I don't remember these kinds of organizations and I don't even know which ones exist in the legal field right now. Would love to find out. But I think companies are becoming smarter about how to diversify their talent and partnering with great organizations like these, to help bring in talent that is often overlooked, right? Maybe lost in a pool of applications.

This is great because the talent and having underrepresented students join your workforce, you're diversifying the voices at the table. You're finding different ways to solve problems and what's great about that is you're going to have a better chance of finding creative solutions to the problems you're facing.

**[0:15:42.4] TF:** That makes so much sense. That way, not everybody's just coming through with the same lens.

**[0:15:47.3] JJ:** Exactly.

**[0:15:48.7] TF:** You lead the Diversity Council at Cornell's Johnson School of Management and work with Affinity Club student leaders and MBA programs' team administration to discuss the climate of the school and diversity initiatives. Could you tell me a little bit about specific work you do with the council and the affinity groups?

**[0:16:07.3] JJ:** Our Diversity Council is a partnership between us, our student clubs that we mentioned, and the Community and Belonging chair of the student council. We have a student representative that works with me and together, we work with the administrators and the student chairs, to be able to say, “What is happening that we need to address?”

One year it was like, “We need to have more conversations around inclusion, how we can be better allies.” We worked on, “How do we bring that into the curriculum, where would that fit?” That wasn’t something we left to the students, but it was something the students brought to our attention.

Because we had programming in the preterm and maybe a little bit in the first half of the student first year, but they were saying, “We need more, we want to continuously build our education around this.” So, we worked on including some workshops into our Immersion Program which is in the spring of the first year.

This year, we’ve been talking about, “Let’s have more conversation. How do we really focus on what is happening in the world and talking about how we can support and learn from each other and learn across differences?” We’re currently working on, “What does that look like? What does programming look like?” And this is to not add more so it’s like a menu of options, but to be strategic about hitting up whatever needs to be talked about.

Currently, we have an increase in racist attacks upon the Asian and Asian-American community. We need to talk about that, we need to talk about, “How do we support the community?” We continually need to talk about Black Lives Matter and so making sure we are addressing things that are current but also practicing that muscle. People don’t dialogue enough. It’s hard, we don’t want to hurt people’s feelings, but by dialoging we’re able to understand what the other person is coming from and hopefully come to an understanding that we can both move forward together with a unified answer and response into how we move forward.

**[0:17:59.6] TF:** Does the immersion program you’re talking about, is dialoging a huge part of that and how do you get everybody into that?

**[0:18:07.2] JJ:** Our Immersion Program is designed to give our students the skill sets they all need for their internship and so this was our way of saying, you know, this is a natural place to partner our allyship training with the skillsets being developed for internships, because once you’re in the internship that is one step more



into the real world after your MBA. Getting them used to being confident to have conversations in the workplace is what we thought placing it with our Immersions would be better for.

**[0:18:36.4] TF:** Wow, that is an incredible program that I think is really necessary for people who've even been out for many years. Anybody could benefit from this. Do you recommend any resources for employees who would like to launch affinity groups at their current company and are there national organizations with guidelines and best practices and support for how they can do this?

**[0:18:57.9] JJ:** Employee Resource Groups I think are tremendous aspects of a company's commitment to diversity and inclusion and creating safe spaces for people to talk about their experiences. There is actually a website called [ergcouncil.com](http://ergcouncil.com), which, I looked it up, it's a national organization about Employee Resource Groups and I'm sure connecting with them can probably help give insight into how to establish an ERG council at your company, identify what demographics you need to have employee resource groups for.

And I know, you know, more companies are starting to do this. This isn't something that a lot of companies have. I had a friend who actually, I was so proud of her, her and her colleagues had created an Employee Resource Group for a variety of identities at their company for the first time.

**[0:19:44.7] TF:** That's exciting.

**[0:19:46.0] JJ:** It's exciting because it also requires senior partnership, right? Sometimes it requires a senior sponsor to commit and say, "I'm here, I think this is important and I'm going to be a part of this." That's why I think everyone's got to be a part of this conversation.

**[0:20:00.1] TF:** Did your friend encounter a lot of resistance when first bringing that up or was it just a matter of getting these resources together to know, like, how to find those allies who would be supportive?

**[0:20:10.8] JJ:** I'm not sure about the details of how it came about, but what I could imagine is that you have to really explain the value-add for this kind of organization. Having Employee Resource Groups can bring so much benefit because it gives you an easy focus group to ask questions, "How is the culture of this company towards this demographic? Are we being inclusive? Are we being equitable? Are we missing the mark? How are people being promoted?"

Also, they can just have community amongst each other, celebrate whatever kind of holidays and traditions they might want to celebrate together, for the company to be aware. There's just so many things an ERG group can do, it just depends on the culture of the company to see if it's able to really thrive in that space.

**[0:20:55.3] TF:** Wonderful and we'll, again, put that in the show notes. Now, as you said in the beginning, it really comes from the top down as well, so as important as it is for the employees to establish this. If we have company leaders who are seeking advice on diversity and inclusion for their company, of course the ERG council, but do you think one of the big first steps would be them hiring an experienced director of diversity inclusion to really lead the way and create a whole department solely focused on those initiatives?

**[0:21:25.0] JJ:** I think it's a great first step, but I think what you have to also examine is, "How much power are we going to give the director of diversity inclusion?" They have to be able to make changes. They are going to shake up some things and we have to make sure that as a company, we're ready for that and even if we are not ready for that, the CEO is ready to handle any kind of pushback that director of diversity might have. So, the support of the CEO and the leadership team is crucial.

I would say also having that director of diversity or chief diversity officer being able to sit at that table, the leadership table is also huge. To be able to say, "Hey, what changes are we making because X is happening on the ground?" And so, hiring somebody for your Chief Diversity Officer role is good, but you have to make sure that you're able to do the work and you're able to really handle whatever stones get unturned and what comes from that because sometimes you're going to learn some things you did not realize were happening.

**[0:22:22.4] TF:** That's a great point. You initiated the ally training into the Immersion curriculum for all first year MBA students and you train faculty and staff for difficult conversations and unconscious bias. Please share some of the highlights, Jamie, of what these sessions cover?

**[0:22:39.0] JJ:** Although we live in a really diverse world, I do recognize that sometimes in higher-ed or in undergrad, students have never maybe met somebody from another country or they've never met someone who is LGBTQ+ and what we want them to know is that we have to learn across the differences and learn to talk with each other and how to be allies and so by listening to other people's experiences, we're going to know and be more informed when we engage with other people who are like minded.

It's not that anyone is speaking for that group in particular, but by constantly learning about other people's lived experiences, we become better informed and by being better informed, we're going to be more intentional in the workplaces. If we don't see any women at the table, we might say, "Hey, maybe we should diversify this group that we just put together," and that's what we want is the intentionality and the confidence.

Getting to these places and talking in small groups gets us a little bit more comfortable because we don't feel as judged. What we're trying to do in these sessions is really get our students to practice being in conversation with each other. We're giving them some scenarios: what happens where people might not be listening to somebody, they might ignore what someone has said, they might have done an unconscious bias. And we're trying to give our students the ability to intervene.

We want them to be able to say, "Hey, I don't know if you really meant it like that, but this is how we received it," or "I actually think that somebody else made that comment because somebody was ignored." What we're trying to do is practice it, but it is not something that is going to be solved in one workshop. That's something I want to make clear. We definitely don't think that this is being solved in one workshop, but what we're trying to do is empower our students to, again, build that muscle about getting in dialogue and being a little uncomfortable but also standing up for each other.

That's the same with our faculty conversations. Again, we're just trying to get people comfortable with the uncomfortable and practice communicating with each other and know that, "Look, I'm not trying to offend you, just trying to say that your words landed on our colleague differently as you can see from body language and those kind of things." So that's what we're really trying to do, is really get us in a practice of dialoging with each other.

**[0:24:55.7] TF:** How do you, in these groups sessions get people more comfortable with these conversations?

**[0:25:02.0] JJ:** A lot of the time, when people are hosting workshops, they'll set a certain number of community agreements. We're all coming into this workshop with the same understanding that I am only going to speak for my own experience. I am not going to speak for every Indian-American out there and there's a number of them. And so, by having that, that kind of sets up, "We're all here with the same purpose and the same understanding of this conversation."

Then by having some prompts and going into small groups, we're a little bit more inclined to feel like we can talk. Now, I totally get some people aren't going to be able to talk because they're just either scared, don't know what to contribute, but listening is important. Just showing up is the first step and then, as our students often say, showing out is that next step of being that ally that says something. We all have like baby steps to take but we just need to take those steps.

**[0:25:54.2] TF:** These workshops are so important to helping people know even how to begin.

**[0:25:58.6] JJ:** Exactly.

**[0:25:59.9] TF:** What are some resources that you recommend for our audience to learn more about this if there's not a program at their company or school that does this so they can on their own try and build this awareness and have these important conversations?

**[0:26:14.5] JJ:** What I would say is, Google is really our best friend right now. Google and finding places to learn about other people's experiences. Great shows on Netflix, documentaries. Sometimes the history we think we know isn't fully the history we know and so we need to really explore some more on what we need to learn about the lived experience of any group.

**[0:26:35.3] TF:** Do any documentaries stand out right now that you recommend?

**[0:26:39.5] JJ:** Ava DuVernay has a Netflix documentary I believe called 13<sup>th</sup>, that's a big one and then there's some really great books out there that people can use. *How to Be an Antiracist* by Ibram Kendi. The book *Caste* by Isabel Wilkerson is also a great one, it was on Oprah's book list. Reading, listening to people's stories, there are a ton of TED Talks you can watch. That is a great place to also hear some people sharing experiences about their own lives. And also understand, identity is not just race and gender. We've talked a little bit about disability and neuro diversity.

**[0:27:12.8] TF:** I remember they were talking how the students sometimes they would have competing demands within their identities, so what was expected as them as a woman of this descent, but then maybe their gender identity and, you know, also being that age where people are still figuring out their identities anyway.

**[0:27:33.9] JJ:** That goes to the intersectionality of identities and intersectionality is a term created by Kimberlé Crenshaw, an attorney, and what that is, it's almost like the double bind for a black woman, right? It's showing as a woman but also being black, you are – intersectionality is that she can't separate and just be like, "Oh well, I'm a woman in this moment," because at no point is she just a woman. She's always going to be a black woman and so the intersection of both identities and the impact, right?

In this world, it's that they're paid less than a white male, than a white woman, and like, we can go on. And so, that is I think, also a piece that people have to recognize when they say, "Oh but like women are doing better in the workplace." Well, what about black women? What about Hispanic woman? There is a different experience between a white woman and also someone who has a different identity as well.

**[0:28:29.7] TF:** That makes so much sense, so you can't just say, "Oh well, I understand," because no, you do not understand their experience.

**[0:28:35.8] JJ:** You can't fully understand any of it, right? But, "I hear you, thank you for sharing that," right? Those are the things that you can try to say especially, you know, I'm a minority, but I am not an underrepresented minority. So still, I must learn and understand and hear and give space to Hispanic women, native women and black women to understand what they're going through. There's so many identities, right? You might also be personally connected to that, an identity as a caretaker or a parent.

That's why when we think about identity, not all are visible. There are many invisible identities, so getting to know each other is crucial in understanding what is informing a person's decisions and actions.

**[0:29:19.6] TF:** That makes so much sense so that's why you always tell people to not make assumptions because you never know that person's experience, that world, and what they're going through and you may only see one small aspect of it.

**[0:29:30.8] JJ:** Exactly and that's why I think when we give people grace, especially in this kind of virtual pandemic world, we have to understand that we might not know the whole story and to your point about, we're all kind of still learning about each other, everyday we're changed by the decisions and the things that happen to us. It really requires us to step up and listen to the experience of the underserved so that we can understand what they have faced and be cognizant of it if we see ourselves contributing to that narrative.

Really, it's just about us being intentional, so try to Google for understanding, like in Black History Month, you can look up great books to read for Black History Month. Women's History Month, you can definitely look up books about women's history and you're going to find some resources there. I don't think we Google enough. I think we kind of just take for value what comes to us. But using Google and searching, I think again TED Talks, YouTube videos, are all great.

A lot of local libraries have also brought in some really great speakers to talk about their own experience. Look at your library and see if there are opportunities to listen, especially in this virtual world, could be helpful.

**[0:30:37.2] TF:** Well, thank you for all those resources. It's funny with the Googling because I tell my job seekers just across the job search, there are so many things you can Google about industries. Of course, with anything you have to look at the information that you're googling and there's different quality to it all, but as you see across the board, you can get a sense of, "Okay, this is coming from a reputable source." And also, it sounds like a lot of, if I'm getting this right, a lot of what you're saying is us each taking the initiative to educate ourselves and to listen to others and know that this is an ongoing process. This is not something on a checklist that, "Oh okay, I have my awareness now." We're continually growing and learning from each other.

**[0:31:19.5] JJ:** Yes, Ibram Kendi says, we have to be actively antiracist and if it's not just race, it's about being gender, sexual orientation. Upon all the identities, we just have to be intentional every single day and we're not going to get it right all the time. I guess we should also tell your listeners, we're going to make mistakes and we just have to pick ourselves up, brush off the hurt and learn from that mistake and move on a little bit more informed.

**[0:31:46.1] TF:** Any final advice for job seekers of all ages as they explore opportunities?

**[0:31:52.0] JJ:** I would tell any job seeker, it's never too late. You want to get in touch with what's getting you excited. My sister sent me some really great career advice at one point and I like to follow that. What I would say is, it's actually a tweet that came in 2018 and it says, "Don't ever attach yourself to a person, a place, a company, an organization or a project. Attach yourself to a mission, a calling, a purpose only. That's how you keep your power and your peace." And it worked pretty well for this person who tweeted it.

I think we often think we're supposed to be in a place and it doesn't necessarily get us excited and so finding what your values are and what your purpose is will make you so much more happier, so follow whatever that is and if that takes you out of your current job into a new job, then so be it. Maybe that's where your journey is supposed to take you.

**[0:32:42.8] TF:** Well, thanks Jamie. And also, I must point out that you talk about your sister often and have such a good support system. She has a podcast, do you want to tell us a little bit about that? We'll put a link to it in the show notes as well.

**[0:32:55.5] JJ:** Definitely, my sister has a podcast. It's called Chasing Dreams with Aimee J. and she's been doing this for over 230 plus episodes and yes, I'm currently using her set-up because she's definitely a pro at this, but the purpose is to have people chase their dreams, find what your purpose is and really find happiness through that.

**[0:33:16.2] TF:** Well, thank you so much for all the work that you do. I think this is incredible, just how you are giving people such a safe space to have these difficult conversations, to drive them to continually learn more and just to all try to be better and be there for each other. Today I learned a lot.

**[0:33:34.9] JJ:** Thank you Tiffany and I think it's great you're having these conversations and I think your podcast is going to help so many people because I think we're all still learning about how we can show up and be better people in the careers we're seeking.

**[0:33:46.6] TF:** Well, thank you Jamie, really appreciate this. This was amazing, I always love talking to you.

**[0:33:51.3] JJ:** Thank you Tiffany, it's been great talking with you.

[END OF INTERVIEW]

**[0:33:55.6] TF:** Thanks for joining us today. I hope you will stay tuned for our next episode, where we will talk about interviewing skills. Please be sure to subscribe to Job Search Strategies with Tiffany Franklin through Apple Podcasts, Google Podcasts, Spotify, iHeartRadio or wherever you get your podcasts.

[END]