



Girls Who Lead Summit Part 1

John Rush: [00:00:00] So, whether you're home school or private school or charter school or public school, it takes a community effort to raise our children. And so, stay engaged with your community in creative ways and don't take the burden of educating your kids all alone.

Annalies Corbin: [00:00:22] Welcome to Learning Unboxed, a conversation about teaching, learning, and the future of work. This is Annalies Corbin, Chief Goddess of the PAST Foundation and your host. We hear frequently that the global education system is broken. In fact, we spend billions of dollars trying to fix something that's actually not broken at all, but rather irrelevant. It's obsolete. A hundred years ago, it functioned fine. So, let's talk about how we re-imagine, rethink, and redesign our educational system.

Annalies Corbin: [00:00:56] So, our next guest for our special, Girls Who Lead Summit - Learning Unboxed, are Madison and Edwin Gibbs. Hello. Welcome. And so, Madison and Edwin are daughter and father. And Madison works for a local company that does amazing things in our community called Donatos. And they are here today because Madison is actually one of our round table discussants here to mentor and share her story with girls, with Girls Who Lead Summit. And her father surprised her this morning by showing up at the summit to see what it was all about. And so, we love that story. So, welcome to the two of you.

Madison Gibbs: [00:01:43] Thank you.

Annalies Corbin: [00:01:44] So, Madison, very quickly, so that folks who are not from the local area know, tell us what Donatos is. What is this company and what is it that you do there?

Madison Gibbs: [00:01:56] Yeah. So, Donatos is a pizza company founded by Jim Grote, who grew up on the south side of Columbus. In 1963, he founded it. So, we do a lot in the community because that's where we're from. And we have a lot of association with Reeb Avenue Center as well, which is a nonprofit organization that I think every one of us, boys are hurting too at Donatos.

Annalies Corbin: [00:02:22] Yeah, it's an amazing space. Yeah.

Madison Gibbs: [00:02:24] Yeah.

Annalies Corbin: [00:02:25] Yeah, does great things.

Madison Gibbs: [00:02:26] So, we have 53 stores in the Columbus market and about 170 overall, including our franchise.

Annalies Corbin: [00:02:34] And what is it that you do at Donatos?

Madison Gibbs: [00:02:36] So, I am a culture and recruitment specialist, which means that I help oversee the staffing at each of our stores, franchise, and in the market. And I also work with our hiring managers at the home office and our bakery warehouse.

Annalies Corbin: [00:02:52] What I love about that in particular, very near and dear to me in particular as an anthropologist, I love the fact that you, your job leads with culture-

Madison Gibbs: [00:03:01] Yes.

Annalies Corbin: [00:03:02] ... and your company-

Madison Gibbs: [00:03:02] Yes.

Annalies Corbin: [00:03:04] ... and how incredibly important it is that you have a positive culture within a company-

Madison Gibbs: [00:03:11] Absolutely.

Annalies Corbin: [00:03:11] ... that translates back into a community and to your families. It means that it's that all inclusiveness-

Madison Gibbs: [00:03:18] Absolutely. It's a big part of the idea.

Annalies Corbin: [00:03:19] ... of life and work, right?

Madison Gibbs: [00:03:20] Yes.

Annalies Corbin: [00:03:20] That's amazing. So, Edwin, obviously, you're incredibly proud of Madison and how could you not be?

Edwin Gibbs: [00:03:32] Yeah.

Annalies Corbin: [00:03:32] So, talk to us a little bit about Madison's journey to be a leader in her community. I mean, as the dad, what do you do to make sure that Madison can make that journey?

Edwin Gibbs: [00:03:47] I had the pleasure of watching her grow and aspire to be the best she could be. I remember an experience where she put her heart and soul into a project, she does that. And she didn't get what she considered a fair shot. And I had to tell her, I said, "Why are you mad? You do the best you could. That's all you could do." And she just went from there and she just blossomed and tried to keep her busy.

Madison Gibbs: [00:04:20] He made me read.

Edwin Gibbs: [00:04:20] Kept her busy but-

Annalies Corbin: [00:04:20] Oh, he made you read.

Madison Gibbs: [00:04:23] I love to read.

Edwin Gibbs: [00:04:24] Actually, that is not true. That is not true. I always punished her by saying, "Go get a book and read." Even when she couldn't read, she sat there and would just verbalize, and I'm like, "This girl's got a gift." She's a student when she does. And I love her to death, so we can go on and on.

Annalies Corbin: [00:04:49] So, Madison, tell us a little bit about your version of your journey, right? So, one of the things that young women always want to know is they're trying to figure out sort of where and what is. And certainly for us, it's a key thing. We don't ask kids, "What do you want to be when you grow up?"

Madison Gibbs: [00:05:06] Correct.

Annalies Corbin: [00:05:06] We instead ask kids, "What's your passion?"

Madison Gibbs: [00:05:10] Yes.

Annalies Corbin: [00:05:10] "What do you love?" Because we desperately want folks to find that sooner rather than later, if possible, but recognizing that everybody will get there in their own time. But to say you can find ways to take that love and that passion and turn it into a career so that you have that amazing work, life, love balance.

Madison Gibbs: [00:05:29] That's correct.

Annalies Corbin: [00:05:30] But it's hard.

Madison Gibbs: [00:05:31] Yes.

Annalies Corbin: [00:05:32] Circumstances often make that hard.

Madison Gibbs: [00:05:34] Yes.

Annalies Corbin: [00:05:34] And so, Madison, tell us a little bit about your journey to get into this place where you get to lead culture-

Madison Gibbs: [00:05:42] Yeah.

Annalies Corbin: [00:05:42] ... in your company.

Madison Gibbs: [00:05:43] Yeah. Well, connection is really important to me, facilitating connection. So, I grew up in Columbus City schools. And I grew up, I would say, in a working class. And so, I really wanted to be able to be a voice for a group of people that may not have a voice. And so, it was really important for me to succeed in what I do to be one of the voices that lifts others. And so, my journey started there. And I went to see the school at Fort Hayes and for music. That was my first avenue and connection and learning what that could do. And then, I went into creative writing at OSU. And learning what connection through books and language was really important. And then, that transformed into recruiting, which really is about connecting people with their passions.

Annalies Corbin: [00:06:45] It is, absolutely.

Madison Gibbs: [00:06:45] So, I'm really lucky to be able to work with Donatos because I get to meet with so many people, learn about what they're passionate about and see how we can help them on their journey. That's really important to me to be able to sort of understand them and then, create for them a position that works for them.

Annalies Corbin: [00:07:06] And that's so absolutely critical to help people grow. And helping people grow is not a simple thing to do.

Madison Gibbs: [00:07:15] No, not at all.

Annalies Corbin: [00:07:17] Not at all.

Madison Gibbs: [00:07:18] Not at all.

Annalies Corbin: [00:07:18] I think about that all the time. And leading is tough.

Madison Gibbs: [00:07:21] Absolutely.

Annalies Corbin: [00:07:21] Leading is not easy. And it's not natural for everybody. There are some folks who are just absolute natural-born leaders, but most of us have to work at it a little bit sort of in this world. And when you watched Madison and her journey through school—we spend an awful lot of time on this program talking about the sort of K-12 space, because it sets the stage for everything else in many, many ways, right?

Annalies Corbin: [00:07:52] So, we spend a lot of time in school and away from our families. So, there's no question that that school time is a critical, a foundational piece in who we grew up to be. So, as Madison was in the school journey, were there things that you saw that were either great moments of joy that were happening for her during that journey in school or things that were a great concern to you? Because I think they both are very valid.

Edwin Gibbs: [00:08:18] Yes, she just reaches for the star. She puts her heart and soul into things. That's unteachable actually.

Annalies Corbin: [00:08:28] Right.

Edwin Gibbs: [00:08:30] That's an inner position there. She is a very capable person. I don't feel that I have to intervene in anything she does, which is great. She and I like for her to be her own person. I don't want to lay out a road map for her and then, act like I'm disappointed because she didn't follow the road map. She is a leader. And if I was a young lady, I would want to have her as one of my role models because I mean, I'm a little-

Annalies Corbin: [00:09:19] You're not biased. No, no, not at all.

Edwin Gibbs: [00:09:21] I'm a little biased.

Annalies Corbin: [00:09:22] No.

Edwin Gibbs: [00:09:23] I admit. But knowing her, she puts her heart and soul into things. And I know she puts in the work, she puts in the work. She puts in the work. So, I am so proud of her because of that.

Madison Gibbs: [00:09:42] That's going to make me cry.

Annalies Corbin: [00:09:45] No, that's okay.

Madison Gibbs: [00:09:46] So, I wanted to say, so when I was younger, I wasn't diagnosed with attention deficit disorder, but I was only diagnosed in the last few years. So, I mean, I'm here, I'm 32.

Annalies Corbin: [00:10:01] Yeah.

Madison Gibbs: [00:10:03] So, it was later diagnosed and then, not that it affected my performance in school, but it was lucky to have two supportive parents who were able to guide me and provide the resources that I needed. But it definitely was a struggle in terms of like coming home and doing homework.

Annalies Corbin: [00:10:24] Oh, yeah.

Madison Gibbs: [00:10:24] And I was great in the classroom and I was great with my teacher and my other fellow students, but I couldn't seem to do the homework.

Annalies Corbin: [00:10:34] Yeah, yeah.

Madison Gibbs: [00:10:35] So-

Annalies Corbin: [00:10:36] It was a struggle.

Madison Gibbs: [00:10:36] It was a struggle.

Annalies Corbin: [00:10:37] I have two of those at home. So-

Madison Gibbs: [00:10:39] You do? Yeah.

Annalies Corbin: [00:10:39] ... I totally, totally understand.

Madison Gibbs: [00:10:42] Yeah.

Annalies Corbin: [00:10:42] Yeah.

Madison Gibbs: [00:10:42] And I didn't understand-

Annalies Corbin: [00:10:44] Right.

Madison Gibbs: [00:10:44] ... why it was a struggle and-

Annalies Corbin: [00:10:46] Right.

Madison Gibbs: [00:10:46] ... how I learned. So, being able to have those resources and opportunities and that mentorship and that support is really important. And PAST Foundation, you provide that. So-

Annalies Corbin: [00:11:01] Yeah, we appreciate that. Because I think that's an interesting saying for you to talk about the fact that you were not diagnosed while you were in school.

Madison Gibbs: [00:11:11] Right.

Annalies Corbin: [00:11:11] At a time when it can be really helpful. And I can share that I totally understand that. I am horrifically dyslexic. Had no idea. I was diagnosed at almost 40 years old.

Madison Gibbs: [00:11:26] Wow.

Annalies Corbin: [00:11:27] And I was diagnosed when they diagnosed my son, my youngest son in the second grade. And we figured it out, because not only is dyslexia because I inherited it. It's a learning style that you pass to some extent, but I've recognized everything that he was doing. And so, I understood what was happening. And they're like, "Wait a minute, when did you get tested?" Like, "I was never tested", right?

Madison Gibbs: [00:11:55] Yeah.

Annalies Corbin: [00:11:55] And so, I do understand that-

Madison Gibbs: [00:11:57] Yeah.

Annalies Corbin: [00:11:57] ... struggle in school, because for me, I struggled mightily in many ways. But obviously, bright women that we are, we found ways to overcome even in that moment.

Madison Gibbs: [00:12:09] Right.

Annalies Corbin: [00:12:09] So, although it wasn't easy, we still excelled.

Madison Gibbs: [00:12:11] Right.

Annalies Corbin: [00:12:12] In part because-

Madison Gibbs: [00:12:12] You find your way.

Annalies Corbin: [00:12:13] Right. In part because you're capable, but we also are very adaptable as kids.

Madison Gibbs: [00:12:19] Yes.

Annalies Corbin: [00:12:19] And then, when you have supportive-

Madison Gibbs: [00:12:21] Yes.

Annalies Corbin: [00:12:21] ... home environments-

Madison Gibbs: [00:12:21] Yes.

Annalies Corbin: [00:12:22] ... which clearly, you did, I did as well, you're still able to overcome. But at the end of the day, it makes you wonder, right?

Madison Gibbs: [00:12:27] Right.

Annalies Corbin: [00:12:28] And so, I see the advantages, for example, that my son has because he was diagnosed in second grade as ADHD and dyslexic. And so, we were able to toss all these resources at him, so his journey wouldn't be quite so hard. And so, do you have a sense of it? How did you slip through the cracks when people asked that all the time?

Madison Gibbs: [00:12:50] Yeah.

Annalies Corbin: [00:12:50] And part of it is our amazing adaptability, we hide it well, right?

Madison Gibbs: [00:12:54] Yeah.

Annalies Corbin: [00:12:54] So, Dad, did you realize that she had to struggle as she was going through or did you just think of it as typical kid doesn't want to do their homework, kind of thing? And it's not a criticism, it's just a recognition that it's so hard to figure it out.

Madison Gibbs: [00:13:09] Yeah.

Edwin Gibbs: [00:13:10] Well, at one point, we had a talk. And it was probably one of the better talks I've ever had with anyone on this planet. And she took it to heart, what I was saying. And I saw the change.

Madison Gibbs: [00:13:29] Did you ever notice that I was crying at the kitchen table? Do you remember that doing homework?

Annalies Corbin: [00:13:38] Yeah.

Madison Gibbs: [00:13:38] Yeah.

Edwin Gibbs: [00:13:39] I did, but I thought maybe your clothes were just too tight or something. I don't know what could have been the problem. I never thought about, so my fault.

Madison Gibbs: [00:13:56] But yeah.

Edwin Gibbs: [00:13:57] Well, as a parent, you're always thinking you're doing the best you can.

Annalies Corbin: [00:14:01] Oh, yeah.

Madison Gibbs: [00:14:01] Yeah.

Edwin Gibbs: [00:14:02] So, whatever-

Madison Gibbs: [00:14:03] Mom didn't know.

Edwin Gibbs: [00:14:03] ... you got to be crying about. So-

Madison Gibbs: [00:14:06] Yeah, right.

Edwin Gibbs: [00:14:08] But I had to have a talk because she was running with the wrong crowd, it went back and-

Annalies Corbin: [00:14:17] Do you remember this talk?

Madison Gibbs: [00:14:17] No.

Edwin Gibbs: [00:14:21] I do remember. If I say a few words, she will remember. But-

Madison Gibbs: [00:14:28] I was-

Edwin Gibbs: [00:14:28] ... her grades were suffering because of, now, you know what I'm talking about?

Madison Gibbs: [00:14:33] But it was also because-

Edwin Gibbs: [00:14:35] Her grades were suffering and I knew she was much better than what she just putting out, what the outcome was. And since that day, it's straight As, straight As. It was amazing. I credit myself.

Madison Gibbs: [00:14:53] We know.

Edwin Gibbs: [00:14:53] As I stated before, she put in the work.

Annalies Corbin: [00:14:58] Yeah.

Edwin Gibbs: [00:14:58] She puts in the work and I'm so proud of her.

Annalies Corbin: [00:15:02] Yeah. So, Madison, what message do you have for the young girls that are here or even the young girls who are not here, but who will be in the next one? Because we will continue to do this with all due diligence because it's the right thing to do.

Edwin Gibbs: [00:15:18] Absolutely.

Annalies Corbin: [00:15:18] Like what's your message for them?

Madison Gibbs: [00:15:22] Yeah, I think that embrace your difference can be a platitude that falls on deaf ears because we've been told it so often. But I'm going to reiterate it because I think that having the support that you provide and, hopefully, that they get, you can really have this opportunity to really fine-tune who you are and understand who you are. And so, I think that to not be afraid of your difference, to persevere, to find, to talk about it, I think that would be it. Talking about it is a way to connect with other people. And that is probably the message I'd like to leave, is to talk about your difference, to be proud of your difference, to show it, because you are inspiring other people to do so.

Annalies Corbin: [00:16:19] And that's huge.

Madison Gibbs: [00:16:20] Yeah.

Annalies Corbin: [00:16:20] It's huge.

Madison Gibbs: [00:16:20] Yeah.

Annalies Corbin: [00:16:22] Yeah, absolutely. Thank you so very much, the two of you-

Madison Gibbs: [00:16:26] Thank you.

Annalies Corbin: [00:16:26] ... for giving us time today. Thanks. So, we're welcoming our next guests from the Girls Who Lead Summit here on Learning Unboxed. And so, joining us now, I have a mother and daughter duo. We're very excited about that. And so, joining us are Sadie and Kristin Bugnitz. So, welcome.

Sadie Bugnitz: [00:16:49] Hi.

Kristin Bugnitz: [00:16:50] Hello.

Annalies Corbin: [00:16:51] So, Sadie, I want to talk with you. Tell us how old you are and where do you go to school.

Sadie Bugnitz: [00:16:56] I'm 10 years old and I go to school at Edison, which is in Grandview Heights.

Annalies Corbin: [00:17:02] And Kristin, you are also in education. You're not just Sadie's mom. So, where are you?

Kristin Bugnitz: [00:17:10] I'm a school library media specialist at Tremont Elementary in Upper Arlington.

Annalies Corbin: [00:17:14] So, we're excited to have you both. So, Sadie, why were you so excited to be part of the Girls Who Lead Summit?

Sadie Bugnitz: [00:17:24] Well, because me and my friends, we decided to make like a feminist group. We made a newspaper about it and we sold it in DC and we didn't really get a lot of people because we had only a certain amount of copies. But we sort of wanted to expand it, like we're still figuring out how to make a second one, since transitioning from fourth grade to fifth grade-

Annalies Corbin: [00:17:51] Yeah.

Sadie Bugnitz: [00:17:51] ... is hard, but we are just trying to make more issues.

Annalies Corbin: [00:17:57] Well, that's an amazing thing. Was this a school project or something you guys just took on on your own?

Sadie Bugnitz: [00:18:01] It was just something, one day at recess, we were just talking about. And then, we spent a lot of time figuring out the name. And then, figuring it out. And then, we asked one of my fourth grade teachers. And then, we figured out times to meet because sometimes, she would have lunch duty or recess duty and we would just come in. We would get our Chromebooks and just start like working on it. And we also had a lot of other groups, like there's this one group who gave us a presentation about gun violence. There's another one about moms who have to take care of the babies. And then, they had like a fund raiser about it. So, that was a lot of the groups, some groups.

Annalies Corbin: [00:18:49] That's pretty darn awesome, Sadie-

Sadie Bugnitz: [00:18:52] Yeah.

Annalies Corbin: [00:18:52] ... at 10 years old. What's the name of this newspaper?

Sadie Bugnitz: [00:18:55] It's called The Feminist Gazette.

Annalies Corbin: [00:18:56] Wow.

Sadie Bugnitz: [00:18:57] And we worked on it together. And everybody read a part. And then, once that was finished, we started like expanding it and trying to get more people so that we could work on more things.

Annalies Corbin: [00:19:15] That's pretty remarkable, Sadie. So, Kristin, I mean, you must just be kind of odd by this. I mean, as a mom and family, proud, I have no doubt. But also living in the world of education seeing a group of 10-year old girls take this on, so tell us what you think about this.

Kristin Bugnitz: [00:19:36] Oh, we love it. It just kind of shows the power of having as little environment, that teacher who saw that Sadie and her friends had a passion and made connections for her, support it all the way, would introduce—that's kind of how we ended up at the Women's March in DC last year. Obviously, we knew about it. But she came home one day and said, "I want to go and do this." And so, we were fortunate to be able to make it work and go. All those groups she had mentioned, the teacher kind of would bring them and she connected them with someone at the high schools. So, just kind of the best parts of education where if a student with an interest and then, you just give them the tools they need to move forward.

Annalies Corbin: [00:20:14] And that's the key. It's just really helping these kiddos find that passion and not squashing it. It's an awesome thing to see when it happened. So, Sadie, obviously, you have a very supportive school environment and teacher. And so, now, you're in the fifth grade, I take it. And so, have you been able to carry this project and this passion through with the same sort of success?

Sadie Bugnitz: [00:20:44] I mean, we are still trying to figure out how it will work going to the teacher's classroom, because we would do it during like lunch normally and then, we would just either stay there until like recess and probably stay in or in case anybody wanted to go out for recess. And we're going to probably start working on the next Feminist Gazette. I'm going to try to tell the group of people, my friends, we should start working on it.

Annalies Corbin: [00:21:16] And so, is this a print newspaper or a digital newspaper or how are you thinking about this entire endeavor? And then, we're going to come back and talk about the business side of this, something on that.

Sadie Bugnitz: [00:21:28] Well, we printed some copies. Because I don't really know a lot of people's emails.

Annalies Corbin: [00:21:36] Yeah.

Sadie Bugnitz: [00:21:37] So, we just printed a whole bunch of copies. And then, we folded it and stapled it like the night before. And then, me and my brother just handed them out and-

Annalies Corbin: [00:21:48] At the Women's March in DC?

Sadie Bugnitz: [00:21:49] Yeah.

Annalies Corbin: [00:21:51] Yeah.

Sadie Bugnitz: [00:21:51] Yeah, because it might be harder for digital because if we didn't have like a website for people to go to.

Annalies Corbin: [00:21:58] Yeah. Yeah. No, absolutely. And big events like that, you have to hand stuff to folks. Absolutely. So, it sounds like a bit of a family endeavor, ultimately, Kristin.

Kristin Bugnitz: [00:22:10] Yes. Absolutely.

Annalies Corbin: [00:22:12] So, as a family, other than participating, how do you support Sadie's budding passion as a potential journalist, a political rabble-rouser, all of those sorts of things? How do you balance those things?

Kristin Bugnitz: [00:22:29] Well, I'm fortunate that I feel kind of uniquely equipped because as a school library media specialist, it's all about making connections to learning. And so, it's just finding this book, that website, this mentor, and what tools she needs. And I think about how I would approach it when it's my students and just kind of letting them do what they need to do and supporting. But I think it's really important that it is her and her friends driving it. And the second that we come in and try and take over, it's no longer her passion-

Annalies Corbin: [00:23:03] Right.

Kristin Bugnitz: [00:23:03] ... the way she envisions it.

Annalies Corbin: [00:23:04] No, absolutely. And so, Sadie, what happens next? So, you, Sadie, who's 10, and in the fifth grade and your friends, when you think about what you need to take the Feminist Gazette and do other things with it, and that could be lots of different things that you guys could imagine, what is it that you need from the adult in and around you to help you be successful?

Sadie Bugnitz: [00:23:33] Well, my mom, she just recently made this Facebook page so that we are going to like-

Kristin Bugnitz: [00:23:43] Instagram.

Sadie Bugnitz: [00:23:43] Instagram, so that we can post about it. And then, I have this friend who is like also sort of about like creativity and stuff like that, she and her mom made a book and she put in like a tiny bit about like how we made the Feminist Club and stuff like that. But maybe, I think something that we might need is adults to actually listen.

Annalies Corbin: [00:24:13] Yeah.

Sadie Bugnitz: [00:24:13] Because most adults don't really listen to kids.

Annalies Corbin: [00:24:16] Yeah, that's really unfortunate because you guys, universally, have a lot of ideas. That's one of the things I love about what I get to do every day, is I get to be immersed in kids with crazy, wicked ideas. It's pretty awesome. Yeah. So, Mom, when you think about from the school system perspective, because you do come to this conversation with bit of a unique perspective. We are making all kinds of needed and necessary shifts right now to sort of re-imagine and rethink school for the 21st century, but the reality of it is we can't possibly, as traditional school systems, move fast enough.

Annalies Corbin: [00:24:56] So, in light of that, what do you think are a couple of things that, overall, schools could do to be more powerful and meaningful? Right now, there's low-hanging fruit out there that, sometimes, we don't recognize. Not to put you on the spot with your district, but really, I'm thinking more globally, more universally. When you think about the work that Sadie and her friends are doing, and being supportive is awesome, but are there other things that as traditional school settings could do to sort of foster that experience?

Kristin Bugnitz: [00:25:30] I think the big opportunity right now, as a professional, looking at more design thinking in the mainstream classroom setting. We've done some things recently where a kid, upon reflecting, the story he told was, "I built it and then it didn't work for a week." And so, just the idea that how often do kids get to fail for a week and struggle without needing to move on. So, just kind of creating the experiences that can live and they can do all the work, they own every step of the process. So, it's just knowing when to offer something and knowing when to get out of the way and say, "Oh, I can't wait to see what you try next." So, sometimes, it's just that mindset shift that I don't need to know what their goal is-

Annalies Corbin: [00:26:19] Right.

Kristin Bugnitz: [00:26:19] ... I just need to know—it's teaching for them to know when they need help. And-

Annalies Corbin: [00:26:26] Yeah.

Kristin Bugnitz: [00:26:26] ... that's like teaching self-advocacy and-

Annalies Corbin: [00:26:28] It's a big deal. Yeah. And we certainly talk about it here an awful lot. Design thinking is in everything that we do. We certainly advocate for that. So, I appreciate that. So, Sadie, you know, just really quickly, sort of as we think about wrapping up, there is going to be a lot of young girls out there, hopefully, who will listen to you talk about the Feminist Gazette. And so, if there are other girls out there that want to do something similar to what you did, what advice do you have for them?

Sadie Bugnitz: [00:26:58] Try to talk about everything that you think is important about it. And if you want to share stories about famous role models and leaders, we had a section about some of those people. And then, you could put it, like if people feel down, some quotes, like we had this page just with quotes for people.

Annalies Corbin: [00:27:22] Okay.

Sadie Bugnitz: [00:27:22] So, you sort of take it a step at a time and just put in whatever you think you want, whatever you think people should hear.

Annalies Corbin: [00:27:34] Yeah. And Kristin, Mom, for parents who are thinking about, "Wow", it's a lot, right? You sort of went out there and this is your kid, very, very young, putting themselves out there in a pretty raw way. In today's society, that can be tough. Can be tough on kids. It can be tough in the community. So, what advice do you have for folks who are thinking about something like this?

Kristin Bugnitz: [00:28:03] Absolutely. I think you just have to be involved at every step. So, we did create a social media presence, which I know that some people have different thoughts about that. But I think you can't teach a skill if you're not in that environment.

Annalies Corbin: [00:28:17] Right.

Kristin Bugnitz: [00:28:17] And so, it's an account that is on my device.

Annalies Corbin: [00:28:22] Right.

Kristin Bugnitz: [00:28:23] And we work things out together and we choose who can see it. And as a parent who didn't grow up with this in my life, it can feel a little bit overwhelming. But just knowing like you have to be in this space to practice the skills.

Annalies Corbin: [00:28:38] Right.

Kristin Bugnitz: [00:28:38] And so, how can you safely be. And there are kids out there who are models and show this is how you post intentionally or this is how you share.

Annalies Corbin: [00:28:48] It's important. Absolutely. So, do you feel, Sadie, that adding a social media component to the Feminist Gazette will help you spread your message? And are you feeling like you're growing in your skills?

Sadie Bugnitz: [00:29:04] I think that it will make it probably easier for people to see it.

Annalies Corbin: [00:29:08] Yeah.

Sadie Bugnitz: [00:29:09] Because it's like we hand out some, but some people might not get it. We can post about it or we can post about, like if there's something that happens, we can talk about it. And since there are people who might think there should be change all over the world, we can't really talk to them face-to-face unless like we plan it or something, which is the hard stuff. Like people can see it because some people really like getting on their devices. It's also a good way to share so that you can also make sure that it's safe and you can just show everybody what you did and connect with people.

Annalies Corbin: [00:29:58] That is very, very true. And it's a scary, scary world out there in social media for parents. So, I applaud both of you, actually, for taking that on in that sort of very meaningful way. And I, for one, would very much like to be able to follow the Feminist Gazette on Instagram. So, hopefully, there is a way for people to find it and then, to ask to get to be part of the group. So, that's awesome. Congratulations on all your hard work. And I hope that maybe in a few months, we could get an update. I would love for you to come back on the show and tell us what happened with this next edition. So, would you please reach out to me and let me know?

Sadie Bugnitz: [00:30:38] Sure.

Annalies Corbin: [00:30:38] I would love to talk with you again. So, thank you for joining us today, Sadie and Kristin.

Sadie Bugnitz: [00:30:43] Thank you.

Kristin Bugnitz: [00:30:45] Thank you.

Annalies Corbin: [00:30:46] So, next up on our special on-the-road episode of Learning Unboxed, we have Sarah and John Rush, father and daughter duo here today to sort of really talk with us about the world of business and entrepreneurship in particular. So, I'm pretty darn excited, actually, about the conversation that they're bringing to our Girls Who Lead Summit. And actually, both of you are round table hosts, correct?

Sarah Rush: [00:31:16] Yeah.

John Rush: [00:31:18] That's correct.

Annalies Corbin: [00:31:18] And so, that's pretty darn amazing. So, I want to start, Sarah, with you, actually. So, tell us a little bit about the table topic for today that you're hosting.

Sarah Rush: [00:31:29] Today, we talked about entrepreneurship. We had kind of one-to-one conversation with the people who came. It's kind of small, which was nice because we got to talk to them more. It was more detailed and more personal-

Annalies Corbin: [00:31:47] Yeah.

Sarah Rush: [00:31:48] ... I think. So-

Annalies Corbin: [00:31:48] Yeah. It's been a very nice, intimate setting-

Sarah Rush: [00:31:51] Yeah.

Annalies Corbin: [00:31:51] ... this entire event, actually. And so, Sarah, you are a high school student?

Sarah Rush: [00:31:55] Yes, I'm a junior.

Annalies Corbin: [00:31:57] But you're a home school student?

Sarah Rush: [00:32:00] Yes.

Annalies Corbin: [00:32:00] Yeah. So, a bit of a different sort of learning-

Sarah Rush: [00:32:07] Yeah.

Annalies Corbin: [00:32:07] ... opportunity than some, although there's an awful lot of kids out there that are home-schooled. So, how is it that as a junior in high school, you've come to be confident enough to be a table host at a round table about entrepreneurship? Tell us about that.

Sarah Rush: [00:32:28] Honestly, my dad. Yeah. So, like a couple weeks ago, he said, he texted me, he sent me all of this, and he said, "Hey, do you want to do it?" And I was like, "Sure." So, yeah. So, that was just kind of like, okay, I guess he kind of gives me the confidence.

Annalies Corbin: [00:32:46] Yeah. So, let's dig in a little bit, Dad. So, John, you own a business, you run an enterprise, so to speak. So, tell us a little bit about what it is that you do so that we can understand how that translates back down to Sarah-

John Rush: [00:33:01] Yeah.

Annalies Corbin: [00:33:01] ... showing up here today.

John Rush: [00:33:02] Yeah.

Sarah Rush: [00:33:02] Yeah.

John Rush: [00:33:02] Thanks for having us. So, Clean Turn is a cleaning business, we revitalize residential and commercial spaces by providing professional cleaning services. Our vision is that by providing such services, we can change perceptions and shatter the myths that a person's past dictates their future.

Annalies Corbin: [00:33:21] Right.

John Rush: [00:33:21] So, as Sarah said, she actually worded it that, "He gives me the confidence", that actually, the goal is to encourage Sarah, and the same thing at Clean Turn, all of our team members to recognize that they have within themselves to be all that they need to make this world a better place. And so, it's kind of encouraging the confidence that already exists within individuals to achieve great things. And so, yeah. So, that's what Clean Turn does. Her and I have talked, she wrote extensive notes on her little business called Hint of Urban and she showed it to me. And when she showed it to me, of course, I'm like, "Oh, wow, that's great."

Annalies Corbin: [00:34:03] So, Sara, tell us about, so you've watched Dad go down this path, and for all of our listeners, major, major kudos to Clean Turn, the full-disclosure past, we love them, because we've been partnered with them since we opened the doors of the innovation lab. And it's been wonderful and awesome because back to your point, the people, right?

John Rush: [00:34:25] Yeah.

Annalies Corbin: [00:34:26] So, that's been very powerful. Sarah, so you've created your own business.

Sarah Rush: [00:34:33] Yes.

Annalies Corbin: [00:34:33] So, tell us about that. What is it and how did you sort of come to that?

Sarah Rush: [00:34:39] So, it's the start of the year, I was just kind of like, I want to start something where I can use cleansing products that are 100 percent natural and biodegradable. So, the packaging is recyclable and then, the product itself is just natural and friendly to the economy. So, I talked to my dad about it and then, it was not until more or less this summer that I actually started to build the business more. But it's been nice because I'm trying—it's been nice like bouncing, manage, balancing, I guess, the business through sports and school. And it's been pretty easy. So-

Annalies Corbin: [00:35:21] Well, I would assume that you're able to use a lot of the work that you're doing to start a business as a mechanism for what you're learning in school. So, you're double dipping, hopefully.

Sarah Rush: [00:35:32] Yeah.

Annalies Corbin: [00:35:32] Right? Because I can see no reason not to. Only perfect, full disclosure here. That is awesome. So, at what point then? So, you had the idea to craft this. So, what's happening with it right now? Are you actually producing product? Are you still forming? What exactly is happening in this business?

Sarah Rush: [00:35:52] So, right now, I'm starting with, I'm selling lip balm.

Annalies Corbin: [00:35:55] Okay.

Sarah Rush: [00:35:56] And I sell it in a biodegradable cardboard tube.

Annalies Corbin: [00:36:01] Okay.

Sarah Rush: [00:36:02] And the product I make at home just on my stove. And I'm selling through Etsy right now. So-

Annalies Corbin: [00:36:08] Okay. Yeah, excellent. Yeah. And tell everybody again what your company is called.

Sarah Rush: [00:36:13] Hint of Urban.

Annalies Corbin: [00:36:16] Hint of Urban.

Sarah Rush: [00:36:16] Yes.

Annalies Corbin: [00:36:16] I love that. Did you come up with it?

Sarah Rush: [00:36:17] Yes.

Annalies Corbin: [00:36:18] Well, that's pretty awesome. I think that would appeal to lots of folks. So, tell us a little bit about the process because to create a product that people use, in particular, right? Whether it's in our home cleaning or on our bodies, there's a lot of stuff you have to do to be able-

Sarah Rush: [00:36:37] Yes.

Annalies Corbin: [00:36:37] ... to actually sell products that impact people's lives, back to one of things your dad was saying earlier. So, how did you sort all that out?

Sarah Rush: [00:36:46] So, a lot of research on like seeing how to balance and just the proportions. And so, like into the oils that I'm using. But once you kind of get down to it, it's really not hard. And since it's all natural, you really only need a few ingredients.

Annalies Corbin: [00:37:05] Right.

Sarah Rush: [00:37:05] So, actually, with my lip balm that I have now, I only use coconut oil, shea butter, beeswax and then, essential oils. So, it's really simple, but just the balancing it on like to make it even was kind of more the, I guess, harder part, but it's really simple now.

Annalies Corbin: [00:37:27] It's really simple now.

Sarah Rush: [00:37:27] I got it down.

Annalies Corbin: [00:37:29] She's got it down. So, Dad, I mean, obviously, you're insanely proud of what your daughter is doing, I mean, no doubt whatsoever. But how do you, as a parent, then find the resources? Because I think that's going to be one of the questions that folks ask, right? So, you, yourself, very entrepreneurial. You started a business, but it's not necessarily the same when you're applying that to your

child and recognizing the things that Sarah needs to be successful. So, how do you make sure she has all the component parts?

John Rush: [00:38:08] Yeah. It's a great question. And it's been a learning process for me as a parent. When she first introduced the idea to me, of course, the entrepreneur in me is like, "Great." And I'm thinking through the business plan.

Annalies Corbin: [00:38:21] Yeah.

John Rush: [00:38:21] And then, getting deep into the details and I'm getting super energetic. I'm, by nature, just superior energetic.

Annalies Corbin: [00:38:26] Yeah.

John Rush: [00:38:27] And so, I'm like, "Here's what we got to do next." And I'm getting very intense. And now, I'm like, "Okay, let's go meet some folks." And so, I started thinking about, within my network, other female leaders who are entrepreneurs. And so, one of the folks we met with is Claire with Aunt Flow, just a remarkable young lady. And when we left that meeting, Sarah was like, "Okay, time out, Dad." Yeah. Do you want to speak about that, Sarah?

Annalies Corbin: [00:38:54] Yeah, explain that. What was the timeout moment?

Sarah Rush: [00:38:58] It was a really great meeting, but I definitely came out a little bit like, "Whoa, I'm not wanting to do this for like—I wanted this to kind of be more on the side", so I can do also like my school and-

Annalies Corbin: [00:39:14] Yeah.

Sarah Rush: [00:39:14] ... focus in sports. So, coming out, it was definitely like making sure my dad knew that it was not a different perspective, like a different way of how I wanted to go about the business, for sure.

Annalies Corbin: [00:39:26] So, you wanted this to kind of, for right now, be a side gig and not-

Sarah Rush: [00:39:30] Yeah.

Annalies Corbin: [00:39:30] ... your full-time thing.

Sarah Rush: [00:39:31] Yeah, sure.

Annalies Corbin: [00:39:31] So that's a fun conversation with Dad over here who's like-

Sarah Rush: [00:39:35] Yeah.

Annalies Corbin: [00:39:35] ... Dan Hall, right?

Sarah Rush: [00:39:36] Yeah.

John Rush: [00:39:37] Yeah.

Annalies Corbin: [00:39:37] Yeah.

Sarah Rush: [00:39:38] Yeah.

John Rush: [00:39:38] And it's extremely important as a parent to pivot-

Annalies Corbin: [00:39:41] Yeah.

John Rush: [00:39:41] ... in that regard. And it was easy to do once I understood the perspective from which she was coming and what she wanted to do. She wanted to balance school, her social life, her soccer with Franklin Heights, her swimming with Central Crossing, track and field, like there's just so many other things in life that she's exploring. And so, how do I, as a dad, support, within this pivot, her entrepreneurial aspirations, balancing that with the rest of life?

John Rush: [00:40:10] And so, it's more of a hobby business right now, which is cool. That's great. I can be supportive of that. But the way in which you do a hobby business and the way you do a business that becomes your livelihood are two different things. But both are great experiences and both are great ways to impact the world in a positive way. And so, it's important as a parent to kind of like just have that perspective so that you're not forcing something you want on your kid, but allowing your kid to pursue what they want. So-

Annalies Corbin: [00:40:38] Right. Right. And so, Sarah, when you're sitting at that table and these young women are coming up to you to have this conversation about entrepreneurship, what's the message? How do you help these young women?

Sarah Rush: [00:40:59] Honestly, I'm going to be honest, I was a little bit like not sure. But as they started coming up, it was kind of less, I guess, stressful, which is kind of like calm and I was just being honest with them and telling them what I do, just kind of laying it out there, like, "This is what I do. I do sports. I do school, but I also love this. And I have passion for this." And I feel like that kind of ended good, I don't know.

Annalies Corbin: [00:41:27] Well, what kind of questions did people ask you? What was it that they wanted to know?

Sarah Rush: [00:41:34] How I started, how I balance it with like everything else, was it hard.

Annalies Corbin: [00:41:43] Yeah.

Sarah Rush: [00:41:44] Yeah.

John Rush: [00:41:44] How do you sell it.

Sarah Rush: [00:41:45] Yeah, how do I sell it was one. Yeah, sure.

Annalies Corbin: [00:41:47] Yeah. Yeah. But platforms like Etsy and other things, they actually make it easier now for entrepreneurs, right?

Sarah Rush: [00:41:53] Yes.

Annalies Corbin: [00:41:54] In ways that it's never been before. So, yeah, that makes it nice when you have that kind of product to sell.

John Rush: [00:42:01] Yeah.

Annalies Corbin: [00:42:01] So, John, what about for you? So, you were leading a table conversation sort of from the parents-

John Rush: [00:42:08] Right.

Annalies Corbin: [00:42:08] ... side of entrepreneurship. So, what kind of questions? What do people want to know from you?

John Rush: [00:42:14] Yeah. I actually had probably less questions than Sarah did, which was great. And so, I really just tried to kind of sneak in just the reminders to parent, like listen well, empathize well with your son or daughter and just listen, be intent about listening and then, support accordingly, right? Rather than trying to download your own experiences and aspirations and dreams of what you think would be best, like listen and coach accordingly. But keep the coaching head-on. And just yeah. So, I think that's important as a parent when we're supporting our kids to give them direction and support, but not be so, "This is how you need to do it."

Annalies Corbin: [00:42:57] Don't get too carried away.

John Rush: [00:42:58] Yeah.

Annalies Corbin: [00:42:59] Yeah. Yeah.

John Rush: [00:42:59] And I think another big piece, the thing that I'm most proud of with Sarah is her aspiration to want to do what she's doing in a way that impacts her community and the world in a positive way. I mean, that's what I've tried to model as a parent. And so, when she was telling me about, like when you were doing the crochet when you were 10 and she was making these little coasters and she was wanting to sell them to support individuals that are impacted by human trafficking, like, at the end of the day, it's great. And everywhere I go when I'm talking to CEOs and I want to do the same thing, like-

Annalies Corbin: [00:43:35] Right.

John Rush: [00:43:35] ... "How do you make your business impact the world, a better place?"

Annalies Corbin: [00:43:37] Right. Right.

John Rush: [00:43:37] To have your daughter come to you and say, "Here's how I want to do this to impact the world, a better place", I'm like, "Oh, wow."

Annalies Corbin: [00:43:42] Yeah.

John Rush: [00:43:42] This is really cool.

Annalies Corbin: [00:43:43] That is and that's a pretty amazing moment. So, wow, I'm kind of wowed by that, too. I had no idea how to start a business million years ago and never even had the opportunity to explore such ideas. So, I think that is pretty amazing. So, Sarah, what is your one piece of advice for young women here who are looking to do something new, whether it's to start a business or something else? Man, I've had some pretty amazing interviews today with folks talking about how hard it is to find people out there to be mentors, to

sort of help you along the way, and how difficult it is to sort of dig through the stuff of life. What's your advice to those folks?

Sarah Rush: [00:44:33] Don't overthink it and don't compare yourselves to other people. Just stay focused on what you're doing and what do you want to do, like are you passionate about it? Stay competent in it. And don't compare yourselves, like, "Okay, well, they're doing this", like you don't have to do that same exact thing, like what makes you different from everybody else. And just kind of stay within that and don't stress out about it.

Annalies Corbin: [00:45:01] Yeah. Don't stress out about it.

Sarah Rush: [00:45:03] Yes, be you and be confident inside that.

Annalies Corbin: [00:45:04] Yeah, absolutely. That's wonderful advice. So, John, any sort of last lobs at parents who have a kid who wants to explore these sorts of crazy notions on some level, right? Because until you really dig in, you don't really know what's going to happen with it. But sometimes, that's a scary thing to do. Especially being brave enough to say, "Hey, we can't even take on all of our child's learning", that's not a small thing to do-

John Rush: [00:45:36] Yeah.

Annalies Corbin: [00:45:36] ... by any stretch of the imagination. So, what are your words of wisdom to parents sort of in that space?

John Rush: [00:45:43] Yeah, I think recognizing that your role as a parent is within the context of communities. So, whether you're home school or private school or charter school or public school, it takes a community effort to raise our children. And so, stay engaged with your community in creative ways and don't take the burden of educating your kids all alone. But at the same time, don't neglect your responsibility as a parent to pour into your child and deleverage the resources in your community according to your child. And so, that parent-child engagement is extremely important. Don't think that the community alone is responsible. It needs to be juxtaposed to the reality that you can't do it alone as a parent either, you need the community. And so, that's, I think, where I would land as a last piece of small advice.

Annalies Corbin: [00:46:34] That's pretty powerful advice. I think very good advice, too. What do you think about that, Sarah? Yeah.

Sarah Rush: [00:46:39] Yes. Sure.

Annalies Corbin: [00:46:40] Yeah. Thank you both very much-

John Rush: [00:46:42] Yeah.

Annalies Corbin: [00:46:42] ... for being with us.

John Rush: [00:46:43] Thank you.

Sarah Rush: [00:46:43] Thank you.

Annalies Corbin: [00:46:43] Appreciate it.

John Rush: [00:46:43] Appreciate it.

Annalies Corbin: [00:46:45] Yeah.

Sarah Rush: [00:46:47] Yes.

Annalies Corbin: [00:46:47] Thank you for joining us for Learning Unboxed, conversation about teaching, learning, and the future of work. I want to thank my guests and encourage you all to be part of the conversation. Meet me on social media at Annalies Corbin and join me next time as we stand up, step back, and lean in to re-imagine education.