



Kerrin Mitchell:

Welcome to the Untapped Philanthropy Podcast.

Tim Sarrantonio:

We're your hosts, Fluxx's, co-founder Kerrin Mitchell, and Neon One's Tim Sarrantonio. We've spent our career learning how to leverage technology and data in the social sector to better connect and serve our collective causes, constituents, and communities.

Kerrin Mitchell:

In this podcast series, we profile leaders, public figures, philanthropists, and industry experts to explore the fascinating intersection of funding, technology, and policy. We're here to analyze the most formative topics and trends that shape the present and future of philanthropy.

Tim Sarrantonio:

Hello everyone. This is Tim Sarrantonio. I want to welcome you to a special episode of Untapped Philanthropy Special in so far that Kerrin couldn't make it today. I hope you enjoy my voice, but luckily for us, it's not just me. We have a fantastic dynamic, amazing guest for you today. Mide Akerewusi is a, Mide it's really hard for me to actually summarize who you are other than one of the most inspiring people that I've interacted with in the sector. But I'd love for people to hear a little bit about you in your words and tell you how did you get to where you are today? Let's hear a bit about you, and then we'll get into a nice conversation.

Mide Akerewusi:

Tim, thank you for your warm introduction and thank you for the great opportunity to have dialogue and conversation with you today. I appreciate that. I want to send my greetings and love out to those who are listening in today, and thank you also for taking the time to be part of this conversation. I'm a husband, I'm a father. I'm am a cousin. I'm an uncle. I am a friend to many beautiful and wonderful people in my life. And how I got here to be who I am was quite an interesting journey. We are all, I believe, products of our upbringing, and so it might be helpful if I share a little bit of context about my upbringing, which kind of positioned me very firmly in the identity that I have today. I am the product of a single mother who had five children, me being her second child, and who worked very, very hard to raise us in the best way that she could.

But in her doing so, I immediately came to, at a very young age, to the realization of the inequities of this world. And so economic challenges, financial challenges, housing challenges were all things that I saw my mother experience as she and I journeyed together, and that has left my experience as a child. Growing up with this single mother and a low-income community in South London, in England pretty much shaped my personality. And so as an adult, I began to ask questions about life, about my life and my position in life. And for those who do not know, I grew up in the seventies, eighties and nineties in London, England. During the time where racism was open, it was accepted, it was invited, and it was forced onto Black immigrant communities, of which my family was one of many who experienced that. And so racism and my own personal development have always gone hand in hand because I've always had to react and respond to racial oppression literally from the age of about six.

Who I am in short is a social justice advocate. I like to rebalance inequities. That's what I'm passionate about, and I like to be a voice and I use the skill of fundraising to create what I think is a balance between those who have the power financially, politically, economically, to change the social situation and those who need those who have power to affect that change. And so I've always found myself in the



center as a fundraiser talking with people who have extreme wealth on behalf of people who need some of that wealth and some of that power to be flowed their way.

Tim Sarrantonio:

I mean, there is so much to unpack. So this is why I'm so excited to talk with you, and I want to thank you for sharing that and giving that space to also reflect on that type of reasoning and core why of what we do. I find that very close to my heart too. Before we start to unpack this from your world and the ways that you've navigated the philanthropy space, especially, maybe we can go back to the time with your mother growing up and things like that or however you've reflected on this in career. Is there a moment that stands out to you as just kind of a crystallization of the core goodness of when we talk about philanthropy, generosity? Is there a moment that seems almost magical in your memory that sticks with you even today?

Mide Akerewusi:

Yeah, thank you for asking that question. There are two crystallized moments for me. The age of six, when my mother and I were living in my aunt's attic, literally we were living in my aunt's roof because we were homeless at the time. And so my aunt created this space for my mother and I to live. And I remember from the age of six just kind of thinking, this is a really cool space. But I knew also that it was not a normal space. It wasn't a space that many kids my age occupied physically speaking and even psychologically speaking to live in an attic. So I knew there was an extreme at that point. Fast forward four years later, so at the age of 10, my mother actually lands her own property. And for those who are in the UK, we essentially were given a rental property from the council.

We would call it the council. I think if you were in New York, you might call it the project. And so we dwelled in that space, but we felt as though it was ours and it was three bedrooms now, not an attic that my mother and I had to share. And the paradigm shift for me was how my mother then opened up a three bedroom home to others to dwell just as my aunt opened up her attic for us to dwell. And I thought about that as one of the most powerful continuums in my life, my mother being a beneficiary of my aunt, and then my mother being a benefactor to others who are also homeless.

Tim Sarrantonio:

I mean, that's such a powerful, and I definitely want to hear about the other one too, but just to reflect on how as a mindset to say immediately, how can I help others instead of this is mine.

Mide Akerewusi:

That's right.

Tim Sarrantonio:

Is so culturally impactful at an early age. So thank you for sharing that. What's the other one?

Mide Akerewusi:

The other one is really quite interesting because apart from the three bedrooms, we didn't have much else. We did have a car, we didn't have kind of luxury items. The one thing I remember about growing up was that I was never hungry, never went without food. And I reflect on that even till today, I'm almost 53 years old. I reflect on the fact that I have never experienced hunger, and though I have experienced financial and economic need, it has never been to the extreme of not having food in the fridge. So for



me, not having the clothes that I would want, not having a bike, not having computer games and consoles, not having all those things that 10 year old kids kind of hanker and crave after, materially speaking, was obviously a kind of left me with a bit of a sense of loss. But I knew why it was because we couldn't afford those things. But even though we couldn't afford those things, I could still eat. There's something for me quite magical about that. Quite fascinating that here is my mother renting out or giving out for free actually rooms in her home when she doesn't have much herself, but still keeping things going at the same time.

Tim Sarrantonio:

I think that's so beautiful. And I know you and I, in other previous conversations, not recorded for a podcast, have talked about the power of food in of itself. Maybe that's a different podcast episode, but I think that it's really interesting to tie back those core safety elements.

Mide Akerewusi:

That was it. I think you hit the nail on the head, Tim. I always felt safe at home even though home was for me, a place where financially we weren't in good shape.

Tim Sarrantonio:

So let's start to draw that into the current work that you're doing and maybe we can kind of extend that out in terms of the safety that people can feel. And you've been at the forefront of some really exciting initiatives. You actually, at the time of this reporting have just wrapped going into your third year, around the Giving Black Conference.

Mide Akerewusi:

Correct. Yeah, we're in our third year of the Giving Black Conference and perhaps there are a few things that we can say about that, but let me describe what the Giving Black Conference is.

Tim Sarrantonio:

Yeah, let's start with there. It's just like we'll use that as an entry point, but maybe we could use that as a broader conversation about Black philanthropy as a whole. But I think this is such a unique event in our sector, if you could tell people about that.

Mide Akerewusi:

For sure. The Giving Black Conference is a community. It is a place of convergence for all people who wants to know, contribute, who are already involved and engaged in any form of philanthropy in the global Black community. So we're talking about folks in Canada, folks in the USA, in Europe, Caribbean, and the African continents as well. And anywhere else that we may see Africa's Black diaspora. It's a place of convergence where we can come together to celebrate Black philanthropy month, but also talk about the issues that affect our giving. And we know that as Black people and people of African heritage, that we have a rich history and a rich culture of philanthropy. But we also know that in the global North, our role as philanthropists is somewhat downplayed, ignored, I would say, kind of trivialized in terms of the power of what we as Black people can do.

And so I think about, let's put it in this order, who were the people who fought against the transatlantic slave trade and brought their resources, created the Underground Railroad so that Black people may be liberated? It was Black people. Who were the people who fought for, who fought against the



colonization of the African continent so that Black people in our own continent could be free? It was Black people. Who are the people today fighting for racial equity so that we can all be seen as human beings equal and worthy of same treatment? It's Black people. So when we start to talk about African philanthropy, money is just like, it's like a microcosm compared to the breadth of importance and power that overall Black philanthropy has. Black philanthropy is always culturally defining. It creates an epoch. And so the sad nature of this is that as fundraisers in the mainstream, we're perpetually fascinated with who has financial wealth.

And so financial wealth is doing us the favor, if we really consider it. Financial pursuit of financial wealth is the singular most destructive force in the world today. And yet as fundraisers, we laud it, we lust after it. And so what Black philanthropy does is that it reminds us of the true essence of love of man, woman, child - love for each other. And in an African context, we might call that Ubuntu, if you were from South Africa or in that region, if you are from West Africa, you might call it Sankofa, which is looking back. So in other words, I am progressing and that is good, but I also have a responsibility to look back at those who are behind me and make sure I can bring them in parallel. Of course, we all know the meaning of Ubuntu is: I am because we are. We are codependent on each other. That is the essence of the Giving Black Conference to center conversation and community around those very issues.

Tim Sarrantonio:

I kind of want to frame all of that, by the way. That was beautiful. What it makes me think of in particular is how one of the biggest gifts, if you will, that I think has been perpetuated upon the sector is indeed what you're saying is that the money, the power have all been intertwined around the wrong focus. And where, especially coming out of the United States, because you're in Canada now, but there's still definite cultural elements in the hegemonic culture of the white supremacy that can drive a lot of unnecessary damage in our world. And what I've reflected upon is how there's community approaches to solving a problem or individualistic approaches. Oh, I can do this, versus we could do this. And I feel that the money inherently, and we've learned this through people like Edgar Villanueva, money's existed before capitalism,

Mide Akerewusi:

Correct? Yeah, it

Tim Sarrantonio:

Was before capitalism.

That's the biggest thing that I think has been gifted upon us, is that the money and the value have been intertwined where it's like, oh, the more money there is, the more valuable. And it's like, that's not true per se, and we need to rethink this. But I think that there is an othering that I know you have articulated when it comes to Black philanthropy and regular philanthropy, and that's very dangerous to do to say, well, okay, well that's the best practice to do it this way, but oh, how interesting that the Black community approaches it this way. But there's still kind of a less than about it, and that's extraordinarily dangerous.

Mide Akerewusi:

I agree with you, Tim, and I want to lean into the essence of what you were saying. I think you've captured such an importantly phenomenal point that I would love listeners to really try to embrace. But I will talk generally a little bit before getting into some of the detail here. Okay. Black thought is central to all situations of social change as far as I'm concerned. And what do I mean by that? I mean that if you



wish to know how to solve a problem or create an opportunity, you would do well to speak with individuals and groups of Black people. Because the way we think and what we generate from our thoughts, typically are never individualized, always collectivized almost by default and by proxy. When I put on the Giving Black Conference, we charge no fee for that conference. It's a gift to the community.

And it isn't because we don't know how to financially leverage a conference. I'm a fundraiser, I've been so for almost 30 years now. I know how to financially leverage things, but the essence is that I'm thinking in terms of community, and I want global community to be part of this. So it requires an understanding of what enhances the coming together of people who are in several different countries around the world and what might be a barrier to their convergence. So if we take out the money, then we don't need to worry about issues of access do we.

Tim Sarrantonio:

I want to bring up something that reminded me about, there was a gentleman, he had put on a Latino conference in California and had actually written about it and posted, I think on it was some sort of Facebook or LinkedIn group about the conference. It was an article that says, look, we're going to create this accessible conference for Latino fundraisers, and they're going to charge very, very little money. And a technology person commented on it and said, well, if you're not charging money, then how good could it be, basically.

And that was emblematic of the problem. That's problem that we have. Oh, and there is pushback because it's like, no, it's free because I'm a good fundraiser and we are making it accessible for people. So that's very, very important because these are the types of people who make those comments that actually have their pulse supposedly on the power level, the power structure.

Mide Akerewusi:

There you go.

Tim Sarrantonio:

And they're dictating what is valuable and what is not at large. And we have to change the conversation. So thank you for calling that out explicitly.

Mide Akerewusi:

Yeah, I mean, the assumption that something has value only if it can be monetized, I find to be perverse. Right? Let's think about the most important things in our lives. I am going to put my children and my wife, and my mother and my family. Let's say that the best relationships, the most effective love, the best meals time together that we have had. Just imagine if I say, well, folks, before we gather together, I'll need you each to pay me a hundred dollars for the experience. It kind of deflates the whole thing. And so there is a place for money, don't get me wrong, but not everything needs to be monetized. And so this is what we're talking about with Black philanthropy. Typically, when you are in any country in the global north, because of systemic oppression towards Black people, you will find us in communities that are less served by transport, health, education, employment, all of those important issues that are linked to our survival.

And so fundraisers will naturally look at our communities and say, well, there is no money there. Therefore there can be nothing dynamic, nothing creative, nothing useful. No thought can come from that because it is not financially strong. That's perverse. And that's my point about the power of Black thought that actually it's just different ways of thinking and viewing our world. And it is not dominated by, in my experience at least of African and Black philanthropy, how much money we have. It's



dominated by how much love we can share, how we build community, how we take care of each other, how we laugh, how we sing, how we dance, how we build culture, how we bond. I could go on. Those are the valuable things in life. And then money is layered on top of that as an enabler of some of those things.

Tim Sarrantonio:

I kind of want to shift gears slightly to get into a flow that if you'll indulge me to go through, which is almost like go through the valley of death towards the promised land. And what I mean by that is that one of the reasons that I was excited but also thought it was imperative to have you on the podcast is that there's a situation that you've been at the center of in many ways at the AFP Toronto chapter. And I want to talk a bit about that, give you some time to talk about that. But then that doesn't define you.

Mide Akerewusi:

No.

Tim Sarrantonio:

And if you look at social media, it's very easy for people to go, oh, that's the only thing that guy's going to talk about and that's wrong. And so I want to make sure that we end on what is the future going to look like by embracing the mindset that you're talking about in. That's my world too.

Mide Akerewusi:

Yeah, yeah, absolutely.

Tim Sarrantonio:

We have to talk about what are the stakes here. That's why I want to talk about AFP Toronto, what are the stakes by not addressing this. So this is an audience that I'm going to be upfront, probably is not acclimated at all to the situation. So in a way, what's the, too long didn't read of what you've been going through for unfortunately, kind of a long time now.

Mide Akerewusi:

Goodness. Let me start. Let start at the end. This is a big one, Tim. This is a big one. Let me start at the end.

Tim Sarrantonio:

We're getting into it. We're getting into

Mide Akerewusi:

It. Oh, listen, nothing's off the table as I like to say.

Tim Sarrantonio:

This is what Untapped Philanthropy for folks.

Mide Akerewusi:



It was a slow buildup to this. Okay, so I'm going to start at the end because this I think would be a great resource for listeners to really get caught up on this.

Tim Sarrantonio:

And we'll add things to the show notes for context for people.

Mide Akerewusi:

Thank you. So I want to encourage all listeners to please download *Us and Them*, a lecture delivered by Nneka Allen at the University of British Columbia. That is important reading for this context. And then I want to invite listeners to please visit the Giving Black website to listen to episode six of the Giving Black Podcast, where we lay out verbally what that experience with AFP GTC was in 2019. So that's the end, which will now enable me to directly answer your question, but also just summarize what happened exactly. In essence, three Black board members, including myself and two sisters, were invited to join the board of AFP. And in 2019, all three of us resigned on the same day at the same time, the reason for our resignation was essentially as a result of bullying of one of Nneka Allen that she had experienced around the board table and this kind of collective sense that our contributions around the board table had been tokenized.

So we were wanted for our bodies, we were wanted for our presence, but we were not wanted for our minds. This was very much a place where Black thought that I will go back to was ultimately rejected. The AFP movement in general ignored this seismic event of three Black fundraisers in the largest chapter of the AFP in the world resigning. Everybody buried their heads in the sand. And this year when Nneka Allen published her essay, her address, shall I say, to the University of British Columbia, she then approached me to kind of say, well, here's the lecture. What might we do to promote awareness? And I immediately said, we need to have a conversation on the Giving Black Podcast. And the context of that was that other organizations had rejected the opportunity to take up this story. So I've got to put that in there that some of our leading organizations that claim to represent the nonprofit sector in general did not want to promote the lecture or have a conversation about it.

They too wanted to bury it. So we had this podcast discussion, two podcast discussions. We shared the podcast and it went viral. And what people began to see was this major issue of inequity throughout the AFP movement, but especially at AFP Toronto. We then started to draw up when there was a petition, the petition I think attracted almost 2000 signatories for AFP Toronto to make amends for the damage that they had created for the hurt that they had caused us in 2019, which essentially they were incapable of at the board level and at the leadership level of AFP Toronto, which then led to their resignation. So they kind of threw their hands up in the air. They were like, board members were like, oh, we don't know what to do with this. We're all, we're going home and we're taking our ball with us. We don't want to play this game anymore. And they collectively resigned leaving AFP Toronto in a very precarious situation indeed, at which point I was then invited to become the interim chair of the association, or the association itself. AFP Toronto would be scrapped, essentially discontinued, dismantled, and no longer exist.

Tim Sarrantonio:

Big deal for the largest chapter.

Mide Akerewusi:

Big deal for the largest chapter. And so I often think in my life that things often need balance. And so I'm happy to be a critic, but the question is, could I also be a builder or a rebuild in this situation? And so I



think it isn't good enough at times just to be able to critique an issue. We can all critique an issue. The real question is what are we going to do about it? And so for me, I was confronted with that dilemma of, okay, so if I am at the epicenter as it were of events concerning this association, could I also be at the epicenter of putting this association back on track? And it is an odd obligation and a duty, which I proudly serve now.

Tim Sarrantonio:

How do you feel?

Mide Akerewusi:

I feel somewhat conflicted. Actually. I wrote about it saying it's rare for somebody to step back into an organization that has oppressed them and caused them so much hurt and pain. And for me, Tim, the hurt and pain came from the fact that these board members, I had considered them to be my friends. They were not strangers to me. There were people, there were fellow peers in fundraising that I had known some for more than a decade. And so I felt disappointed by the fact that they could not support me and my two sisters who had resigned. That's where the pain really came from. But also there was pain in seeing the oppression that certainly Nneka Allen was being singled out to receive. And then I secondarily as well as mat,

Tim Sarrantonio:

And for also we should include in the show notes, the amazing book *Collecting Courage*.

Mide Akerewusi:

And the amazing book *Collecting Courage*. Absolutely.

Tim Sarrantonio:

Which is actually how I got introduced to all of you folks originally, when that book came out, and I'm going to be blunt, I feel like I didn't do enough for all of you on a personal level, and I think that's the hard thing is it's just so, especially white allies, it's like, what do I do? Where am I best able to hold space when invited to give space? Right? That's why for me, it was important to have you on the show because I was like, well, I need to do something. And that's not enough in many ways, but where do you think the healing is starting to show as well? And then also, where can we build a world where the point of view that you hold becomes the dominant point of view? Let's maybe start to shift toward the healing a bit. What are you doing there and what can people do to help?

Mide Akerewusi:

Thank you. Tim, can I go back a little bit please? Just to talk about your point around you feeling that you did not do ...

Tim Sarrantonio:

I don't want to make it about me, man.

Mide Akerewusi:

No, well, actually it's about you, but it's also about others as well. Right?



Tim Sarrantonio:

I know. It's a feeling others have that maybe less ...

Mide Akerewusi:

Exactly. And I want to, it's important. I think that listeners are able to really understand, or at least to hear me out on this issue, and this is what I'm seeking, just an opportunity to hear me out with some thoughts on this issue. More Black thought, by the way, at every insertion, I might mention that.

Tim Sarrantonio:

Please. Absolutely.

Mide Akerewusi:

Here's the thing, think about racism and its point and purpose. One of its points is to silence those who may be inclined to challenge it, right? Something has happened. What's the best thing to listen? Let's just pretend it didn't happen and keep moving. That's the effect that racism has on us.

Tim Sarrantonio:

Erasure.

Mide Akerewusi:

Erasure or what I call in collecting courage, inertia, a not knowing what to do. When we open up the fridge and there's no food in it, what are we going to do? We're going to go to the shopping mall or wherever and get some groceries, right? When the gauge on our car is in the red zone, what are we going to do? We're going to stop by a filling station and pump it up, right? There's no inertia in those issues. But when it comes to racism, mass inertia is an intentional outcome of racism that everybody who is confronted by it should not know what to do about it. And I just want us to be really clear that that's the space we're in our society has encouraged us to ignore. And even now in the USA contextual to your politics, politicians are saying, not only do we ignore, but we erase, to your point, any commentary about the Black experience or about Black thought. That's the purpose of racism. And so we all need to know that, Tim, that you are not alone in thinking that, oh, I could have done more, but at the time I may not have known what, that's just the impact of racism on Tim.

Do you get what I mean?

Tim Sarrantonio:

I do.

Mide Akerewusi:

Or on anybody else? And so I just want folks to be clear that what we need to do is to really begin to think about what are some of those effective measures that will enable us to challenge racism when and where it happens, just as we respond to an empty fuel gauge in our vehicles when that happens. So that being said, what does healing look like? For me, healing looks like reconciliation. I'll put it this way, my wife and I love her dearly. We've been married almost 30 years, and we still argue, believe it or not, but when we argue somebody has to apologize to the other person, and then we have to remind ourselves that we love each other, and then we take actions to prevent such an argument happening again, that



for me is the ultimate definition of reconciliation and acknowledgement that wrong has been done, and the effort to right that wrong and a commitment to walk a different path going forward.

Tim Sarrantonio:

That actually reminds me of right before I got married, I was at a movie showing of some terrible movie that the actor Nick Offerman had put on. I don't even remember the movie I watched. It was forgettable. But he was there, and I loved him from *Parks and Recreation*, right? Ron Swanson himself was there. And so I actually raised my hand and I said, I'm about to get married, and my wife's in the audience right here. Do you have any advice for us? And it was pretty much that it was, be able to know when you're an asshole, was what he said.

Mide Akerewusi:

Absolutely.

Tim Sarrantonio:

And I think that goes back to what we were just talking about. The other thing that inertia or in-inertia does is freezes you into perfectionism. If I do it this way and I screw up, I'll get fired. That's what is also the underlying thing for a lot of this, that driving people's fear is that economic insecurity of I screwed up. And what I am starting to see from a healing standpoint is there's more individuals and organizations and leaders who understand it's okay to fail, and it's okay to fail, especially when it comes to equity and justice, as long as we're heading toward the right direction. So of course, let me hand it back to you, but I wanted to share at least that funny story from Ron Swanson.

Mide Akerewusi:

Beautiful, beautiful analogy and funny story indeed. Also, you have some nuggets here, Tim, that I've just really, I really want to also lean in and try and unpick. And so we have two worlds as I see it. We have the world of equity and fairness, and then we have the world of moneymaking. Okay? If we tilt the balance in decision making always towards moneymaking, we drift further and further away from decisions about equity. And so the person who says, oh, for instance, I've just seen a racist act, but if I speak up, I may get fired. That's a money decision right there. That's not an equity decision. That's what, that's all to be clear about that. But the person who says in the same situation, I see an inequity here and I am going to speak up irrespective of what it may cost me. That person is an equity champion. I want to say something that is obvious now about equity. We cannot claim to pursue equity without being willing to lose something that we have. It's impossible to achieve equity without giving up what we have. And I'm talking about that on an individual level as well as on a collective level, as well as on a country level, as well as on a global level. Equity survives when other people give up the power and the resources that they have and channel that into the hands of other people who do not have,

Tim Sarrantonio:

I honestly can't think of a better summation of the conversation too. We're going to, because I could talk to you all day.

Mide Akerewusi:

Likewise.

Tim Sarrantonio:



But we have to make sure that our friend, Shawn and Nate are able to do their job.

Mide Akerewusi:

Big up, Shawn and Nate for being so patient with us.

Tim Sarrantonio:

So one final thing that I'll ask you, and then I have some rapid fire questions for you.

Mide Akerewusi:

Yeah.

Tim Sarrantonio:

Is there anything that I haven't asked you that you want to talk about today?

Mide Akerewusi:

I want to elaborate on the importance of Black thought, not as an object and not as a nice thing to do, not as something that sits on the side of our desks, not as something that kind of sounds nice, because it comes from me or any other Black person, but as something that is central to the pursuit of social change in our communities and in our society. And my personal experience, Tim has been that when I express myself as a Black man, as a Black professional fundraiser, as a Black social change advocate, I've always felt that my viewpoints sit peripherally to what white men may think or what white women may think as though my thoughts are somewhat junior or not quite as advanced as those of white people. That's racism.

So when I keep talking about Black thought, it is to say that it deserves its rightful place in the center of all of human thinking. It is not a ghetto wide subject. Our experiences are not irrelevant to the rest of the world. They matter. And unless we are able to embrace the expressions of thought leaders, young, old, middle-aged man, woman, doesn't really matter unless we're able to embrace and be open in our minds to those expressions. It's almost as though we have one eye closed on the subject of social change instead of walking into situations of social change with both eyes open. And so I want to invite our listeners to seek out Black thoughts on some of the issues that you are involved and engaged in. What do Black people think? What have Black people written about a particular subject? Because we deserve our rightful place as thinkers and conversations that require deep thought.

Tim Sarrantonio:

When I think of the philosophers in many ways that we have in our sector, which they are, in my opinion, far and few between you are one of them, I'll say. So I'm very grateful for the time that you've given us.

So on that note, and the final question of our time together today, what do you hope your legacy is to future generations?

Mide Akerewusi:

Gosh, beautiful question. Just that I hope I've set a good example of what it means to pursue your values, to take risks, to speak when your voice is needed, to love and to care for those who are in this community and to challenge others who I ought to do better, ought to do more. I think that's it.



Tim Sarrantonio:

I think that's it. Mide, this is one for the books folks. Check the show notes on this one. You can learn a lot. We're going to make sure that this is chock-full of follow-up information. We're going to heavily encourage you to do that midday. Any final words for us before we sign off today?

Mide Akerewusi:

I want to wish everybody, well, first of all, I want to thank you, Tim. I want to thank the production team on this phenomenal conversation by far. It's probably the conversation of the month for me. So thank you. It's beautiful. I love it. And I just wish everybody's success in pursuing their change journey on a personal level, on a collective level, and on a cause level as well. And I'm always happy to be an ally and help to anybody who needs support in changing our world for the better.