

## Digital Tech College & Career Readiness Series The HBCU Experience

### **Dia Harris**

Welcome. Thanks for joining the Capital CoLab Digital Technology Career Readiness Series. I'm Dr. Harris and I'm a senior Diversity Program Manager at Amazon, and I want to introduce our panelists for our HBCU experience conversation today. Albert Phillips Jr. works as a work based learning specialist with Baltimore City Public Schools, then we have Darrell Booker who is a corporate affairs specialist in tech for social impact at Microsoft Corporation. And we have Marilyne Njuraita who is a junior sociology major, minor in interdisciplinary studies, with a concentration in community development. In today's conversation we will discuss the HBCU, which stands for historically black college and university, experience with our panelists. So let's get to it. Marilyne, I think you can probably add a different perspective than what Albert and Darrell can offer. Once again we're probably about two or three times older than you. So I think that the experience itself has probably changed throughout the years. So I definitely want to make sure that we are able to provide a very diverse perspective of the HBCU experience. So, once again, you know, attending an HBCU is such an important impactful experience. Can each of you tell me a bit more about your decision on why you attended an HBCU or the best part about your undergraduate experience? And let's start with you first Albert.

### **Albert Phillips Jr.**

That's a wonderful question and it's already got me going down memory lane. So I attended Morgan State University, and I studied journalism, with a concentration in print, and I'm trying to think of what was the most memorable experience because there are so many. But one of the things that I think really sticks out to me was the camaraderie that I had with my peers, with my classmates. We all pushed each other to excel and to take risks to take on new opportunities to network. And so, in that effort I was also part of the National Association of Black Journalists. There's a Morgan State chapter, I think there still is a Morgan State chapter. And so, and being a part of that I was pursuing a full time career in journalism post graduation and that kind of shifted my career trajectory. But during that time that's all I was thinking about was journalism, if you looked on my LinkedIn page and if you talked to me, it was going to be about an article or a magazine or something - pitching a story. I was 100%. And so we went to a national NABJ conference in Orlando, which was a wonderful networking experience. I got a chance to meet a lot of journalists who are on TV, who are in films who, and just do a lot of interesting work. And so that was one moment, one experience that really stood out for me being an undergraduate student. You know, we were kind of packed in a room because we were at a resort and we didn't have a lot of money so we crammed up in a room and made it happen. And then from there, people really got opportunities like one of my friends still works at ESPN. As a result of that experience so that's one thing that really stuck out to me.

### **Dia Harris**

Tell us a little bit more why you chose an HBCU when looking at colleges. Why were you attracted more to an HBCU versus PWIs or predominately white institution?

**Albert Phillips Jr.**

Yeah, so I have family ties to HBCUs particularly Morgan State University. My father graduated from there. And I remember being a child and like elementary and middle school while he was attending, he would take me to his classes, sometimes. I would be in there, kind of lost not knowing, really what was going on. But the professors were always nice, they would ask me different little questions to try to keep me engaged in the conversation somehow. And then it kind of stuck in my brain. Additionally, when I was in elementary school I remember doing different things, like summer programs and field trips with my school and we would go to Morgan State, and be on campus and walk around and talk to staff, talk to professor's and all that kind of stuff stuck with me. And just to wrap it all up in a bow, one of the classes that my dad actually took when he was a student there, I ended up having a class at night in the exact same room. And so having that just like, well rounded experience like, it kind of hit me when I went in there I said wait, this room feels familiar. My dad had me in here when he was a student so it was just a beautiful connection to Morgan State and HBCUs in general.

**Dia Harris**

Great story great story. Thank you for that. What about you Darrell? Why an HBCU and what about your experience that really kind of stands out to you that you know you think back is like you're glad you made that decision.

**Darrell Booker**

Oh man, why an HBCU? I think for me so I grew up in Richmond, Virginia, and my first four years of elementary school I went to this model school, you know, and it was a you know a very diverse school, and as you should through the fourth grade I didn't see race, because you know it was equal black, it was white, I was just a kid. Well in their pursuit of having a better life for us. You know, at the age of eight and in fifth grade they moved out to the county. And all of a sudden, I was thrown into it was you know it kind of sucked because it was my last year of elementary school, I was thrown into a new school that was predominantly white, and I was the only black person in my class. I cried many days, going to school because it was at that moment that I just felt different than everybody else. And then as I went to, you know, middle school and high school, even though you have more schools feeding in, it still was predominantly white. I, you know, because, I guess I was intelligent, I ended up being in honors classes so now even still, you know, a lot more, you know segregated, and just kind of went through that whole time, not really connecting like I should with my, you know, my fellow black people my culture, you know, you know luckily I played sports so you know, there were some friends I would make and you know I had them. So when it was time to apply for colleges, I only applied to three, College of William and Mary, UVA and Hampton University, and I remember visiting them and I think I did it in the order I just mentioned - William and Mary and UVA to me just felt like, okay, I'm about to go to the same thing and I'm going to have the same experience. I'm going to be feeling like I shouldn't be here, I'm left out. Then I toured Hampton and it was just like, Oh my

God, this feels like home you know what I mean, I can get up and be my authentic self and don't feel like I need to talk a different way or dress a different way or hide the true things that you know make me. So that was my decision, and you know when I think about going there, it was, it was very life changing. To those listening out there you may have heard this before but I'll tell you again. The friends that you will have when you get older in life, you really start to make those long relationships at that college level. So, you know, there's lots of people that I still connect with to this day and that experience was very eye opening. It was eye opening in terms of, like I say, I grew up in one place and I hadn't traveled before and I hadn't been exposed to other things. And when I think of my crew at Hampton that first year was, you know, that was me, a couple of people from Richmond and someone from the Bronx, New York, Chicago, Detroit, LA. It was like we had the entire country covered, and it just opened my eyes and I learned so much. And especially during that time when, you know, the internet wasn't what it is now, and even as something as simple as, I think I told someone this the other day, you know, just getting introduced to other forms of culture and rap, it didn't happen until then you know what I mean, it was hard enough to get a mixtape to come from New York to Virginia. I definitely wasn't hearing what was happening on the West Coast until I kind of got with those other people so I think that's the thing that you should embrace, is that people that you will meet; those are your lifelong friends, and also those are the people you may need to call them for a job, one day, because you may go down a certain path, they'll go somewhere else, you never know when you need each other.

### **Dia Harris**

I always say that you know how college is truly your formative years; it truly makes or breaks you and makes you the person that you are today. We're going to go to Marilyne in a little bit, because I want to kind of phrase the question a little bit different because I think for her, you know, she just started to really look at colleges maybe about four or five years ago and had to make a decision of where she wanted to go. You know I think about myself. I'm the only one that we are seeing in this video that did not attend an HBCU. You know, there was a certain decisions that I made as to why I didn't go to an HBCU and it may have not been totally my decision, but Marilyne would love to hear kinda, you know, like I said, probably about four or five years ago when you kind of made your decision of where you wanted to go to school and so, help us understand what were those factors, that made you want to go to an HBCU. And then even be proud of your school. You go to the other HU. You know, Darrell row may say something differently and stuff but talk to why you chose to go to an HBCU, particularly Howard and talk to us a little bit about how impactful it is for you right now.

### **Marilyne Njuraita**

So my story is actually very similar to Darrell's. I went to a predominantly white school, my elementary and middle schools were pretty diverse but then high school I got to a very white school and in that moment I kind of felt that disconnect from my peers, and I was involved in a dance club in school so I was able to have that group and the tight knit group where I felt free to just share myself. But then, in, like the rest of school, I did not. So, once I started looking into colleges like junior year, I knew I didn't want to be surrounded by whiteness anymore I wanted

to be surrounded by people who look like me. So I started looking at HBCUs and started looking at the top ones and Howard came up and Howard I think is one of the best ones. Howard University. Now, we're up in the presidential administration so I think we're up there and so I started researching what Howard had to offer. Of course, even just with their alumni that they have like Chadwick. I'm going on but let me actually stop there, but they had just a great like alumni so I started looking into that and I was like this looks interesting. Something that made me commit was that they had this inside out program where this professor, one of my very close, mentors, Dr Muhammad, she actually takes her class and has her class inside prisons, to kind of assist like prisoners in like rehabilitating themselves and getting their degrees so that was the like that last push that really got me to commit to Howard and go there. Has Howard impacted me? Um, definitely. It was a drastic difference from the white high school that I attended to the black community that I was kind of immersed in. Once I went to orientation, I was like wow. These are people I've never seen before. I came from Texas so maybe I saw like two groups or two types of black people. And here I was like, just given and shown black people from all over the world and I think that's something else that Darrell and I can definitely agree on. I was exposed to people from DC, New York, California, Atlanta. People that I thought I'd never even meet. Howard gave me the opportunity to meet them and engage with them and learn about their cultures, learn about how they approach life and that has kind of shaped my experience and shaped the kind of person that I want to become. Because as I'm seeing these different people and how they're interacting with the world, it's kind of making me adjust the world or even just see the world differently. So, if I can mention my favorite part on campus - freshman week. I think that was the best because that freshman year, you meet like so many we're like how are there this many people on campus. And that kind of opened up my eyes. Even the people I met freshman week were like one third of the population so it was just it, that was that was the best week for me.

### **Dia Harris**

Good deal! One of the things when you think about an HBCU, you know, I know some people may say that you know they talk about diversity, you know in a way that factors in a predominantly white institution versus an HBCU. I want you to talk about what diversity means at an HBCU, you know, we as black people come in all shapes, shapes, sizes hues cultures and backgrounds, I'd love to hear about what diversity is at an HBCU, and Darrell, let's start with you this time.

### **Darrell Booker**

There's a quote that comes to my mind. I heard it from Cynthia Marshall who leads at a very high position with the Dallas Mavericks. She was brought in as a black female by Mark Cuban to address some of their diversity issues. And I had the pleasure of hearing her speak and she did this entire exercise and the quote was diversity is being invited to the party, inclusion is being asked to dance. And when you say diversity in terms of an HBCU. It's almost like we're really talking inclusion; about everything that you're doing. While you're there, you're included in it. And you know, I think, in this time that we are whether it's you know organizations or even, you know, non HBCUs when you look at Okay, these are the things that we want to do from a

diversity standpoint, you know, it's one thing to have those goals but like I said it's not until you really get to that inclusion, where people are really feeling like they're part of something. So when you think about HBCU, it's just, it just feels like home. It's almost as if all those family members that care about you; they're all transported to HBCUs and they live in like different forms, you know, whether it is at Hampton you know we had this Big Brother Big Sister program so it was those upperclassmen that looked out for us and probably got us doing things that we shouldn't be doing, you know, to, that that feeling at home from the cafeteria workers like, "hey baby, you want some more" like just that feeling of everywhere that you're doing, that you feel welcome and you don't have to, you know, prove something while you're there. I said the word inclusion and that's really what you get at these HBCU.

**Dia Harris**

Marilyne, let's come back to you to talk a little bit about what Darrell said - diversity as well as inclusion, you know, how is that different at an HBCU versus predominately white institutions.

**Marilyne Njuraita**

I think you made a great point about, you don't have to prove yourself. You don't have to act like something, like you belong there. That's how an HBCU feels and diversity I think at an HBCU is seeing how people that look like you might not have the same views may not have the same like career path may not have the same goals as you and I think that's a really cool thing because it opens up a whole world of. Here are some black engineers here some black artists here some black journalists and it just gives you an array of different fields that black people fit into that might not be as present in the real world.

**Dia Harris**

Thank you! What about you, Albert, do you have anything to add to that?

**Albert Phillips Jr.**

Yeah, I agree with both of what they just said, and I think about last week I was looking at some statistics around HBCUs, and how nationally more non black people are being enrolled in HBCUs because they're curious and interested in getting that educational experience. But even when you think about the diversity I think a lot of times we might just specifically think about race. However, at HBCUs, you get, you know, as, as folks have already mentioned you get black people from different parts of the world right. You also get folks with different skills with different interests, different hairstyles like all these different things. So, if you're thinking about it honestly I think HBCUs are probably some of the most diverse places in the world. And it's, it's probably overlooked in a way because people, you know, have this assumption like oh just black people, and like, they're all monolithic they're all like the same, but it's not, it's very diverse as you as you really get to know people and you really start to explore campus, you'll start to realize that.

**Dia Harris**

Yeah, and I actually believe that I think I'll say that once again I went to a predominately white institution and when I went to Penn State you know, for me, I felt as though I had to join certain organizations because I wanted to be more inclusive of people who looked and felt like me, you know I was president of our black student union and that was important to me because I was like, I want to make sure I see my brothers and sisters, all the time and if I can't see them on the, on the quad or around campus, when we have our organized meeting we're going to have them. You know, I joined a historically black fraternity at that time, I think about if I would have went to an HBCU, what I would, what I enjoyed my historically black fraternity, because once again, I felt I needed to be around more people who look and felt like me and had the same beliefs and thoughts were on the same mind stream. So I think yeah you're experiences at HBCUs are totally different, but like I said, when I went to a predominantly white institution that it was important that I tried to be around more people who look and felt like me and could understand some of the things I went through and I think at an HBCU you're surrounded by it for me at a predominately white institution, I had to find it, sometimes you know it wasn't easily found and stuff so I appreciate those stories. Well, let's talk about kind of, you know, as we kind of take our eventually Marilyne you take your degree and look for jobs, you're currently doing an internship and stuff like that. So I want to hear your stories, all of your stories, about how you have your HBCU degree or are going to have your HBCU degree - job opportunities. Do you think there were any type of limitations or issues that you ran into because you had a degree from an HBCU. Albert let's start with you you know because you're in the education arena right now as a professional. So talk a little bit about your degree from an HBCU and how it possibly opened doors for you, for your experience and stuff.

**Albert Phillips Jr.**

Yeah. So, as I mentioned earlier, because I hope that you all are picking up on this too. Networking is key. While I was a student at Morgan State University, I did a number of different internships, to help me, so that when I graduated, I had some organizations I could reach out to for employment opportunities. So while I was at Morgan State I interned for the radio station WEAA, which is Morgan State's radio station. I also interned with the Afro-American newspaper. And I remember after graduating they actually offered me a full time position. Actually, I think it was even before I graduated, just because of the work that I was doing as an intern they were interested in having me full time. But I also pitched stories to numerous publications. So when I graduated, my career trajectory shifted more into youth development. I started working at a nonprofit and so I started to get very interested in continuing to work with youth particularly youth in my community and in my city. And so, I felt like my degree helped propel me or my professional stature, if you will, because people kind of realized the importance of you know me going to an institution, obtaining a degree, you know, putting that on my resume. All of that was very helpful. Some people do have stigmas about Morgan State University, you know some folks see it just like it was a party school. You may not have gotten the same education as you would have gotten if you went to a Hopkins, or some other PWI. But, you know, I disagree with all of that, I think I got a profound education at my school. In fact I think my professors made an emphasis to even go deeper, they didn't just want you to get the theory and the knowledge, but they wanted to really teach, sort of like a black radical tradition, and they wanted to kind of take

that baton and take it with you and let you know that hey you're always a representative of this university. And if you know the history of Morgan State It started in a basement of a church with 11 students and to grow to what it is now, I just take so much pride in it so I think me getting a degree was a huge support for me as a professional, and I'm always going to carry that banner of Morgan State wherever I go.

### **Dia Harris**

What about you Darrell? I want to save it a little bit later from Marilyne to chime in because I want her to talk a little bit about her internship experience to advantage students. So what about you Darrell, any opportunities that particularly, you know going to an HBCU may have opened up some doors for you, particularly in your career choices or internship opportunities?

### **Darrell Booker**

I kind of want to address the point that you originally asked. You know, was there possibly any issues that you know I saw on my career path because I went to an HBCU and I'll say absolutely not. For you all listening right now, get it completely far out of your head if you think you're, you know, you will be discounted to any degree because you come from HBCU, and I say that to say, you know, I think you could poll, a lot of people and ask them where they get their degrees from the school they went to and, you know, some of them may be predominantly white there, you know some really tiny schools that couldn't touch, you know, possibly, you know what's coming out of a Morgan State or Hampton, or Howard, you know, there's a lot of people doing great things with, you know, degrees from online institutions like Phoenix University. So, you know, I definitely, you know, be proud of attending an HBCU. And, I mean, there are some that are just doing some, you know, really amazing things they all have their specialties. I think even prior to maybe the current landscape of so many things happening in this country from a racial standpoint, you know, HBCUs have have traditionally, you know, been the beneficiary of a lot of, you know, philanthropic dollars, which leads to them being able to build out you know certain programming and do certain things that other schools may not. So, like I say, be proud of it and then you know coming to the other point - networking. Just the other day, instant connection with people. And we found out we were 10-15 years apart, it didn't matter. You know what I mean it was like we were brothers, we were telling stories, you know from the same security guard that was there when we were both there like you instantly, you know, just have this network of people that you know are into this pose.

### **Dia Harris**

Perfect. Great, great and Marilyne talk to us. You know you're currently at HBCU and it sounds good you know some great things. How is your experience kind of giving you the opportunity? If I'm correct you have an internship that you do while you're in school. So talk to us. Talk to us a little bit about how you attending Howard has given you that opportunity to do an internship and what you're looking forward to when doing your job search, because you will have that Howard degree.

### **Marilyne Njuraita**

So, I can just start with the professors that I've encountered. So far I think they've had a big impact on my internship opportunities and just what I want to do in my career. So the professors that I have had, I think they are so much more dedicated to teaching their students because they know the barriers that we're gonna face. So they want to enforce that knowledge in us, as early as possible because they know this is what's coming so they want to prepare us. So my professors have had a big impact on what I want to do. And they've been able to kind of expose me to different internships like professors will send out internship opportunities. Howard sends out internship opportunities to us so I've been able to find things like that straight from the source. Additionally, I've been able to use an app that Howard has access to, Handshake, that has been my main facilitator of getting internships, that is a godsend. But Howard also has a career fair that exposes all the students to all these different companies that come in and want to pitch them they want to get these students they want to get the black students that's why they're there and that's a big thing like you're not going to miss out on these opportunities because the companies are going to come to your campus, and look for you because they're looking for you, black students. So I think I wasn't able to miss out on anything because of that. My first year, I was able to get introduced to this one organization I actually want to do, nonprofit work as well. And I was able to get introduced to this nonprofit, Mercy's Home for Boys and Girls, in Chicago. And from there, I've been able to kind of shape my studies and the internships that I'm getting towards that goal. Additionally, just an internship that I had last semester. It's HBCU First and that, of course, there was no way I could be in that if I was not in an HBCU. So that's how it opened up that internship opportunity.

### **Dia Harris**

Let's be very clear, you know I've worked for Fortune 50 companies all my career. And I will say that individuals at HBCUs in 2021, are very fortunate. I think there are companies out there that are dying and I truly will emphasize that word dying fighting for the talent that's coming from HBCUs these days, you know, because they know there's a huge gap and a lot of these organizations that you know when we talk about diversity, not just diversity as far as ethnicity and all that other stuff but its diversity of thought and they know that there is a huge gap within these organizations, and they know that HBCU the candidates that are coming from HBCUs can help fill that gap. So I will say like I said you know you can you can google me and see who I work for now and who I've worked for in the past, each and every one of those companies were fighting for the talent that's coming from HBCUs these days, and stuff like that so if that's helpful as far as you kind of really try to make that decision of why you choose an HBCU, just know that your experience and your degree coming from HBCU will open up a ton of doors and opportunities for you. And I think Darrell hit the nail on the head earlier when he talked about kind of, you know, you have those friends that you know you may need to ask them for a job for eventually just realize one of the things that I'm quite old on I'm almost 50 years old, you know, so I've been in recruiting for a long time and some of the candidates that I recruited from HBCUs, you know, they started off as interns, they are now CFO, CEOs and everything it's great for me. The other day I saw on LinkedIn I saw somebody I recruited as an intern, you know he's a VP at a company and I sent him a congratulatory note and he was just like, I wouldn't be here without you Dia. Stuff like this, once again, just the impact that you as an



HBCU graduate will make in the future, you know is very powerful and he would not be where he is without his HBCU degree as well experience. So let's not neglect that and all of these companies out here want you, they are going to fight for you, and they know that once they get an HBCU graduate in their organization that they're going to do big things. With that said, we have about a minute or two that I want to kind of do a round robin just to go around to kind of wrap up the session to kind of give some final words and thoughts about your experience at an HBCU why you chose one and just some words of advice to this audience you know the realization that these are high school students and you know they're looking for possibly the next 4-8 years depending on the type of degree they're going to go for that's really going to shape them and shape their future So I want you to kind of give them some words of advice. And, Marilyne, I want to start with you because like I say you're you're currently at school and I think that you can probably provide you know that powerful message to them because you're not too far away from them at all you know a couple years out of high school and so what words of advice would you want to give them.

### **Marilyne Njuraita**

I just want to say, go in with an open mind. It's definitely going to be different, especially based on your background if you were in a mostly black neighborhood or even a mostly white neighborhood, it's going to be different. You're going to be exposed to so many cultures, it's going to be a lot to take in, but you have to go in there, at least having some sort of basis and foundation in who you are, so you don't get lost because that can happen very quickly especially that first year. Just freshman year in general, it can be very chaotic and at an HBCU you can get lost in the sauce, but no, just go into it with a fresh mind and definitely pursue what you want, anything you're interested in, you can definitely achieve it. As long as you start it, there's gonna be so many opportunities and so many clubs and events that you can get into, and you're gonna be able to do that. Nobody's gonna stop you if anything they're going to be there to encourage you, so take advantage of that and do your best, pursue whatever makes you happy, and excel.

### **Dia Harris**

Getting lost in that sauce - it's all about the learning experience. It truly will make you a better person. Trust me. What about you, Albert?

### **Albert Phillips Jr.**

I think back to my high school experience. I remember my college bound specialist at my school, as well as a guidance counselor that really pushed us to apply, apply, apply to colleges so that's something I want to remind seniors about - just to apply. Even if you're not 100% certain that you want to go to a particular school. I think I applied to at least seven or eight different colleges. I didn't get accepted into all of them, but the vast majority of them I did. There are all types of waivers for application fees and things like that so make sure you look into those during COVID, you know, although things are opening back up every school may not have a chance to be to do an in-person tour, so try to do a virtual tour, if that's a possibility. Try to spend as much time talking to people about the school like ask, any question that you have. You're paying to go to this institution so you should feel as comfortable as possible. You know, ask

whatever you want to know. So make sure you ask those questions, towards the campus. You know, check out their websites, check out their social media pages and ask around. Really take advantage of our HBCUs. I think in Baltimore, we're fortunate to have two inside of the city, not the county. We don't have to go outside of the city. We have two right here, one in East Baltimore and one in West Baltimore that we can go and check out and attend so really consider HBCUs. They're a lot of fun. I love homecoming. I love going every year. It really hurt me last year that homecoming was virtual. I was like this is preposterous. What is this, you know, I love homecoming. I love my family. I love seeing my friends who used to go there. Who used to be up 1-2am in the library because they would extend the hours during finals season and be open 24 hours, and we had jobs and stuff so we sometimes put stuff off to the last minute. So we're up, we're grinding together, you know we built that camaraderie so definitely definitely don't miss out on the chance to apply and even attend an HBCU and the last thing I'll say is, is something that I even put in a book recently. I recently published a book called 'Y'all Hiring - A Black Teens Guide to Navigating Employment.' Check it out but I remember going in, I went to Morgan State as a transfer student because I went to community college first. And during orientation, I remember a gentleman I can't remember his name, but he told us to think about where, where do you want to go. Where do you want to work? What type of lifestyle do you want to have? You know what type of car you want to drive all of that, like think about it as you nail down all of that right now obviously, but at least think about it, because you can kind of chart your plan towards getting there so there's a position that you want, or even if you want to be an entrepreneur, think about that as much as you can. What you want to do and what you want to become because that's going to impact your mindset and motivation. But, what are you doing after that, what's the next step so just keep that in the back of your mind. You're going to be successful, and I can't wait for people to say that they watched this and let us know that they took bits and pieces from all of the speakers to be able to be a part of their journey.

**Dia Harris**

Darrell, if you can just say something in 10 seconds and get back and help us wrap it up please do so.

**Darrell Booker**

Alright, I'll just say this, enjoy and have fun. I think a lot of what you just heard from Marilyne and Albert was you know stay grounded and start thinking about your future; yes do all of that. But then also I want, maybe 20% of you to also realize that you have a lot of years to be an adult. Enjoy the HBCU experience. It is going to be something that you will never be able to repeat and you'll meet some people that you would never be able to do unless you went to an HBCU so please enjoy it.

**Dia Harris**

Great great show. I want to thank my panelists for helping me with this session. Thank you for your time and dedication to our future. Our individuals who are in high school, that's our future. And I'm glad we used this time to invest in them, because once again without them we will be lost and so thank you for spending some time with us today and hopefully, like you say



candidates will walk away with bits and pieces that will really be helpful for them when making career decisions as well as college decisions. Thank you. Thank you. Once again, my name is Dia Harris, I urge all of you to look me up on LinkedIn if you don't have LinkedIn, feel free to sign up as a young professional. I definitely urge you to sign up for LinkedIn and look us all up on LinkedIn. Thank you for joining us.