



Raymond A. Mason School of Business

WILLIAM & MARY

DIVERSITY GOES TO WORK PODCAST

EPISODE 13: CRYSTAL MORRISON JOSEPH – RACE AND TRAUMA

Crystal Morrison Joseph

Fear drives behavior, good or bad or indifferent. I cannot swim. I grew up around water. I'm from Tidewater, but I know what my limits are. So I don't completely avoid water. But I know that I can't go but so far out with so much capacity of life jacket and deep-sea fishing and scuba diving and all that. I avoid those things, but I think we have to have a conversation about what can we unlearn, what can we relearn, and then what just needs to go in the trash.

Phil Wagner

Hello from the halls of the Mason School of Business here at William & Mary. I'm Phil, and this is Diversity Goes to Work. Buckle up because we're getting ready to take a deep dive into the real human lived experiences that shape and guide our diversity work in the world of work. Should be fun. Welcome friends to another episode of Diversity Goes to Work. Thank you for continuously tuning in, for engaging with us. Keep sharing with friends. If you wouldn't mind, drop us a review. Five stars would be nice. But regardless, keep coming back for more. We're so thankful for you. I'm excited for today's conversation as we take things in a little bit of a different direction from where we went last time. I'm joined today by Crystal Morrison Joseph. And together, we are going to have a conversation on mental health. So Crystal is an alum of the College, and she specializes in anxiety, depression, psycho-oncology, racial identity formation, and cultural trauma within the black community. She has over 16 years of experience working with persons affected by mental health challenges, systemic barriers, and culturally traumatic experiences. Like I said, she's an alum here at William & Mary. She got her Bachelor of Arts in psychology and Black studies and her Masters of Arts in Counseling Psychology from the Chicago School of Professional Psychology in Washington, DC. You won't find Crystal just in her office. She'll allude to her couch, I'm sure, in this interview, but she's out there doing the work. She's a prominent figure. She's the author of two books, *Conversation with a Clinician of Color*, *Likeness*, *Lucy and Lemonade*, and also *Pound Cake and Private Practice*, *Five Things I Learned During My First Year*. Crystal has given so much of her time coming to speak with our students, engaging with us. I'm so thankful again to hold space for this conversation. Thank you so much, Crystal, for joining us. It is a pleasure. As always, to speak with you.

Crystal Morrison Joseph

Hi. Yes, thanks for having me. I totally appreciate the read of my bio. I hate for it to sound dry, so I try to go a little bit off the beaten path when I describe myself. Thanks for providing

the synopsis of me. Cheers to the community. I'm here being a part of a community that I hold near and dear to my heart, which is William & Mary. So I appreciate you all having me. COVID, unfortunately, has jacked up a little bit of my on-the-ground initiative, so podcasts have been the safest way for me to do that. I also have an internship and residency program. And so, this fall will be the fourth cycle of that.

Phil Wagner

Congrats.

Crystal Morrison Joseph

That's just to teach people to be better than I am. And a little bit on the entrepreneurship role grad school. And our role doesn't really teach you those things. Hence the book. The book two copies actually are in the swim library. If anybody the pound cake one, the other one is on just public domain or people can reach out to me. Thanks for having me.

Phil Wagner

Hey, thanks for filling in some of the gaps of that bio. You're clearly someone on the move, and I'm thankful that you made time to chat with us today. Today's conversation, I think, is going to be a little thick, particularly given some of the other conversations that we tend to have when we talk about diversity, equity, and inclusion. Now, as a licensed mental health counselor, I know that you're comfortable with those thick conversations. So just a little of a note to our listeners. We're going to go there today in this episode. So take the time to step back and pause if you need to if we get to places that are a little rough. But I really want to center in this conversation the experiences of trauma and specifically how our diversity, equity, and inclusion work can be trauma-informed. I think that it's so important that we really step back and talk about the trauma that comes along with systemic racism. And I know that BIPOC folk face daily onslaughts of racism. But if you don't live those experiences, I think it's really easy for people to think that racism is just about a few ignorant comments. And if we're just nice, all that will go away. But can you help us understand a little bit more, Crystal, the trauma of racism as it exists in sort of the day-to-day rhythms of life?

Crystal Morrison Joseph

Sure. Absolutely. So I have to kind of separate it out. So a little bit didactic here. So with trauma, trauma includes your personal perceived reaction to an event. So initially, it's the visceral reaction you have. So in psychological and theological terms, that reaction is either acute but then also can go into long term. So once the acuity and the frequency of said reaction or the ripple effects of that reaction continue to occur, you get into the long-term effects, such as what people like to call shell shock, PTSD, which is post-traumatic stress disorder. And so, when you look at the perceived notions of how someone operates in their environment, that can mean they come in contact with traumatic events almost daily, depending on where the stimulus occurs. And the stimulus can be a person, place, thing, situation, some words that you may hear that are pinging right now, like triggers. So that's typically what we identify. So the trauma of racism is the repeated presence of racism in

someone's life, which we know includes prejudice, discrimination, overt, covert actions, but also microaggressions. So to answer your question regarding the day-to-day rhythms, they typically occur with microaggressions. The things that people do and or say that to the person doing or saying it's like, oh, this is no big deal, I'm just going to do it. But they don't realize how it infringes, and it becomes patronizing, discriminatory, and hurtful to the other person. And so, I think we should be mindful before we speak and to just listen and understand why someone's point of view is that way. To give you an example, the best example I can give from a self-disclosure standpoint I remember putting together Ikea furniture years ago with a previous employer small team of staff, and one of the nuts and bolts were missing. And I said, oh, gosh, Ikea gyped us. And someone in the room was a descendant of Eastern European family where the word Gypsy was a derogatory term. And then that's how you get the word gyped.

Phil Wagner

Right.

Crystal Morrison Joseph

And so it means to steal or procure something without purchasing. Right. And so it caught me completely off guard when she pulled me to the side to the point where I was in tears because I didn't mean to offend, not knowing that that word had so much charge to it. And it had been a part of my vocabulary for almost 30 years at the time. And so that's just one way I like to kind of explain to people. It could be day-to-day things you're doing and saying that never are met with any sort of pushback or challenge. But then you say it to the wrong person, or you do it to the wrong person, and they're going to be like, wait a minute, not today. We're not doing this. So day to day, our vocabulary, our semantics, how we go about how we entreat business. When you look cultural differences or reading the room, everyone reads the room differently. So, yeah, I guess that's the best.

Phil Wagner

It's super, super helpful. And in your work, it's like your mind. I know that as you sort of break apart the work that you do there, that psych piece is about like preparing your mind to see things differently. Right.

Crystal Morrison Joseph

Correct.

Phil Wagner

Seeing things different and what I love about what you just said, Crystal, is I think that that personal reaction is key. And it's very telling because that tells us, as DEI advocates, that you have to listen. Right. You don't get to decide if something is traumatic or not. I think that goes both ways. Don't make someone a victim. Don't look at marginalized communities through a victim lens solely.

Crystal Morrison Joseph

Right.

Phil Wagner

Also, step back and listen. Whether you perceive something to be offensive or delegitimizing or not, you don't ultimately get to decide. Right. Your job is to listen and respond accordingly.

Crystal Morrison Joseph

Right. So, yeah, there's a recent conversation about the professionalism. Well, professionalism is that word is interesting because of how it's used to categorize people, but what it means to have your nose pierced or a different color hair than you're naturally born with. And then who is to be taken seriously? Or does that cause a distraction in the workplace? And so certain communities like color. I like color. I've dyed my hair red and purple and blue, black and all these things. But I also understand that I work for myself, and I can make certain rules. And so the conversation is who gets to decide what is appropriate? And so, to your point in trauma, you have to understand, okay, you've offended someone. You're traumatizing and or re-traumatizing someone. How do we make it stop? And it doesn't happen overnight, especially with trauma. The lingering effects of who the person that is experiencing these nightmares or in social media, we call it trauma porn, where you're positioned over and over again to these events and these visuals.

Phil Wagner

Yeah. And I want to be mindful that we don't go there today talking about trauma so that we sort of get, like, that emotional high. And it's a really delicate balance to walk that like. I think often we don't talk about things that are deep in DEI work, particularly in the professional sphere. Right. Like, we stick to high-level definitions and stuff that makes us feel good. And I think there is a time where we need to sort of go there. So I'm glad that we're doing that with you. And I think it's easier to understand the trauma when we connect it to systemic inequity and perhaps even more so to the violence that BIPOC folks face every day. I know the last few years have given us literally video snapshots into some of the encounters that people of color have been facing since long before cell phone videos and social media existed. Right. While we continue to fight for justice, people of color continue to grapple with the collective trauma of Trayvon and Eric and Michael and Ahmaud, Breonna and George, and all the other lives that sort of go on that have been snuffed too early. As a woman of color and a mental health counselor, that's a unique intersection gives you a great insight, a great bird's eye view here. I'm wondering if you can offer some insight into how the intersections of specifically police violence, psychological trauma, stress, and coping impact black lived experiences in maybe even the organizational sphere.

Crystal Morrison Joseph

It's rough out here. Let's position it this way from a timeline with Trayvon Martin. I was in grad school still, and that was a force to be reckoned with, the ignition or igniting of protests nation and worldwide. And then now you fast forward to George Floyd and Ahmaud Arbery

so you can imagine what I possibly see in here on my couch. But prior to that point, as a black woman, I've lived some of these things. I've seen some of these things. I've been followed in stores by security. I had people mistake me for someone else because, quote-unquote, all black people look alike, things like that. And it's frustrating. So you combine that with not being able to unzip your skin to social injustices, racial injustices, about black bodies being expendable. And so that's the phrasing that I typically use with my clients and those that I supervise is the expendability of black bodies. It's almost like, well, if you can't be procured for capital gain, then, oh, you don't mean anything.

Phil Wagner

Oh, wow.

Crystal Morrison Joseph

And God forbid you speak up and say, let me get my bike out of your yard, or I'm just walking home with my hoodie on because it's cold outside, and I want my skittles. You're looked at as a threat. You're seen as a threat. And so, something I have to explain to people is my bio doesn't really matter to an ignorant person. My papyrus from William & Mary in Latin doesn't mean anything to an ignorant person. And sometimes people see you coming, and they assume stereotypes back to ingrained prejudice and exploitation of racism outward, it's like, oh, well, that's just a black woman, and she doesn't mean anything. Or to Sha'Carri, who beat out Flo-Jo's record. She has orange hair, eyelashes, and people are kind of going at her from my community. And those outward about this isn't okay. And it's like, well, can we cheer for those people and those women who don't look like what you say should fit in your box? And so, with the police brutality, it's been difficult because of how our systems are structured and to see how our bills are still sitting on the table regarding George Floyd and the anti-policing bill and stuff like that. They haven't been signed in the law. They haven't been pushed. It tells you on a federal level how people view black people or those who identify as black. And it's been hard. I have people who come in, and all they can do is just breathe for the first five to ten minutes discussion because they can't even verbalize how they're feeling.

Phil Wagner

And this is an important point. Right. Because I think if you're a white person or white presenting person, or in any majority group, it's easy to look to be like, well, that's not you, right. You're not George Floyd. You haven't had those interactions with the police. And that's a really ignorant and reductive framework because we're not talking about those who have just had violent interactions. There's a lot of research to suggest that just indirect exposure to that violence, it can cause trauma and chronic stress. Right.

Crystal Morrison Joseph

Yup, and thank you for saying chronic stress. So diagnosing, obviously, is a part of my day-to-day job. And for Black, Brown, Indigenous, Asian, Pacific Islander, and other people of color, I try not to put them in this huge medical box. Right. And you go down the list, and you're doing the differential. And it's like none of this fits. None of this fits. And it's because of

chronic stress, or it's because of psychosocial stressors that are seen as environmental in how they originate versus the organic, which imbalance of chemicals in the brain. So the WHO and the American Psychological Association are in conversation about the terms such as burnout and other psychosocial stressors, racial trauma because they're trying to determine how to classify it on a psychological standpoint. But also everybody, 90% of my practice, they have experienced racial trauma or some sort of trauma secondary to psychosocial stressors in their environment. How can you expect someone to be okay when they're paid \$0.63 to the dollar? How can you expect someone to be okay when they don't have child care, and they're penalized for leaving their children in a hotel overnight just so they can go to work? It's that, but it's also those who have reached a pinnacle of success, so to speak, who have the degrees, who have the education, and who still can't get ahead quote-unquote or still can't be respected because they're black or they embody a perceived threat, and it's frustrating.

Phil Wagner

Yeah. I'm wondering if you can speak to how trauma and that chronic stress seep into black professional lives because it's not just like folks of color get to clock in nine to five and put aside the collective fear and anxiety and systemic racism. Right. You don't just get to lose that because you're at work. So what are the professional consequences of violence and trauma against communities of color in the professional world?

Crystal Morrison Joseph

Yeah, so the phrase we all love hostile working environment, which then sometimes activates an EOC suit and things of that nature, it's hard. So for me, I'm siloed. I'm isolated. It's just me. As far as me and another person in the room, I don't have a huge practice. And our work as solo practitioners can be highly isolating. But when you look at larger systems or even like campuses, universities, prior to COVID, we were intersecting with a lot of people. I think with the onset of COVID, it's increased, or well, it's increased our isolation from each other, but it has decreased what our communicative skills are going to be. So I do feel like the hostility, perceived hostility, and microaggressions can increase because you can't read the room as well. And I want to say that of the things that I've seen, microaggressions still tend to be at the top of the list. Corporations assuming that certain employees that identify as Black, Indigenous, Brown, Asian, Pacific Islander, and other people of color that they have certain resources. Right. So the best example I can give is when the school said, okay, no more children in the buildings. We're going to do virtual, go home with your parents. So most of us have, like, WiFi at home, but we have a generic speed. We don't have this extreme business speed. So if you live in a two-parent household, mom and dad or caregiver otherwise are trying to take care of business on their laptop, streaming over WiFi. But then little Johnny and Susie have to also do their homework and school work. So now we're fighting over bandwidth. Whereas, say, a parent who doesn't have the same resources or there's a grandmother, multiple generations living in the home, maybe WiFi wasn't even a thing because you didn't have a job where you needed WiFi. You may have been I call them beautification specialist, but a housekeeper. And then your child gets sent home, and now you're scrambling for even the hardware, a laptop, or what have you for them to participate in school. And my brother told me a story. My brother

is in North Carolina, and I have a nephew who's five, just turned six, and they're doing virtual school. And so because of the age group, they have the teacher and then they have the teacher's assistant. And this classmate of my nephew was kind of hot dogging and being the class clown. And there was a lot of women trying to get his attention. And the little boy just wasn't listening. So my brother was home and kind of peeped around the screen, and he intervened, and he said, please sit down and listen. You're disrupting the class. But my brother noted that when he looked at the screen, the young boy was in his mother's bedroom during class, and mom was knocked out in the bed behind him. And so it was later found out that mom worked the third shift and was also pregnant. And so she's tired, but she's trying to get him to engage in school. But you can't watch over him and get your sleep and work on third shift all in a 24 hour period. So I think the assumption of resources and allocation of time needs to be reconsidered. When you're looking at corporations and how trauma and chronic stress during this time has affected people and will affect people. I mean, these things have been going on prior to COVID, but now it's like it's in the forefront, and the layers have been pulled back.

Phil Wagner

Yeah. And I think that's so important to take that intersectional lens. Right. It is so reductive to just make it all about race because there's an intersection of race and class and then resources and gender, and there's so many configurations. And then that intersectional domain is going to impact generational curses, for lack of better term. Right.

Crystal Morrison Joseph

Yes.

Phil Wagner

Main systemic if we just put Band-aids on the surface level issues, I'm wondering, we've talked about microaggressions, and I think, again, if you're in a majority community, it's easy to say, well, they're micro for a reason. Right. Like they're small and inconsequential. But those microaggressions have some macro consequences. And I'm wondering if you can speak a little bit to either how those or even just again, that systemic racism impact how folks of color see themselves. Right? I mean, does it have an impact on identity and how they see value and their ability to contribute meaningfully in the world?

Crystal Morrison Joseph

Yeah, I agree. I think because of the injection of these comments or micro and macro aggressions. I agree with you. So I use the term injected based on it not being present prior to. Right. Think about a child who hasn't seen the world around them, and then it then turns into generational curses as you discuss. And then you end up interacting with each other and yourself in that fashion. So now you have in-group fighting or within-group fighting. Right. So now we're crabs in the barrel outside of our traditional environment trying to keep each other in check when, in reality, what we should be fighting together collectively as a larger system to dismantle. And so there's a lot of various theories and arguments about it. But given what I've

seen personally and professionally, it might not happen before I close my eyes for the last time. That's how much of how much work and how much of a fight we have to do. And fear drives behavior, good or bad or indifferent. I cannot swim. I grew up around water. I'm from Tidewater, but I know what my limits are. So I don't completely avoid water. But I know that I can't go but so far out with so much capacity or life jacket and deep-sea fishing and scuba diving and all that. I avoid those things. But I think we have to have a conversation about what can we unlearn, what can we relearn, and then what just needs to go in the trash? Because for those who consider themselves allies and co-conspirators, we really need you to step up and do the work continuously because we're tired, and we're faced day to day every day with these intricacies. And as much as some people want to sit in the house all day, we can't avoid it. And so even though, like, I've carved my own path and tried to avoid certain things from a corporate level or other things, there are still people I have to answer to. There are still powers greater than me, and there are still a lot of macro microaggressions I can't even avoid, even though I'm my own boss and things of that nature. So it's not easy.

Phil Wagner

Yeah. And I think the learning piece is an important piece, unlearning relearning. But there's also a doing piece. And I think it's okay to be skeptical of the DEI industry. And I think sometimes we try to do as a sort of like cheap and plastic effort to show that we're getting stuff done. That said, social support is vitally important. So I'm wondering what steps BIPOC allies or Sarah Ahmed calls them accomplices. Right. Because accomplice means we are truly in it together. We are bound to the hip. What are those actionable things or do items that those allies, activists, co-conspirators can do to actually meaningfully support black lives? Like actually do it, not just say it.

Crystal Morrison Joseph

Yeah. I mean, I would say call folk out. Call them out. You know, in D.C., if you see something, say something like if you hear something that's not going well in a meeting or, you know, your colleagues had an idea, but then it gets usurped in a meeting and then positioned as someone else's, call them out. I also think a redistribution of resources is necessary. And I don't always mean money when I say that. That can be your time. That could be your hobby or talent and then also giving grace to yourself and to other people that maybe today is your day off and you don't have it in you to call people out or what have you. And also, I would say do the work there's that whole I can't think of the mean. But like Google is your friend, consistently calling upon Black, Brown, Indigenous, people of color, Asian, Pacific Islanders always show up and do the work for you. Please leave us alone. That's just how we feel. It's like you don't want us until we can be used for gain. And then an issue that I was finding is people were calling as soon as the pandemic onset and all these things. And then you'd say, okay, well, this is my speaker sheet. This is my contract. This is my invoice. And it's oh, we don't have the budget for that. And I'm thinking, okay, but six months ago you had so and so on your day is, and I know what they got paid. So it's like, okay, here we go with the expendability part again. So I would just say for people that we have relationships with, we're going to bend for, we're going to move for. We're going to do things with. But other than that, please make sure you

pay people what they're perceived. I can't even say what they're worth is. But what they're asking for, what their perceived value is, what value they're bringing. And then also a one and done is not okay. It needs to be a continued lifelong effort. That includes teaching your elders in your life who may be ignorant. That includes teaching your children. That includes having conversations with the person who services your vehicle or what have you and just really flipping things on their head and saying, this is not right. And this is why or these are the facts here, or this has recently been uncovered, and this is the history that I'm going to teach and not what was taught 20 years ago. Read the books. There's so much information out here that has been downplayed and or put on the banned books list or whatever. But storytelling in my community is very important, whether it's written and or spoken, more so spoken than anything. And it means a lot. So just listen to the stories, whether you agree, validate, or not. But just all of those things just do the work continuously show up. And then maybe we could see some change because we can't continue to work ourselves into the ground when the system around us wasn't even you could say we built it, so to speak, but it wasn't built for us to thrive in. So we need other people to help show that, like, okay, this is wrong. This is wrong. You're wrong. You're wrong. Do this over.

Phil Wagner

Yeah. I love how you brought that full circle. We started the conversation by talking about the expendability of black bodies, particularly through acts of violence. But there's a professional expendability, too, right? Like a one and done. I'm not going to pay you. I just expect you to show up and give us insight. And there's a difference, I think, between highlighting Black and Brown voices versus using Black and Brown voices as a substitute for Google because it makes you feel better, you know?

Crystal Morrison Joseph

Right.

Phil Wagner

I think that there's a profound difference there. And thinking about my own lens, I always want to be careful not to victim cast. Right. It's important for me not to just look through a victim lens towards marginalized communities because that takes empowerment away, too. However, just realistically, right. That's what your mind is all about. Let's check the realistic things. Realistically. This trauma, these experiences, this expendability it, has to impact identity today. And I would imagine that self-compassion and self-care have to factor in heavily as Black and Brown people try to navigate a world that increasingly situates them as expendable. So as a mental health professional, can you share maybe a little bit about your own self-care or the self-care practices that you recommend for any of our listeners who are maybe grappling with that same experience of expendability?

Crystal Morrison Joseph

Yeah, no, absolutely. I would say I'll go high-level wellness. So walking outside, getting your vitamin D, I know summer is here now, but 30 minutes outside absorbing it. You don't have

to be out there too long. Vitamin D does help with your neurotransmitter cascade and how you process your dopamine your serotonin, which means possibly a happier you. I would also say check in with all of your medical providers. And I'll get to mental health in a second. But I say that because a lot of people, of course, had to forego visiting certain physicians because of COVID. And that's okay. But your full body needs to check up. And I'm definitely about holistic mental health, so definitely mental health. Now, I don't bite. Most myself and my colleagues, we don't bite, I promise. And just because you sit on my couch doesn't mean that you're crazy. And so I know some of the media, the shows that are coming out in treatment and things like that, there are some ethical concerns that we have as a community. It is entertainment, folks. We will never tell your secrets anything like that. I die with my secrets and your own. I promise. For those of you who are religious or believe in a higher power, you can do both. You can pray, and you can sit on my couch. It's okay. And then self-care for the women or those I identify as women that I'm speaking to, we think it's oh let me get my pedicure. Let me get my hair done. The men let me get my beard oil. Let me get my head wax. All of that, I consider that grooming. So just like a cat licks itself to clean itself, that's more grooming. Self-care is not always cute and fancy. It can be doing the hard work. So even like hot yoga, I can't stand it. It's suffocating to me. But some people enjoy it. And sometimes, showing up for yourself in those ways are difficult. So sometimes, it's changing behavior. Sometimes it's setting a boundary with a loved one that you never thought you'd have to put a wall between. Sometimes it's facing something that makes you extremely anxious. So self-care and compassion include those things as well. Getting a good night's sleep and unplugging from your phone. So all of those things. And I'm human, too. I live life, and I don't want people to think that I'm holier than thou. These things are not the easiest to do. I have a therapist. I like getting my hair nails done, but I know it's different. I have to force myself to get up and walk in the morning. So those are very real things for me. So I don't say that just sitting in my Ivory tower.

Phil Wagner

Yeah. I think it's so important, right? Isn't it amazing how self-care has been commodified for capitalist gain? Right. A lot like the DEI enterprise, we've made it go out and buy a \$2,000 bag, go out and spend money, and that's fine. All of that has its place. But that's not inherently self-care, right? Self-care is not always comfortable and frivolity. It can be a deeply profound and sometimes uncomfortable experience, but important for the end goal. I would be remiss, Crystal, if I didn't ask as an educator, not as a podcast host. Here at the College, our mission is to support all of our students, and I'm wondering if you have any advice for how we can best support our students of color as they work through what's a really rigorous curriculum.

Crystal Morrison Joseph

It is.

Phil Wagner

Can be traumatic in and of itself. While also navigating the world in Black or Brown skin. Are there any extensions of support that you received that were helpful or ones that you wish

would have existed? Like speaking to the educators here at the College? Sorry, listeners, we're making this internal conversation. Is there anything that might be helpful for us to consider?

Crystal Morrison Joseph

Yes. So when I was coming through, William & Mary had Office of Multicultural Affairs, which is now shifted into the larger Diversity office, and it's moved to another side of the campus center. That was a godsend for me. I was there maybe three times a week during business hours, and that was when Dr. Brennan Hurt and Dr. Sean Glover headed it. Let me see. And then we shift back to the academia side. So I really enjoyed all my professors. I made sure to go to office hours when I could, and I just appreciated how personable they were. And so, I did have a tragedy that I experienced while I was in school. And the way that the campus came together for me, from professors to the Dean's office to the counseling center, was absolutely phenomenal. I couldn't have asked for a better foundation during that time. And even when I came back to school, it was just nice to see that no one pitied me or anything like that. They still said, okay, these are your assignments or whatever. But I had different benchmarks that I knew I could meet. And so, I think the school has done a really nice job of progressing and assessing and moving forward by establishing Office of University Advancement to keep up with their alumni. Here I am, but also the relationship that transmits between those who matriculate and the professors. And I know we didn't really have homecoming last year, but just the activities during homecoming. And so I think campus is on the right path also with the renaming of buildings and just certain festivities and hallmarks that I had when I was there, but that I still see being done. I read my magazines. I keep up with my newsletters. So you seem like a truly personable professor. So I could see students popping into your office hours, or I could view you teaching, say, a certain way. I think also, I know academia is not easy both on your end but also us as students with such a rigorous campus. But I think also pausing curriculum for the sake of honoring the students' presence in world events is important because to continuously teach to a book or to the Queen's taste, so to speak. I think it would dismiss what the students experience when they walk off-campus or when they leave your classroom. And so, I think a lot of students over the past year have appreciated some flexibility because people aren't on Eastern time zone anymore. They're all across the nation trying to tune into class, or the assignment might not go over well because it's just different now. So those things. But I had a great experience. There were some things that popped up, and we came together as students and addressed them, and we had a voice. I felt like we had a voice.

Phil Wagner

I'm encouraged to see how the College is being so proactive and ensuring that the next 400 years are truly centered on the right motivations. And I went back to this past year. We saw particularly some profound instances of violence against Asian Americans not too far south in Atlanta, being a great example, and to see how the William & Mary community paused and really supported all of our students and even opened up the conversation for a larger conversation on violence against minority communities. To really make this a holistic community effort, I think, shows some really just true intent, really good intent that is

centered again on the right foundations. And so, I appreciate that insight for how we can adjust our pedagogy. I think that's always an important conversation. Crystal, really, just one final question for you today. And as a mental health therapist, I'm just wondering, are there any final words that you have leaving this in a truly open-ended way? If we're all collectively metaphorically sitting or laying on your couch, final words might you have to offer us?

Crystal Morrison Joseph

Where there's breath, there's hope. You belong here. You deserve to be here. What you're experiencing or how you feel is valid. Don't let anyone tell you differently. And then, if you need help, there is help. There are resources. There are several directories that are positioned specifically for Black and Brown and Indigenous people. Therapy for blackgirls.com. Therapy for blackmen.org. Therapy that liberates is another directory I'm part of. I really like it, though, because the community is strong. There's Indigenous practitioners listed LGBTQIA plus. And then Melanin mental health is another podcast they're run out of Texas by Afro Latinas. One is a sex therapist. So we're here. Google can sometimes derive information that might not be helpful. But if you need anything, feel free to reach out. I try to leave people with resources if nothing else.

Phil Wagner

Well, thank you for the resource that is you.

Crystal Morrison Joseph

Thank you.

Phil Wagner

It's so open, and I really appreciate that. I always try to be very mindful not to overly center those interpersonal experiences and exploit your experiences, but you've provided so much good insight today that I hope will be helpful. I know will be helpful to those listening. So Crystal, thank you so much for taking your time to come and speak with us on trauma, black professionalism, and how we can all better ensure that the world of work is truly an inclusive place for those Black, Brown, and Indigenous employees. Wonderful insight. Thank you for joining us.

Phil Wagner

Thanks for taking a second to listen to diversity goes to work. If you like what you heard. Share the show with a friend. Leave us a review on Apple podcast or wherever you listen to podcasts and reach out because we're always looking for new friends. And if you'd like to learn more about any of our programs or initiatives here in the business school at William & Mary, be sure to visit us at mason.wm.edu. Until next time.