

WEBVTT

1

00:00:04.120 --> 00:00:06.370

Brian McComak: I do not give you a permission to record them.

2

00:00:06.890 --> 00:00:18.999

Brian McComak: Um. But at our pronouns they're they're up. They're not adding our name. Thank you. Yeah, Lindsay, In the future I would like you to make sure that I have signed your missions that to get recorded. Thanks,

3

00:00:22.260 --> 00:00:25.819

Lindsay Morton (she / her): absolutely not. And we are leaving this part in the

4

00:00:26.140 --> 00:00:28.650

Lindsay Morton (she / her): official footage

5

00:00:28.770 --> 00:00:30.280

Brian McComak: over here. Back.

6

00:00:35.700 --> 00:00:37.310

Mark Travis Rivera (he/him): All right, Lindsey.

7

00:00:41.890 --> 00:00:43.230

Mark Travis Rivera (he/him): You're muted.

8

00:00:43.430 --> 00:00:45.690

Lindsay Morton (she / her): I'm going to go ahead and share my screen

9

00:00:45.700 --> 00:00:46.540

Mark Travis Rivera (he/him): right.

10

00:00:52.780 --> 00:00:55.940

Lindsay Morton (she / her): Do you see my toolbar at the bottom. No,

11

00:00:56.320 --> 00:00:57.360

Lindsay Morton (she / her): it's okay,

12

00:01:01.800 --> 00:01:03.900

Mark Travis Rivera (he/him): uh, I don't know.

13

00:01:12.100 --> 00:01:22.769

Lindsay Morton (she / her): As soon as it's as soon as it strikes twelve i'll go ahead and admit everyone, and that will give time. You know how Brian likes to do the couple of minutes to let folks get settled,

14

00:01:23.710 --> 00:01:24.970

Lindsay Morton (she / her): Miranda.

15

00:01:25.420 --> 00:01:29.359

Lindsay Morton (she / her): I turn my I hate having my camera on when i'm video sharing

16

00:01:29.640 --> 00:01:34.539

Lindsay Morton (she / her): her screen sharing. So I feel like I forget that it's my face is visible.

17

00:01:36.150 --> 00:01:40.300

Lindsay Morton (she / her): Okay, i'm going to let them all in. Okay.

18

00:01:47.110 --> 00:01:49.559

Mark Travis Rivera (he/him): Hello! Hello! Hello, everyone!

19

00:01:49.920 --> 00:02:19.589

Brian McComak: Hi! Everyone! Welcome! Welcome to Hummingbird Hour. We're going to give it a couple of minutes just to get everyone. Everyone everyone a chance to join. And one of the things that I like to, I like to say is, I used to work in a physical building, and and it was impossible to get from the floor seventeen meeting that ended at two Pm. To and then get to four, three, and start a meeting at three P. M. I thought that would be fixed in a virtual space, but it doesn't get fixed.

20

00:02:19.920 --> 00:02:31.559

Brian McComak: It's just like I still have to end a meeting. I have to run to the restroom, and I have to get back to the meeting, so i'm sure i'm sure you all feel feel the the pain of the even the virtual world

21

00:02:31.750 --> 00:02:46.599

Brian McComak: is still logistically has its challenges, and if Nick Greg were here and he probably will join. Who's our President and Co. On hemingbird, he'd say so. That's why you want to end the meeting at five till the hour. So someday i'll listen to mixed wonderful words at this time.

22

00:02:46.610 --> 00:03:12.550

Brian McComak: Um well again. Welcome to Hummingbird Hour. We'll give it just another minute to to for everyone to join um as always. Um when you're we invite everyone who's part of our community and joining us for these these events to um. Introduce yourself in the chat. Share um, maybe feel fair to share where you're, where you're joining us from. If you want to share what you do or what

23

00:03:12.560 --> 00:03:26.419

Brian McComak: it brings you here, and we always encourage you to share your linkedin profiles as well, so you can connect with each other a big part of what we believe in is the power of community and and connection. So, and we encourage you to to connect with each other one hundred and fifty

24

00:03:32.580 --> 00:03:35.460

Brian McComak: happy, happy Tuesday,

25

00:03:38.890 --> 00:03:43.719

Brian McComak: Lindsay, Do you want to come on and say, Hi, and show your mug, because I want everyone to see your mug

26

00:03:44.600 --> 00:03:48.160

Brian McComak: because it's It's like It's the best part of my day today.

27

00:03:48.170 --> 00:03:49.660

Lindsay Morton (she / her): Of course,

28

00:03:50.400 --> 00:03:53.590

Brian McComak: there we go. Wonder woman, I love it!

29

00:03:53.600 --> 00:04:10.839

Brian McComak: Thanks, Lindsay. Lindsay's always Ah, with us behind the scenes at hummingbird hour. Ah, Lindsay is our ah marketing and media manager at coming to her humanity, and she makes sure that hummingbird hour goes off without a flaw every month,

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00:04:10.850 --> 00:04:16.490

Brian McComak: even though perfection is not the goal always progress over perfection. We're always learning and always growing.

31

00:04:17.000 --> 00:04:39.880

Brian McComak: Okay, Well, let's kick off and say, hi to everyone and um start our how many hours? Just a little bit on my screen here. So um again. Um, welcome welcome to Hummingbird Hour. Um happy Tuesday, everyone! We are delighted that you're with us today. My name is Brian McCormick I use he him pronouns, and I am the

32

00:04:39.890 --> 00:05:08.099

Brian McComak: founder and Ceo of coming for hour. I'm. Also in New York City. So if the noise of the city interrupts me behind the scenes. I hope you'll just accept the joy and the magic that is New York City um, and and embrace that that that that that that that New York City comes with us. So I'm really really delighted to be here with you all today. I'm. I'm super excited about our guests today, which we'll. We'll come to in a minute, but I want to do a few housekeeping things first.

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00:05:08.110 --> 00:05:37.090

Brian McComak: Um! The we have close captions live so if you um would like to to take advantage of that service, please um feel free to engage um close captions and be um the buttons at the bottom of your zoom screen. We also again for those of you who just joined us in the last couple of minutes. Um, we invite you all to introduce yourselves in the chat. Um, you share where you're calling from. Share what you do. Share what you run, what run you here

34

00:05:37.100 --> 00:05:55.939

Brian McComak: mit Ctl and your linkedin profiles, so you can connect with each other. We really encourage the the community and connection aspects of our time together. So we really

encourage you to to meet each other and engage in the chat, as we're having our conversation with our special guest each month, one hundred and fifty.

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00:05:56.430 --> 00:06:13.500

Brian McComak: Let's share a few updates. So um first I want to just remind everyone um or share with everyone in case you didn't know that we are currently in the midst of Hispanic and Latinx heritage month, which is from September fifteenth to October, fifteen

36

00:06:13.510 --> 00:06:43.180

Brian McComak: and Um. One of the things that I wanted to to mention here is just to to share that there are a few different words that are used to describe the the Latin Ex. And Hispanic communities or members of that community, and including Latin, a Latino Latina. And so um! Those words are important words to understand, and we are in in our efforts to honor and recognize all the members of that community

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00:06:43.190 --> 00:07:08.239

Brian McComak: and the different ways that individuals and the community may identify. We have a series of educational posts on our social media channels um this month to help provide some additional insight and understanding there. So that way you and your interaction with members of the community can understand the words that they may choose to identify with, and meet each person in the way that they would like to be greeted, or we're recognized so two hundred and fifty

38

00:07:08.280 --> 00:07:17.290

Brian McComak: check out our um social media channels on framing Bird, on Instagram LinkedIn and Facebook. If you're not all already following us,

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00:07:18.240 --> 00:07:47.800

Brian McComak: and in the spirit of Um of Latinx and Hispanic heritage month. I want to remind everyone that we have Hummingbird speaks, which is our speakers bureau, and we have a collection of the phenomenal speakers that share that are professional speakers that share their stories and lived experiences, and connect those experiences to diversity, equity, and inclusion, where that work can help. Organizations use their stories and their their knowledge and experience to to unite

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00:07:47.810 --> 00:08:11.910

Brian McComak: um workplaces where everyone feels welcomed and accepted and recognized for the unique, beautiful individuals they are, and some of our speakers are part of the Hispanic

and Latinx community, and you'll see some of them pictured here. So if you are in need of a a speaker for your organization or workplace, feel free to reach out to us. Um at Ah, it's Lindsey's. It speaks at hummingbird humanity. Dot: Com

41

00:08:12.250 --> 00:08:13.190

Lindsay Morton (she / her): correct?

42

00:08:13.200 --> 00:08:23.419

Brian McComak: Yep. You can email us at the email addresses, speaks at hummingbird humanity, dot Com. And we'll help you book a speaker for your organization.

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00:08:24.840 --> 00:08:33.899

Brian McComak: Next month we have avet. Donado and Frank Gomez joined us for hummingbird hour on October the eighteenth.

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00:08:33.909 --> 00:08:55.770

Brian McComak: Um. And they're going to join us to talk about the multi-generational and multi-ethnic workplace, and that hummingbird hour I will um be in the audience with all of you that day, and while Mark Travis Rivera, who is our special guest today, will be filling in for me as the host of one hundred and hours, so I hope you'll join us next month for that great conversation.

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00:08:56.030 --> 00:09:03.560

Brian McComak: Today we have with us Mark Travis Rivera, who wrote his book

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00:09:03.890 --> 00:09:30.989

Brian McComak: drafts and imperfect collection of writing. So mark this is our. I have so many things I want to say about Mark, because I a big mark Fan. Um. So first I want to acknowledge that that This is the last in our series of of highlighting and amplifying the voices of authors. Many of you may have heard already that I have have a book coming up next year, humanity in the workplace, the framework

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00:09:31.060 --> 00:09:32.510

Brian McComak: for developing

48

00:09:32.520 --> 00:10:02.489

Brian McComak: a human-centered culture which will come out on June six of twenty twenty to three, and as we were tracking through hummingbird hour this year, I really wanted to amplify other offers. Um, and celebrate those individuals who have inspired me, and are, are, you know, sharing their voice and their stories to to make that the world a better place. And Mark is also a member of the hummingbird. Humanity teamwork is the senior business manager at Hummingbird Um, and has been with us for almost a year now, I think, and has

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00:10:02.500 --> 00:10:11.449

Brian McComak: huge value in his time with us, and i'm excited for what's what's ahead. As Mark continues to do great things here,

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00:10:11.460 --> 00:10:40.649

Brian McComak: so Mark is a really fantastic and interesting human. His bio is too long for me to read the whole thing right now, because he has so many amazing accolades and experiences. But, mark, you know, if you don't know, Mark. He's a member of the the queer community. He's also Latinx. He's also a person with a disability, and he shares about all of his lip experiences as a way to um, to to open doors for others and make the world better place. So he and I share that

51

00:10:40.660 --> 00:10:45.110

Brian McComak: and that desire, and that authenticity, so

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00:10:45.150 --> 00:10:54.270

Brian McComak: we'll make sure that you can. If you haven't don't. If you want to know more about Mark, check out hummingbird humanity, dot com click on our team. You can, remarks full bio there, of all the amazing things he's done,

53

00:10:54.560 --> 00:10:59.029

Brian McComak: but without further ado. Not for me, Mark welcome,

54

00:10:59.040 --> 00:11:24.429

Mark Travis Rivera (he/him): Hi! Thank you for the introduction. Thank you to Lindsay and the Humber Team for all their work uh, and making this have been possible. I'm gonna thank all of you for being here as he robbed me in the room for my William Patterson connection. I see Molly in the room uh my local Atlanta entrepreneur, a new colleague, friend Um, and some of the people remembering who I appreciate. And Meyer Um, We're going to start out the conversation, Brian, with a reading

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00:11:24.440 --> 00:11:42.570

Mark Travis Rivera (he/him): from my book draft in the public selection of writing, and as promise, three live attendees will receive a sign copy of my book. Now, here are the rules for that one you have to be following hunger, humanity on Instagram and LinkedIn.

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00:11:42.580 --> 00:11:56.949

Mark Travis Rivera (he/him): So Lindsay will drop the linkedin behind bird humanity and the Instagram handle. It's just at hummingbird humanity, typical spelling on Instagram. So you have to be following both accounts on LinkedIn and Instagram, for in Cumbria humanity

57

00:11:56.960 --> 00:12:13.409

Mark Travis Rivera (he/him): to receive a signed copy of the book, and I will pick three people at random. Um, based on the today's list of who's attended live? Okay, So that's how you're gonna win a chance to get a signed copy of the book I'm. Covering all the shipping costs. It's gonna be at no cost to you. Okay,

58

00:12:13.600 --> 00:12:26.979

Brian McComak: Um. So if You're interested in getting a a free signed top of the book. Go ahead and follow. Yes, Mark, I have to interrupt you. We have so many people here today. Hummingbird is going to sponsor three more books, so you can give six books away.

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00:12:26.990 --> 00:12:34.890

Brian McComak: Yeah, so it's three, six books total. He's just doubled it. So. Ah, that's ah like the double things here and hummingbird we want to have

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00:12:34.900 --> 00:12:48.190

Brian McComak: in the world. So there you go. Yeah, thank you, Brian. That's kind of you. So the six of you who are attending live you! You still have to do the same thing, all from bringing money on Instagram and follow them on linkedin in order to qualify for them for a chance to win

61

00:12:48.200 --> 00:13:14.179

Mark Travis Rivera (he/him): um. I'm going to start by reading um. Let me take a look about the book, though I think it's really important. This book is a compilation of writings from age fourteen through. I think, twenty-seven. Whatever the last chapter, the last essay in the book. And so this is a a part one or book, one of a three-part series, that i'm hoping to write throughout my lifetime. Um. The next book that will come out probably sometime. My late fortys is called Revisions, and it's a a less and perfect collection of writing,



62

00:13:14.190 --> 00:13:27.150

Mark Travis Rivera (he/him): and then the final book, which would probably come out later in life, would be called the final copy, an even less imperfect collection of writing. So i'll plan the writing process in the writing series,

63

00:13:27.240 --> 00:13:29.500

Mark Travis Rivera (he/him): and this book was stuff published.

64

00:13:29.530 --> 00:13:46.429

Mark Travis Rivera (he/him): But I'm Brian, I've got to talk about that later about why I tried to go the stuff publishing route for this particular book. And yeah, it's not going to be a couple of pieces, because the theme of this conversation today is about representation at the intersections, and Brian and I strongly that representation matters,

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00:13:46.440 --> 00:13:55.299

Mark Travis Rivera (he/him): and the way that we do that is, do this work right. And so I just want to acknowledge that, and thank everyone for being here today, and let's get started.

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00:13:55.570 --> 00:13:59.180

Mark Travis Rivera (he/him): And uh, Brian, i'm just to read these pieces, and even more. It's a conversation,

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00:13:59.770 --> 00:14:03.390

Brian McComak: and he's there to be. We need to have our tissues ready just checking.

68

00:14:03.400 --> 00:14:20.589

Mark Travis Rivera (he/him): Ah, I don't know. It depends like your emotional perfect. Not. I think I don't know. I think you. You may not be as happy as me, but I I I can see you getting a little teary at depending on the topic. Um. So each piece has original artwork, which is really exciting, and if you already have the book with you, i'm on page trying to build on top top of the book.

69

00:14:20.600 --> 00:14:23.629

Mark Travis Rivera (he/him): Um, Ode to my body!

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00:14:25.090 --> 00:14:33.740

Mark Travis Rivera (he/him): Forgive me, for I forsaking you. Throwing you between the lions jaw, pushed you to the core of your being until you begin to break

71

00:14:33.980 --> 00:14:40.119

Mark Travis Rivera (he/him): crippled, frail, sore, bruised, stiff. Still, I adore you.

72

00:14:41.080 --> 00:14:53.930

Mark Travis Rivera (he/him): We met at Conception. You were premature, given the task of being my keeper, of holding my soul within you, tired, being swollen, limited, exhausted. Still I adore you,

73

00:14:54.150 --> 00:15:03.289

Mark Travis Rivera (he/him): or without you. I cannot be the dancer you have given me the facility to live my dreams. I adore you in all of your glory, no matter how worn out you are,

74

00:15:03.300 --> 00:15:14.479

Mark Travis Rivera (he/him): no matter how your stomach expands, no matter how your muscles pattern, interrupt my sleep. Remember that I adore you even as I run, as both to the grounds.

75

00:15:15.720 --> 00:15:18.440

Mark Travis Rivera (he/him): I'm also going to go ahead and read another piece,

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00:15:18.920 --> 00:15:33.329

Mark Travis Rivera (he/him): and um! This piece is actually an essay. So it's an excerpt Um, i'm on page twenty-five for those who have the book it's called from behind closed Doors, and this is an excerpt Um, an essay I wrote about my first therapist, Daisy Rodriguez,

77

00:15:33.340 --> 00:15:41.439

Mark Travis Rivera (he/him): uh from William Parson University, who has become a very special person in my life, and I'm. Going to start reading the first part of the of the essay.

78

00:15:43.190 --> 00:15:46.390

Mark Travis Rivera (he/him): I never knew how popular it would feel to speak,

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00:15:46.960 --> 00:15:50.259

Mark Travis Rivera (he/him): and how, having someone else listed, it would heal my brokenness.

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00:15:51.140 --> 00:15:57.910

Mark Travis Rivera (he/him): As Latino. I was taught that speaking about my problems that occurred behind closed doors was not permitted

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00:15:58.520 --> 00:16:08.989

Mark Travis Rivera (he/him): from a young age. I was taught not to trust individuals such as therapists, because debris was what white people did, and you are no Bingle. You don't talk to people about what happened in this house,

82

00:16:10.240 --> 00:16:11.630

Mark Travis Rivera (he/him): suffering

83

00:16:12.720 --> 00:16:17.569

Mark Travis Rivera (he/him): in isolation to my first semester in college. I was frequently crying, unable to stop

84

00:16:17.860 --> 00:16:19.879

Mark Travis Rivera (he/him): one day I cannot get it back.

85

00:16:20.200 --> 00:16:24.980

Mark Travis Rivera (he/him): The depression came over me, and I became physically ill.

86

00:16:25.310 --> 00:16:29.760

Mark Travis Rivera (he/him): That day marked the darkest moment in my transition from high school to college.

87

00:16:29.770 --> 00:16:39.930

Mark Travis Rivera (he/him): As I tried to reflect in the lessons taught in my freshman in our course, I remembered a therapist, a woman who spoke about emotional intelligence. A fellow Latino, David Rodriguez.

88

00:16:40.290 --> 00:16:44.759

Mark Travis Rivera (he/him): On November, the twenty, one, two thousand and ten. I reached out to date and began therapy.

89

00:16:45.070 --> 00:16:51.980

Mark Travis Rivera (he/him): That day I took the first steps in the process of healing, and found someone who would truly listen.

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00:16:52.820 --> 00:16:57.289

Mark Travis Rivera (he/him): At first I never discussed going to February with others, because I was ashamed,

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00:16:57.550 --> 00:17:05.850

Mark Travis Rivera (he/him): but in time I learned to embrace it as an advocate for therapy. I encourage people to seek help and remind them that they are not alone.

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00:17:06.079 --> 00:17:12.909

Mark Travis Rivera (he/him): Daisy had become my sounding board, an ear for all my concerns, and an anchor in the midst of the storm,

93

00:17:13.160 --> 00:17:20.250

Mark Travis Rivera (he/him): from issues with my mother to break up school challenges and my successes. I had Daisy to share it all with.

94

00:17:20.660 --> 00:17:28.330

Mark Travis Rivera (he/him): She was there for me every step of the way with her objectivity, her affirming nods, and her sincere concern for my well-being.

95

00:17:31.390 --> 00:17:33.319

Mark Travis Rivera (he/him): I'm going to um

96

00:17:33.550 --> 00:17:41.270

Mark Travis Rivera (he/him): move on to page fifty-five for those who have the book paper back. Um! There's some adult language here, so just heads up

97

00:17:42.420 --> 00:17:44.310

Mark Travis Rivera (he/him): paperback.

98

00:17:44.750 --> 00:17:47.390

Mark Travis Rivera (he/him): Some of us don't have the privilege of being stealth

99

00:17:47.510 --> 00:18:03.560

Mark Travis Rivera (he/him): to be stacked on the shelf, a blending in with every hard cover. Sometimes we got paperback, the kind that bends the regions to break, proclaiming a big fuck you to your binary to the check in in our process, because our stories still have value, our lives still matter

100

00:18:03.870 --> 00:18:23.819

Mark Travis Rivera (he/him): so stare at us, make your smarter remarks, tell us how we're to land that we refuse to be the same, to conform to you, put on a shelf imprisoned by your ideal and relativity. We won't apologize for being seen for allowing our covers from all of our fears, that gay colors will keep funding gender like a people that's fine that refuses to break

101

00:18:27.100 --> 00:18:29.320

Mark Travis Rivera (he/him): in the bottom piece i'll share

102

00:18:29.330 --> 00:18:34.510

Mark Travis Rivera (he/him): is hashtag. His name is Blake Content Warning.

103

00:18:35.070 --> 00:18:37.110

Mark Travis Rivera (he/him): There is a mention of suicide here.

104

00:18:40.380 --> 00:19:03.580

Mark Travis Rivera (he/him): Your victory generated headlines, but your loss has generated less ink, less outcry, less backlash. You're just not a black guy. Another trance. Life lost in the power of news not worthy of the same attention. White trans lives generate as if your life was less worthy than Leila Alcorn. I wonder if your name was Tyler? But it makes them pay attention. Will they form foundation. Will they stop and listen,

105

00:19:04.310 --> 00:19:21.570

Mark Travis Rivera (he/him): Blake, I will always know and speak your name. It was Blake Rockington. It is Blake Rockington. It will always be Blake Rockington. It shall not be enraged from our history. Your story will not get lost and misgender translation. I will not let them add to the nation you endured in life. His name was Blake

106

00:19:21.920 --> 00:19:23.630

Mark Travis Rivera (he/him): Blake Rockington

107

00:19:23.750 --> 00:19:25.830

Mark Travis Rivera (he/him): Blake Rockington, a king.

108

00:19:27.210 --> 00:19:31.980

Mark Travis Rivera (he/him): I also don't know Blake Rockington. He was the first um

109

00:19:32.020 --> 00:19:37.239

Mark Travis Rivera (he/him): black trans guides when prom king of his high school. I believe it was in North Carolina,

110

00:19:37.300 --> 00:19:50.069

Mark Travis Rivera (he/him): and um because of his win he joined. He garnered national headlines to become the first trans man, or a young adult young man to win promptly in his high school in the South.

111

00:19:50.080 --> 00:19:57.870

Mark Travis Rivera (he/him): Um, And I think the media attention paired with bullying and harassment unfortunately caused us to move Blake too early.

112

00:19:57.970 --> 00:20:01.260

Mark Travis Rivera (he/him): So thank you for um,

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00:20:01.760 --> 00:20:04.470

Mark Travis Rivera (he/him): for let me read that, Brian. So i'm going to pass it over to you.

114

00:20:04.480 --> 00:20:12.889

Brian McComak: Yeah, Absolutely. Well, thank you, Mark, for sharing those beautiful and powerful and emotional stories

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00:20:12.900 --> 00:20:25.020

Brian McComak: I want to read. I I was. I didn't read your official, but I I realized as I was just close the book here. I want to read this file for everyone, so i'm just going to feel. Indulge me for a moment.

116

00:20:25.110 --> 00:20:42.489

Brian McComak: Learning to love yourself fully, completely, and without exaggeration or reservation, is one of the the greatest accomplishments we can aspire to, and few ever truly obtain this goal. Mark Travis Rivera has succeeded, although this has taken him years

117

00:20:42.500 --> 00:20:55.769

Brian McComak: in a world quick to label and condemn, He was a swirling maelstrom of identities, a poor inner city Latino kid of cerebral palsy, who kissed his first boy at twelve, and was clinically depressed by the time. He reached college

118

00:20:55.910 --> 00:21:06.199

Brian McComak: others in Rivera's situation would have hidden from the world, hoping it would ignore them. But Rivera chose to meet the world, head-on, demanding that it. Accept him as he is.

119

00:21:07.220 --> 00:21:17.709

Brian McComak: That's really powerful, and that is, I wanted to read it as I was just glancing at that, Because, Mark, that is What I think of you is, I'm always struck by how

120

00:21:17.720 --> 00:21:32.590

Brian McComak: confident you are in your body and your identity, and how you show up, and that passion and that energy and that love for yourself, I think, always comes through, and I, and it comes through in your stories and your messages. So I just want to say Thank you for sharing so much of yourself with us.

121

00:21:32.600 --> 00:21:47.689

Mark Travis Rivera (he/him): Yeah, of course. Thank you, Brian, for that. And yes, I had um I saw publishes, but through Amazon, create space, which, when I originally worked, create

space. They were not a subsidy of Amazon, and it was on purchased them. They became Kendall direct publishing, and I hired one of their marketers.

122

00:21:47.700 --> 00:22:06.880

Mark Travis Rivera (he/him): You read the book description because I was just like I can't be bothered. You write another thing for this book. So yeah, thank you to the marketer. I forgot it. It's been a years since I since they wrote it. But yeah, they wrote that description, and it was really helpful for me to have an outsider kind of review the book, and then write that prescription because I wouldn't have been able to frame it that way.

123

00:22:06.890 --> 00:22:10.189

Brian McComak: So yeah, thank you for for reading that.

124

00:22:10.200 --> 00:22:12.089

Mark Travis Rivera (he/him): Yeah. So yeah, there, anyways, I

125

00:22:12.100 --> 00:22:33.290

Brian McComak: Yeah. And Derek. Well, Derek apparently has known you for a while, and says Mark has literally always been more, and I know that Derek and I went to other glad together at William Patterson, and what Derek probably won't say in a in a in a professional setting, is that I was such a brat. So I was immature, so loud, so loud, but less loud, and I also.

126

00:22:33.470 --> 00:22:37.030

Mark Travis Rivera (he/him): And I think you Bryan, has to know this about me, too. Is that Um,

127

00:22:38.460 --> 00:22:53.050

Mark Travis Rivera (he/him): I've got a lot calmer, thanks to medication and therapy, and my life coach, and a psychiatrist and yoga, and all these things. But back then, when Derek needed me, I was definitely much like that that fiery like spitfire like we need change Now

128

00:22:53.060 --> 00:23:03.789

Mark Travis Rivera (he/him): Destroy the whole system. Start over. And so I forget you, Lindsey. But yeah, the idea that I'm blessed rowdy now, and also

129

00:23:03.830 --> 00:23:11.999



Mark Travis Rivera (he/him): i'm learning how to navigate with different approaches right. And I think that you also have to be instrumental in helping me navigate that in the professional setting,

130

00:23:12.010 --> 00:23:27.049

Mark Travis Rivera (he/him): and really thinking about like when you are a marginalized person, and you belong to so many different communities that are historically have been marginalized and and and misrepresented or underrepresented. Um. You often have to feel like you have to fight because you're fighting every community you belong to.

131

00:23:27.750 --> 00:23:44.620

Mark Travis Rivera (he/him): You're fighting the the the Latinx community to accept you as clear as you're not the coming person. You're having a stable community to accept you as a person of color with a disability. You're finding the Lgbtq community to affect you as a person of color who's also disabled right? And so you're constantly

132

00:23:45.150 --> 00:23:50.269

Mark Travis Rivera (he/him): the fighting the community that you belong to, to be fully embraced and accepted,

133

00:23:50.280 --> 00:24:06.949

Mark Travis Rivera (he/him): and the premise of my tenics talk, embracing yourself and facing your potential, which was inspired by um my workshop at Harvard, Um. In two thousand and thirteen was really about. I didn't learn how to my block on potential for success, and to my lunchter, embrace every act of who I was.

134

00:24:08.260 --> 00:24:10.360

Mark Travis Rivera (he/him): There is no fragmenting me.

135

00:24:10.390 --> 00:24:14.790

Mark Travis Rivera (he/him): The world does that enough for me. I don't do it to myself anymore.

136

00:24:14.800 --> 00:24:34.380

Mark Travis Rivera (he/him): So there's no hierarchy. I'm not more Latinx than I i'm i'm not any less crippled that I am brown, or any less brown that I am queer if they're not informing. I'm all those in the totality, and I often say one of my cash bases is that you know I exist, live, and will die at the intersection of all of those identities combined.

137

00:24:35.430 --> 00:24:46.499

Brian McComak: You know we can't take out, pick part of us a lot, or put it away in the closet. It comes with us wherever we go. You know I really

138

00:24:46.510 --> 00:24:59.469

Brian McComak: I again, I just. I always appreciate your authenticity and and your honesty and openness. I know it. It took me a long time to embrace all of those different intersectional aspects of me

139

00:24:59.750 --> 00:25:19.929

Brian McComak: which includes my privileged identities, as well as my marginalized identities, and understanding how those all are at play and inside me, and how our orders perceive me, and engage with me. And how how did you find such confidence to be able to be so authentic in this world, because the world isn't always very kind.

140

00:25:20.370 --> 00:25:24.220

Mark Travis Rivera (he/him): Yeah. I always tell people opportunity to. It is a daily choice.

141

00:25:24.430 --> 00:25:28.000

Mark Travis Rivera (he/him): Right every day I wake and chooses myself

142

00:25:28.510 --> 00:25:44.739

Mark Travis Rivera (he/him): right, and and and some days are easier than others today. Have it to be an easy day. I'm talking to Brian just to fully show as myself right. There have been time depending on where i'm at if i'm traveling for a speaking engagement or a personal trip where I have to be mindful. Well, how I look like

143

00:25:44.860 --> 00:26:01.629

Mark Travis Rivera (he/him): right because of hard dress, or you know, because um, you know, it can be my life at risk. I've been spat on. I've been followed. I've been harassed i've been threatened right, which is common for general conforming and trans and non-binary people in this country. Um. And so I want to acknowledge that like

144

00:26:01.920 --> 00:26:11.069

Mark Travis Rivera (he/him): obviously is a daily choice and whether we're making it or not, whether we're in a dressing now he heels or not doesn't i'm not being myself. It just means that I am choosing out of safety

145

00:26:11.090 --> 00:26:18.789

Mark Travis Rivera (he/him): to diminish or try to diminish aspect of my identity, so I can be safe. Now, here's what I will tell you, even when i'm not wearing makeup,

146

00:26:18.800 --> 00:26:23.710

Mark Travis Rivera (he/him): and I'm wearing, and I consider wearing something bummy, which I don't, you know I do wear bummy clothes here and there.

147

00:26:23.730 --> 00:26:32.559

Brian McComak: I don't believe it, Mark, we'll look for the pictures. It does happen. It doesn't happen often, but it does happen, and i'll look at Misgender. It's just like i'm really.

148

00:26:32.570 --> 00:26:56.589

Mark Travis Rivera (he/him): I was just flying to California last week, and this awesome Vietnamese guy um was used to living in the bay area I was going back to to. Actually, he's going back to Vietnam to his family, and he said, Ma'am, let me help you with your suitcase. He picked up my carry on and put it away for me, and I normally have no problem doing that. You know. I have upper body strength. I can do that. What about? He called me a man, and I was wearing like

149

00:26:56.710 --> 00:27:01.090

Mark Travis Rivera (he/him): a redler long sleeve shirt, and from yoga pants

150

00:27:01.100 --> 00:27:19.369

Mark Travis Rivera (he/him): I was just so confused that he thought I was a woman. Um! But again I had no makeup on, you know, to me yoga pants and a t-shirt is pretty basic. Ah, so I just was a man. But I said, thank you for you know, sometimes being mischievous, and we're kind of my favor, but other times it can be

151

00:27:19.380 --> 00:27:28.079

Mark Travis Rivera (he/him): violence. They can be, you know, a physical, I mean. I've been pushed towards the tracks on on trains. I you know

152

00:27:28.150 --> 00:27:44.000

Mark Travis Rivera (he/him): I've had people follow me in the street for for blocks, you know, and so you know it's wild to me that you know this happens. Um, but that's the reality right? So authenticity for me. It's a daily choice, and it's a daily choice I make to. I wouldn't tell my mother this, because my mother really is really a fresh my safety.

153

00:27:44.050 --> 00:27:47.449

Mark Travis Rivera (he/him): And I said to her, I rather die living my truth, and live a lie.

154

00:27:56.240 --> 00:27:59.990

Brian McComak: It's really powerful. I'd rather I live in my truth than live a lie.

155

00:28:00.000 --> 00:28:00.890

Mark Travis Rivera (he/him): Yeah,

156

00:28:01.270 --> 00:28:03.450

Mark Travis Rivera (he/him): because you're really living if you're living a lie,

157

00:28:04.270 --> 00:28:15.139

Mark Travis Rivera (he/him): and that, and that's a shame. Anyone right? We all have to come to that to that conclusion ourselves. Um, embracing your authenticity, embracing your truth is definitely a

158

00:28:15.170 --> 00:28:35.610

Mark Travis Rivera (he/him): a journey. But what I've come to realize is that for some people they they discover their truths later in the life, and that's totally okay. We all have our journeys. Um! But I knew my truth when I was young. I came out at fourteen, or there's no reason to digress now, and so I want to recognize and acknowledge that for some people they don't have the free number of people that I have, or being out

159

00:28:35.630 --> 00:28:43.650

Mark Travis Rivera (he/him): right, and that in this case, is it? It is a privilege right? Because I have my career. Hasn't suffered because of it.

160

00:28:43.660 --> 00:28:56.180

Mark Travis Rivera (he/him): I haven't done any less. I mean, i'm sure there's the opportunities that I've been passed over for for many different reasons. Um, but i'm i'm not hurting right. My My career is not hurting. I'm college. I just. I'm the first time I kind of graduate college first, when I graduate high school

161

00:28:56.190 --> 00:29:07.989

Mark Travis Rivera (he/him): the first one have an entrepreneur career, you know, as a creative storyteller. I have an international presence of having a passport, you know, like all that, our privileges right, and I think that i'll stem from the fact that I shove authentically,

162

00:29:08.970 --> 00:29:24.020

Mark Travis Rivera (he/him): and whether you and I think i'm very polarized, I think there's no in between it me that you like me, and you don't like me, but at least you know what you get right. I am who I am, and so I really respect. People say you know what you're a little too extra for me, right, and I get that

163

00:29:24.030 --> 00:29:40.989

Mark Travis Rivera (he/him): um, And there are people who really appreciate me, and and I like me, and I appreciate that too. But you know I just want to be myself, and I don't want to get to the end of my life, and and wish I would have loved harder to love myself harder than others. Harder. I wish that I wanted at the end of my life, and regret not living in fully,

164

00:29:44.320 --> 00:30:07.559

Brian McComak: you know, as i'm as i'm hearing you talk and thinking about the the excerpts you've shared from your book. Um, you know i'm curious about you know you. You You have so many stories that you can that you choose to share. And some of these are your stories, and some of these are stories that happen in the world around you that have moved you and have meant something to you. How did you go through the journey of

165

00:30:07.570 --> 00:30:20.810

Brian McComak: writing those stories, picking those stories? It feels like it would be hard to choose all the ones that are going to fit in here. And by the way, they don't seem imperfect to me, but they're powerful. How did you get here?

166

00:30:20.820 --> 00:30:24.649

Mark Travis Rivera (he/him): Yeah. So I have to thank my editor. Ah, Lori! Lords

167

00:30:24.660 --> 00:30:53.510

Mark Travis Rivera (he/him): Lorenz, who I met when I was in grad school. I did a semester at the University of what was in the creative writing program, and I meant Lori do that, and we became really connected. Um! And even when I saw the program I said, Hey, I want to work on some of this collection. Will you serve my editor? She said. Yes, I was fortunate, she said. Yes, and we worked together, and together we kind of cared down like the pieces that we thought were more powerful or more compelling for this collection. And so she had me thinking,

168

00:30:53.520 --> 00:31:20.599

Mark Travis Rivera (he/him): and she helped me edit it, and she um helped me create the the order of the of the collection, so she helped me put it together. Um! She's also a writer herself. I published all her. She has her second book coming out her third book, but it's a little of this series coming out um in October, so i'm excited for her. Thank you for Lauren for all her out. But Yeah. So her help was really influential. And this book offering to the forward by my friend, Dr. Alicia Nicole Harris, who is they? Well renowned poet,

169

00:31:20.610 --> 00:31:34.499

Mark Travis Rivera (he/him): and Alicia Um is just a brilliant person who wrote a beautiful forward. And so when I read her forward I cried real tears! I still get emotion when I read it now because it was so.

170

00:31:34.770 --> 00:31:49.269

Mark Travis Rivera (he/him): It captured the true essence of what I was hoping to accomplish with this book which that people can read it and see themselves reflected growing up. I didn't see myself in the media. I didn't see myself on stages speaking

171

00:31:49.300 --> 00:31:51.159

Mark Travis Rivera (he/him): not all of myself,

172

00:31:51.170 --> 00:32:15.920

Mark Travis Rivera (he/him): and let me start by Noah's art, had a hyper masculine, sexualized Puerto Rican man named Ricky Right, and then you saw some queer characters who were white. I mean one of the first time I ever saw clear of invitation on Tv was the movie Miss Stefire, which is why, as a child, I was obsessed with that moving a bunch of every day after school, and my favorite scene was always the salon scene with Robin Williams

173

00:32:15.930 --> 00:32:21.880

Mark Travis Rivera (he/him): Character's brother, who is a perceived to be a queer man who would transform it into the old woman,

174

00:32:22.160 --> 00:32:49.959

Mark Travis Rivera (he/him): and they've seen that song. I'm not i'm not a good singer. Someone much embarrassed myself, but like matchmaker, and they transformed Robin Williams character into this older woman. Now, the first time that I saw gender and grness kind of represented on the screen, and of course I called to one food which I think I was too young to watch the time. I don't know how I saw that movie Um, but at least you also become very teaching. So I would also be with that statement. Um, yeah. So that's kind of how the book kind of came about

175

00:32:49.970 --> 00:32:52.930

Mark Travis Rivera (he/him): um, and the idea of putting it as a compilation

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00:32:52.940 --> 00:33:18.330

Mark Travis Rivera (he/him): was really, you know, a good collection was really a compilation. I also didn't have the time to write a whole book from Scratch Um, I'm actually working to try to get a book agent um to help me create my proposal for my memoir, crippled but not broken. Um a manifesto for those who have fallen down, which i'm. Hoping to be able to get published to a major publishing house. As in my memoir i'm not trying to self publish. I'm trying to get that um

177

00:33:18.720 --> 00:33:30.869

Mark Travis Rivera (he/him): public domain, your publishing house. So yeah, i'm working on that on the back end. But yeah, And so that's kind of how this collection kind of came about, and the idea of doing it as a series just made sense to me, because

178

00:33:31.840 --> 00:33:41.899

Mark Travis Rivera (he/him): you know it was, and the reason why I called it, and perfect collection is because so much of my perfectionism was, Stop me from writing the book or putting this book together.

179

00:33:41.910 --> 00:33:45.760

Mark Travis Rivera (he/him): And, Brian, you just wrote a book. I know you. You're also going to this in your own journey.

180

00:33:45.770 --> 00:33:55.360

Mark Travis Rivera (he/him): I'm a recovering perfection, and it was because it was the work of Dr. Renee, Brown and Oprah Winfrey and other thought leaders and leaders that I was able to get this book out there,

181

00:33:55.370 --> 00:33:59.589

Mark Travis Rivera (he/him): and you know, I think that's really important. Just to mention that it's a journey.

182

00:34:00.720 --> 00:34:11.369

Brian McComak: Well remind me afterwards I have someone I can introduce you to on that book journey of yours. So, of course, happy to make introductions.

183

00:34:11.380 --> 00:34:23.960

Brian McComak: I've been fortunate that so many people help me on my journey, and i'm i'm happy to pass it on. So we'll we'll. We'll catch on that after hummingbird hour, because we talk every day, so we will make that happen. Um, you know I I um.

184

00:34:23.969 --> 00:34:33.099

Brian McComak: You know what I love is that i'm hearing is that you're You're both wanting to share your story and be a champion for your own journey,

185

00:34:33.110 --> 00:34:54.789

Brian McComak: while also asking for help. And I think that's something that so many of us struggle with is asking for help, and reaching out to say, Hey, this Isn't, what I can do. I want to ask for help. So i'm curious. How would people have been an ally for you. What are a couple of the moments where it's been really powerful for someone who's made a difference in showing up for you and standing by you on your journey.

186

00:34:54.800 --> 00:35:01.260

Mark Travis Rivera (he/him): Yeah, I mean, there's some people I can name right because I am. I come as one in this conversation with you today, but I

187

00:35:01.840 --> 00:35:17.779

Mark Travis Rivera (he/him): Every version I've ever been is because someone held my hand through my growth journey right. They have pulled out the version of me that I've become today. And so there's obviously my family, my media family, both negative and positive ways,



188

00:35:17.790 --> 00:35:23.219

Mark Travis Rivera (he/him): the woman who made college possible for me, because, believe it or not. I was a two high school graduate,

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00:35:23.230 --> 00:35:52.400

Mark Travis Rivera (he/him): barely made out of high school. Um the year I injured High school. High school is refining, but when you had a premieres high school when your major is creative, writing a minor and dance There's a lot of like You're not good enough syndrome. I was the only boy my creative writing coal board. I was only disabled dancer, my in my dance school, where um my brother, my half-brother, was murdered. My first year of call High School. Um! And so I was going to a lot of. I just come out the closet right like his death. Kind of held me out the closet to let my troops get up, afraid to die

190

00:35:52.410 --> 00:35:58.029

Mark Travis Rivera (he/him): in the inner city of Patterson, New Jersey, before I got to live. My truth fully, So

191

00:35:58.150 --> 00:36:15.489

Mark Travis Rivera (he/him): that's kind of what propellant makes him out the closet. And so you know, Carmen, or Tease, which is the is She's now the executive director of academic um achievement at William Paris University in my Alma Mater. She was the only yeah weft program Education opportunity fund program in the State of New Jersey to accept me into their program.

192

00:36:15.500 --> 00:36:20.190

Mark Travis Rivera (he/him): Everyone else declined me because my grades were so low. So Karma interviewed me twice,

193

00:36:20.200 --> 00:36:28.710

Mark Travis Rivera (he/him): and no reason why she even interviewed me is because other people at the Us. Office and William Patterson Betty, who knew my guys come. So I r the Parks,

194

00:36:28.720 --> 00:36:43.990

Brian McComak: he said. You have to read this file again. I know his graders are low, but look at his style like we need to talk to this person, and she said, The only reason i'm interviewing is because Betty can't assist me to talk to you because your grades are not impressive. She was like, and they was gonna save me right now that you have a pretty decent sat score.

195

00:36:44.000 --> 00:37:02.390

Mark Travis Rivera (he/him): Ah, and I was like, okay, and let me tell you my story. And so I made their promise that I would make college a priority, that I would excel, that I would get good grades and my be a Webster after I got a four and and every semester. For the most part I think they definitely won. I got a three point zero higher.

196

00:37:02.400 --> 00:37:18.690

Mark Travis Rivera (he/him): Um, and so I graduated. I ended up doing a cumulative Gp at like two point two. When I graduated college, I, Major Gp. And women in their studies with two point, four, or three point five I was in to a lot of societies. I won all these awards on campus, and so

197

00:37:18.790 --> 00:37:35.829

Mark Travis Rivera (he/him): I went from being the barely graduated high school student to an award-winning choreographer, storyteller, speaker, writer. So So people like car was really important. Um you know, I think, about people like um my first supervisor Rosanna, John J.

198

00:37:35.840 --> 00:37:39.739

Mark Travis Rivera (he/him): When she said to me, I don't know what you're looking for me means it's back in two thousand and fifteen,

199

00:37:39.910 --> 00:37:45.729

Mark Travis Rivera (he/him): she said, but I will support you. Just be authentic stuff. People can't do their best work. They can't be authentic.

200

00:37:46.070 --> 00:38:01.970

Mark Travis Rivera (he/him): And she did. She. She stood by my side every time I wore a dress, and he had to use a different bathroom, but just a neutral bathroom. She made it possible for me to succeed at John J. Um, you know. I think about people like you and Nick right? I refer directly to them, and then and then you on certain things,

201

00:38:01.980 --> 00:38:06.750

Mark Travis Rivera (he/him): you know. At first. When you told me i'd be refer you to Nick. I was like a straight white man.

202

00:38:07.390 --> 00:38:19.279

Mark Travis Rivera (he/him): Okay, Okay, let's see how this goes. I was. I wasn't sure to be honest. And uh, I continued, i'm not just saying it, just making something call for he he's not always on the hummingbird-hard, cause i'm not saying this to blow smoke,

203

00:38:19.320 --> 00:38:23.140

Mark Travis Rivera (he/him): but I've learned more from Nick as a supervisor.

204

00:38:23.300 --> 00:38:41.420

Mark Travis Rivera (he/him): Um, Probably the anyone that I worked with before and definitely the only white, straight man that I have come to trust over my thirty one years of life. Um, because Nick is a straight shooter. Ah, you know, put on the straight part, but he's a straight shooter. He says what he means. He needs what he says

205

00:38:41.430 --> 00:38:57.239

Mark Travis Rivera (he/him): um, and he challenges me to dig deeper right. I think that because of who I am, where I come from, having a white, a white, straight supervisor would have caused me to go into defense mode and then be really defensive, and so he has um

206

00:38:57.440 --> 00:39:02.080

Mark Travis Rivera (he/him): guarded my trust, and allows me to to put my wall down and be

207

00:39:02.430 --> 00:39:19.630

Mark Travis Rivera (he/him): um to learn from him in a really powerful way, and so I think that he's become a a surprisingly positive influence in regards to when I first run hummingbird to now, I would have never thought that a straight white man would be someone Um! That would learn so much from such a fair amount of time.

208

00:39:19.640 --> 00:39:38.600

Mark Travis Rivera (he/him): And you all know my somebody. You know my professional story about being laid off last this time last year, and how Hummingbird became a a a, a nest for me to recover and and group from that experience, and as the anniversary of that layoff comes up um, I feel a lot of anxiety for me and my colleagues who are impacted by that um lay off um,

209

00:39:38.610 --> 00:39:47.299

Mark Travis Rivera (he/him): And so I felt. I've been funded last year in fight mode. And then I joined another organization recently. That was something mainly and nameless that wasn't the right fit,

210

00:39:47.310 --> 00:40:00.490

Mark Travis Rivera (he/him): and I tried so I mean, I spoke to Brian. I told you about. How do I make this work, and I tried, and you said, you know, try to make it work. If it doesn't work we'll figure it out, and that's exactly what we did right. And so I think that there are so many people who have made my career possible

211

00:40:00.500 --> 00:40:16.450

Mark Travis Rivera (he/him): right and for like because a boy from Patterson, New Jersey should not be on the board, You know I have a Tedx talks to not have a book, should not have a podcast, and I have a dance coming that he ran for ten years. There's some reason why someone like me from where I come from shouldn't make it to where I am

212

00:40:16.660 --> 00:40:17.790

Mark Travis Rivera (he/him): right,

213

00:40:17.800 --> 00:40:20.629

Mark Travis Rivera (he/him): but I am because of the people who roused around me.

214

00:40:20.770 --> 00:40:27.569

Mark Travis Rivera (he/him): It's. And so I focus on self-love in this book But over the last couple of years I've been working a lot on communal love.

215

00:40:27.700 --> 00:40:36.169

Mark Travis Rivera (he/him): We We don't talk enough about communal love We talk a lot about romantic love and and self-love, but not communal love. And and I think maybe because i'm Latino,

216

00:40:36.180 --> 00:40:54.240

Mark Travis Rivera (he/him): I grew up in a family where we were very communal. We all rotted around each other. You know we're all struggling together, and we're all treating together, and there's pressure that comes with that right about being the first in your family to do something, and being a generational cursebreaker. But there's also power. And knowing that I belong to a community

217

00:40:54.250 --> 00:41:06.490



225

00:41:58.800 --> 00:41:59.689

Brian McComak: I mean you.

226

00:41:59.700 --> 00:42:01.310

Brian McComak: Yeah, it's like

227

00:42:01.320 --> 00:42:28.330

Brian McComak: I chose to do this because I wanted to be able to be myself in the work that I get to do, that I love doing, and I decided to bet on myself, and I know that that's a big part of your story. So you've just shared about so many people and experiences and moments where people stood by. You helped you, supported you to protect you or an ally for you. And then, as we know you and you share this earlier, you decided to do the self-publishing go to self publishing after this book.

228

00:42:28.520 --> 00:42:38.189

Brian McComak: Why did you make that choice? Because I'm sure that lots of publishers are going to want the mark? Travis Rebecca's story? I have no doubt about that. Why did you choose to go the the self-publishing?

229

00:42:38.320 --> 00:42:42.079

Mark Travis Rivera (he/him): I think many reasons why marginalized writers do it because

230

00:42:42.090 --> 00:43:02.030

Mark Travis Rivera (he/him): we don't know how to play the publishing game. I mean, this is like five years ago, when it came out right, and so it's like six years, six, seven years ago, when I started working on it. So back then. I really know a lot of people in the history right the way I do now, right my network wasn't as big. I don't have as many followers on social media, which is always the meant that you had. You have to have a kind of social media followers. Be able to sell your book. Um,

231

00:43:02.190 --> 00:43:16.969

Mark Travis Rivera (he/him): and I didn't also didn't want that, because we know the publishing world is very white, and we know that opportunity for marginalized writers are far and few in between, and so I wanted to make sure that I allowed myself

232

00:43:16.980 --> 00:43:26.169

Mark Travis Rivera (he/him): permission to be represented in this way. So all the Latinx people, other disabled people, Other queer people could see themselves in these pages or in the artwork.

233

00:43:26.240 --> 00:43:28.720

Mark Travis Rivera (he/him): Get the her to tell their story

234

00:43:29.480 --> 00:43:43.610

Mark Travis Rivera (he/him): right, and That's why I went that route Now for my memoir. You know I have a big as a memoir like i'm going to get a major publishing house. It's going to be a six-figure deal. I'm going to have an issue with Oprah, like i'm manifesting out my life right? Because I know that

235

00:43:44.810 --> 00:43:46.930

Mark Travis Rivera (he/him): this story my story

236

00:43:46.940 --> 00:43:48.390

Mark Travis Rivera (he/him): is not unique

237

00:43:48.400 --> 00:44:06.829

Mark Travis Rivera (he/him): right, but to be a representation of these particular intersections. It's so critically important and often to see where people of color are pushed to the margin and be sexualized. Most to say, we weren't just like regard to your race when you're a person of color. Ah! Which is interesting, because, as a queer person, i'm hyperbolized

238

00:44:06.900 --> 00:44:22.589

Mark Travis Rivera (he/him): as a person of color, I am seen as like aggressive and and or dangerous to some people as a disabled person, i'm viewed as frail, you need to be fantasized, be sexualized, right? And so all those competing socializations of my identities

239

00:44:22.640 --> 00:44:24.989

Mark Travis Rivera (he/him): make no sense to to our people when they meet me.

240

00:44:25.000 --> 00:44:35.790

Mark Travis Rivera (he/him): They're like You're all of these things. I don't know how to make something. I don't know how to how to wrap my head around this right? Because I don't allow people to negate any of my identities for their comfort.

241

00:44:37.380 --> 00:44:51.889

Brian McComak: Right? You and you were sharing earlier. I I I meant to comment on this, that that sometimes you choose to i'm going to use the word mute aspects of your identity, but it's not for their comfort. It's for your safety or for your

242

00:44:51.900 --> 00:45:10.670

Brian McComak: so and I I wish we're a world where you never have to do that, and also respect that you say, but like that's not about them. It's about me what's right for my safety? Right? Because yet i'd rather live, live in my truth, and than didn't die living alive. But if I can afford dying, the student when I have to, that i'm going to try to avoid dying sooner than I have to, and I think that

243

00:45:10.680 --> 00:45:22.709

Mark Travis Rivera (he/him): permitting queer people and trans people, and to not conform people, and that is the reality of our lives. Black Trans. Women need to be to kill a disportion, and raised in this country and around the world in a life-expected where a black trans woman is thirty five years old

244

00:45:24.030 --> 00:45:38.860

Mark Travis Rivera (he/him): for a trans of color in general. The lect is, is, I think, less than forty years old, which means that because I identify as femme, and i'm not conforming. You identify as a man in the next four years? God forbid! Or universe forbid! I could be killed right.

245

00:45:39.120 --> 00:45:39.990

Mark Travis Rivera (he/him): I'm sure

246

00:45:40.000 --> 00:45:41.890

Mark Travis Rivera (he/him): I may not make it to my fortys,

247

00:45:41.900 --> 00:45:43.369

Mark Travis Rivera (he/him): and I recognize that.

248



00:45:43.660 --> 00:45:47.260

Mark Travis Rivera (he/him): And because of that I have this urgency

249

00:45:47.420 --> 00:45:55.230

Mark Travis Rivera (he/him): to get this my mark on, because my biggest fear and I forget who's at this quote I don't want to live with until stories inside of me,

250

00:45:55.650 --> 00:45:56.720

so

251

00:45:56.730 --> 00:46:03.410

Mark Travis Rivera (he/him): I mean I don't want to die with until stories inside of me. I don't want me to die. And never having told this story,

252

00:46:03.580 --> 00:46:07.670

Mark Travis Rivera (he/him): and the memoir crippled but not broken,

253

00:46:07.860 --> 00:46:12.229

Mark Travis Rivera (he/him): you know, crippled, I mean. My mom gave birth to me at five and a half months. I weighed one pound

254

00:46:12.780 --> 00:46:16.570

Mark Travis Rivera (he/him): in one thousand nine hundred and ninety-one, So medicine was as advanced as it is today.

255

00:46:16.850 --> 00:46:21.190

Mark Travis Rivera (he/him): Physically speaking, I should not be alive today. You and I should not be able to have this conversation today

256

00:46:21.840 --> 00:46:22.919

Mark Travis Rivera (he/him): right,

257

00:46:22.990 --> 00:46:25.300

Mark Travis Rivera (he/him): and for the moment I was born

258

00:46:25.660 --> 00:46:30.899

Mark Travis Rivera (he/him): my birthing. Circumstances taught me what it meant to be resilient to the bone.

259

00:46:31.840 --> 00:46:38.020

Mark Travis Rivera (he/him): Right. The second subtitle that memoir that i'm working on are manifested for those who have fallen down the

260

00:46:38.030 --> 00:46:42.629

Mark Travis Rivera (he/him): I literally fell down every single day over my own two feet, through my disability,

261

00:46:43.170 --> 00:46:55.860

Mark Travis Rivera (he/him): falling into lockers and getting concussions falling in gym falling in physical therapy, falling when I was trying to ride a bike all when I was learning how to walk, falling when I was dancing. I have that balance right?

262

00:46:56.040 --> 00:47:13.949

Mark Travis Rivera (he/him): And so there is a And even though my disability is that as I as a parent anymore, I deal with it. I deal with it every day. The muscle spasm, the tightness, the the swelling of the feet. Um, the excuse me pain when i'm doing physical activity, or standing for too long, or sitting for too long or walking

263

00:47:14.910 --> 00:47:16.790

Mark Travis Rivera (he/him): right. And so

264

00:47:17.120 --> 00:47:25.349

Mark Travis Rivera (he/him): this idea around having a memoir, a manifesto around how my disability has informed every other. Ask of my life.

265

00:47:25.360 --> 00:47:37.670

Mark Travis Rivera (he/him): I think it's critically important because we don't hear that narrative when it comes to disabilities. Stories, disabled stories, and we definitely don't hear about disabled people of color. We're also queer in about conforming or living the life that I live,

266

00:47:37.680 --> 00:47:39.810

Mark Travis Rivera (he/him): and I am not the exception to the rule.

267

00:47:40.130 --> 00:47:44.489

Mark Travis Rivera (he/him): Right? I am, because there's a lineage of people

268

00:47:44.500 --> 00:48:01.439

Mark Travis Rivera (he/him): across my communities who have fought to give me the rights that I have today who have made the America with disabilities as possible. Who made the pride Revolution. The pride marches all that in Stonewall possible for the migrants from Puerto Rico, who who migrated to the Us. To help the war

269

00:48:01.450 --> 00:48:23.800

Mark Travis Rivera (he/him): to help with the economy when things were going to crap in this country. Right? The fact that my ancestors have been us citizens since the nineteen hundreds of Puerto Ricans, because the Jones Act, but our main island, our island is being ravaged by political discourse, by hurricanes and natural disasters and the Government, Both the Us. Government and government are failing our people

270

00:48:23.810 --> 00:48:34.059

Mark Travis Rivera (he/him): right? And I want to mention that because not to get to political here Puerto Rico's dealing with another hurricane hurricane. Fiona. Right? They were still recovering from her, Came out of yeah five years ago,

271

00:48:40.730 --> 00:48:45.490

Mark Travis Rivera (he/him): until they're no longer us territory. I believe the Us. Has their obligation to the people of Puerto Rico.

272

00:48:46.820 --> 00:48:47.950

Mark Travis Rivera (he/him): Why,

273

00:48:48.230 --> 00:48:52.620

Mark Travis Rivera (he/him): beyond throwing paper, toilet, or paper tunnels, you know it's in the crowd,

274

00:48:52.700 --> 00:48:55.019

Mark Travis Rivera (he/him): right. And so

275

00:48:55.030 --> 00:49:18.809

Mark Travis Rivera (he/him): we need to talk more about that right? We can talk about what's happening in the Us. Territories on this and around the world. And what's happening in where we go, and you know the fact that I can't. Even I haven't been back to Puerto Rico as an adult, because it's not safe for me as a career to my support person that my sided on the rise in in Puerto Rico

276

00:49:18.820 --> 00:49:26.109

Mark Travis Rivera (he/him): right? But there are people there are activists in Puerto Rico, actively working to improve conditions for the Lgbtq community and women,

277

00:49:26.730 --> 00:49:31.289

Mark Travis Rivera (he/him): right? And so I plan on making my first trip to putting me as an adult next April for my birthday,

278

00:49:31.300 --> 00:49:37.340

Mark Travis Rivera (he/him): a pre- birthday, early birthday trip with my sister and her friends, and

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00:49:37.500 --> 00:49:39.959

Mark Travis Rivera (he/him): i'm not gonna lie to you. I am afraid

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00:49:40.280 --> 00:49:53.809

Mark Travis Rivera (he/him): I am afraid about how I'm going to show up right. Um, but I know I need to show up, and i'm going to be connecting with some organizations there to do a workshop and bring some copies of my book to give to the people in Puerto Rico. So they can see

281

00:49:54.210 --> 00:50:06.060

Brian McComak: what's possible. Right? Yeah. So that that visibility is so important, and it makes it. You and I both know how much of a difference it makes, and of the lives, and we get to hear those stories, those people who we

282

00:50:06.070 --> 00:50:30.079

Brian McComak: out to us privately to say Thank you for being you. Um, it helps me know that it that someday I can choose to be to share my story and and be more open, which is really powerful. We're talking a lot about allyship so and and so, whether it's others who helped you, or how you like being visible, being your authentic self, how you're helping others.

283

00:50:30.090 --> 00:50:31.759

Brian McComak: I want to pivot to a

284

00:50:31.770 --> 00:51:01.070

Brian McComak: the the self-care process, because I also understand, like we give so much of ourselves in this work, and it can be raw and it can be emotionally draining, and it can be sometimes scary. Um! The The scare for physical harm for me is less than the the average person in many ways, for those of you who don't know. I'm. Six feet six inches tall and almost three hundred pounds. So i'm probably just okay in those situations. Um, that doesn't mean that I have a big bones, and I get walking around

285

00:51:01.080 --> 00:51:18.180

Brian McComak: because I have, and and those moments where it still feels scary even at my size, and you know, and that just gives me empathy for this experiences. But others who are who have less, that Don't have that physical presence. I do so that you know, sweet. And we talked about how you have moments where you

286

00:51:18.310 --> 00:51:32.830

Brian McComak: choose to mute yourself and be part of your identity for safety. But How do you take care of yourself? And there's a question here I want to make sure, I ask, because I through their voice, Mark, do you find that when writing about deeply emotional or mentally, emotionally challenging events,

287

00:51:32.840 --> 00:51:49.370

Brian McComak: that you can write about them in the moment? Or do you have to find time and space to process and reflect before you rewards on paper, and to to give yourself some time to heal afterwards. How do you manage that? Whether it's writing or sharing, How do you manage the self-care part of of being so open and authentic?

288

00:51:49.380 --> 00:52:05.869

Brian McComak: Yeah, i'm, i'm every day is a a new lesson for me, right. And so there are certain things that I have decided. I don't want to talk about my personal life. I'm not going to

share everything on social media. Um, I was just talking to you and Lindsey parts to come into this event today about some updates in my personal life. I'm just not

289

00:52:06.030 --> 00:52:17.429

Brian McComak: media yet it doesn't mean it's less important or not alternatively of me to not share that. But there are certain things i'm learning, and i'm mature with age. But there is something that I need to hold secret

290

00:52:18.200 --> 00:52:19.270

Mark Travis Rivera (he/him): Right?

291

00:52:19.430 --> 00:52:34.860

Mark Travis Rivera (he/him): Um, especially when it comes to like family and friends and lovers who are not in the public eye right, but they I chose this life. They they chose to love me, and I mean she was the one that's like with me in that way. And so I need to be mindful that when I tell stories

292

00:52:35.000 --> 00:52:45.190

Mark Travis Rivera (he/him): i'm not just like my story. But i'm telling everyone's story that's connected to my story, and it's funny about how I share it when I share it in terms of Mali's question around the writing process.

293

00:52:45.200 --> 00:53:04.239

Mark Travis Rivera (he/him): You know I haven't written much since this book came out I've been featured uh contributing alder for a new book called Christ in Cure by Andrian Shenker, which is the queer activist response to Covid. Nineteen uh, I have a chapter called Um Styling to Self Love the Wilderness, the Journey and covid nineteen and our Self-love and Covid nineteen

294

00:53:04.400 --> 00:53:17.990

Mark Travis Rivera (he/him): and so that's available crisis and care is available. I wrote an essay for Gidney, which is for their damn Sternum called Imagining, which also just came out this month, and so I have read a few pieces, but I haven't done much writing

295

00:53:18.190 --> 00:53:30.080

Mark Travis Rivera (he/him): book. Why, since we're writing this first collection, and so my memoir will be the first time that I write a book from the ground up, and i'm really nervous. I think one of the things I I I pause on therapy recently, because I

296

00:53:30.090 --> 00:53:51.679

Mark Travis Rivera (he/him): I feel like I've been in Denver for twelve years. I need to break from therapy. I need to kind of find the next right there this, but I have a life coach and a psychiatrist. And um, I think once I start writing this memoir for room for real. I don't think I can. It's also done. I'm going to need to kind of therapist who sees therapists because I feel like, because I do a lot of life coaching. I do a lot of sub hub books, and I've been there for so long.

297

00:53:51.700 --> 00:54:09.379

Mark Travis Rivera (he/him): I'm i'm finding that i'm having a hard time finding a there. But she's not surprised at my level of awareness, or i'm used by my intellect. And so I don't want to be amused or surprised by my awareness. I need them to see past that and get to the core of the issues. I'm talking about with them. Um! Funny to see a divers who seems there. But you know i'm not a train their best. Um.

298

00:54:09.390 --> 00:54:12.689

Brian McComak: And i'm thinking that when I write it I should introduce you to my therapist mark.

299

00:54:12.700 --> 00:54:15.390

Brian McComak: Okay, great.

300

00:54:15.400 --> 00:54:31.950

Mark Travis Rivera (he/him): Yeah, i'm still talking about like when I start writing this this memoir, I think i'm going to have to go back to therapy because it's going to trigger a lot in me, and I think that one of the things I've come to realize is I can write anything I want in real time or sure certain things. Um, but i'm learning that

301

00:54:31.980 --> 00:54:48.649

Brian McComak: like there, there are certain things I haven't talked much about publicly yet which will come on with me. It has to right for the memoir to really resume. To be honest, I think it has to be tool, and this will be the first time I write. I'm writing about it in a very direct way. I think that i'd be scared for that conversation because it's gonna hurt people.

302

00:54:49.080 --> 00:54:50.310

Mark Travis Rivera (he/him): Ah,

303

00:54:51.140 --> 00:54:58.849

Mark Travis Rivera (he/him): but it's the only way to get really free right to free ourselves or the shame and the need to be perfect and the need to be.

304

00:54:59.140 --> 00:55:11.840

Mark Travis Rivera (he/him): You know I don't know whatever you want to successful when you just have to let go. Of all the things that have harmed you, I think about my my former organization that laid me off last year. This time

305

00:55:11.970 --> 00:55:20.830

Mark Travis Rivera (he/him): I was hoarding anger towards that person one because they're a shitty person, but two, because I think that they're so inauthentic that it's just,

306

00:55:21.070 --> 00:55:32.299

Mark Travis Rivera (he/him): you know, and I and I and my last job that I left that just left recently. One of my coworkers there said to me. Ah, Mark, it's um don't dim your light, because they can't handle the glare,

307

00:55:33.250 --> 00:55:35.530

Mark Travis Rivera (he/him): and I had a bunch of white women.

308

00:55:35.730 --> 00:55:53.790

Mark Travis Rivera (he/him): Just tell me that I wasn't good enough, or that I wasn't ready, or they were uncomfortable with me, being in a position of leadership. Um, even though I met all the criteria on paper. And I think what's interesting is that there are so many people white and non-white alike are always telling you what you're worth and what you're not worth

309

00:55:53.800 --> 00:55:58.429

Brian McComak: what I've come to realize, Brian. I think you have really helping with this is that

310

00:55:59.050 --> 00:56:01.259

my work is not a forbidden debate.

311

00:56:02.910 --> 00:56:05.430

Mark Travis Rivera (he/him): My worthiness is non-negotiable.



312

00:56:06.830 --> 00:56:08.929

Mark Travis Rivera (he/him): You may not think I'm worth it.

313

00:56:15.200 --> 00:56:18.089

Mark Travis Rivera (he/him): We are all innately worthy because we are human beings

314

00:56:19.360 --> 00:56:28.359

Mark Travis Rivera (he/him): is our Jacob Renee Brown. It's our birthright beloved belonging connection. We need it. So there's a reason why, the moment we are conceived we are connected to our mother's political court,

315

00:56:30.690 --> 00:56:34.830

Mark Travis Rivera (he/him): We are our social species. We need connection,

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00:56:35.260 --> 00:56:43.539

Mark Travis Rivera (he/him): right? And I'm. No longer connected with organizations or people, or friends or lovers or family who do not recognize and validate that worth

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00:56:45.170 --> 00:56:47.669

Mark Travis Rivera (he/him): right. And that's been hard for me,

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00:56:47.980 --> 00:56:55.840

Mark Travis Rivera (he/him): because to leave a full-time job making the most one I ever made in my career to go to pivot back to me for him in a different capacity.

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00:56:55.850 --> 00:56:57.589

Mark Travis Rivera (he/him): That was pretty bold of me,

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00:56:57.600 --> 00:56:58.660

Mark Travis Rivera (he/him): right.

321

00:56:59.460 --> 00:57:04.710

Mark Travis Rivera (he/him): But I learned last year this time that staying in an environment that's not see your worth

322

00:57:04.920 --> 00:57:06.490

Mark Travis Rivera (he/him): on the onset

323

00:57:07.100 --> 00:57:08.549

Mark Travis Rivera (he/him): can be dangerous,

324

00:57:08.560 --> 00:57:13.510

Mark Travis Rivera (he/him): because what happens is, you start to hospital for your worthiness. Try to prove to them that you're worth it,

325

00:57:13.870 --> 00:57:15.919

Mark Travis Rivera (he/him): and then they will still discard you

326

00:57:16.920 --> 00:57:27.500

Mark Travis Rivera (he/him): right. And so, the moment three months into the New World, six weeks into the new role, I ready to talk to you about, hey? I need to. I need to exit plan. Let's get this out right, because I already knew the writing on the wall.

327

00:57:27.890 --> 00:57:35.290

Mark Travis Rivera (he/him): So for anyone who's in this conversation, professionally or personally know your work, know that you are worthy

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00:57:35.310 --> 00:57:43.030

Mark Travis Rivera (he/him): right, and the more experiences you get, the more professional and personal experiences you get, the more that Worth goes up. It never decreases.

329

00:57:44.660 --> 00:57:47.430

Mark Travis Rivera (he/him): Yesterday's price is not today's price, honey

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00:57:48.250 --> 00:57:56.520

Mark Travis Rivera (he/him): right? And so I want to acknowledge that, and make sure that people really understand that, because I think that's really really important to recognize

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00:57:56.580 --> 00:57:59.520

Mark Travis Rivera (he/him): the need to know that you're worth is non-negotiable.

332

00:58:02.090 --> 00:58:07.560

Brian McComak: I love that mark, and I think it's good to say I want to say it again, Your worth is non-negotiable.

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00:58:07.630 --> 00:58:09.169

Brian McComak: I also love

334

00:58:09.690 --> 00:58:14.150

Brian McComak: don't dim your light, because they can't handle the Blair that's really powerful,

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00:58:14.480 --> 00:58:20.690

Brian McComak: you know. I want to keep the focus on your story. I will. I'll just share, though, that.

336

00:58:20.700 --> 00:58:48.779

Brian McComak: Ah, those listening, because I because I know sometimes what what people receive is. I'm. A white system or man. So these haven't been my experiences, and I have absolutely stayed in work places where I was being armed. Um! And and in fact, in my mental health and I you know I have lots of stories that i'll share in some other another time in another place. But you know It's what you've just said really resonates for me personally as well of. I wish I could go back and tell that Brian

337

00:58:49.090 --> 00:58:51.689

Brian McComak: run leave. You're worth it.

338

00:58:51.700 --> 00:58:53.489

Brian McComak: Don't. Stay in a place that's not good for you,

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00:58:53.500 --> 00:58:58.110

Brian McComak: which you you say that you say that to yourself now when it comes to clients.

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00:58:58.120 --> 00:59:15.789

Brian McComak: So you learned and so, and it makes you a better leader because you learn from those experience. And so I think that, especially in the workplace, when we talk about the developing human-centered workplaces and cultures of belonging and safety and psychological safety, it is imperative that you recognize

341

00:59:15.880 --> 00:59:28.020

Mark Travis Rivera (he/him): that what connects us there's far more that connects us and separates us, and I know that the the recent political discourse is is leaning on our disconnections or things that disconnect us from each other.

342

00:59:28.040 --> 00:59:57.810

Mark Travis Rivera (he/him): You want to have more income than we recognize. Right. We're both queer. We have both have mental health struggles. Um, i'm five, four. You're six, six, you know. There's a tight difference there. I can't wait to get a picture with you in person and show that physically in a photo. Um. But this idea that our mental product upgrade is not directly correlated right? Because so many people are selling their mental health with suicide, radiation. Um! We are at higher risk for Hiv infections or um, or exposure right? And so there's so many other things that happen in our life.

343

00:59:57.820 --> 01:00:17.679

Mark Travis Rivera (he/him): Right? Um. And so I think that's really important to mention is that although on the surface we that can be more different in regards to age and race and height, um and backgrounds. Um! There are things that connect us, and I think that harder recognizing that humanity and others is recognizing that humanity with them dump is also within us

344

01:00:17.690 --> 01:00:18.970

Mark Travis Rivera (he/him): results.

345

01:00:18.980 --> 01:00:40.189

Brian McComak: Yeah, I I absolutely agree. And thank you for saying that I I do think that's a a message that has gotten lost way, too lost in recent years. And you know I I don't want to minimize this. The reality is a systemic oppression by that happens on the rainbow land. We're all we're closer, the more likely we are different,

346

01:00:40.200 --> 01:00:47.939

Brian McComak: and that's not that that's not positive positivity. When I say that I generally mean that the one thing that we all have in come as professionals, that we know failure,

347

01:00:48.310 --> 01:00:55.980

Mark Travis Rivera (he/him): because if you dare greatly in your career, you will fail. If you are creative, you will fail. If you are innovative, you will fail

348

01:00:56.250 --> 01:01:09.329

Mark Travis Rivera (he/him): right. So, regardless of your economic status, your education, status, your gender, your sexuality, your race, your disability, or your national origin, you will experience spell You're in some sort. If you are trying to honor the calling of your life.

349

01:01:11.080 --> 01:01:23.989

Brian McComak: Yeah, we're out of time. But I I want to make a point of of team privilege here. Say, i'm going to stick around for a few minutes. Um, I know Brian's super busy, but i'm going to stick around for a few minutes If anyone has a question um for us if we didn't get to do. Q. And A:

350

01:01:24.000 --> 01:01:25.560

Brian McComak: Oh, yeah. Well,

351

01:01:25.570 --> 01:01:53.740

Brian McComak: we'll We'll do a formal wrap up for the video and then we can say goodbye for anyone who has to jump, and then we'll stick around for a few minutes. Um! So um! First of all, I just want to say, thanks to everyone for being with us today for listening. Mark. Thank you so much for your authenticity, your vulnerability, your passion, your consonance, your humor, your honesty. I I learn from you every day, and I I have no doubt that everyone here works as well.

352

01:01:54.020 --> 01:01:59.420

Brian McComak: How do people find you and follow you? And what are your what final words. You like to offer everyone

353

01:01:59.430 --> 01:02:29.100

Mark Travis Rivera (he/him): final words. Thank you all for being here, Molly. Dr. Gray, Dr. Keeling. Um Bella so many to Sierra Krista. Thank you all so much for being here. Um, but I will say, if you can follow me on Instagram or Twitter at Mark, I mean R. K. Trap, T. R. A. V. As invictor Vivita, or you can also click on mail Linkedin, Mark, Charles J. Beta. Then people all

messed up in the chat, and you can also reach out to me via the on our website. So for free tech we do there. Um! So I'm going to. Should we stop the recording. Brian.

354

01:02:29.110 --> 01:02:48.450

Brian McComak: Well, I will, but I'll just wrap up and say, Oh, for who has to jump? Uh thank you again for being with us? Join us on hummingbird humanity, social media channels, and until next time posted by Mark Travis Rivera Hummingbird and a one Um, until next time stay safe and be Well, thanks, everyone,

355

01:02:50.470 --> 01:02:51.640

and we can.