

Mental health: An open conversation with gold medal gymnast Aly Raisman

Aly Raisman, gold medal gymnast, advocate, best-selling author

Hosts:

Emmanuel Acho, FS1 Sports Analyst, former NFL Linebacker, and The New York Times Bestselling Author & Host, *Uncomfortable Conversations with a Black Man*

Jimmy Etheredge, CEO – North America, Accenture

Time	Script
00:01	<p>Aly Raisman: A gold medal is not worth all of the abuse and trauma that myself and my teammates suffered. Abuse is not something you just suffer in the moment, it carries on with you for a very, very long time.</p>
00:21	<p>Jimmy Etheredge: Mental health used to be something that people didn't talk about, not at home and definitely not at work. It just didn't happen, it was taboo. That has been changing over the years and the conversation around mental health has become more normalized. But in my view, it still has a long ways to go to truly be normalized. Today, close to 50% of Americans will meet the criteria for a diagnosable mental health condition sometime in their life. And mental health isn't just a personal issue, it has to be treated as a business priority if you're in the business world. Struggles with mental health are the number one reason for lost productivity at work. And today, businesses and organizations across North America, they're all putting in mental health programs, they're putting resources in place to support their employees, all with the goal of creating a more supportive working environment and healthier people. But there's still a lot to do. I'm Jimmy Etheredge, CEO of Accenture, North America.</p>
01:24	<p>Emmanuel Acho: And I am Emmanuel Acho, athlete, broadcaster, and author. Welcome to Change Conversations. Now, highly competitive environments, whether an office or a gym, are notoriously stressful. And when it comes to managing mental health, our guest today understands this all too well. Aly Raisman is a retired, artistic gymnast winner of six Olympic medals in 2012 and 2016 as U.S. team captain, she also is a New York Times best selling author and someone I consider a close friend. Her memoir, <i>Fierce: How Competing For Myself Changed Everything</i>, talks about the allies in her life who helped her find the inner strength to stay positive and believe in herself. She also writes about her powerful testimony at the sentencing, hearing of her former team doctor who was now in prison for sexually abusing more than 150 young women. After</p>

Time	Script
	<p>her retirement from gymnastics in January 2020, she has become an even more vocal mental health advocate. Aly, thanks so much for joining us.</p>
02:30	<p>Aly Raisman: Thank you so much for having me. Can I say one thing that I really liked about the intro, is I appreciate so much that you did not say the former doctor's name. That little thing makes such a big difference and I just, I really appreciate that.</p>
02:46	<p>Emmanuel Acho: Well, thank you for sharing that and being so transparent, not just now but in the entirety of your journey. Mental health, Aly, it's something that you have tackled, it's something that you have navigated yourself as the most elite of athletes. Where do you think we are as a society in regards to mental health, given what we know and what we've seen from athletes like Naomi Osaka, your close friend and former teammate Simone Biles, Sha'Carri Richardson, football players like Lane Johnson and Brandon Brooks who have missed time because of mental health, where are we, Aly, as a society and where do you think we can grow?</p>
03:25	<p>Aly Raisman: That is a great question. And I want to start off by acknowledging that when I answer this question, I am one of the very, very few people in the world that when I spoke my truth, I have been supported by so many people. And I totally recognize that a lot of people don't have that same experience so I think that we still have a very, very far way to go in our society. I think it's great that there are so many amazing athletes that are speaking up and being supported by people. But when I talk to my friends or friends of friends, or if I'm at the airport and a fan comes up to me, when they share their story with me, a lot of times they'll tell me, "Someone in my family doesn't support me," or "My boss doesn't support me," or "I feel like I'm gaslit."</p>
04:15	<p>Aly Raisman: And unfortunately, there's still a lot of places in the workplace that aren't support. I just had a coffee with a friend, someone that I've known since I was like four, five years old, and was telling me that they tried to speak up and tell their boss that they were struggling and their boss told them that they didn't work hard enough to struggle with mental health or their work wasn't good enough to warrant being tired. So, we still have such a far way to go but I'm grateful that we're living in a time where the media is really supporting athletes and people that are speaking their truth.</p>
04:46	<p>Jimmy Etheredge: Aly, obviously, you know the world of athletes well. I don't, but I know the world of business well. I believe that the business world is far behind as it relates to it being okay to talk about mental health issues. When did you first realize that your mental health was suffering as a result of what you were trying to do?</p>
05:07	<p>Aly Raisman: It's so interesting when I reflect back. I do a lot of therapy right</p>

Time	Script
05:54	<p>now, I do a lot of reflection and kind of trying to navigate even how to begin to unpack my gymnastics career. It became so normalized to feel really anxious, to feel really down on myself, or it became normalized to see coaches or people in positions of power in my sport putting down athletes. And so, I think when you're around that environment for most of your life, you don't know anything differently, which I think is a really big problem when you're seeing other people getting yelled at or people around you are depressed and anxious.</p> <p>Aly Raisman: It didn't occur to me like this isn't normal and there's a better way and there's a healthier way. And when it's not shown to you, you don't know anything differently or you're made to feel like, if I do feel like maybe this is wrong, that I'm made to feel that I'm wrong and that I shouldn't feel this way. So I really, I think it kind of hits me in moments where I'm hanging out with my friends, and laughing, or I'm dancing and I kind of have this moment where I feel really present and I almost just feel lighter, where I think, "Wow, I didn't realize how much I was struggling before and how much I was in this loop of being a perfectionist."</p>
06:30	<p>Aly Raisman: Because in gymnastics, you have to be such a perfectionist all the time. And when you don't give yourself a break of just like, "I did the best that I could," which was hard for me. I felt like I never did enough. It's a very unhealthy environment to be in. So I think now that I understand that, I'm really passionate about working on myself so I can feel better and I can hopefully be a better daughter, sister, friend, teammate, a better role model and hopefully, I can help change the sport.</p>
07:01	<p>Jimmy Etheredge: Oh Aly, you hit on one of my real hotspots which is being kind to yourself. And I've told a number of people that when I got some help from a team psychologist that was really supposed to be there to help me with my team, I'm so happy that she had the courage to say that she wanted to spend some time with me and she said, "All you do is listen to that little angry voice in your head that's never satisfied and that's one of the reasons you're driven for success and all that." And I had no idea, I thought I'm the only one that has that voice. And then more and more, when I would talk to people at work, I would find everybody has that little voice in their head and I would keep asking them, "Is the voice kind? Does the voice say, 'Hey, you did your best today.'"</p>
07:44	<p>Jimmy Etheredge: No, everyone's voice says, "You could have gotten up a little earlier today. You could have gotten a little better job with this. You could have done this a little bit better." And this concept of being kind to yourself is so much easier said than done. When I would start to tell people that that's a big push for me personally, is to be kind to myself, I would laugh and say, and I feel like apologizing that I'm focusing on being kind to myself, which again is a reason that I should not listen to the little voice because I shouldn't be apologizing about it. But I totally hear what you're saying, for coaches, for supervisors, most of the time, if you can help someone by validating what they're feeling, they</p>

Time	Script
	<p>don't really need more help to be pushed, most of them are pushing themselves.</p>
08:28	<p>Aly Raisman: Yeah, and I have a question for you if you don't mind.</p>
08:31	<p>Jimmy Etheredge: Sure.</p>
08:31	<p>Aly Raisman: Do you find that when you are picking yourself apart and saying, "I could have done this better, I could have woken up early," does it ever help you? Does it ever serve you to be hard on yourself?</p>
08:41	<p>Jimmy Etheredge: There are times that I think I stubbornly power through adversity that that voice or that perspective of, "I'm not going to give in to this adversity," that I break on through to the other side, that I think if I'm being honest, I think that it can be helpful for me, but more often, it's a situation of even when someone says, "Wow, what a great job you did," my head is thinking about the things that I could have done a little bit better, which is not helpful at all.</p>
09:18	<p>Aly Raisman: Yeah. It's interesting because I read this quote recently that said, "You've been criticizing yourself for years and how's that going for you?" And that really struck me and it's something I think about a lot, because I don't feel like it serves me and I think I learned through doing therapy that I had this fear of, "Okay, if I'm nice to myself, maybe I won't be as good, maybe I won't be as hardworking." But I realized when I'm kinder to myself, I feel more energy, I feel less exhausted and I feel more courage to do more things. And I also read this other quote the other day that said, "Who would you be without that thought and what would you be doing?" And that was-</p>
10:03	<p>Jimmy Etheredge: Oh wow, yeah.</p>
10:03	<p>Aly Raisman: ... life-changing for me because it made me realize, the thought in my head, it's almost like I thought of it as like I'm kind of in a verbal abusive relationship with myself, like I'm being so hard on myself at times. And without this thought, I'm like, I'd probably be dancing, I'd be outside, I'd be playing with my dog. And so, I try to have those moments throughout the day and I even, I wrote that quote around my house so that if I'm having a thought, I'm trying to create that habit where I'm like, "Is this serving me and is it something I'm making up in my head? Do I know this to be true?" And it's been very helpful but it's hard. And I think you're right, it's what has made us successful into who we are and it's just finding that balance of knowing when to push ourselves, but in also knowing when it's okay for us to just let it go.</p>
10:53	<p>Emmanuel Acho: Aly, let me ask you this, what is that fine line between being kind to yourself and the toughness that led to your success? Because if you</p>

Time	Script
	<p>were so kind to yourself, would you have had three gold medals in 2012, including the bronze, and followed that up in 2016? There's so many people listening and who will listen, who will wrestle with, "I have to be tough so that I can win. The fun is in winning."</p>
11:21	<p>Aly Raisman: I think if I knew what I know now, I don't know if I could put myself through all of that. Because I think I have a different perspective now. I don't wake up every day and think, "I have Olympic medals." And I said that before with another male gymnast and he turned to me and said, "That's easy for you to say because you won, so like you did it." He was like, "I don't have a gold medal so I wonder if I would feel the same way or say the same thing if I didn't have that." And I don't know if that makes sense.</p>
11:55	<p>Emmanuel Acho: It makes total sense. But let me ask you this then, was it worth it?</p>
11:59	<p>Aly Raisman: That is a very interesting question, and here's where it's worth it. It's worth it because I've made a lot of really amazing friendships and relationships, but a gold medal is not worth all of the abuse and the trauma that myself and my teammates suffered. Abuse is not something you just suffer in the moment, it carries on with you for a very, very long time. But I will say I'm so truly thankful for the relationships that I have and also the person that I am because of it. I think I am a nicer, more empathetic person and I am more me than I've been on this journey of finding myself that I don't think I would've been.</p>
12:52	<p>Aly Raisman: And I want to use the word for forced to do because I was like, "I can't live like this anymore." I felt like my trauma was stuck inside of me and so I've done so much work to try to heal myself. And so, it was worth it because I figured out and figuring out, it's a journey, who I am, but a gold medal does not make abuse and bad behavior okay. And I'd once had someone from USA Gymnastics tell me, "Winning makes a lot of bad things okay." That was the kind of stuff we were told and that's just not true.</p>
13:25	<p>Jimmy Etheredge: Mm, well, I can certainly see that. And at least one thing, Aly, in this equation that is very positive is the courage that you've had to speak openly. I'm the only person on this podcast who's not a New York Times Best Seller by the way, but-</p>
13:41	<p>Emmanuel Acho: Not yet.</p>
13:41	<p>Jimmy Etheredge: ... you've spoken openly about it, had the courage to do that. How's their response and feedback been that you've received? Because I can only imagine whether it's your book or the people listening to this podcast, you're going to change some people's lives for the better.</p>

Time	Script
13:57	<p>Aly Raisman: I really appreciate that, it's very kind of you. The thing about healing and time and my relationship with gymnastics is if we did this podcast a year from now, I might have a completely different answer. I want people to know I'm so in my healing right now, I did therapy this morning, I have another appointment in a few days. I'm really working on myself and really working through everything, so that's what's sort of interesting is my answer might change. And I get asked the question all the time like, if I have a daughter, will I have her do gymnastics?</p>
14:32	<p>Aly Raisman: And my answer is still yes because I still love the sport. But who knows, in a year, I might say something differently. What I appreciate so much and I will never be able to express how much it has helped me and meant to me is I am continually blown away by the support I've received and I continued to receive. And I say that with the most gratitude and the most appreciation because I know that when most survivors come forward, they're not believed, they're asked, "What were you wearing? How much did you have to drink?" They're made to feel that it was their fault.</p>
15:05	<p>Aly Raisman: And I feel so lucky to be supported and I want people able to know that I see the DMs, I see the tweets, I try as much as I can to take in when people come up to me at the airport and it really truly does help me and it gives me the courage to continue to speak up on it because it is, it's so hard. Sometimes, when I do speak up on it and when I go into detail, it feels like an open wound. And so I think over time, I've kind of had to navigate how much to share, when not to share, and how to be honest and prioritize my well-being. One of the most valuable lessons I've learned is when I'm honest with people, people are supportive.</p>
15:50	<p>Aly Raisman: And it's interesting because a lot of times people say, "I'm not going to explain myself because I don't owe that person anything." And yes, that's true and you don't have to do anything you don't want to. However, I did have a therapist once tell me, "If you do explain yourself to the extent that you're comfortable, you actually can leave less room for the other person's own interpretation or their own perception based off of their life experiences and their judgment and you leave no room for them to create their own story." And so, I try my best to give the same support back to other people. There's so many of us who are struggling but some people just might not be ready to face it.</p>
16:29	<p>Aly Raisman: And I think we need to continue to have more conversations about it, but I don't think we're even close to being where we need to be. Therapy is not accessible to everyone and I think that a lot of people don't have access to a good support system or they don't even have somebody in their life that they can go to for support. Imagine if every single person in the world felt loved, and seen, and heard, and supported, I think that the world would be a much, much better place. So I know that feels unrealistic, but I think that a lot of</p>

Time	Script
17:16	<p>people really feel alone and they don't know how to get out of it and they're afraid to ask for help.</p> <p>Jimmy Etheredge: Well, I think you raise a number of really good points here, Aly, kind of starting with for all of us to feel like it's okay to not be okay or feel okay, it starts with ourselves and how we're kind to ourselves. I have experience with family members dealing with self-harm attempts and employees who are parents of kids who have had self-harm attempts. And it's one of the things that they will share with me is just even, well, what feels like well intended people, some of the things they can say that they don't think they mean to be cruel or they don't mean to not validate what that person's going through, but it's still a stigma.</p>
17:56	<p>Jimmy Etheredge: It's still different if you came and said, "My child has a disease and here's what we're doing." The compassion that that parent might be shown versus if they came and said, confided that my child has mental health issues or has had a self-harm attempt, where a lot of times I've seen people then start to give advice and coaching to the parents like they're not trying to do everything that they can to help. I will say you raise a great point around access. Emmanuel knows I try to be a glass half full person most of the time, but I think a silver lining of the pandemic is the fact that we're going to see more use of technology for mental health access and treatments.</p>
18:41	<p>Jimmy Etheredge: And Accenture did an analysis of the U.S. and found that in almost 50% of the counties in the U.S., there is not a certified therapist that would be able to help people. But because now people are becoming more accustomed to video calls and Zoom and things like that, it's a way that we can now connect therapists with people that need the help. And frankly, given some of the history and taboo of people not wanting to go to the therapist office and, "Who might see me in the waiting room," and all that kind of stuff, it can be a more personal thing. I think also at Accenture with our mental health ally training, one of the things we try to work on is just to validate without judgment.</p>
19:27	<p>Jimmy Etheredge: When someone talks to you, don't try to problem solve, which is kind of hard because in our business, we're all about, "Let me solve your problem." But back to your point on advice is just let them sit with the problem, sit with it and just validate what they're feeling and what they're sharing with you. Something in particular as well when we have some of the parent groups that we talk about for your kids is just sit with them and don't try to always give them the answer as to how they should fix it. But your point really hits home with me of the importance of us as a society, validating without judgment what people are going through, and still feels like we have a long ways to go with that.</p>
20:09	<p>Aly Raisman: Mm-hmm, yeah, I completely agree. I think there's, I have some</p>

Time	Script
	<p>people in my life who, they always try to act like everything is great and everything is fine. And I always feel kind of like a sense of compassion towards that because it's got to be so exhausting to live in a space where you can't say like, "I'm just having a bad day," or like, "I'm in a fight with my brother and this is happening to me," where everything is always, "Oh, we had the best dinner. It was the best time ever." And sometimes, it's just nice to be able to vent to someone.</p>
20:43	<p>Aly Raisman: And so, I think when I'm around people like that and some of those people I've known since I was little and I love them so much, I just, my hope for them is that they can just feel more comfortable confiding in people and realizing we've got to stop putting so much pressure on ourselves and on each other. To be perfect all the time, there is no such thing. And being an athlete, being in the business world, being in school, when we make mistakes, that's how we learn, that's how we grow.</p>
21:13	<p>Jimmy Etheredge: Well, and Aly, back to your point of being kind to yourself, while I'm a big fan of things that technology can do to make mental health better, one of the areas that a lot of times has talked about with concern is social media. How do you manage your mental health as it relates to social media where you, it's so easy to find yourself, comparing yourself with these marketed versions of ourselves that we all put online.</p>
21:41	<p>Aly Raisman: I really try to not scroll through social media unless I'm looking at cute pictures of animals or really funny memes on Instagram. I try not to scroll through because what I find is I never feel better after scrolling through or looking at the discovery page. I'm never like, "Wow, that was really worth my time. My mental health feels so good right now." And I've found some of my just happiest moments are just being at home with my dog, sitting in my garden and gardening and just being calm and relaxed. And I try to reflect after every single thing I do. If I'm feeling stressed, what did I do? Who was I with? What conversation was I having? If I feel great, same thing, how can I have more of that in my life or less of that in my life? And when I reflect after social media, I never feel better unless I'm looking at memes or unless I'm looking at cute puppies or babies.</p>
22:37	<p>Emmanuel Acho: Jimmy that's good to know man, because I was starting to take it personal with Aly, [crosstalk 00:22:42]-</p>
22:40	<p>Aly Raisman: Oh no.</p>
22:42	<p>Emmanuel Acho: ... my last 75 posts but-</p>
22:45	<p>Aly Raisman: Oh no.</p>

Time	Script
22:45	<p>Emmanuel Acho: ... no babies, no cute puppies, no memes, noted. Aly, this question has been on my mind because I don't know why I've never asked you this far but-</p>
22:55	<p>Aly Raisman: Ooh, okay.</p>
22:55	<p>Emmanuel Acho: ... was it harder to get to the top or stay on top of being the best in the world?</p>
23:03	<p>Aly Raisman: Great question. It's so interesting, my coach would always tell me when I was younger, "The hardest place in the world to be as an athlete is at the top, number one, because you have so much pressure on you and everyone's watching you." I think that competing for the U.S., we were heavily favored to win and my whole entire gymnastics career on the U.S. national team, my teammates and I won every single team competition except for one time in 2010. So we were very dominant, there was so much pressure on us and when you're always expected to win and it feels like nothing else is good enough, it's very, very hard.</p>
23:50	<p>Aly Raisman: But at the same time, I will say what comes with that, is some of my favorite moments of my gymnastics career is walking out into that Olympic arena where you're walking out knowing that if you and your teammates just do a normal day, we're going to be on top of the podium and we're going to be Olympic champions. So it's hard, the hardest position, but it's also the most special. There's nothing like feeling the confidence of walking into an Olympic arena and feeling like if I hit my routine, we're going to be Olympic champions. It's really, there's nothing like that. So it definitely comes with some exciting and really special moments, but there was a lot of stress, and tears, and worry leading up to that moment too.</p>
24:38	<p>Jimmy Etheredge: Aly, if a young athlete came to you for advice about how to handle some of these pressures that you faced, what advice would you share with them?</p>
24:48	<p>Aly Raisman: Listen to yourself and do what makes you feel good. Figure out what you want, figure out what you need, because I'm sure everyone who's listening can relate. Sometimes in the past, I've taken other people's advice and I'm like, I regret taking their advice because it wasn't true to what I wanted. I wasn't being my own person, I was just doing what they said I should do and then I wasn't authentically showing up as myself.</p>
25:11	<p>Emmanuel Acho: I love that, I love that. And I think that's a phenomenal note and a really a phenomenal way to close. Aly, I was reading Will Smith's new book and he says that someone else's advice is exactly that it's theirs. It's based on their experiences, their opinions and their life up to this point. It says, "You</p>

Time	Script
	<p>and now are a unique combination of which has never existed before, of which you are the best measure of success." And so, just to put a button on what you so wonderfully and eloquently said, you have to figure out what you're feeling for yourself along the lines and along the path of this mental health journey. Well, Aly, thank you so much for being with us. You're a phenomenal human being, a phenomenal athlete, a phenomenal person, a phenomenal friend, a phenomenal daughter, and a phenomenal dog mom. Aly, thank you so much and continue affecting and impacting so many lives on your journey of being great.</p>
26:10	<p>Aly Raisman: Thank you so much. Thank you. I appreciate both of your time.</p>
26:14	<p>Jimmy Etheredge: Thanks Aly, it's been fantastic, really enjoyed it. Emmanuel, you're also a elite, former professional athlete in a different sport. How do you relate to what she talked about with your mental health coaches and pressure and that kind of thing in football?</p>
26:42	<p>Emmanuel Acho: I don't know. I don't know, I asked Aly the question, "Was it worth it, winning three or four gold medals? Was it worth all of it," because I haven't been able to answer that question for myself. I think there's a very harsh dichotomy between what you have to put yourself through to be successful and the reward of success. Personally, I've chosen in my athletic career, my professional career all the things. I've chosen to suffer the punishment in order to succeed. So Jimmy, that really, as I reflect on your question and I reflect on this conversation, that's the thought I'm left with, "Is winning worth it? And what is the cost of winning?" Because I often hear there are no solutions, only trade offs. And there is a trade off for ultimate success, particularly at the level you're at, CEO of a phenomenal top flight company, the level Aly was at, gold medalist, and the level I aspire to be at, Jimmy. So, I think that more than there's an answer to that question, there's a journey I'm taking to find the answer.</p>
27:58	<p>Jimmy Etheredge: Wow, that's very powerful and as you said, there are similarities I think in the business world. And a lot of what Aly said, I totally relate to and I just sit here and think about, "Here's someone who's won gold medals at the Olympics, who's written a New York Times Best Seller and she's sharing with us that one of the things she's having to work on is being kind to herself."</p>
28:23	<p>Emmanuel Acho: Yeah.</p>
28:24	<p>Jimmy Etheredge: And it just kind of, to me, comes back to you have no idea what people are going through. Here's someone that anyone else would look at and think, "Oh my gosh, I'd swap places with her in a second. She must just, everything's just perfect." And she's sharing how much she's struggling and</p>

Time	Script
	<p>trying to be kind to herself and the things that she's getting out of therapy. I think it's also fantastic to hear her share about the positive experience that therapy has had for her.</p>
28:50	<p>Emmanuel Acho: Yeah. Well, I mean we have to when we've done a good job in society but continued to destigmatize anything negative around therapy. I think we all could benefit from talking to someone and we could all benefit from positive conversations with ourself. You communicate with yourself more than you communicate with anyone else on a daily basis. And we could all benefit from being kinder to ourself. I recently heard, "Whatever follows I am is exactly what and who you will become." So if you say, "I am bold, I am strong, I am courageous," or if you say, "I am not worthy, I am a loser, I am unintelligent," just be very cognizant of the words that follow I am. But I can say I am delighted to have had this conversation with you and Aly because this was one of my favorite ones yet.</p>
29:44	<p>Jimmy Etheredge: I agree. Back to the old Native American story of the two wolves, one that's always negative and ones that's positive, which one's right and it's which one you feed as you said on the I am.</p>
29:56	<p>Emmanuel Acho: Yeah.</p>
29:56	<p>Jimmy Etheredge: And when I play golf, I have a good time struggling with that little inner voice and I'm always telling myself and whoever I'm with, "Feed the good wolf, not the bad wolf." And it's really great to be able to talk about this with you and Aly today.</p>
30:09	<p>Emmanuel Acho: Let's just continue to feed the positivity, the optimism, and all things good in our minds.</p>
30:17	<p>Jimmy Etheredge: I agree. And everyone listening this podcast is feeding the wolf right now, so that's a good thing.</p>
30:23	<p>Emmanuel Acho: No doubt about it. Thank y'all for tuning in. Remember, subscribe on Apple, Google Podcasts, Spotify, Audible, or wherever you get your podcast. This is Change Conversations. We'll talk to y'all next time.</p>

Time	Script
30:40	<p data-bbox="350 396 451 428"><i>Credits</i></p> <p data-bbox="350 468 1349 533"><i>Thanks for listening to Change Conversations with Jimmy Etheredge and Emmanuel Acho.</i></p> <p data-bbox="350 573 1403 638"><i>This podcast is supported by Accenture, and produced by Laura Regehr and Alexis Green at Antica Productions.</i></p> <p data-bbox="350 678 1354 709"><i>Stuart Coxe is Executive Producer. Nina Beveridge is Head of Production.</i></p> <p data-bbox="350 749 915 781"><i>Mixing and Sound Design by Reza Dahya.</i></p> <p data-bbox="350 821 1430 886"><i>Join us for our next conversation. Let's make equality for all a movement, not a moment.</i></p>