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Oral History Conversation with Ben Alemu

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BEN ALEMU
(SENDFORC)
WITH CHRISTOPHER RODRIGUEZ & PEDRO CANTORAN

Conducted by Amy Nguyen, Daniel Kurzweil, Devin Aubert, and Natalia Galan-Battaler

(Devin) Ben, before we begin the conversation proper

00:00:03.450 --> 00:00:05.130
and just by way of an introduction to scholars

00:00:05.130 --> 00:00:08.730
who would be listening to the record of
this conversation can you please give us

00:00:08.730 --> 00:00:12.650
a brief overview of what Theravision Health Informatics does and what kind of

00:00:12.660 --> 00:00:15.390
social impacts you're trying to achieve with SendforC?

00:00:15.390 --> 00:00:17.930
(Ben) Awesome, so Theravision Health Informatics

00:00:17.930 --> 00:00:24.320
is a health technology firm that partners with hospitals to really bring technology

00:00:24.330 --> 00:00:30.150
to patients that expedite their recovery
so we're partnering with the U.C.S.D. Health U.C. Irvine Heath

00:00:30.150 --> 00:00:33.160
help their patients
walk more in the hospital

00:00:35.490 --> 00:00:42.360
(Devin) And then in terms of what are you really trying to do to improve social impact with SendforC as well?

00:00:42.770 --> 00:00:45.700
(Ben) SendforC is really
the key to the puzzle, because that's

00:00:45.700 --> 00:00:51.490
a very participatory group and by engaging youth and social entrepreneurship we hope

00:00:51.500 --> 00:00:56.670
that they also start businesses and teaching programs so that they in turn involve

00:00:56.700 --> 00:01:00.900
even more people. So that's kind of like a growing network of service.

00:01:03.220 --> 00:01:07.340
(Daniel) So was there any program or something that you were involved in the past

00:01:07.340 --> 00:01:12.870
that gave you the inspiration to start SendforC and the whole engagement process?

00:01:13.130 --> 00:01:16.610
(Ben) So, is like a really interesting
origin story because there's like

00:01:16.610 --> 00:01:22.810
a high school project. So, the alumni of our high whose name is Kevin who was

00:01:22.810 --> 00:01:28.170
a graduate student at Berkeley he came back to our school and said I have an idea for this

00:01:28.540 --> 00:01:35.760
volunteer program where college students teach high school kids about science and research and he kind of

00:01:35.770 --> 00:01:41.020
invited us to start it with him, so it wasn't
really my idea. It was kind of an initiation

00:01:41.030 --> 00:01:43.370
that he wanted to get us all
involved in

00:01:43.890 --> 00:01:49.990
(Ben) You can come in Andy, one of our USD student

00:02:05.190 --> 00:02:09.930
(Daniel) So, was there anything from like you, so what was his name the guy that came

00:02:09.930 --> 00:02:12.170
(Ben) Kevin

00:02:12.170 --> 00:02:17.540
(Daniel) Kevin, okay. So, besides Kevin was there any like childhood experiences

00:02:17.540 --> 00:02:23.270
or anything from your past that kinda gave you some connection towards SendforC

00:02:23.280 --> 00:02:26.220
or any other organization that you work with?

2

00:02:26.220 --> 00:02:34.700
(Ben) So, myself, Andy, and Kevin came from the same high school. I can't speak for everyone but my experiences

00:02:34.700 --> 00:02:41.340
high school seemed very disengaged from actual learning, it be more like cramming before an exam

00:02:41.340 --> 00:02:46.750
learn a lot of information, forget it the next day and like maybe some people like that

00:02:46.760 --> 00:02:53.110
but I was very discouraged. But when I looked around me and people didn't really take learning seriously

00:02:53.110 --> 00:02:57.160
So, I was really excited when people
came together to say we want people to

00:02:57.170 --> 00:03:03.380
use learning to foster social innovation
among the youth now was really enticing idea

00:03:03.380 --> 00:03:11.470
even though none of us really know
what that meant or how we even do that. It was really audacious idea.

00:03:11.470 --> 00:03:16.670
(Devin) How did you initially gather more like grow your following

00:03:16.670 --> 00:03:18.790
when you first established in everything and how did you get

00:03:18.800 --> 00:03:22.330
other students interested and to feel as deeply about it as you did?

00:03:22.330 --> 00:03:24.800
(Ben) So, I really helped us out was having a call to action

00:03:24.800 --> 00:03:29.440
and for us thankfully due
to Facebook you kinda of post like these

00:03:29.740 --> 00:03:31.120
Facebook pages where there's

00:03:31.130 --> 00:03:37.310
a lot of incoming students. So, I listed in
2014 and I said hey we're SendforC

00:03:37.310 --> 00:03:41.110
we want to use science to make an impact. We're going to compete in this NASA

00:03:41.120 --> 00:03:46.240
competition in these two categories

e-mail me your idea we might build some of

00:03:46.250 --> 00:03:50.540
these projects. So the fact that there was
an invitation for other people to get

00:03:50.550 --> 00:03:55.620
involved, both those projects would end
up being completed and we won that NASA

00:03:55.630 --> 00:04:00.890
competition. So that's really an interesting
way that even us as eighteen/nineteen-year olds

00:04:00.900 --> 00:04:06.020
we're not doctors, we're not engineers, we're not working professionals but even

00:04:06.030 --> 00:04:14.370
these partially formed ideas, we as young
people could still develop them and it's a really interesting idea. I think, so

00:04:14.370 --> 00:04:18.720
(Devin) So, initially the response even just of like social media

00:04:18.720 --> 00:04:22.680
postings and everything, you initially had a really strong response right just of that

00:04:22.680 --> 00:04:25.760
(Ben) Around thirty to forty people but then

00:04:25.760 --> 00:04:32.410
there tends to be a lot of people who just show up then they don't come back and it's like this long

00:04:32.450 --> 00:04:39.560
process of churn and Iike getting stable
teammates volunteers but that was that at the very beginning.

00:04:41.490 --> 00:04:45.740
(Daniel) So, with the volunteers, from what

00:04:45.740 --> 00:04:49.660
understand you're kinda pairing high
school students with college professors

00:04:49.660 --> 00:04:55.830
or people you know there in the fields, so how do you find those professionals that are

00:04:55.840 --> 00:04:59.170
willing to give you time out of their day to help you in your cause?

00:04:59.170 --> 00:05:05.180
Thankfully there's a lot of working professionals that are really excited about our mission for

00:05:05.190 --> 00:05:09.250
a lot of different reasons maybe you could kind of talk about what attracted you SendforC.

00:05:11.630 --> 00:05:15.570
(Chris) Well your question earlier
about like what sparked his interest

00:05:15.600 --> 00:05:20.360
a lot of us may not have had.

00:05:20.360 --> 00:05:24.800
You know a solid academic and how would you put it

00:05:24.800 --> 00:05:27.800
(Ben) background maybe or experience

00:05:27.800 --> 00:05:34.510
(Chris) mentor, so that's really the
impetus for it. My interest at least.

00:05:37.860 --> 00:05:40.830
(Ben) You want to talk about what attracted you for SendfC

00:05:40.830 --> 00:05:43.770
(Andy) Well I mean I actually found out through one of

00:05:43.790 --> 00:05:48.160
his Facebook posts. He send out
an e-mail like a call for

00:05:48.460 --> 00:05:53.440
a mechanic coordinator and I looked into it because I was just looking for experience

00:05:53.460 --> 00:05:57.950
in that point. When in actually when in and actually read what they were doing and actually

00:05:57.960 --> 00:06:03.760
like looked into the organization I really
I kind of just like connected with it

00:06:04.320 --> 00:06:10.190
because I really do think that it
really helps out. There you really help

00:06:10.210 --> 00:06:14.390
these kids that don't have the same
opportunities other people do and kind of

00:06:14.410 --> 00:06:21.330
brings them into like it brings
them it helps them. It helps them

00:06:21.350 --> 00:06:26.910

have seen opportunities, it helps them kind of work their way out of what they what

00:06:26.910 --> 00:06:31.690
they're stuck in and that really, that
they really kind of spoke to me I really.

00:06:32.730 --> 00:06:33.710
I had seen a lot of people had

00:06:33.720 --> 00:06:40.010
a just been stuck in the same. The same
cycle and they're helping break the cycle

00:06:40.130 --> 00:06:42.490
giving them a different opportunity.

00:06:42.490 --> 00:06:46.860
(Amy) In terms of like working with younger students in high school

00:06:46.880 --> 00:06:52.460
do you guys do rotational programs so like mentors have different opportunities to work with

00:06:52.470 --> 00:06:56.230
others students, not just the same group or how does that work?

00:06:56.230 --> 00:06:59.840
(Ben) So kind of the model is once we talk with the school and kind of secure like

00:06:59.850 --> 00:07:04.590
a classroom, a time, and like interest students. They get to pick what they want

00:07:04.600 --> 00:07:07.390
to study so it's kind
of like predefined like

00:07:07.400 --> 00:07:13.010
a menu of options. Do you want to study in the computer science truck or biology or

00:07:13.020 --> 00:07:16.840
engineering so based on their
interests they're pair of

00:07:16.850 --> 00:07:20.370
a core of mentors and
they develop projects throughout

00:07:20.380 --> 00:07:25.020
a year or two years based
on what they define. So,

00:07:27.900 --> 00:07:31.840
(Devin) You talk about how well initially you guys got involved in the NASA project

00:07:31.850 --› 00:07:35.100
and one of the first things that you
did, do you still compete in similar

00:07:35.110 --› 00:07:40.270
projects like as they work on these couple projects every year or two

00:07:40.270 --› 00:07:42.780
do you still do similar
competitions in such?

00:07:42.780 --› 00:07:47.780
(Ben) I post a lot of opportunities that I try to encourage our volunteers and our students

00:07:47.790 --› 00:07:53.820
to get involved but literally every week.
I like try to post different links and opportunities.

00:07:53.820 --› 00:07:57.420
So, I hope people are applying

00:07:57.420 --› 00:08:02.020
(Devin) So, it's kind of at their own will if they are just kind of interested in doing

00:08:02.140 --› 00:08:06.590
a certain project or something. Is at their own will to get involved.

00:08:06.600 --› 00:08:08.400
(Chris) We're focusing on rebuilding right now

00:08:08.400 --› 00:08:14.490
more than encouraging outside competitions kind of things. We are in rebuilding phase.

00:08:15.530 --› 00:08:20.490
(Devin) What is your ultimate goal in your rebuilt?

00:08:20.490 --› 00:08:26.580
(Chris) There's a lot I mean funding, recruitment for students, partnerships with you know other

00:08:26.590 --› 00:08:32.520
people who are sort of passionate
about education and

00:08:33.350 --› 00:08:38.940
curriculum building just every asset
or facet of education really.

00:08:41.149 --› 00:08:47.670
(Amy) Do you see this like students they're working with right now coming back in the future and
maybe serving as mentors themselves?

00:08:48.510 --› 00:08:53.190
(Chris) That's definitely a nice

cycle for sure and we have a couple that are like that.

00:08:53.190 --> 00:08:55.620
(Ben) Yeah like three of our original students they are now

00:08:55.760 --> 00:08:58.770
college students as
incoming freshman at

00:08:58.770 --> 00:09:05.080
U. C San Diego and S.D.S.U. What is really cool it that they are majoring in the same things

00:09:05.090 --> 00:09:09.570
they pick our program. So, hopefully that
had a lasting influence

00:09:09.570 --> 00:09:12.410
(Devin) Have you seen anything like direct results of

00:09:12.820 --> 00:09:17.200
like students that you've worked with and that have been in your program and then have gone

00:09:17.240 --> 00:09:22.830
on to like majoring in the same kind of field or something? Like, do they a lot better or

00:09:22.840 --> 00:09:26.980
are they more involved so far
kind of things?

00:09:26.980 --> 00:09:31.350
(Ben) Maybe, that is because they are incoming freshman

00:09:31.350 --> 00:09:37.440
(Chris) It's very early because the project is three or four years old yet, so to get that sort of data or follow up is still

00:09:37.450 --> 00:09:43.040
kind of just happening. We like to claim that type of success, right?

00:09:43.050 --> 00:09:47.250
But that it's kind of hard to put
that on paper right now. This early

00:09:47.700 --> 00:09:51.480
(Natalia) But how do you know that you're going in the right direction?

00:09:51.480 --> 00:09:58.580
(Chris) Great question, return volunteers, return mentees continued relationships with schools these are all sort

00:09:58.590 --> 00:10:04.750
of more holistic indicators of our success.

00:10:04.750 --› 00:10:09.890
Because each program is sort of tailored towards that student or that school.

00:10:09.890 --› 00:10:11.630
You may have an increased G.P.A.

00:10:11.640 --› 00:10:15.180
or test score be an indicator
for this student. You may have

00:10:15.220 --› 00:10:20.600
a Startup as an indicator of success for
this group of students so because of that

00:10:20.610 --› 00:10:26.800
it's very difficult to define what success is and we also don't really want to do that

00:10:26.800 --› 00:10:27.780
because you know that there's

00:10:27.790 --› 00:10:31.320
a lot of sort of controversy
behind how effective our G.P.A

00:10:31.320 --› 00:10:35.980
or SAT scores and things like that and like everybody is measure differently and

00:10:36.100 --› 00:10:40.900
we sort of going to support the idea that
you know you define what is success for

00:10:40.910 --› 00:10:45.240
you for this particular
endeavor or outcome.

00:10:49.220 --› 00:10:53.670
(Natalia) So, Theravision Health Informatics and SENDforC have different approaches,

00:10:53.670 --› 00:10:54.530
(Ben) Yes

00:10:54.530 --› 00:10:57.230
(Natalia) one is a social enterprise and another one is a company.

00:10:57.230 --› 00:11:01.830
What are the main differences between starting both companies?

00:11:01.830 --› 00:11:06.050
The really interesting part and I recommend everyone who is watching this

00:11:06.060 --› 00:11:10.690
or interested in business studies. Start a pet project that's

00:11:10.700 --> 00:11:15.250
a passion and stick with it for three to
four years. So, like SendforC was very

00:11:15.260 --> 00:11:19.280
nebulous and it didn't exist at the
beginning so we had to create the whole

00:11:19.290 --> 00:11:24.320
foundation for SendforC, witch at least for me and others that's like twenty five - forty hours

00:11:24.320 --> 00:11:30.040
a week for four half years. So you have to
train everybody, recruit them, onboard them

00:11:30.050 --> 00:11:35.170
get grant money, get these working professionals, organize equipment, teach at the school

00:11:35.180 --> 00:11:41.290
like it's, like so intense
training. So creating Theravision and

00:11:41.290 --> 00:11:46.950
getting it in a really hot direction in three to four months it was really easy because of all that

00:11:46.960 --> 00:11:51.980
training and documentation we already
both. So, I don't know if that answers like the

00:11:51.980 --> 00:11:58.230
complete question but that kind of professional training facilitated other projects in other companies

00:11:59.530 --> 00:12:04.110
(Daniel) So it seems that you were pretty busy?

00:12:04.120 --> 00:12:10.100
yeah, especially I was looking in your LinkedIn and last years seem like super busy for you.

00:12:10.100 --> 00:12:15.510
I was wondering if there was any part/aspect of your life that you maybe feel like you missed out

00:12:15.510 --> 00:12:20.080
because you had so many obligations and opportunities that you were going for?

00:12:20.080 --> 00:12:27.880
(Ben) Yeah, so that's actually like a really true dark side of Startups and other projects. At least for me is
like the

00:12:27.900 --> 00:12:33.420
first year and a half for SendforC you know that is kind of doing well based on the people who

00:12:33.430 --> 00:12:38.370
are coming back and the words we get

10

but I don't consider that Iike actual true

00:12:38.380 --> 00:12:40.390
accomplishment because that's not

00:12:40.400 --> 00:12:45.130
directing serving our mission. So we have
sustainability and like documentation

00:12:45.140 --> 00:12:50.820
training. So I got the sense that everything I did, it's like this castle of sand that

00:12:50.830 --> 00:12:55.920
could fall apart at any moment like if I
don't do any task or answer the phone call

00:12:55.930 --> 00:12:59.790
or answer the email some stuff
probably won't happen so that's

00:12:59.800 --> 00:13:04.210
a lot of product stress and worry that
it keeps knocking out at you day after day

00:13:04.550 --> 00:13:08.880
and that for all of us what students you
probably have other things that should

00:13:08.890 --> 00:13:14.480
take up your time and I know definitely for
me secondly the academic components

00:13:15.120 --> 00:13:24.250
suffered a lot until I said no, learned to say no and told people to asked me if they need help for their stuff.

00:13:25.820 --> 00:13:28.610
(Devin) What really kept
you motivated throughout all of like the

00:13:28.620 --> 00:13:33.860
stress and the hardships of it, what was like your ultimate motivation that really kept you

00:13:33.870 --> 00:13:37.720
determined to keep it going, keep it growing and everything?

00:13:37.720 --> 00:13:44.760
(Ben) So, at least like my interpretation of what I believe SendforC is and I think everyone else has their

00:13:44.770 --> 00:13:49.720
own vision of SendforC which I think
is really powerful. Is this idea that

00:13:49.730 --> 00:13:51.800

young people could change the world than

00:13:51.810 --> 00:13:57.770
a like a really insidious idea that when
people start getting evolve in SendforC

00:13:57.780 --> 00:14:02.800
I see what kind of impact they have
when they teach and while they're teaching

00:14:02.840 --> 00:14:06.590
they understand how to start
their own projects so it's like

00:14:06.600 --> 00:14:11.900
a cascade of different projects and programs
these people have created. So part of it is

00:14:11.910 --> 00:14:17.130
like seeing how much enjoyment the people
get out of it and how much growth I see

00:14:17.140 --> 00:14:20.320
in other people so even though
the fact that it's like

00:14:20.330 --> 00:14:24.760
a really tiring and it seems like there's
always worse up to do.

00:14:24.760 --> 00:14:29.280
It's really encouraging to see how people get enjoyment from it

00:14:29.280 --> 00:14:37.100
(Amy) Like right now, I mean we discuss that is just been four - five years since you introduce SendforC

00:14:37.100 --> 00:14:42.940
Do you see this growing outside of San Diego?

00:14:42.940 --> 00:14:50.040
(Chris) Well yeah and actually because it's a college-student base model that's really like the I wouldn't
say genius because

00:14:50.050 --> 00:14:53.750
there's many of the other words that imply the same model but that's where the

00:14:53.930 --> 00:14:59.710
potential is really to grow it at every
chapter that we can that also has an

00:14:59.750 --> 00:15:02.710
underserved community because that's the
that's sort of the key element of SendforC

00:15:02.720 --> 00:15:07.930
is that we're trying to get
students who are or who have the means

00:15:07.940 --> 00:15:13.220
academically and the passion to help bring
up under-served students who are also at

00:15:13.230 --> 00:15:17.780
risk students so wherever there is at
risk here or you know students who need

00:15:17.910 --> 00:15:20.240
academic boost there's got to be

00:15:20.250 --> 00:15:24.390
a college nearby and we're hoping to have
students that would want to take on

00:15:24.400 --> 00:15:28.730
our mission sort of evangelize and
so we do have a chapter at U.C.

00:15:28.740 --> 00:15:32.810
Berkeley who's actually kind of our tip of the spear right now on their partnered with

00:15:32.820 --> 00:15:37.210
a charter school up there and they're
supposed to start their curriculum in

00:15:38.140 --> 00:15:43.820
September or October you know there are several but
and we have some fledgling chapters

00:15:43.830 --> 00:15:47.060
other colleges but mainly right now, it's U.C.S.D

00:15:47.530 --> 00:15:50.600
And love to start a chapter U.S.D.

00:15:50.610 --> 00:15:56.240
If we can do some recruiting. So it's possible.
(Devin): Is active growth like something

00:15:56.250 --> 00:16:00.180
you guys are really working on or you're trying to focus on really growing your current project before?

00:16:00.190 --> 00:16:06.850
(Chris): Growth is just so
difficult because when you initiate growth

00:16:06.850 --> 00:16:10.810
sometimes it goes in directions you weren't

expecting and then you have to sort of

00:16:11.170 --> 00:16:15.730
manage our growth so you couldn't you
could recruit students and people who are

00:16:15.740 --> 00:16:19.410
passionate but they're also going to need
mentoring. How do they build curriculum? How

00:16:19.420 --> 00:16:24.100
do they go fundraise? How do they engage other
students in schools? So every bit of us

00:16:24.110 --> 00:16:28.860
that we put into growth, it takes a bit
from like a core mission like writing

00:16:28.870 --> 00:16:30.800
a grant or talking to

00:16:30.810 --> 00:16:36.740
a principal. Things like that so it has to
be sustainable for us too and for every

00:16:37.060 --> 00:16:40.770
for every hour that maybe one of our
volunteers puts in it's like two or three

00:16:40.780 --> 00:16:44.790
hours we're putting in that they don't
see. See like Ben was talking about he

00:16:44.800 --> 00:16:48.780
was busy last year like you mention and
for all of us who sort of lead any

00:16:48.790 --> 00:16:52.230
nonprofit or any organization,
there's so much work we're doing behind the

00:16:52.240 --> 00:16:57.470
scenes that people just don't see and
what they what they do see is what you put on

00:16:57.480 --> 00:17:02.680
paper or that our connection with the
students or whatever. So as much as we can

00:17:02.720 --> 00:17:07.890
handle with you know his other company,
my working full-time and you know people's

00:17:07.900 --> 00:17:11.329
studies and stuff like that it's whatever
we can really handle still the live

00:17:11.339 --> 00:17:11.800
somewhat of

00:17:11.810 --> 00:17:18.690
a balanced life you know.
(Devin): How did you actually get involved in the project and everything?

00:17:20.010 --> 00:17:24.660
(Chris): Me specifically?
(Devin): Yeah
(Chris): So I was just finishing my M.B.A at Rady

00:17:25.099 --> 00:17:25.950
U.C.S.D

00:17:26.210 --> 00:17:31.120
business program. And Ben posted-
it's actually funny. Ben posted an initial

00:17:31.370 --> 00:17:32.120
request for

00:17:32.130 --> 00:17:36.440
a campus coordinator and I applied to
because I like SendforC's mission

00:17:36.450 --> 00:17:39.940
And I read about it and whatever.
I liked how he put his email.
Ben 's very good with

00:17:39.950 --> 00:17:44.590
words and with text and stuff. So
I was like oh this could be cool let me

00:17:44.600 --> 00:17:49.420
apply, and I remember him saying "I don't think
this is the greatest fit for you and I'll keep

00:17:49.430 --> 00:17:55.100
you posted for something later."
Something along those lines.
My ego was struck

00:17:55.110 --> 00:17:58.950
immediately as like what I'm just finishing-
but yeah you got to just kind

00:17:58.960 --> 00:18:02.490

of read behind the lines or
whatever. And I was like wow ok we got

00:18:02.500 --> 00:18:05.410
a lot of work experience and I was
in the military and in the N.B.A.

00:18:05.420 --> 00:18:10.470
And stuff like that and OK whatever
I didn't pitch this to him. But I was

00:18:10.480 --> 00:18:11.060
a little I was

00:18:11.070 --> 00:18:15.230
a little. I was kind of like really?
But he reached out later for

00:18:15.240 --> 00:18:15.830
a C.F.O.

00:18:15.840 --> 00:18:20.140
position and I wanted to kind of enhance my
project management experience and be more

00:18:20.150 --> 00:18:24.130
applicable for like you know companies and
job searches and stuff. So I applied to

00:18:24.140 --> 00:18:25.760
that and he said yeah you'd be

00:18:25.770 --> 00:18:29.400
a great fit. Let's interview,
let's talk about the org. Well,

00:18:30.090 --> 00:18:33.970
a few months after joining SendforC
and talking with the- he mentioned Kevin

00:18:33.980 --> 00:18:38.680
and a couple other founders and then I
noticed that there was a little bit of

00:18:38.690 --> 00:18:41.820
a gap in leadership. There was not

00:18:41.830 --> 00:18:46.350
a consistent voice speaking for SendforC.
There was nobody really teaching me my job

00:18:46.360 --> 00:18:52.470
and I said you know, hey who really should

be leading this org and I just pose it as

00:18:52.480 --> 00:18:57.360
a question because you got to really
collaborate on stuff like this and you know I said

00:18:57.800 --> 00:19:00.840
I'd be willing to do it if you guys
thought I'd be a good think I'd be

00:19:00.850 --> 00:19:02.340
a good fit, and we had

00:19:02.350 --> 00:19:06.380
a lot of conversations about it. They had
their own conversations and we just

00:19:06.390 --> 00:19:09.850
decided that you know Ben and I work really
well together which is really important

00:19:09.940 --> 00:19:11.110
to have a good cohesion with

00:19:11.120 --> 00:19:15.230
a team- be able to feed off each
other and stuff. And to share

00:19:15.270 --> 00:19:20.370
a vision and we do.
I also come from you know a pretty challenged background

00:19:20.380 --> 00:19:25.280
I didn't have any academic mentorship growing
up. I barely graduated high school

00:19:25.460 --> 00:19:28.920
I barely graduate in undergrad I had one
of the lowest G.P.A. at San Diego State.

00:19:28.930 --> 00:19:35.180
So I've had my struggles academically,
and I know the power that happened

00:19:35.190 --> 00:19:38.380
having somebody to kind of reach back and
say hey you know I can help you out with

00:19:38.390 --> 00:19:43.060
this or let's kind of stoke your
motivation and so you know here I am.

00:19:46.140 --> 00:19:51.380

(Devin): I feel you all kind of said similarly
on the lines like difficult, complicated

00:19:51.390 --> 00:19:55.950
past and everything especially like in
school and everything. Open for

00:19:55.960 --> 00:19:58.160
anyone of you guys to answer but did you have

00:19:58.600 --> 00:20:03.110
any specific role models or anybody in
specific that really helped you push yourself

00:20:03.120 --> 00:20:08.120
academically, and challenge yourself and
kind of led you to these great accomplishments

00:20:08.130 --> 00:20:14.410
that you've made thus far. (Andy): Well personally,
it was always my parents that pushed me

00:20:14.980 --> 00:20:16.750
they were college
graduates. So I'm not like

00:20:16.760 --> 00:20:20.630
a first generation college student, but they were
always in those that would push me because

00:20:20.640 --> 00:20:25.700
I was never academically inclined so to
speak. I would always be kind of that type

00:20:25.710 --> 00:20:30.110
of guy would be like I can coast by and not
do any of the work and I'll pass it was

00:20:30.120 --> 00:20:35.270
fine, but they would always be on me to you
know better myself and they were really

00:20:35.280 --> 00:20:41.670
pushed me to actually achieve better grades,
better academic

00:20:42.050 --> 00:20:46.460
successes and they actually pushed me

00:20:46.470 --> 00:20:50.770
to come to college because I
originally did not necessarily want to come to

00:20:50.780 --> 00:20:54.850
college. That was not always
my goal but there was

00:20:54.860 --> 00:21:00.960
a kind of push me to it and they are really
what kind of motivates me.

00:21:03.160 --> 00:21:06.420
Because they've sacrificed so much just
to make sure I've been able to get here.

00:21:08.290 --> 00:21:13.850
(Ben): Awesome, do you want to answer that?
(Chris): I have zero,

00:21:14.850 --> 00:21:18.900
nobody really stepping into it to see I
was doing school. My mother was just like

00:21:18.910 --> 00:21:23.390
if you're in classes and not get
you know suspended, you're good. That kind of thing

00:21:23.690 --> 00:21:26.540
and I knew I was going to go to college
directly after high school. I actually went

00:21:26.550 --> 00:21:32.390
into the military so I didn't really have
any motivation from that aspect but my

00:21:32.400 --> 00:21:37.930
motivation for going even going to college
and trying was to was to come back and

00:21:38.410 --> 00:21:43.650
military to be an aviator and I remember
my biggest influence was actually military

00:21:43.660 --> 00:21:48.850
officers that I work with. And they were
educated and they were huge professionals

00:21:48.860 --> 00:21:55.510
and sort of that. Beat working alongside
those guys was pretty powerful

00:21:55.520 --> 00:22:01.850
motivator for me to going to school and
study engineering, and so that was like it was sort of

00:22:01.860 --> 00:22:08.180

my motivation but you know that's it.
(Ben): Awesome. So I think with my family like my dad

00:22:08.190 --› 00:22:09.950
came from a refugee background with

00:22:09.960 --› 00:22:15.940
a tenth good education so he kind of
really moved up the ladder and taking like

00:22:16.290 --› 00:22:20.990
trade school community college classes, and
ending up being valedictorian of his university

00:22:21.880 --› 00:22:28.830
so like really engrained and in everything
he teaches is like dedication. It's OK if

00:22:28.840 --› 00:22:29.840
you don't maybe reach

00:22:29.850 --› 00:22:36.740
a certain goal but you're not going to
half ass something like not really give

00:22:36.750 --› 00:22:43.630
it everything you have. So far academically, like motivation he is that role model but

00:22:43.640 --› 00:22:49.510
for extracurricular and like entrepreneurship
stuff I don't think I have that many role model

00:22:49.520 --› 00:22:56.460
(Devin): So just kind of doing your own thing
and figuring it out yourself?
(Ben): So that's

00:22:56.470 --› 00:23:00.240
like a good thing and a bad
thing because you get to iterate

00:23:00.250 --› 00:23:02.530
a lot and really improve on

00:23:02.540 --› 00:23:06.770
a lot of things you do very very
quickly, but the bad thing is it's

00:23:06.780 --› 00:23:13.510
a huge time sink and it's very draining
so there's like great and bad aspects

00:23:13.520 --› 00:23:20.350

of maybe not having direct mentors in that instance.
(Chris): Yeah, it does help to have somebody

00:23:20.360 --> 00:23:24.980
who sort of give you right and left limits, like you
know maybe pair back here try

00:23:24.990 --> 00:23:31.150
this or whatever.
When you're doing it on your own, you just go.
Sometimes it's not efficient and other area

00:23:31.160 --> 00:23:38.080
were it lacks as a result.
(Ben): Yeah
(Daniel): Has there been any

00:23:39.480 --> 00:23:44.580
specific instances or stories of you know something
that happened to you that really inspire you

00:23:44.590 --> 00:23:49.110
a certain way that led you to sort of your
decisions- in the growth of your

00:23:49.120 --> 00:23:55.580
organizations or beginning of them?
(Ben): All right, I got to think about that for a few seconds
(Chris): These are good questions

00:23:55.590 --> 00:24:00.430
(Ben): Hmm, at least at U.C.

00:24:00.440 --> 00:24:04.510
San Diego like a lot of the
stuff we've been doing,

00:24:04.520 --> 00:24:08.560
a lot of my best friends have been doing
is encouraging student communities.

00:24:09.110 --> 00:24:13.820
Like the computer science community, the
entrepreneurship community-we don't see

00:24:13.830 --> 00:24:17.950
anything right. We started some of
the first student-run classes that U.C.

00:24:17.960 --> 00:24:22.770
San Diego. We started our own company, so a lot of like when we do stuff for

00:24:22.780 --> 00:24:26.640

SendforC or other students do their own state initiatives,

00:24:27.070 --> 00:24:31.530
a lot of students look to the left and to
the right- "Hey how do I start my own

00:24:31.540 --> 00:24:38.400
nonprofit? How do I that?" And once
that like opportunity kind of is

00:24:38.940 --> 00:24:40.010
visualized

00:24:40.050 --> 00:24:45.110
a lot of people say "I want to do what you're
doing." So because of SendforC other

00:24:45.120 --> 00:24:47.610
people said "How do I make
this student council

00:24:47.650 --> 00:24:51.980
a nonprofit? How to make the school
newspaper a nonprofit?" So there's like

00:24:51.990 --> 00:24:58.180
a lot of like consulting and guiding other
student groups. So then like for SendforC

00:24:58.190 --> 00:25:02.710
we have a lot of Google Docs
and documentation. So I just share like

00:25:02.720 --> 00:25:05.590
a lot of information other groups so

00:25:05.690 --> 00:25:10.070
a lot of like information dissemination
to even outside bodies is like

00:25:10.080 --> 00:25:14.330
a huge thing I'm fascinated
by. You guys want to take

00:25:14.340 --> 00:25:19.190
a stab at that question you know I'm just
me any for the first time about oh hey

00:25:19.200 --> 00:25:21.720
there. It's today.

00:25:26.950 --> 00:25:30.390
So it was a question it. Was

00:25:30.400 --> 00:25:37.060
a really specific. Instance or less
are still really. Really got it

00:25:37.960 --> 00:25:43.240
in your colleagues starting pursuing
your passions and your positions.

00:25:46.310 --> 00:25:53.150
Personally I don't really have that I'm
more so just support I really do.

00:25:54.540 --> 00:25:59.470
Support his mission and I can want to do
what it takes because to help him out

00:25:59.600 --> 00:26:03.810
since we've known each other for what is
it seems like almost middle school waiting

00:26:03.820 --> 00:26:05.800
freshman year of high school someone for

00:26:05.810 --> 00:26:10.940
a long time and I know he's always in the
smart guy really motivated guy and oh

00:26:11.020 --> 00:26:17.510
wait he first entered into this mission it
it is speak to me and I discount what I

00:26:17.520 --> 00:26:22.290
want to help him out and make sure that
he's able to accomplish what he wanted to

00:26:22.300 --> 00:26:28.970
accomplish. This

00:26:29.100 --> 00:26:35.710
year's over questions are to stick around.
I dunno. What is the culture like.

00:26:37.030 --> 00:26:43.400
You know it's like people.
You know communicate

00:26:43.410 --> 00:26:48.260
exactly like always and
in. Which some have

00:26:48.270 --> 00:26:51.140
a bias response all of it because it's

00:26:51.150 --> 00:26:57.680
a better shape for sure. Did
me well I were mostly with

00:26:57.690 --> 00:27:02.850
nonprofit I don't really I'm not really
involved with the actual outreach more so

00:27:02.860 --> 00:27:09.840
work on the financial side and for me I
don't really see very many people. Do talk

00:27:09.850 --> 00:27:14.220
with them to Messenger apps and I do have
video calls with other employees or with

00:27:14.230 --> 00:27:19.920
other volunteers but for the most part I
don't really I don't really get to see

00:27:19.930 --> 00:27:23.130
everyone very often especially since I'm
based here rather than what you see as

00:27:23.140 --> 00:27:23.830
these with a little bit of

00:27:23.840 --> 00:27:30.780
a hassle to actually like get off
campus and. Kind of. Be more involved

00:27:30.790 --> 00:27:37.610
over there so I mostly focus on
my own work and whatever you know

00:27:37.620 --> 00:27:39.630
work is given to me or whatever
that wherever that we have

00:27:39.640 --> 00:27:45.740
a meeting it's most always to like a video
call or your business video calls or

00:27:45.800 --> 00:27:52.630
a phone call so you. So oh gosh this
is like he really did it to your

00:27:52.640 --> 00:27:59.450
friend you really want to call him out
Ashton. Well what asses then you see you

00:27:59.460 --> 00:28:04.710
know like Leadership wise or his personality

if it really struck you and want to do

00:28:04.720 --> 00:28:11.710
it in want to help him in his goals
well ever since your late younger

00:28:12.290 --> 00:28:19.280
than that he's been incredibly intelligent
he's most oaken and. I mean he

00:28:19.290 --> 00:28:23.990
started this he started this of nonprofit
to help people out and that's basically.

00:28:25.620 --> 00:28:31.020
All of us basically example that I always
use he he wants to he wants the uses of

00:28:31.030 --> 00:28:37.220
his own intelligence he wants to use he
wants that have helped other people. Not

00:28:37.230 --> 00:28:40.890
only improve themselves but improve the
world around them and that's what I really

00:28:40.900 --> 00:28:44.710
think that it kind of defines his mission.

00:28:49.750 --> 00:28:54.920
(Devin) Did you guys want to answer
(Chris) It's a good, it's

00:28:54.930 --> 00:29:00.950
a good question because like he'd said
when he mentioned nonprofit groups

00:29:00.960 --> 00:29:07.020
as sort of like the core behind-the-scenes group.
Because we're too geographically dispersed

00:29:07.030 --> 00:29:13.210
– and even you know some of
us are grad students, are already working;

00:29:13.220 --> 00:29:17.920
some are undergrads; some are just
coming into college – it's really tough to

00:29:17.930 --> 00:29:23.710
define our own culture. You guys are
business ethics? I'm just trying to tie it to ethics.

25

00:29:23.720 --> 00:29:29.940
But we were kind of all over the place.
We're on slack, we're on text, we're on emails.

00:29:29.950 --> 00:29:35.190
Sometimes we video call; sometimes
us are in person and. You know I'm ten to

00:29:35.200 --> 00:29:39.330
fifteen years older than most of the group
and then so we have this age you know

00:29:39.930 --> 00:29:42.490
variance and all of these things lead to

00:29:42.500 --> 00:29:46.860
a lot of different interpretations of
how to help and where we are in life and

00:29:46.870 --> 00:29:49.540
so there's a lot of
difficulties but there's also

00:29:49.550 --> 00:29:55.530
a lot of potential to to learn individually
like I don't and I share any sentiment

00:29:55.540 --> 00:29:59.220
like I've been very impressed with Ben's
work ethic from the get go it's infectious

00:29:59.990 --> 00:30:03.910
and it's just nice to work
with him and be doing that for

00:30:03.950 --> 00:30:08.350
a good cause but I were just as much from
talking to him you know in one thousand

00:30:08.360 --> 00:30:12.050
year old student who's just figuring out
their major what they want to do in life

00:30:12.590 --> 00:30:16.550
as I do you know from the other board
members who are working in their companies

00:30:16.560 --> 00:30:20.980
one is in Minnesota or you know Michigan
or want to disappear by the Great Lakes.

00:30:22.080 --> 00:30:24.970
So there's there's just a

lot of potential there it's

00:30:24.980 --> 00:30:28.410
a get together eight years we all look at
things are different mines but the common

00:30:28.420 --> 00:30:31.920
denominator is between want to help you
want to help people who want to help

00:30:31.930 --> 00:30:36.020
students who are disadvantaged and so
we have that sort of binding agent it's

00:30:36.030 --> 00:30:40.040
a good it provides almost its own direction
because we tie back to that like how do

00:30:40.050 --> 00:30:45.330
we make this help some How do we
collaborate in format is to help

00:30:45.340 --> 00:30:49.120
a student who doesn't have kind of thing
so I would say the culture is centered

00:30:49.130 --> 00:30:53.190
around that but it's pretty it's pretty
please everybody has different goals with

00:30:53.630 --> 00:30:59.090
so rather than just think model of business
at the start I enable this also has

00:30:59.750 --> 00:31:02.720
a lot of pros the costs of
this because we operate on

00:31:02.730 --> 00:31:05.250
a student shop their model saddle

00:31:05.260 --> 00:31:11.010
a lot the parents supervising corrupted
dictate. Rethink the sort of chapters and

00:31:11.020 --> 00:31:16.550
kind of and for us on the one curriculum
or one partnership model so we try to

00:31:16.560 --> 00:31:20.870
interview people who are allied with our
mission and say here's an example of what

00:31:20.880 ‑‑› 00:31:27.300
we've created in the pot What do you want
to offer to schools so maybe someone says

00:31:27.310 ‑‑› 00:31:31.050
I'm really passionate about three
D. Printing can I teach three D.

00:31:31.060 ‑‑› 00:31:37.490
Printing kites each data science can I teach
business at that so really an integral

00:31:37.500 ‑‑› 00:31:44.290
part of that mission is to enable about
openness or not and forcing like direct

00:31:44.430 ‑‑› 00:31:48.230
commands that we expect
people to obey us like

00:31:48.690 ‑‑› 00:31:53.480
a challenging trade off if we're like their
supervisors like we want them on the

00:31:53.490 ‑‑› 00:31:59.500
ground to even be initiating their own
direction Ashoka complex give and take I

00:31:59.510 ‑‑› 00:32:06.130
think. So how does that tie in with
your Hopefully potential growth

00:32:06.170 ‑‑› 00:32:08.730
in. Like moving into

00:32:08.740 ‑‑› 00:32:14.750
a new chapter is essentially across the
country something like what are the the

00:32:14.760 ‑‑› 00:32:19.680
things that really keep center C like this
is our organization like it has these

00:32:19.690 ‑‑› 00:32:24.840
different aspects like what are the core
things that you really pass on want to be

00:32:24.850 ‑‑› 00:32:30.260
established differently chapters so
there's five core talents that I'm really

00:32:30.300 ‑‑› 00:32:36.390
fascinated by that I think similar centricity

from other or both and I guess to be

00:32:36.400 --> 00:32:36.610
like

00:32:36.620 --> 00:32:41.850
a very ambitious and aspirational but the
number one thing that I hope people really

00:32:41.860 --> 00:32:47.580
adopt from our mission is this mindset and
student created student Jevon instead

00:32:47.590 --> 00:32:52.080
oriented the fact that when young people
teach other young people that might be

00:32:52.090 --> 00:32:53.960
even better than a professor or

00:32:53.970 --> 00:32:59.370
a teacher teaching while the fine rigid
curriculum and having someone who looks

00:32:59.380 --> 00:33:03.890
exactly like you two or three
years older working with you for

00:33:03.900 --> 00:33:06.230
a year or two you get to see me over

00:33:06.240 --> 00:33:11.080
a long period of time I could see you grow
and change so I want like this mindset

00:33:11.090 --> 00:33:16.420
of students of in student creators
that aren't it is probably

00:33:16.430 --> 00:33:22.580
a better and more situations and enables
people to be actionable because instead of

00:33:22.590 --> 00:33:25.130
them saying I have to be a
working professional or

00:33:25.140 --> 00:33:27.960
a millionaire to say
if that were out me as

00:33:27.970 --> 00:33:33.710
a sixteen seventeen eighteen on I could do

my small part so that student mission is

00:33:34.250 --> 00:33:40.240
so foundational to what
we believe in so. I'm

00:33:41.180 --> 00:33:47.920
just not sure I. Mean obviously
any I think. There's

00:33:47.930 --> 00:33:54.330
a. Lot of knowledge it's. Just.

00:33:55.380 --> 00:34:01.080
You you know Tina and you know
you and. Your future goals

00:34:02.130 --> 00:34:02.930
move there's

00:34:02.940 --> 00:34:09.659
a lot I think pretty much every
core or. Some pretty is really

00:34:09.670 --> 00:34:14.080
a collection of thirty or forty processes
and it gets really complicated really

00:34:14.090 --> 00:34:20.190
quickly and all of us far recent graduates
or even star undergrads not all of us

00:34:20.199 --> 00:34:26.600
knew how to do a five one c three
filing war. Our accounting sheets and

00:34:26.610 --> 00:34:32.040
a lot of other stuff so pretty much everything
we had to learn from all the Sabbats

00:34:32.050 --> 00:34:37.719
from all the processes and document it
sends out in student chapters but one

00:34:37.730 --> 00:34:43.750
example is I'll use for what I understand
what I want some prose to be it's really

00:34:43.790 --> 00:34:50.500
clear and focused now what I want to provoke
portray that vision but then by two

00:34:50.510 --> 00:34:54.670

three years you can are starting out it's
like oh we do science and we do research

00:34:54.679 --> 00:34:58.080
and we do this and it's not
really clear is it a class is

00:34:58.090 --> 00:35:04.260
a research is it teaching so the main thing
I had to learn is about creating and

00:35:04.270 --> 00:35:05.920
conveying that vision in

00:35:05.930 --> 00:35:11.630
a clear way and I'm so getting better at
it's still something that can improve on so

00:35:12.060 --> 00:35:19.050
So definitely clarity? Clarity. We were actually just
talking about that right before we started to

00:35:19.060 --> 00:35:25.750
move back from the bathroom, how do we are
we marketing ourselves clearly? Like we

00:35:25.760 --> 00:35:29.460
like to get feedback from anybody really
so like if you guys go to the site we

00:35:29.470 --> 00:35:34.300
would love to hear what you think of the site or
any of our documents and we do this

00:35:34.310 --> 00:35:39.160
sort of with anybody we know who's either
in education or non-profits and the

00:35:39.200 --> 00:35:43.970
theme with any organization is like do people know really what you do and

00:35:43.980 --> 00:35:47.640
how you do it what are you proposing for
value what are you doing that other people

00:35:47.650 --> 00:35:53.410
can't do or how are you doing better than
other people so our struggle as far as

00:35:53.420 --> 00:35:58.830
what I've noticed in six months or ever
has been is it clear to people how we're

00:35:58.840 --> 00:36:03.580
helping and who we are and why we're doing
it kinda thing and are we conveying that clearly?

00:36:06.670 --> 00:36:12.420
Oh well for me it was a lot
of the having to try to integrate

00:36:12.730 --> 00:36:19.690
a lot of the older files and
like accounting sheets since I

00:36:19.700 --> 00:36:24.510
focused in on the accounting I was having
trouble having to basically update

00:36:24.520 --> 00:36:28.820
everything and having to reach out
to everyone and it was a little bit of

00:36:28.830 --> 00:36:32.690
a struggle because not everyone was available
people were not into organization people

00:36:32.700 --> 00:36:34.510
wouldn't reply so it was always

00:36:35.080 --> 00:36:40.060
a long miscommunication early on for at
least with me so I would that was one of

00:36:40.070 --> 00:36:44.250
the biggest struggles for me in trying to get
everyone to try to get everything

00:36:44.260 --> 00:36:49.850
integrated and have basically lots of
communication that we can always
use. And has that improved since?

00:36:49.860 --> 00:36:54.480
A lot more than it has before sometimes it's

00:36:54.490 --> 00:36:58.150
a little bit hard to reach out to other people because like I said people

00:36:58.400 --> 00:37:03.520
leave the organization not always like the volunteers like they won't answer

00:37:03.560 --> 00:37:08.440
when we like request Oh hey where's the
reimbursement sheet or stuff like that and they

00:37:08.450 --> 00:37:12.250
won't get back to you for like a week or two and then you get

00:37:12.260 --> 00:37:16.220
a little stressful but
otherwise yes it's

00:37:16.230 --> 00:37:22.770
a lot more improved than it used
to be. I kinda want to jump back

00:37:22.780 --> 00:37:27.850
a little bit to the issue about the age
difference in the company, so I know that the

00:37:27.860 --> 00:37:33.370
whole goal of the company is to get similar age individuals to teach each other

00:37:33.380 --> 00:37:40.330
about different aspects of science
and technology. But in regards to

00:37:40.340 --> 00:37:44.840
the leaders in the organization and the
ones running everything you know I can see

00:37:44.850 --> 00:37:51.280
just right here this big age difference
so is there any type of interplay within

00:37:51.290 --> 00:37:55.450
the company of age and like he's older
so you know might have more power or

00:37:55.490 --> 00:38:00.190
something that 'cause I know at least personally if I
go into a new company as a new hire

00:38:00.200 --> 00:38:05.380
just after graduation they're looking at me like oh you
know it's the new kid he's super young he doesn't know what he's

00:38:05.390 --> 00:38:10.440
doing so is that like you know
similar interplay in your organization?

00:38:14.040 --> 00:38:14.970
Wow that's ...

00:38:15.010 --> 00:38:19.280
these are really good questions
and it's stuff that we wrestle and we

00:38:19.290 --> 00:38:25.120
wrestle with. This
is a nonprofit it's

00:38:25.130 --> 00:38:28.960
a student run nonprofit and we say student run
because the workforce is students and you

00:38:28.970 --> 00:38:30.300
know granted I'm not a student anymore granted

00:38:30.310 --> 00:38:33.680
I'm probably going back to school
anyway but you have

00:38:33.690 --> 00:38:39.560
a different set of tools to motivate
people when you don't have pay or real

00:38:39.570 --> 00:38:46.340
authority you have to really encourage
collaboration and you know make people

00:38:46.350 --> 00:38:52.620
feel welcome and like their contributions
are important so just me being

00:38:52.630 --> 00:38:58.530
older I may have more experience just seeing
what may work and what doesn't work but at

00:38:58.540 --> 00:39:02.330
the end of the day like my opinion really
isn't any more important than Ben's or

00:39:02.340 --> 00:39:06.710
Andy's or anybody else or the students who
are the front lines out there you know

00:39:06.750 --> 00:39:13.060
in schools and interfacing with
high school or wherever our group is so

00:39:13.740 --> 00:39:14.460
I may have like

00:39:14.470 --> 00:39:18.550
a lot more work experience and also
more diverse work experience or and or

00:39:18.560 --> 00:39:24.520
education but when we start talking about
how to run SendforC it's it's just

00:39:24.530 --> 00:39:27.850
bringing that and say Hey I've seen this
or I've seen that kind of thing like it

00:39:27.860 --> 00:39:32.800
doesn't it doesn't have any more weight
I can I can try to do that which I have but

00:39:33.730 --> 00:39:36.910
people don't want it they're not going
to do it. Like Andy was talking about my

00:39:36.920 --> 00:39:40.780
communication like if some of the students
don't know or aren't interested in it you just

00:39:40.830 --> 00:39:45.250
crickets you won't hear back from them via e-mail
or text so I have to try a different

00:39:45.260 --> 00:39:49.390
approach or something and I struggle with
this and I actually ask Ben frequently

00:39:49.400 --> 00:39:55.270
is this going to make impact like how
should I reword this I actually often go

00:39:55.280 --> 00:40:01.200
through Ben so that he can apply his
filter to what my thoughts on direction

00:40:01.520 --> 00:40:06.110
are. Like hey This is my thought maybe you could
word it in a way that would make

00:40:06.150 --> 00:40:10.450
a better impact kind of thing so when you get into a new company you're going to you're

00:40:10.460 --> 00:40:13.750
going to see that culture thing you're
talking about and your connection or lack of

00:40:13.760 --> 00:40:18.660
connection between your superiors and my
experience has been the good ones will

00:40:18.670 --> 00:40:21.500
ask you they're going to ask your
opinion they're going to give you

00:40:21.510 --> 00:40:25.890
a second to interject or sort of you

know collect your thoughts on something

00:40:26.190 --> 00:40:29.330
and you know I've been in plenty of organizations where they don't do that and

00:40:29.340 --> 00:40:34.180
they're really missing out on the
lot of potential. Berkeley U.C.S.D.

00:40:34.220 --> 00:40:35.320
USD this is

00:40:35.330 --> 00:40:38.990
a lot of brain power right you don't want
to miss that you don't want to miss the

00:40:39.000 --> 00:40:43.980
potential of harvesting all
these really great thoughts and stuff so I

00:40:43.990 --> 00:40:48.490
would be any any leader would be silly not
to to encourage that and that sort of atmosphere

00:40:48.500 --> 00:40:53.700
Yeah I don't think I have anything else to add. That's fine.

00:40:57.120 --> 00:41:03.920
Great questions. Well just to wrap up, what do you

00:41:03.930 --> 00:41:09.540
guys see for the future of you know both of the organizations you know where do you see

00:41:09.550 --> 00:41:16.210
it in five, ten or thirty years from now? Let's go this way. Or do you want me to answer first?

00:41:17.030 --> 00:41:20.050
So what's really good is that

00:41:20.060 --> 00:41:25.970
a lot of people are getting excited about our mission here in the United States and then

00:41:25.980 --> 00:41:31.800
also in other places but it's hard for us
to kind of decide like what is too

00:41:31.810 --> 00:41:37.140
ambitious growth and what is sustainable
growth so I think in the next five or ten

00:41:37.150 --> 00:41:43.850
years ideally we'll be able to have full
time paid staff so we can actually really

00:41:44.080 --> 00:41:46.320
train everybody so that's like

00:41:46.330 --> 00:41:50.960
a core tenet we want and really have maybe
hopefully thirty forty new student

00:41:50.970 --> 00:41:57.820
chapters is what I push for.
I agree with that, mainly with I

00:41:57.830 --> 00:42:00.590
feel like with full time
staff we'd be able to dedicate

00:42:00.600 --> 00:42:07.460
a lot more time to the mission. Specifically
like I'm still a student so I

00:42:07.470 --> 00:42:12.830
don't always have enough time to
put into it as much as I wanted so being

00:42:12.840 --> 00:42:13.550
able to have like

00:42:13.560 --> 00:42:18.570
a full-time person and that would basically have the role of training

00:42:18.580 --> 00:42:25.160
people making sure everything works smoothly
would ideally be the best and once that's

00:42:25.170 --> 00:42:27.590
in place I feel that growth would be

00:42:27.600 --> 00:42:33.100
a lot easier specifically with training

00:42:33.110 --> 00:42:34.980
of new chapters would be

00:42:34.990 --> 00:42:41.980
a lot easier. I think existence
in five or ten years I don't want

00:42:41.990 --> 00:42:45.930
to be to overzealous but just seeing
SendforC still being alive in five or ten

00:42:45.940 --> 00:42:49.350
years would be a pretty big
success I mean a lot of this is

00:42:49.360 --> 00:42:51.170
a very crowded space nonprofits there's

00:42:51.180 --> 00:42:54.480
a lot of them they're all competing for
funding you're all competing for volunteers

00:42:54.490 --> 00:42:58.510
to be I'm sure has done some nonprofit
volunteer work you know people

00:42:58.520 --> 00:43:02.560
come and go and there's lots of tons there's
no shortage of great causes out there

00:43:02.850 --> 00:43:06.060
to support and that's why they're nonprofits
they don't get they don't get funding

00:43:06.070 --> 00:43:10.520
they don't get the attention they need and
and I think just having SendforC

00:43:10.530 --> 00:43:14.870
either still alive and kicking or an offshoot
where people who have been with SendforC

00:43:14.880 --> 00:43:18.910
having started other non-profits
and organizations I think would be

00:43:18.920 --> 00:43:23.930
a success and would be a testament to you know the genius or the strength

00:43:23.940 --> 00:43:30.720
behind SendforC. Alright well thank you guys!

00:43:30.920 --> 00:43:36.790
Thank you for coming and being here and sharing
your time with us we appreciated it very much.

— End of Transcription —