

PAMELA HARRIS: The Center for Minorities in the Mathematical Sciences presents Mathematically Uncensored,

ARIS WINGER: where our talk is real and complex, but never discrete.

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ARIS WINGER: Hi, everybody. You're listening to Mathematically Uncensored where our talk is real and complex

PAMELA HARRIS: but never discrete.

ARIS WINGER: Yo how's it going?

PAMELA HARRIS: Good! Episode, Double digits. Ten! Ten!

ARIS WINGER: I know! Yeah. It's just, yes. There's something about 10, right? Yeah. So, yeah

PAMELA HARRIS: Especially because, my first item of business is, we fighting today.

ARIS WINGER: Are we?

PAMELA HARRIS: Oh, no, it might be that this is the last podcast ever

ARIS WINGER: Wait. Okay. I got to say to my listeners, to the listeners, this is a complete surprise. Now, look, I don't mind getting beat up. So I like it like that. When it comes to these conversations. So I don't know what I did, but I'm excited. I'm about to learn something

PAMELA HARRIS: You're about to learn something. Cause I took my earrings off. I took my shoes off. I am ready today

ARIS WINGER: Wait so you heard something. So did you, you heard something that I did or something I said or

PAMELA HARRIS: Oh yeah

ARIS WINGER: Ok great

PAMELA HARRIS: Oh, yeah, but we're going to get into it. Okay. All right. So let's, but let's start at the beginning. Like we always do. Friend, how are you?

ARIS WINGER: Oh, good. No, I've got the shot on Friday.

PAMELA HARRIS: Woohoo!

ARIS WINGER: Oh yes. Yes. So yeah, I got the first of two and you know, we got in line and so I've been going back and forth about like, you know, did I cut the line and like, did I get it earlier than other people? And I'm hearing about other people who are just like, should I get it now, should I not get it now? Should I get it in my neighborhood? I got some white people, who I love, who are saying, "Oh, I know they have it in that neighborhood."

PAMELA HARRIS: Oh hell no

ARIS WINGER: "With only black people. Can I just go? There's nobody on line."

PAMELA HARRIS: No. That's not happening. Is that for real? Are you for real right now?

ARIS WINGER: I am serious! Oh no, no, no. A good friend of mine was just like, you know, there's this church in his area who is trying to get people of color to join, but there's nobody coming in. And yeah, he was like, well, can I? And then I know in Atlanta, people have been complaining that that's been happening

PAMELA HARRIS: Wow

ARIS WINGER: So yeah, yeah, yeah, no, everyone's just trying to get in where they fit in. So yeah. No, it's, it's been a struggle, but it, we went in, it was quick and yeah. So I feel, I'm feeling better already.

PAMELA HARRIS: Good. Good. Good.

ARIS WINGER: I'm still not going outside

PAMELA HARRIS: Listen, I don't blame you. My mom texted this morning and said she got her first dose too. And my sister got hers last week, the first one. And so we're just kind of slowly waiting for the family. Massachusetts doesn't have us as top priority as educators in college, which is totally fine, makes absolute sense.

ARIS WINGER: Are you serious? We've been like, arguing about that in my state. We've been like, what are you talking about? Why do you feel like you all aren't on the priority list?

PAMELA HARRIS: Well, at least for me, I'm okay with it because I have the ability to just be fully remote.

ARIS WINGER: Oh, ok

PAMELA HARRIS: So given, given that I can be fully remote. Listen, and that is a decision that people have made on their own in our college,

right. Like the college supported us and going in whatever modality made sense for us. And so I've been, I've been remote the whole year and I'm like, I am not a priority. So, I'm ok with that.

ARIS WINGER: Yeah, no, we have a different context in this state where we're being forced to be in person.

PAMELA HARRIS: Exactly. That's a difference. And then you should, okay, you're being forced to be in person. Then, then provide me my vaccine. Yes.

ARIS WINGER: Exactly correct

PAMELA HARRIS: Simple as that

ARIS WINGER: Yeah. Yeah, yeah. Yes, that's right. And I guess that also guides the fact that I really—I'm getting way off the record here—but yeah, that I was not, I was like, I got to get my shot, period. Line, no line. Yeah. I'm sure the argument can be made that I was supposed to wait my turn and all of this other stuff. Right. But now, today, I guess this is going to be a free-for-all, because if you're up to 55 or have anything at all wrong with you, you get to get it yeah. You get to get it.

PAMELA HARRIS: So does that mean that there's enough vaccine doses available?

ARIS WINGER: Oh, yes.

PAMELA HARRIS: Then we just got to start, you know, mass vaccines sites.

ARIS WINGER: Yes. Oh yes. And this is the other conversation I got with him. Cause I get so tired of people saying that we tried. You know, so we got these organizations that, saying that we've got the vaccines, we're trying to reach these communities, but they won't come.

PAMELA HARRIS: Yeah, we know that's some bullshit

ARIS WINGER: Right. And I'm like, yeah, can you get some courage and creativity please? Because you know, the police can find our neighborhood.

PAMELA HARRIS: No problem there

ARIS WINGER: Yeah. I mean, if they can find our neighborhoods then you.

PAMELA HARRIS: Well maybe the police should be giving—no, nevermind.

ARIS WINGER: No, nevermind.

PAMELA HARRIS: That's not going to work. Shit

ARIS WINGER: Yeah. So how have you been?

PAMELA HARRIS: Good. Busy as always, lots of grading, self, self-imposed. Right. But yeah, I think feeling good at the work that I'm doing, but also figuring out how to take some time off when I really need to recharge. Which is not my usual mode.

ARIS WINGER: Yes

PAMELA HARRIS: And so I've been carving out a little bit of time throughout the week to just say, nope, I'm not blocking, I'm not, I'm blocking these hours from my schedule for things that come up.

ARIS WINGER: I'm taking notes. I'm taking notes on how to do this.

PAMELA HARRIS: Or if nothing shows up, like I can just have a long lunch. Yes, that's real nice. And so I've been, I've been prioritizing that in ways that I have never done before

ARIS WINGER: I got to go deeper. I'm sorry. So at some point you are just like, this is too much and you just say, you know what, let me carve out some time. So you go to the calendar and you look there and you do what?

PAMELA HARRIS: I don't schedule anything. I'm like that day is blocked

ARIS WINGER: Okay. So you just—wait the day or the time?

PAMELA HARRIS: The day

ARIS WINGER: You block the whole day?

PAMELA HARRIS: The whole day

ARIS WINGER: You mean a day that ends in y?

PAMELA HARRIS: Yes.

ARIS WINGER: Okay. Wait, you block the whole day off and then don't work at all?

PAMELA HARRIS: Yes

ARIS WINGER: Wait. Okay. This is news to me, but yeah. Wait, wait. Okay.

PAMELA HARRIS: I'm just not available that day. I'm available to me.

ARIS WINGER: Now I can take you back to Episode One where you said that that was impossible.

PAMELA HARRIS: I did say that. That's right. And here we are Episode Ten

ARIS WINGER: That's great. That's amazing. That is amazing. Well, I'm ready to, I will

PAMELA HARRIS: Wait. You know, what's even better. It's not, yes, it is amazing in and of itself. And I appreciate you saying that because I'm quick to just be like, move on, move on. And don't like, you know, internalize that I've done something well. But, you know, what is even better than, than that. And being able to accept that, is that I don't feel guilty about it.

ARIS WINGER: Yes, absolutely. Absolutely right. Well, I'll be the first one to buy the book. You just write it out, how you did that

PAMELA HARRIS: I'm about to block, you know, I'm gonna unblock that schedule. No, no, it's been, it's been really good and it's been a change that I think has been needed in my life to really figure out how we create balance.

ARIS WINGER: Yes

PAMELA HARRIS: You know, and I had been stealing way too many weekends away. Working, squirreling work on my weekends. And so it's been good to just be like, no, that's not happening

ARIS WINGER: Good for you. Wait, what, how did that go again? How do you say that? How do you spell it out?

PAMELA HARRIS: No. Hell no

ARIS WINGER: Okay. Is that spelled Y E S

PAMELA HARRIS: I can't even handle you right now. Let's get at it, cause we gotta fight though. We gotta fight, we're being too nice

ARIS WINGER: I don't have any gloves. Shouldn't I get something to fight with.

PAMELA HARRIS: Well, okay. I mean, I guess we should do our announcements, like, friends, make sure you recommend the show, tweet at us, post about the show, you know our tags. So @MathUncensored,

@MinorityMath, @DPeHarris, @ArisWinger. I'm so excited to talk to you about this topic of discussion.

ARIS WINGER: Good!

PAMELA HARRIS: What do you think about . . . I'm holding, I'm holding back. I'm holding. People are going to have to wait until you and I fight. Right now, we're about to fight, but, but it's not you and I, it's you and I against the world. What's up with people doing DEI stuff as like their side gig hobby?

ARIS WINGER: Well, you know, yeah, this is hard, right? So, so here, oh let me step back. Well-intentioned. Oh, here we go. Okay. So we got some people who, and I want to do this as authentically as possible. I think we have some champions for diversity, equity and inclusion who, you know, who are well-known and who are fighting the good fight as well as they can. I just think it's been categorized in a way in which it's looked at as something else to do. And frankly as people's hobbies. Like they're doing their stuff in the math part, and they also do DEI stuff. And so we've been saying from the jump, we've been talking about that this is not extra.

PAMELA HARRIS: Yeah

ARIS WINGER: That this is ingrained in the work you're doing, and it's not a side thing. So what am I talking about? I'm talking about being on calls with people who are, you know, there's some people I'm on calls with where they're just having, it feels like you're just having too much fun. And oh my goodness I hear the "Whoa, wait, I can't smile." Like, no, I'm not saying that. I am saying though that there's a paucity, ooh I get to use paucity. Remember the last time I used paucity.

PAMELA HARRIS: Yes!

ARIS WINGER: Check out the previous episode when we were talking about the word paucity. There's a paucity of angry people on committees. There's a paucity of people who are outraged by DEI, right. That DEI is tied to the suffering of people. Right. And so I struggle to hear, yeah, I struggled to see people who are doing this willy-nilly, like, oh, I work in the areas of this. That's great, but I'd never seen you upset. I've never seen you mad. I never seen you, right. And so, and so this is hard for me only because, I'm not trying to tell people how to behave. It's just like. Because let's be clear. We are so anti-comfortable.

PAMELA HARRIS: Yes.

ARIS WINGER: And so when I, so this is helping me, cause I could talk this out. In front of thousands of people. But it's one of these things, where you know, I'm so anti-comfort. And when I see the comfort on your face, then I'm like, oh, are we really serious about this? Right. And so one of the things that you and I've been doing is saying, from the jump. Wait, unless, you can name the five people who are going to be pissed off with what we're about to do. Then, I don't know if this is the right thing we should be doing, right. Because we've got, and that's the type of unsettling that we're trying to do. And again, as we've been saying, this comes from a place of love for the discipline, love for the people in the discipline. Love for the people who are not being seen in the discipline.

PAMELA HARRIS: Yeah

ARIS WINGER: We are trying to change this and the requirements are: please be uncomfortable across the board. Right? And so when we get on these meetings and we're just like, hey, that's it, that's great. Let's do the pleasantries. And then the question is how do we relieve the suffering of people? And so the suffering of people has been marginalized itself, that we want to talk about diversity, equity, inclusion, and never talk about Jamal, Tina, Juan, Marcia. We don't want to mention any of these people. And so, this makes me think. Maybe we should start off with a painful story at the start of it. No one's going to want to come to that meeting. Right? What happens when we center the suffering first, before we get started. What do meetings look like then? Right? Then maybe we actually might want to change some shit.

PAMELA HARRIS: I mean, I would hope so, but I feel like we've been screaming that there's a fire happening every single time that you and I are able to, to share out our voice, and our experience in mathematics. And any work that we've done together. We're like, I mean, we're crying.

ARIS WINGER: Yes. Literally sometimes

PAMELA HARRIS: Seriously! This is painful! We'll have all these people show up to these webinars. And I mean, I'm pretty sure that that webinar we did in the fall of 2020

ARIS WINGER: Yeah

PAMELA HARRIS: I cried probably every single webinar. Okay. And then, and then people are like, Oh yeah, that sucks. And then turn around and go to their day to day. And they're like, yeah, we're all suffering. It's hard

ARIS WINGER: Yes. Yes, yes. No, and then go back to the same meetings and do the same thing they did before

PAMELA HARRIS: Yeah, exactly, exactly. And so the, the one thing that this reminds me of, and I wonder how much of it is, what we're seeing, is this performance of DEI, right?

ARIS WINGER: Yes

PAMELA HARRIS: This is the, and we were on a call recently where somebody said, I can get any dollar amounts anytime for diversity, equity and inclusion, right now it's the hot ticket item. That's what they said to us. And then when I say, okay, but that's not going to change anything. Like you don't even know what programming to organize. You don't even know how to actually make real impact, how to change the system.

ARIS WINGER: Yeah

PAMELA HARRIS: But they can get money. Because you just say the words in the right order. And then people are like, oh, here's some money for you to do X, Y, and Z. But again, it's not centered around, like, is this actually helping students?

ARIS WINGER: Right. It's been commodified. Let's just be clear. It's been commodified as a product.

PAMELA HARRIS: Yeah. So here's what I was going to say. And, you know, I just get to this point where I feel so, am I jaded? Am I losing hope? Am I losing hope? And let me tell you this quick story, you know, there's white woman I'm working with, told me recently, "Oh, you know, I'm doing the work. I'm doing the work Pamela! I got an email invitation to be on a panel. And I pointed out that all the women are white women and that the organizers need to do better."

ARIS WINGER: OK

PAMELA HARRIS: And then I said, oh, that's wonderful. Did you give up your spot so that they would invite a black woman? An indigenous woman, a Latinx woman, a person of color. And then the shock on their face. Mmm, well, no.

ARIS WINGER: That's another level

PAMELA HARRIS: At that point I'm like, nah, you can point it out. You can be like here, here's the analogy. Oh, there's a fire. There's a fire. And I have a bucket with water right here, but you know what? I don't want to get too close to the heat.



ARIS WINGER: Right. Right

PAMELA HARRIS: That's too hot. So I'm just gonna stay over here and just keep saying there's a fire while I'm over here in the fire, there's a fire. With no bucket and no water.

ARIS WINGER: Right, right, right. Yeah. So again, here we are talking about, we've been saying this about these boundaries, right? You want to say there's a problem. You want to do something about the problem only up until, you know, you have your boundaries. And they're never sufficient to actually be meaningful in a lot of ways. Yeah. Again, this is hard because I know people are working hard on this. I know that. Right. But it's, these are the types of hard things and realizations that we need if we want to change a culture. But yeah, we just have to go deeper and harder.

PAMELA HARRIS: Yeah

ARIS WINGER: Exactly.

PAMELA HARRIS: Yeah I'm tired.

ARIS WINGER: Yeah, no, it is. It's exhausting. It is exhausting, but I, yeah, I, I still have the fire. The fire is the fire. I'm getting less optimistic. Let's, let's be clear because just like, because I feel stuck. Between, because the people who will want to do this work hard also are in a system in which they still got to publish and they still got to do this. They still got to do that and they won't take any credit for this work at all. And so, yeah, I mean, when I think about committee members and I'm like, well, we should get that person, that person, this person, this person. And it's just like, no, but that person's doing this and this and this and this. Yeah. We got to change some structural things, but then that's hard. And yeah, again, I was, I was just in this call and someone was saying, yeah, we're trying, but there was this loud person in the meeting. And then I just couldn't, we couldn't do anything with that person. Yeah, and I, I wanna, and I wanna honor that, I do. And yeah, does that mean the conversation's over? Yeah. So there is this orientation of fighting, and I've been using the word fight the last few weeks in my narratives. And I've been struggling with it because I don't want to feel combative. I don't want to feel too aggressive. You know, I'm a black man in America, so I get penalized for being aggressive like this. But I mean, it is, it is a fight. Like I just don't know how else I, I, maybe I. So help me out at minoritymath, mu@minoritymath. Is there another phrasing? Cause when, when people say, I mean, you're in a meeting and you're, we're trying to do X, and person over there is trying to do not X. And then they're saying, they're being loud and

they're saying, no, we shouldn't do this diversity thing. You think it's right. What else is it but a fight? Yeah, this person, I mean, this person is now, has gotten loud and I'm sitting there, they're loud. Like, no, we shouldn't, you know, have this graduate student meeting with people of color. Absolutely not. That's not fair. Next item. You don't get, I mean, is that not a fight?

PAMELA HARRIS: That's a fight

ARIS WINGER: Are we not about to have a fight? Like I just, I look, I get it that the language is bad, but, that person's going to hear from me. This is to everybody out there, courage and creativity, please. You got to say something! Stop being bullied!

PAMELA HARRIS: Yes.

ARIS WINGER: And you know, it's hard to, again, we got some, we got some marginalized people who don't have tenure who haven't graduated. I'm not talking to y'all, I'm talking about some tenured people whose job is safety. You're sitting in this meeting and you're being bullied by somebody. Come on now.

PAMELA HARRIS: Yeah.

ARIS WINGER: Yeah. Come on. What the fuck do you have tenure for?

PAMELA HARRIS: Seriously!

ARIS WINGER: What is it for? I thought it's about academic freedom

PAMELA HARRIS: We lose ourselves, we lose ourselves. I mean, I have felt that, right?

ARIS WINGER: What do you mean?

PAMELA HARRIS: That we have to measure up based on the standards of an institution. You just pointed out that maybe some of this work that we're talking about, and supporting diversity, inclusion, and equity is not the things that are going to get us tenure, is not the things that are being promoted to full professor. And so then when you have the opportunity to finally use your voice, like, you don't even know how to start that process anymore because you lost that along the trajectory of getting tenure and becoming a full professor.

ARIS WINGER: That's right. And this is the, this is the point where the side that says that I can't wait to talk about these issues. We had a competing perspectives about this in the second or third show where we said, you know, you need to wait till you get some status.

But what we're overlooking potentially is that in your process of getting this status, you may become a completely different person.

PAMELA HARRIS: I've seen that happen

ARIS WINGER: Right. And so, yes. And so now, and so if you want to fight for freedoms now, you better fight for it now. But again, if you do that now, you ain't gonna get nothing. If we fight too hard. Cause people won't, people won't hire you, people won't give you the privilege that you're looking for. So it's that balance, right? Yeah. Yeah.

PAMELA HARRIS: Yeah. And so this leads me to then thinking about this concept of getting feedback, because these two things are related, right? So we're getting feedback in the sense that we're too angry. I would prefer that we say we're passionate about something, you know, but, but that's a whole conversation we can have on the side about the adjectives that we get assigned. But getting this feedback; there's pros and there's cons about it. And so can we talk a little bit about what it's like being a mathematician of color being in this community and what feedback looks like for us?

ARIS WINGER: Yeah, yeah, no, that's right. I mean, I, yeah, I mean, there, there are a number of different dimensions here, so I think that first of all, again, feedback is tied to relationships. So here we go again. Right. So the question becomes, you know, for me personally, I've had a rough road with feedback. Right? Cause I've gotten feedback when I was younger, where I didn't like it. And I got to a point where I was like, you know what, I'm not taking, I can figure this out. I mean, I just lived a long part of my life from like 17 through 20 whatever, where it's just like, even earlier than that in a lot of ways where it's just like errors, you just got to figure out. Aris, you got to figure it out. And it's like, I was making a lot of decisions. And so, the feedback was like foreign to me because I had just done so much on my own. And then when I first really started to get it, yeah. It was like, oh, I didn't even need to hear that. Right. And so, yeah, rough start to it to the point where now I'm just trying to catch up and now ask for it in reasonable ways. Because what I have found is that it is absolutely critical to get to the next level. It really is. And so, yeah, I mean, now it's like everyone should be asking for feedback all the time. Now, of course, what I have to learn is that, who are we getting it from?

PAMELA HARRIS: Yes!

ARIS WINGER: Right? I mean, so you have to make sure, just with your life in general, that you surround people, surround yourself with

people who are going to uplift you. It's the same thing as well about getting feedback. Now, the challenge, of course, is tied to our work. Is, are white people going to give black people. and other people of color, the feedback that they deserve? Now listened to the way I just phrased that, as feedback as something that somebody deserves to get, right. The challenge is can it be given to me in a way that uplifts me makes me feel like I've been cared for, and that you are trying to do the best thing for me. Right. And so, and so that's the challenge because I don't need to hear feedback that says that I'm a bad person. That I, I fucked up for that. Right? If it's attacking feedback, I don't need to hear that. But at the same time, what I'm coming to understand, is that silence is almost as bad if not worse. If you got something to tell me, and it's critical to my success, then maybe you need to say it. And I might take it with the bad form versus you not saying anything.

PAMELA HARRIS: Yeah. I feel like people tread lightly on giving us feedback, us as meaning people of color feedback, because they're, they're worried about the scenario and we've seen this, right. I want to say, ooh, I'm going to say a name of an institution, please. You know, don't tweet at me if I get it wrong. But I think Duke. Didn't Duke University recently, you know, I don't know, pre pandemic times, so it feels like an eternity ago, have an instance where a particular professor, I believe, said something to a group of students who were speaking a different language and, you know, came across and said, hey, by the way, you know, you should, I don't know what the words were used, but you should speak English in this space. And they, I think if I read the story correctly and I'm remembering correctly, really what they were trying to convey is that in order to network and build a community, speaking English, yeah, it would facilitate that. However, the way that it was conveyed came across as very racist.

ARIS WINGER: Right. Right

PAMELA HARRIS: And, you know, we live in, in this culture where you fuck up and you fuck up bad. Of course you should apologize. But sometimes that apology takes so long that people are just like, man, forget you. You're not willing to admit that you messed up and figure out how you might do better next time, like that needs to happen. And it needs to happen fast, you know? And so is this a worry?

ARIS WINGER: Of course it's a worry!

PAMELA HARRIS: Is this why we're not getting the feedback we deserve? People are just like, nah I don't want to offend someone.

ARIS WINGER: Let's be honest, as loud as we are, who would want to give us feedback who's listening right now? If we don't like it. We gonna go on the show and just start talking shit. Right.

PAMELA HARRIS: I will say that, like, I don't want, I mean, please, correct me if I'm wrong, but I think what I'm saying is I don't want white people just coming up to me and being like, let me give you some feedback. If I ain't asking for it, don't come up to me and just be randomly telling me.

ARIS WINGER: Wait, wait, wait, but wait. But, so I'm trying to understand, so, so are we, so we say we can't get feedback from strangers. If you're giving a talk. And somebody notices that, you know, one of your slides is slightly off in the alignment or something like this.

PAMELA HARRIS: That shit is minor. Keep your comments to yourself. Tell me later. You don't do that stuff in public.

ARIS WINGER: They come up to you after the talk and they say

PAMELA HARRIS: Oh that's fine

ARIS WINGER: I'm just trying to find the boundary. So is there somebody, somebody else says, oh, you, you didn't quote somebody. You know, this is the work of somebody else and they come up and they say that's

PAMELA HARRIS: No that's problematic. Then you should tell me that.

ARIS WINGER: Ok, great. Okay. I'm trying to figure out, when is someone not supposed to come up and talk to you.

PAMELA HARRIS: I'll tell you an example. I'll tell you an example, which I thought was rather inappropriate. I had a conversation with someone and I was trying to, and here, I actually had requested some feedback, you know. And I said, you know, here's, here's this document I got and I'm trying to interpret what this means, you know, in terms of the feedback I got. And then there was some weird little silly comments. It was a teaching evaluation. It was like nitpicky: when you write on the board, the quantity,  $i$  minus one, you should say, you know, you, you say parentheses,  $i$  minus one close parentheses. You could just say "the quantity of  $i$  minus one." And then, so I was talking to somebody else about it and I said, is this really like, is this the kind of feedback I need to be receiving about my teaching? And, and then the person said, well, you know, you could ask them, but I wouldn't ask them like that because you're just so intimidating.

ARIS WINGER: Ugh. Is that more feedback?

PAMELA HARRIS: And then I just looked at them, and exactly right? And I was like, interesting. I believe what you probably intend to say is that you find me intimidating. Rather than I am intimidating. But that's, that's what I'm talking about. Like there's times where, like that maybe wasn't what I was looking for.

ARIS WINGER: Right

PAMELA HARRIS: And then it's just like, it kind of, all of a sudden, like comes for me out of left field. And again, it's, you know, there's a point where you receive feedback multiple times and then you start thinking, well, clearly there's something wrong with me because this comment about "you're intimidating, you're too loud, you're too bossy," right. Like all of those things indicate to me that I am not who I'm supposed to be. And so at what point does feedback turn into an attack on my person, on my character, on who I am as a human being. And so that's the distinction that I have a really hard time with and being able to, to say, okay, that feedback is something that I actually can implement and adapt, and I understand where that's coming from and why that came about.

ARIS WINGER: Yes

PAMELA HARRIS: And then trust me, I've been working on this a lot lately. I'm like, feedback received. I understand how much of that is about me and about things I actually control. And I will act accordingly. But when it goes left field, like that takes so much of my time and emotion to process because that becomes an attack on me, on me, on my person.

ARIS WINGER: Yeah. So we need a feedback filter. This is what you're talking about. We're going to be receiving stuff from somebody and we've got to either say, okay, I get that. I'll bring that in or nope, not paying attention to that. Right. And just trying to discern on the fly, what's the feedback that we want. Particularly when it's unwarranted and unasked for, right. Like, are we going to accept it or not accepted? That's interesting

PAMELA HARRIS: And I think you also pointed out a little bit ago that this also requires a level of trust and a personal relationship with someone to actually receive feedback and to give good feedback.

ARIS WINGER: Yes.

PAMELA HARRIS: And so are we building those relationships in a way that creates a safe environment to give and receive feedback? And that's the thing that I'm, I'm not sure that we're doing.

ARIS WINGER: Yeah, no. I was about to say, who is our feedback crew? Who is that feedback? Like, it sounds like we each just need four or five people, I'm just throwing out a number, that we can just be like, can you give me feedback on this? And I think that people do it informally. I just never thought about it. Cause I don't have anybody right now where I'm just like, let me. Right. So I've only just recently started sending stuff out and be like, can I get feedback on this? Right. And so, and so, yeah, that's probably going to be a part of my 5% later to just really start doing that. Like, can you. Just for random stuff, right. Because too often I've just been in my own mind, like, Oh, this is fine. This is fine. And not seeing the holes, the gaps and all that.

PAMELA HARRIS: Yeah. I'm waiting for you to ask me for feedback, because this is where we fight.

ARIS WINGER: Ok great. That's great. Ding ding ding!

PAMELA HARRIS: Ding ding ding. Where's our bells. Boxing gloves. Friend I am here to give you some feedback.

ARIS WINGER: Okay, great.

PAMELA HARRIS: What is up with your website?

ARIS WINGER: That's great. That is good. Okay.

PAMELA HARRIS: Friend, I love you. I adore you. But we need to get that website to be reflective of all the work you're doing.

ARIS WINGER: That is a fact. You and I don't know, look, I'm not about to fight. I'm about to just get beat up.

PAMELA HARRIS: I told you

ARIS WINGER: This is great. So no, I think you have this right. So, no, I think that's a fact and look, so I have resorted back to the comfort. Being in the work and not framing the website as work. Right.

PAMELA HARRIS: Yes. The website is work. Here's why. And so maybe if I give you a new perspective, it will hopefully inspire you to just give it, give it the energy that

ARIS WINGER: MU@minoritymath. Yeah. Please. Let me, if there's other perspectives about this, I'm willing to get feedback as well. Go ahead

PAMELA HARRIS: So here it is. What number of mathematicians are black men?

ARIS WINGER: Mm, very few, very few.

PAMELA HARRIS: Okay. So I would say that you have a voice in this community in, in ways that really are impactful. Both as an educator, as an advocate, like you're doing the work. And that website is just not reflective of it. And so what I want is I want people to go to that website and be blown away because, ooh I'm about to cry. Cause Friend, you're awesome. And they need to see that when they show up to that website. They need to see the full you. And I think you put that up, right. And it's like, all right, I just need to get it up, cause like the podcast is coming, but it's like, we know that how we present out into this math community, unfortunately sends a message about whether we get invited to give talks, whether, whether our work gets amplified, whether people listen to what we have to say, and I want that website to give you all of the opportunities that you have earned in this academic space, in this math community. So how do we make that happen?

ARIS WINGER: That's, that's meaningful to me that, no, thank you for that. Thank you for that. No, and that, that is, that is good feedback. Yes, no, no. I have to make the time for it and I have to, and I have to really think about what you just said and, and that it's, it's both a combination of what I deserve and a responsibility to the community in general. Yeah, right. I mean, so yeah, I've got to sit with that. I really do. And, and make it, and, and part of it also is that, as I said before, that the issues that I brought up before about this, remain the same, that it feels daunting. And so that I have to, again, piece by piece, just get it together and improve week after week.

PAMELA HARRIS: That's right. Yeah. I think this is part of your, your 5%.

ARIS WINGER: Yes.

PAMELA HARRIS: This has to be part of the 5%.

ARIS WINGER: That's right. Yes. Okay.

PAMELA HARRIS: Well, I thought we were going to fight harder than that

ARIS WINGER: What could I defend? Have you seen it?

PAMELA HARRIS: You made it so easy. I was like, he, if he gives me any excuse, I'm just going to be like, nah, see, we've been telling all



these people, all these people that presentation matters. That they got to like polish their CV, their cover letters. And so, so we got to walk the walk.

ARIS WINGER: That that is correct. Yeah. And that, that might be the most, the most important part of getting it together, the hypocrisy. No, that's good.

PAMELA HARRIS: So now let me tell you that that was hard for me to do.

ARIS WINGER: Why, why is that?

PAMELA HARRIS: Because it's so much easier to not give feedback until things are okay, because it's uncomfortable telling somebody that they could do something better.

ARIS WINGER: Yes. Why, wait, why is it uncomfortable? Why? Because we know that you're doing something good. You know? I know. So what, so is it just the possibility, the small 2.2% that I might get pissed off

PAMELA HARRIS: Yes

ARIS WINGER: Ok. Okay, all right.

PAMELA HARRIS: That I overstep. That I overstepped and that, that's a sensitive issue, right? And that you might be like, Fuck that, telling me in public to go fix my life. And that's the part that I think is, is difficult, but also it, it reminds me of, of something. And I think we need to go there. Right? I think we need to go there. I think we owe it to the listeners to have these conversations. There's other real uncomfortable feedback we don't give people. And this is not about you.

ARIS WINGER: Okay.

PAMELA HARRIS: But you've ever been in a room and somebody smells real bad.

ARIS WINGER: I have. Yeah.

PAMELA HARRIS: Why don't we not tell folks in math that we have to shower more.

ARIS WINGER: Oh no. Why did you even have to mention math? Because why can't we just like, leave it, leave math out of it

PAMELA HARRIS: Because it's Mathematically Uncensored. But here's the thing I went to visit a collaborator, you know, when traveling was, was acceptable. I'm so happy right now. I have so many collaborators

because no, one's about to know who this was, but somebody pulled me aside. And they said I'm in LA, can you tell, I'm going to say a girl's name that I don't know. Jasmine, can you tell Jasmine she smells? And then I was like, excuse me. And they were like, well see, Jasmine decided that she no longer would wear deodorant. And Jasmine, Jasmine is ripe. Okay. And well, you're a girl and she a girl. And so can you handle. And then I was like, interesting because I wasn't bothered by her body smell. So the fact that you are now utilizing me to go get somebody's feedback that you want to give them, that's problematic. Yes. And I said, no. I said, I straight up said, if you have a problem with their body odor, you should say that to them directly and not involve me. If I had a problem with that, I will tell them

ARIS WINGER: Oh, are you serious? You would just be able.

PAMELA HARRIS: I mean, Jasmine was a little

ARIS WINGER: You just struggled to tell me about my website now you're in the South. So say it's easy for you to tell me that I think, is that what you're saying?

PAMELA HARRIS: I think that's much easier to say. Because you just go shower! You're gonna work on the website for three years.

ARIS WINGER: I think it's an indictment of like keeping, you never see this person, Jasmine decided, right, this is different. So like it's one of these things where, you know, in other contexts, like you're saying that, oh, you don't know how to take care of your stuff. You don't, you don't know how to take, you know, take good hygiene and then it's an indictment. Right. But this person just decided that they weren't going to do it anymore. And this is just a natural consequence of that. Yeah, yeah, yeah. Yeah.

PAMELA HARRIS: This was a personal choice. Right.

ARIS WINGER: Then I can have that conversation because yeah. Okay.

PAMELA HARRIS: How about this? Here's another scenario. What about, and we know them. They're notorious friends who just show up late all the damn time. They tell you, they're going to show up at, you know, your meeting starting at three o'clock and then you just get the text message five minutes before. Oh, actually, you know, let's make it 3:30. And you're already at the place.

ARIS WINGER: Yes. Yes. I think I got like, maybe I got a limit on that. Like, I can take that up to  $n$  times. I don't know what it is yet. Maybe it's three or four before. It's just like, look. I mean,

that's not hard, right. Because I mean, so because that's, because when I feel it's a transgression against me, then I have no problem giving feedback, like, because you're wasting my time. Yeah, yeah. That's yeah. That's, those are easy. I think, because they impact me now, if. I hear some, I like if I'm a third party and I'm like, if I'm hearing you complain about such and such as being late all the time then, right. It's you know, and you're not saying anything to that person, then I might be like, okay, well wait. You know, and then I, and then that's happening to me or whatever. Then I might be like, yo, can we talk a little bit?

PAMELA HARRIS: Yeah. Yeah. But those conversations are really uncomfortable.

ARIS WINGER: Yes. Yes, but this is why I like, I live in the prefacing. I'm just like, look, I want the best for you. I love our relationship and things are great. Like I wanted to talk to you about this one thing. Right. So you named eight things that are great and say, oh, but this one thing.

PAMELA HARRIS: Oh now I know how you work. When I hear that coming I'm gonna just duck for cover

ARIS WINGER: You should now. I'm surprised. You didn't know that you've heard. How many times have you heard me do that

PAMELA HARRIS: Yes, but not to me

ARIS WINGER: Because I'm haven't had to do it with you

PAMELA HARRIS: Oh I haven't yet disappointed you

ARIS WINGER: You have not. And so it's like one of these things where. Yeah. So let's just get all this on the table as a way of setting the right table that like, this is something that I think we can fix. And by the way, I mean, another way that I do this, particularly, you know, with my beautiful wife, is that, it isn't, we frame things, not as, let me tell you what you're doing wrong. We bring an issue and see where we each stand on the issue. Right. And so that it's not, oh, let me tell you about you, but can we just talk about this topic what's going on with it yet? So can we talk about being on time. I think about being on time and I've been late a couple of times. I've, what do you think about time? I've noticed this, I've noticed that, right? So it's just a discussion about both of us, as opposed to just being, yo, look, you're doing this wrong. Now of course we can't do that. When the power dynamic is advisor/advisee. If you're my advisee, I don't need to talk to you. Right? The power structure is a little bit

different. We do need to talk about the fact that you're turning in homework late. Yeah. And, and we don't need to talk about what I'm doing. We need stuff like you, you know? And so, but that gets framed as I am your advisor. I want what's best for you. I'm rolling with you no matter what. That requires me to give you some, some feedback here so that you can go to the next level.

PAMELA HARRIS: Yes

ARIS WINGER: That's what we're trying to get for you. So turn your homework in on time.

PAMELA HARRIS: Ooh, that one's rough. Here's the other thing that I, I have been thinking about and it's giving out these licenses to get feedback, right. And again, that, those are quite limited, you know, it's like, I don't be giving them out quite often, but there are certain people that I say like, listen, you see me F up, like, come at me, like tell me, because there's also times where things are, you know, not intentional. You show up late something happens and it happens three times in a row then, okay, that, you know, somebody should call me out on it. And maybe setting up those friendships and those relationships in such a way that you have that conversation and you say, listen, I value our friendship. I value our working relationship. If there's ever an instance where I do something that you think I would benefit from, from understanding your perspective. Like I welcome that.

ARIS WINGER: Yeah, that's great. No, my circles. And we were talking about this feedback crew, right? Who is your feedback council? Right. Who is your feedback? And so, yeah, mine is too small, so I need to add a few more people to it. So I might be sending you an email to add you to my feedback counseling.

PAMELA HARRIS: Yeah, that's right. Yeah. All right. So I think we have next, a competing perspective. On fiscal freedom.

ARIS WINGER: Ah, yes. Yeah. This is something you encountered apparently

PAMELA HARRIS: Yeah. So there was a tweet about how academics, in order to be activists, need to have multiple streams of revenue. And so the competing perspective that we want to discuss today is, is that just an excuse to not actually become an activist that you set up your jobs, right? So you can then put your jobs on the line.

ARIS WINGER: Yes, yes, yes. Yes.

PAMELA HARRIS: Or is that actually true?

ARIS WINGER: And which side am I taking?

PAMELA HARRIS: I believe you're taking the one where you need to have other side gigs before you're an activist.

ARIS WINGER: Ok great. Not a problem. Okay. Okay. Who's going first. You or me?

PAMELA HARRIS: I think you should take it away.

ARIS WINGER: Yeah, no, let me. Look, I mean, the way that the culture has been set up. First of all, we've been set up to only have one job, right, as academics. And like some people signed stuff to say, you should only be doing this. So, I mean, in our mind, it's like, you know, but you know, there, there may be space to consult and do other things, but, it's one of those things where we've been conditioned to be doing this one thing. And so it feels for sure, like when we are pushing the envelope or doing stuff that, you know, puts us not in the favor of our bosses, then it does feel like our careers are on the line. And so. And so that's about, look, let's just step back. I got a family to take care of, they're depending on me, this paycheck, make sure that the bills are paid health insurance. All of it. I can't, when I am trying to do this stuff, I need some other way. So that if I lose my job tomorrow, or if I get kicked out or if I haven't continued, whatever it is that, you know, I'm not out on the street. Right? Yeah. I mean, I just, yeah. It's, you know, in a lot of ways I get it that some people listen to us, it's like, you're telling me to put my job on the line. That's what you're telling me to do. And so, so yeah, I might need a little, a little extra money or something else to make sure that I just don't lose my job. I get that.

PAMELA HARRIS: But here's the thing. That's not what activism requires. So you're saying you have to be comfortable before you actually go to town to do the work that needs to be done. You just told me—now don't be a hypocrite. You just straight up told me that we need to think about who's suffering. But what you just said to me is no, you know what? I got to wait until my bank account is set up, correct. Before I actually go out here. And help people that are suffering.

ARIS WINGER: Because otherwise my family's going to be suffering. That's the, that's the problem. Like who's going to end up, you know, suffering in this place. And at some point the boundary does get crossed where if, if I now, and the people I'm supposed to be taking care of, get put in the jeopardy, then I got to put up the wall. Right. And it's just like, you know, so my challenge is, I feel like people's walls are way too far from actually them being bothered.

Right. That people have walls, like, no, I can't go that far. I was like, yes, you can't wait. What. You aren't even remotely being touched. Like you have tenure, you can't lose your job. Right. But yeah, a lot of people are just like, well, wait, I'm just getting into this. I'm a graduate student. I'm a, I'm a tenure track faculty. And I'm seeing some BS over there and I'm coming up for promotion or whatever in a couple of years, should I be loud now? Or should I just be like, I'm not sure. Maybe if I, you know, do branch out and do some other stuff on the side, then maybe, you know, that's a plan if I lose my job or not, I get that. Right. I get that because yeah. You don't get tenure track jobs that often

PAMELA HARRIS: That's true. There are very few

ARIS WINGER: Yeah. I mean, there's some rules we have to play. Maybe if we want to keep that. Right. But this is the same tug we've had. About how far does your activism go versus being in the system? And when we figured that out, we can make millions. Did you know we are be millionaires?

PAMELA HARRIS: Yeah. But I guess I'm struggling. I'm struggling to understand at what point is enough, you know, financial freedom. At what point do you reach that? Because I think there's also this idea that, you know, I mean, I don't know. How much money is enough money to decide that you're willing to risk it all for the right cost?

ARIS WINGER: Yes. And that's a personal question.

PAMELA HARRIS: Yeah, exactly, exactly. And so I can see some people who maybe have some privilege in their, in their family and, you know, they own their home, their house is paid outright, you know, they own the car, they drive like all these things and it's like, at what point. Is that enough? Or, you know, or is it enough to have enough to eat enough, to clothe your family? You know, keep the heat and the light on, but you're going to bring the fight where the fight is needed. And so I think that's the part that's really challenging in this particular competing perspective, because we can't continue to use our finances as, as an excuse to not do what is right. Because like you said, we get to decide what enough is enough.

ARIS WINGER: Yes, that's right.

PAMELA HARRIS: So that's, I think that's the part that I'm having trouble with. Yeah. At some point we, we make good money in comparison to most jobs. We have some stability in her job. Yes, some more than others, the tenure positions versus non-tenure positions. But at the end of the day, like it's a decent job. And so if we can't become an

activist and fight with that job. And we got to wait to have all these side hustles. Where's the time to actually do the activism?

ARIS WINGER: That's right. That's right. That's a good point. That's a good point. No, and I, I'm troubled by a quote from a couple of my heroes, Cornel West and Martin Luther King Jr. Who said that if you are going to win these types of battles, some people are going to have to die. Right. And then what does that mean? That means that some, you cannot win the civil rights battle. You can't win, changing the nation without some people having to give it all up. And so what does this mean? This means on the other side, we look at the contrapositive, that, you know, in order for this to happen, if nobody is willing to give it all up, you won't get any change at all.

PAMELA HARRIS: No change

ARIS WINGER: Nothing. Right. And so they've got to be people out there who are fighting for causes, who have decided that it doesn't matter whether you fire me, it doesn't matter what you say to me. It doesn't matter how you try and hurt me. This is wrong and we need to change it. Right. And if we don't have enough of those people then nothing's going to ever change. Right. Because then what's going to happen is that when we fight against these things, these forces will fight you all the way.

PAMELA HARRIS: Yeah

ARIS WINGER: They don't stop. And so some of it, sometimes it will take you to the brink and you have to be able to say, you know what? I don't care. I'm going the whole way, by the way, where I'm headed, let's just be clear. This is where I'm trying to get to, where people can, you know, the force can try and tell me something and say, well, no, you're going to get fired if you do this, no, if you do this, then you're going to get an email from this person. And I'm working every day to not care, to care, less and less and less and less and less.

PAMELA HARRIS: Yeah.

ARIS WINGER: And to be willing to give it all up because I'm actually trying to change this place. I know, I gotta take a deep breath after some of these segments.

PAMELA HARRIS: All right. Now let's really say what we think, because if you all remember a competing perspective, is we each argue a particular side. It doesn't mean it's the side we believe in. Yeah. So, okay. You argued this with a lot of fervor. Is that the right word? Yes. That's right.

ARIS WINGER: That's right.

PAMELA HARRIS: English is hard. Where do you really stand on this?

ARIS WINGER: I think we have, I think, I mean, if you are feeling like you've got the, put your job on the line for this to happen, it's time for you to get some allies. Like I feel, because I think it's like if I, if we're in a place where it's just like, you're fighting a battle and you're about to lose it all, then you have to question, should I be, am I alone? Yeah, right. I mean, so for me with the pandemic space, I was, I was very close to just going it alone, like for, and I'm gonna try and keep it together, but for them to tell us, oh, I might be fired for this. But for them to tell us that you got to go back in the classroom, I was like, I guess I'm just going to have to do this alone. Like, I guess I'm just going to have to go to the AJC, and say this shit's ridiculous. Like, you know what I mean? And so I didn't though, because, wife, daughter, house, mortgage. Right. All that stuff. So, you know, and so I, and by the way, I'm not proud of that at all. Right. Because I'm trying to get to a place where I was supposed to do that, but it's like, and then I saw my colleagues, you know, you know, decide to do other things and, you know, subvert the rules and make sure everybody's healthy. And I was okay and satisfied with that. But yeah, I mean, at the time I should have made some phone calls. Right. I should have called some people up and say, yo, you believe this shit. Can we do something? You know, do you believe this? Right? So when you are faced with this pressure, I want you to think about, wait, why am I alone?

PAMELA HARRIS: Yeah

ARIS WINGER: If it's gotten to the point where I'm going to risk it all, maybe there's some other people that, you know, they can't fire us all. At least it's harder. Yeah. I mean, let's get some coalitions going. Yeah. Yeah.

PAMELA HARRIS: Yeah. So I think I'm with you a hundred percent, I think as a person of color in this country, you know, as an immigrant, as a woman. For me, one of the things that I thought a lot about growing up was being financially independent and never relying on anyone but me, to be ok. And I made life choices based on that. I knew that I wanted a PhD. And listen, my, my husband was a Marine, right? Like he, he was making good money. Like I could've just followed. I could have been the trailing spouse. And I love him. And I don't have any inclinations that I'm never not going to be with him, but I knew that if something ever happened, I wanted to be able to just grab my keys and walk out the door, knowing that I would be okay.



ARIS WINGER: Oh yes

Pamela And, and maybe that has a lot to do with, you know, my, my own parents' marriage, and how that ended and you know, and how my mom really felt like she, she didn't do what she needed to do as a a young woman to be able to have that be an option for her that if she wanted to leave, she could have left. And so that shaped me, and I've always been about hustling. Like I'm going to be okay. And so that might require trying to figure out, you know, how, how to make my money, make money for me. And, and I don't know that I know how to do any of those things. And so, so I say all of that because. I think it is a reality for me to, to have a job that pays well enough that I can focus on doing the things that are impactful, but I'm also of the mind that like, some things need to be called out when they need to be called out. And if I lose my job, I can sit on the fact that my husband, you know, gets a pension from the military. And so now there's a privilege there that I get to sit on that I don't tend to think a lot about, but I know at the end of the day is there. And that's the sacrifice, you know, it's something that we both sacrificed a lot for, you know?

ARIS WINGER: Yeah

PAMELA HARRIS: And so, yeah. Yeah. So I think if I were to say to other young people of color, it's like, we got to sometimes look out for us first. Right? We put on our masks first, before we put on the mask on somebody else, as the plane is in turbulence. And so let's take care of ourselves, let's make sure that, that we are financially okay, whatever, again, that depends on who you're talking to, what that means. But yeah, because I'm not trying to lose us. Can't be the ones losing right now. We need us in this fight for a long time.

ARIS WINGER: Yes. Whew. Yeah. Deep breath

PAMELA HARRIS: Well, 5%.

ARIS WINGER: Yeah. So the 5% for, for those people, it's the little bit of work that we can do each week to just improve ourselves. And if we just, trying to figure out to do for something 5% every week, and if we do this 52 times in a year, that we're going to be at another level. So 5%. I'm, apparently I'm working on my website. That's right. So, yeah. That's all right. So I got a page. I'm going to add a page a week. Let's try and do that.

PAMELA HARRIS: Absolutely. All right. So for me, my 5%, oops, I'm forgetting what I said I was going to do last time. That's bad. I've been taking too many days off.

ARIS WINGER: No, not that. No. Let me give you some feedback on that. No. That is not the right answer.

PAMELA HARRIS: No. So, so I can tell you one thing that I started doing that I find really helpful and impactful in the work that I'm doing with my students. I now give them a percentage of the level of work that I expect of them for particular things. So let me be really concrete. So, you know, a student is going to give a talk and the bar is you pass or you don't pass.

ARIS WINGER: Okay.

PAMELA HARRIS: And my students are set up in such a way that passing means they get A Plus, right. They, they got it. Like they don't differentiate between F and a D, they're like, it's either you fail or you get an, A Plus. Anything else? You failed, right. A Plus or you fail. And so I started saying to them, okay, so here's what you need to do. XYZ, bla bla bla. And this requires 50% of your effort. When I say 50% of your effort, because I know you, and I know the quality of your work, 50% is, 50% is passed. And then we have a conversation about, okay, getting it to 80%. How many more hours would that take? Yeah. Getting it from 80 to 85 to 90, 95, 99%, which is what you normally work at. And we're in a pandemic and you're on lockdown, quarantine. You haven't seen your family in seven months. Yeah. So right now your 50% is good enough.

ARIS WINGER: Wow. Wow. So you have been putting this numerical scale as a way of allowing people to, you know, to not forgive themselves, but to just pace themselves in an appropriate way. I love that.

PAMELA HARRIS: Yeah. Because, because I understand that my students here are, are a hundred all the time. And I'm like right now, at this point in life, a hundred is not needed.

ARIS WINGER: Yeah.

PAMELA HARRIS: And in fact, I give them the little nugget that no one can tell that their 50% is not their hundred.

ARIS WINGER: Right, right.

PAMELA HARRIS: Because that's the level they're working at. They're at 50%. Their 80% is amazing.

ARIS WINGER: Gotcha. Gotcha. And it takes the pressure off for them to be going on a hundred miles an hour all the time. Yeah. Yeah. I like that

PAMELA HARRIS: I think they're the students who I've been having these conversations with have been super receptive and they were like, I never thought about it that way. And I was like, what do you mean you can't give, it's impossible to give every single thing a hundred percent every time.

ARIS WINGER: I'm gonna steal that. Yeah. Cause okay, great. Yeah. Yeah. The 50%, that's just the percentages in general. I love that.

PAMELA HARRIS: Yep. So ask what percentage of my work is needed in this, because I think we don't ask, we don't ask that enough. Right. And so we default to assuming that it's gotta be a hundred percent.

ARIS WINGER: Yes, yes, yes, yes.

PAMELA HARRIS: But my 100% and other people's 100% ain't the same. All right. So announcements, friends. Please sign up for stuff at the Center. So [minoritymath.org](http://minoritymath.org). We have a blog, of course, the podcast. And do check out that we have all our transcripts for the podcast.

ARIS WINGER: Wait, they're putting our words to paper now?

PAMELA HARRIS: Yes they are

ARIS WINGER: Uh oh

PAMELA HARRIS: Uh oh. They're gonna be searchable

ARIS WINGER: @MathUncensored, and @minoritymath, check us out on Twitter.

PAMELA HARRIS: This has been mathematically uncensored or our talk is real and complex

ARIS WINGER: and never discrete Thanks everybody.

PAMELA HARRIS: Bye!

ARIS WINGER: Bye

*[Music]*