



Rants and Randomness with Luvvie Ajayi

Become the Right Thing (with Glennon Doyle) - Episode 9

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My peoples! Welcome to episode nine of *Rants and Randomness*. I am Luvvie Ajayi, your host, on this show where I talk about all things pop culture, things I'm loving, things I am side-eyeing, and having great conversation with really interesting people. I am here at Chicago Recording Company bringing y'all the radio voice. On this episode, I'm talking about how Stacey Abrams has made history by winning the primary for Georgia Governor. I'm ranting about how I don't trust those voice-activated home thingies and I am spotlighting Red Table Talk, which is just amazing. And my guest is the incredible Glennon Doyle, who is a writer, speaker, and Love Warrior. So it's going to be a good show. Let's jump into it.

Feel Good

[00:00:57]

So my feel good this week, I am just loving the fact that Stacey Abrams won the primary, the democratic primary for Georgia Governor with more than 75% of the votes. Stacey made history as the first Black woman to be a major party nominee for governor and Georgia's first Black nominee, which is kind of crazy that it is 2018 and we still have these firsts, but hey the first have to happen. This—but it's still side-eye worthy, especially for Democrats, for this being the first time but alright, I—I understand that Georgia is a traditionally conservative state and the Deep South has not had a Black governor since Reconstruction.

So Stacey's Black Girl Magic. She's a former State House Leader, small business owner, and romance novelist. And she wrote this dope piece - was it for the *New York Times* or the *Washington Post*? - where she says, where she talks about how she is \$200,000 in debt and really how her struggles are everyone's struggles and how it shouldn't be the reason why people don't vote for her. Because here is the thing: we live in a country where most people have heavy debt, and it was a very vulnerable moment for her. I am rooting for her because the final vote is on November 6, 2018. Georgia, please show out for Stacey Abrams. Like I think, I mean Atlanta got a Black mayor now with Keisha Bottoms. Go on ahead Georgia, get you a Black governor. So, shout-out to Stacey, congrats to you for making history and rooting for you, rooting for you.

Rant

[00:02:35]

Okay, so my rant this week is about those voice-automated home things we all have. There's like the Google Home, there's the Amazon Alexa or Echo. I don't like them and what's funny is I've had one of them, I don't remember which one. It was gifted to me for a year, over a year. I've had this in my

house, but it's been sitting in a box because I refuse to open it. I just don't think something that is listening to you should be trusted. Like something that is listening to you and acting on it shouldn't be trusted and I think we're giving them too much credit. Here's why, right?

So these things, for them to be activated one of them, you'd be like, "Okay, Google," and then you say whatever you want to say, for the Alexa, you say, "Alexa," and then you say whatever you want to say, right? "Hey, what's the next pizza—the closest pizza place that's open? Hey is the watch fixing place open?" I've always thought if it's activated when it hears its name, that means it's constantly listening to hear its name, which means it's constantly listening to you. For me, that's kind of strange because a lot of times we put these devices in the places where we gather: our living rooms, our kitchens. And these are the times when we have our hair down, when we're not thinking about the world, and we're having these candid conversations with our loved ones and our partners and our kids. And we're talking about doctor's appointments. We're talking about life savings, we're talking about the things that we might not be sharing with anybody else but the person we're talking to and this device is right there listening to all of it just waiting for you to say, "Alexa" or "Google". I don't find that to be comforting at all. Like I'm not saying I'm against smart homes or smart devices. I'm a techie. I have a whole lot of smart devices, but there's something different about like a programmable thermostat to a voice-controlled speaker that is constantly on. Also like, one of the things that I've been reading is all of the different times when it's all gone wrong. Like recently I read a piece on how an Alexa device sent the audio of a couple that owned it randomly to one of their contacts and how they found out is one of their contacts calls them and says, "Hey you might want to turn off your Alexa," and they're like, "Why?" He's like, "Because I know you were talking about hardwood floors 20 minutes ago".

Now imagine if they were talking about something more insidious or roasting him, for example. I'm like how is it that all these bugs still exist in these things too because they've been out for a while? Again, they're convenient to be able to like command this little thing to give you the information that you need. We already have our phones constantly listening in terms of like you know our text messages are there, our web browser information is there. I don't think we need any more surveillance and I feel like some of these things can surveil us too much. There was like a report about a hacker who successfully installed a virus on an Amazon Echo and turned it into an always-on wiretap. Like I'm just like, "Hmm."

Here's the thing: if I need to check the weather, I can search myself on any of my other devices. If I need to figure out where to go eat next, I can do a search. I think our—we might be getting a little bit too lazy if we're going to be dependent on these voice-controlled things to give us the information we need when what we are turning over is our privacy in a really concrete way. Because again, if this thing is always listening to hear its name, it means it is listening to you in case you say its name. What? It just makes me nervous. I'm not okay with it. I'm probably going to give away the one I have because again it's been sitting in a box for a year and yeah I just want to feel secure in my private spaces and I even stopped taking my cellphone into my bedroom at night time because I'm like, "You know what? I don't need to have it right next to me at all times." It's like that. So, I think privacy is still important even though I am a member of generation social media and I am pretty public about a lot of things, I still think we should do our due diligence to be as private as we possibly can, to keep our information as close to us as we possibly can. So, yeah man, y'all will not see me with a voice-controlled speaker

anytime soon. I don't even use Siri. I don't use Bixby. I don't use Google Assistant. I will Google, it's fine.

Randomness Spotlight

[00:07:18]

What I am loving, my randomness spotlight, is the Red Table Talk, which is a Facebook Watch show hosted by Jada Pinkett-Smith, with help from her daughter Willow and her mother, Adrienne Banfield-Jones. It started a couple of, I think last month, it started last month. I think an episode drops a week and they have these deep discussions about everything from body image issues to co-parenting and merging families to a one-on-one with two—with somebody that Jada was beefing with for the last 17 years. It's so vulnerable, so transparent, and just incredible. When I watched the body image one, they were all having a conversation about how at one point in time they've had—they've been unhappy with what their bodies look like. Willow especially was talking about how because she's so skinny, she always looks around and notices how her peers get so much attention from boys and she doesn't. And, it's funny because I was like, "I get you, Willow," because I was basically shaped like Willow when I was her age. Just really long, lean, and had nothing of note in terms of assets. And just hearing the advice that they gave her and just seeing the universal struggles in everybody. Like Jada's mom Adrienne is stunning. This woman has a six pack and she's in her 60's. And, even she was talking about how she's not happy about certain body parts and it drives—it drove home the idea that the grass is always greener on the other side and we are always coveting the things that we don't have even though other people are coveting what we have.

The show has so much heart. It's this multi-generational love fest and truth fest and just openness. It's kind of like—you're going to cry, like I cried a couple of the episodes. There's an episode where Jada is talking about loss and she talked about her relationship with 2Pac and how much it hurt her and how she wishes he was still here. The episode - it's basically like Chicken Soup for the Soul: 2018 Edition. Red Table Talk is available on Facebook. You can go to facebook.com/redtabletalk. Catch up on the episodes, fall in love with these women who are so open with each other in a way that I wish we could all be as open with each other. I think their relationship just feels so healthy and I'm inspired by the content from the show. It's just so good y'all. It's so good. Check out Red Table Talk on Facebook Watch.

Interview with Glennon Doyle

[00:10:05]

Oh my gosh, so I am so excited to have my next guest on *Rants and Randomness*. Her name is Glennon Doyle and she is a member of my Together Wolf Pack family. Hey Glennon!



Luvvie: Hey Glennon.

Glennon: Hold on Luvvie one second, my earphones just fell out.

Luvvie: See hilarious.

Glennon: Sorry. Alright I'm back. How are you?

Luvvie: I am good. I am so excited to have you on this podcast because I'm like, "Man, people need to understand. This here is my sister Glennon. Okay!"

Glennon: Aww, that means so much to me, so much to me. You know I've been following every move you've made for years, just years. Just this morning I was just listening to the Franchesca Ramsey

podcast, she's amazing.

Luvvie: She's incredible.

Glennon: Your guests have been phenomenal.

Luvvie: She's—you know what's funny Glennon? You're actually my first White guest.

Glennon: I know. Do you think I don't know that?

Luvvie: You're my diversity - you're my diversity guest Glennon.

Glennon: I'm your token White one! I'm so excited! I've been that a lot lately. It makes me really happy. You got to check your box.

Luvvie: Check my—I have to check my quotas Glennon! I have to do it, you know? I wanted to let people know how dope you are. Glennon is the author of the number one *New York Times* Bestseller - number one y'all - *LOVE WARRIOR*. It's called *LOVE WARRIOR*. It's a 2016 Oprah's Book Club Selection,

as well as she's the best-selling author of *CARRY ON, WARRIOR*. And she's a founder and president of Together Rising, a nonprofit organization that has raised 9 million dollars for women, families, and children in crisis. An activist, speaker, and thought leader, Glennon was named among OWN Network's SuperSoul 100, as one of a 100 awakened leaders who are using their voices and talents to elevate humanity. And she lives in Florida with her wife and three children. Basically Glennon is bae. Let me tell you guys why this woman is epic, and I think why I insisted, I was like, "I have to have Glennon on this podcast." One, the reason why me and Glennon are able to even have the joking of like she's my affirmative action guest is because this woman is plugged in in a way where a lot of people who look like her are not. That's one. And two, her work has been really to snap some of them back into formation. And you and I met at the Texas Conference for Women like in 2015 or '16, '16, 2016. And when I saw Glennon, she was signing books right next to me and I was like, "Oh my God, that's Glennon Doyle. I should go say hi." So I went and said hi and then Glennon freaked out and we both freaked out at each other and then we signed each other's books and we've been bae since.

Glennon: Yep and what you don't know about that is I was having an internal breakdown when I saw you because I was so excited.

Luvvie: Seriously?

Glennon: Yeah and I think I've told you this, I mean your book, *I'm Judging You*, my sister and I, my sister doesn't read, and you know sister right? You know her well.

Luvvie: I love Amanda.

Glennon: She loves you so much yeah. She doesn't read. She read that—we read it together 100 miles apart because we couldn't stop texting each other screenshots of sentences and Luvvie, she actually peed in her pants on an airplane. That is a family story that we have now. On an airplane, because of you.

Luvvie: That is high compliment, I must say. High compliment, okay? I will take it, okay? I will take it.

Glennon: Yeah, we adore you.

Luvvie: I—you do so much. Now I always ask my guests, what did you actually want to be when you were little Glennon? When you were growing up, what was like the goal in your head?

Glennon: Yeah I wanted to be a teacher. Both of my parents were educators. Yeah my whole life I wanted to be a teacher. My mom was a teacher. My dad was a teacher, and then a principal, and a coach. I never considered anything other than teaching. I thought it was, I still think it's the most important noble profession. I just—that was always my goal, and I did become a teacher after college. I taught third grade for six years at a school, a Title 1 school right outside of D.C. and I had the most amazing class of—most of the kids were recent immigrants.

Luvvie: So how did you go from third grade teacher to *New York Times* Bestselling author? Like what was that jump?

Glennon: Well so I got knocked up and got sober and got married all in like the same hot minute, okay.? I found out I was pregnant, oh God, let's see, my kid's 15, it must've been about 16 years ago. And at the time I was just a really, really serious alcoholic. I was sort of a functional alcoholic, which is why I was still able to still teach. And I think sometimes being a functional alcoholic is worse because you can just keep going forever, you know, and slowly die. So anyway, I found out I was pregnant, got sober the day I found out I was pregnant, got married, and then was home. I just stayed home with these kids and had three really fast. And I started going to recovery meetings at the same time to stay sober and, Luvvie, I would just sit in these recovery meetings and think, "These are the first honest people I have ever met." Like this is how—this is church. right? Like this is how life should be done. Like people just sit around in circles and act shiny and happy and perfect all day and they come to these basements where they can freaking be honest about how hard all of this is and tell the truth, you know.? And so it made me mad that you could only be that truthful in the basement and i just kept thinking, "Why can't we be this way all the time.?" This is why people are dying of quiet desperation all the time because we're always so fake about everything. So I started getting up really early and just writing. Well you know this. You don't really have two different voices. Like you are who you are.

Luvvie: Yeah.

Glennon: That's not how everyone is.

Luvvie: Right.

Glennon: But you are who you are in your writing publicly as you are privately. So I started writing with that voice that would speak at AA meetings. Just like brutally and completely honest. And the cool thing about recovery meetings is that it's not just that people are brave enough to tell their real stories there but there are also - there are rules about how to receive other people's stories and truths. So, you know, I mean we don't know how to handle each other's stories.

Luvvie: Right.

Glennon: Like all we do is just tell people they can't have their feelings and they can't argue and, but that doesn't happen at recovery meetings because there are rules about how to receive stories. So the idea behind the blog I started was I'm going to be brave enough to tell my truth and I'm also just going to be kind enough to hear other people's truths the way we do in meetings. So my goal just became to turn the whole world into an AA meeting and that's what I've been trying to do.

Luvvie: That's actually amazing.

Glennon: And then a couple of posts went viral and then the whole book thing happened, and you know how that goes, just a whirlwind.

Luvvie: It's, you know what, that is, that kind of just like has me pausing, like turning the whole world into an AA meeting. Like, wow that's deep.

Glennon: Yeah.

Luvvie: Because imagine what it would be like if we were all able to be vulnerable about our real stories. Like all this stuff that's off limits. Like you've talked about addiction, religion, and infidelity. You like you talk about all this stuff, how decide what to include and what to exclude when you're sharing your story?

Glennon: Yeah, well I've learned this I think the hard way a few times. I have this friend Nadia, she says that, "Art is best done when we are seeking from our scars and not our open wounds." And I think like with this you are completely in this era of truth-telling you know, of vulnerability and truth-telling. I think that sometimes we do a disservice to people because we—people think from our work that, "Oh, okay so the answer is just to put it all out there all the time and like then I'll be less lonely and then the world will understand me." That's not how we do it right. Like what we—*LOVE WARRIOR* was about infidelity and the breakup of my marriage, and it's written like in a very raw, vulnerable way that makes people think it's right here, it's right now, this is her pain. But I wrote that years after it happened. Right, so it's like when you're telling the truth, when you put it out there, before you've mined the pain that you've had for gold, before you—you've sat with it long enough, decided what's universal in it instead of what's just personal.

Luvvie: Yes.

Glennon: It reads as a cry for help as opposed to service, right.? Art always has to be kind of a service, so when my pain is like super fresh and I'm in it and I'm stupid about it, I'm sharing with like my people, my therapist, my good friends, and my family. Then later when I've got some perspective from it, when I can see how my personal pain is universal and like you know I really think that our personal pain, if we sit with it long enough, it does—it is kind of alchemy, right?

Luvvie: Yep.

Glennon: Like it does turn into wisdom.

Luvvie: Yep.

Glennon: I think artists, that's why I could never be who I am in the world if I was still drinking and I know that many people do and it works out for them. But for me drinking was an escape from pain and for me most of my wisdom comes from sitting in pain. So it wouldn't work for me if I were still drinking.

Luvvie: So the idea of our pain as universal is actually like legit a point to hone in on 'cause a lot of times we'll find out after the fact right, when we share, and people are like, "Oh my God, I went through that too," and you're like, "Oh snap, this is a universal issue."

Glennon: Yeah. Yeah and I think that's the point of memoir. That's why there's a difference between memoir and biography. Like this isn't just what happened to me, this is what happened in my life that I've looked at through a lens that is like, "How is this thing that happened to me about all of us?" And when I can do that I know that it's time to share and before I can do that I think it's not.

Luvvie: That's interesting. When people—I don't think I've lived the life that's interesting enough for a memoir and you've written like two essentially. I'm like—

Glennon: It's a doozy. It's been a doozy of a life.

Luvvie: I'm like Lord, I don't think I have memoir experiences, but I try to be self-reflective in the moment. So you—we were on the Together Tour together last year and one of the things that you—we started the show with you and Abby Wambach, your wife, telling the story about how you essentially came to build this love story and it's interesting because I—that story is incredible. That's the one thing I don't share online is my love life. That's the one boundary that I have is I never bring people into that piece because I think it's a sacred piece for me that's like, "You know what? I'ma keep this to myself."

Glennon: Yep.

Luvvie: What gives you the courage to write about the most intimate piece of your life in that way?

Glennon: Well, let me say in response to that that I think it's really wise that you're doing that. I think that when I look back on my marriage with Craig, that most of our marriage I was writing. So I was blogging, I -you know much of our marriage is in the first book. *LOVE WARRIOR*, is completely about our marriage and I—that marriage ended and should have ended. That was the right thing for both of us and has turned out just being freeing for both of us and our family is different but beautiful and everything is exactly as it should be. But, I do - when I look back on it - have great empathy for him being married to me during that time because I think when you, it's like when you are living—when you're in a marriage and the other person is constantly mining your relationship for, "Well it's personal, but what is universal about this so I can also share with the world?" Like that, it feels like a violation. If you—there are some things that if you let them out the door, you don't get to keep them, right? And I think that Craig probably often felt like more of a case study than a husband, right? And that was probably very hard to be completely vulnerable when you know that you're being studied. You know that your relationship is being studied. So the real reason why Abby and I decided to tell our story on stage together is because - and I've never told anyone this before - is because I—it's almost like a matter of truth-telling. And for me telling the truth about things at the right time in the right way is not just a, it's not just a work thing. It's a sobriety thing right. So I have to. When I have something inside of me that makes me feel - because if we lie about things it's because we felt shame about them - and I, for my sobriety, am not allowed to have shame, right?

Luvvie: Ooh, okay.

Glennon: So better for me that—shame takes me down. So, as does all addicts as it does I think everyone. So better for me to get it out to make everybody uncomfortable and work through it than to keep in secret inside of me because that's just like the kiss of death for me. So when I was going through all of the marriage breakup and falling in love with Abby, the way that I was—that was the right way to present that to the world was in a different chronology than it actually happened. So for example, my marriage fell apart six weeks I think before my memoir about the redemption of my marriage was about to launch.

Luvvie: Right. Great timing, Glennon. Great timing.

Glennon: Luvvie I mean we can't like—and Oprah, by the way, was launching it. Like, it was the Oprah Book Club. So here I am, the truth-teller, with alongside you like sorry this is my life right now. Like what do you expect me to do, go on tour and lie to people? Like I never promised to be perfect, I just promised to be honest. So my people can handle this. Like it's inconvenient for the launch to say the least but I would much rather commit career suicide than full suicide, right? And because you know every editor and agent was like, "Look this is—people are going to buy this because they think it'll save their marriages and if your marriage is over, our entire launch is over also." So listen Luvvie, everybody told me I couldn't tell people that my marriage was over. So guess who I called? Oprah.

Luvvie: Oprah.

Glennon: I called Oprah and I was like, "Listen, everyone is telling me I can't tell the truth about this," and she was like, "Oh yes you will tell the truth. Of course you will. And we will—the truth is what stands at the end so we will start with it now." So, of course the second that you call everybody back and said, "Well, Oprah said I can," then everybody on earth is like, "Oh well you know what? We also think that's a good idea. Yes, yes, yes, yes."

Luvvie: Right.

Glennon: Right. So I did. I revealed that my marriage was over a week before but then I didn't reveal the relationship with Abby until months after, which of course was the right thing to do because the relationship was so new, like putting it out into the world would have been utterly horrible for our family. My children were just getting used to it but the truth of the matter was that I met Abby before I was divorced. So I always felt like I did that right. I revealed the truth to everyone in the way that was correct for my family, but I always felt like I owed my people the whole story of how it went down. And so that's why we did that in the introduction of *Together* because the people that came to that event were my people. Like the people who had been with me from the beginning and I felt like I owed them the whole truth and I knew that they could handle it. So that's what we did and then it was done. And everybody was fine and everybody lived.

Luvvie: Everybody lived and--

Glennon: Yep.

Luvvie: What's interest is you as a blogger—it's funny because you started this Momastery and you built this audience of a lot of like really conservative Christian women. So, I want people to understand how huge that is because this woman who was married with three kids, who looked blonde, blue-eyes, looked just like them, they thought you was just like them - 15 years later is now like, "Hey by the way you guys, I'm divorcing my husband and I'm going to marry the woman who I've fallen in love with."

Glennon: Yeah.

Luvvie: You did the thing that people are afraid to do. You blew up every piece of expectation.

Glennon: Yeah. So that's what keeps happening Luvvie. I don't know. I mean- first of all, people who were at Momastery, so the 10 years before that, I had been an outspoken Christian supporter of the LGBTQ community. So, like this had always been a platform that I mean one of my most shared piece is what's called, "A Mountain I'm Willing to Die On," I wrote a decade ago about my stand on gay people in the church and how the only way forward was inclusion and all of that. And so - as a matter of fact Luvvie, so it was actually a letter to my son. Like a hypothetical letter that I'd written to my son about if he ever told us he was gay and somebody sent me - this makes me want to cry. Somebody sent - after I came out with the news about Abby and the internet exploded for a little while - one of my readers sent me that letter in an email to me but had changed the word Chase to Glennon. So the whole letter was written to me from me. I mean - oh so beautiful!

Luvvie: Wow.

Glennon: So the point of this is the community that I had been building over time—we had always been based on fierce inclusion and love. So while they were shocked, there was nothing new about that way forward and I remember sending with our friend Jen Hatmaker—.

Luvvie: Love her.

Glennon: And telling her for the first time and she has a Christian community but very different from mine and she said, "God it's like you've been creating the community you would one day need."

Luvvie: Yep.

Glennon: Right. And that's why it works, Luvvie. Because my kids—I didn't like the divorce was hard for them but they sure as hell didn't have to unlearn any bullsh*t about gay people when Abby came into my life. That's the terrible thing when suddenly you're forced to—you're forced into inclusion and then you haven't done the work beforehand with your own family before it affected you. So then you have to un—have this family unlearn everything and it's not, none of it's legit right. So I mean my kids had been to more gay pride parades than Abby had. Okay she's like the gayest gay that every gayed. So my kids were like alright, that's cool. You know but I don't know. I think like right now it's so important to not be a part - and I have left churches, I think I left eight churches before I found one that I felt like was centered enough on inclusivity and social justice for me to even bring my family to it. So we didn't have to change anything. We didn't have to leave our friends, we didn't have to change our church,

and that's why it makes me crazy when people stay in institutions that aren't good enough just out of laziness.

Luvvie: Well out of laziness and this intense need to belong against all odds even if it means in spite of yourself.

Glennon: Yeah.

Luvvie: It's the—and this is why we have to be committed to fighting for people whose lives might not resemble ours because our lives could quickly resemble theirs. You know it's like the person who's racist who all of a sudden now has a Black daughter-in-law. Like how the heck is that gonna work?

Glennon: Yep.

Luvvie: You know what I mean?

Glennon: Yep.

Luvvie: If you were doing the work before you won't have to make these massive life adjustments but it was still huge because I remembered when this drop people acted like you'd just blew up the world. And like just the utter surprise and I think again it comes down to you've already been doing the work, and which is why one thing I really appreciate about you is the fact that you continue to do the work. I have to say in the last two or three years with everything that's been happening in the news and things are more public and things are happening more, it's hard to look around and believe that white women have anybody's best interest in mind. It—there have been a couple of times when I've looked around where I'm like, "Damn. Like what are they doing?" And sometimes for those of us with white women friends, sometimes you have to step back like, "Is she here for me or nah?" And I appreciate that you constantly speak up because one thing I always say is, "I need people with platforms to not be ambiguous about their support for Black and Brown people," and you haven't been especially after this whole Trump-ness.

Glennon: Oh God.

Luvvie: God like the whole thing just pisses me off. So I—and when people are like, "Oh my God, White people are blah, blah, blah." Honestly you and people like Jen Hatmaker give me the hope that if you guys exist then you can help breed other people like you. Like you can help create other people who can think like you. You were quoted as saying this to White women who only became active in social justice work after Trump's election, "What sucks is that it took us being personally affected to finally show up. We cannot show up for the movement and say, 'Here we are!' until we say, 'We are so damn sorry it took so long.' And so when White women say to me, 'How do I lead? Where do I begin?' I say, 'You do not lead and you don't begin anything. The fight for civil rights is not new, we're just new to it.' " How have people been coming to you with that? Like what is your audience doing?

Glennon: Well I think right now, I mean it's taken me a while to find—you know that scripture, it's like, "We have to work out your own faith with fear and trembling"? I feel like that's how I feel about this. It's like finding your place in the racial justice area, you've just got to do it with a lot of fear and trembling. And it's very—I've found that it's very individual and it looks very different to me right now than it did when I started the journey and I think like what I figured out is that my jobs right now are to talk to White women about White supremacy and ask the right questions of them. You know I think one of the—White people are asking the wrong question right now. Everybody—the question is, "Are you a racist? Are you racist?" To me that's not the question anymore.

Luvvie: Right.

Glennon: I mean the question is, "Are you—do you care enough to become educated about the history of our country?" Right that's it. Like what I see—my mom just came to visit me this week Luvvie and I come downstairs this morning—or in the morning and she's just sitting down at our couch and she's got all of these books about Jim Crow and some of them are kids' books, right? And one of them is about—one of them is Michelle Alexander's book and she's got pages and pages of notes. She's just learning. Like she's just desperately trying to learn and I think there's so much that has to do with education. I feel like right now, you know our friend Latham Thomas just talked about what she calls it? Optical allyship. Everybody is so concerned with saying the right thing that none of us are becoming the right thing. Right and like the work for White people, the problem is that it's days and hours and months of learning. It's not about like - I just read this quote about okay, you can tell— "If you're carrying a mug of coffee and you get bumped, coffee will spill out. If you're carrying a mug of tea and you get bumped, tea will spill out." And what I feel what is happening with White people is they're trying to say the right thing and what's coming out of them is not the right thing because they haven't been doing the work of educating themselves about the history of this country. And when you do—because when you do that work, it changes who you are. You don't have to worry about saying the right thing, you will say the right thing because you have become the right thing, which is like utterly infuriated, and humbled, and kind of motivated but with a real deep sense of I guess it's humility. I don't know. And so this is what I see happening when a White person like says something on social media and it's not right. It's just—and then she gets bumped okay. Like a Black woman will come and say, "No, that's not, no," and then she's bumped right. So then what comes out, "Oh well I got attacked." Well you know you wrote the beautiful article about White tears, so that's what I mean. They get bumped, the tears come, and when I see White women get bumped and then the wrong thing spills out of them, I know they didn't do the work. And I think that's what pisses me off and it makes me sad I should say because I know that that's what my Black friends are seeing too and that's what pisses people off who are doing the work.

Luvvie: Right.

Glennon: You can see it. You can see it in the response. "Oh you're just trying to say the right thing but you haven't done any of the underground work that makes you become the right thing." So that when you get bumped -

Luvvie: And we need more people to become the right thing.

Glennon: Yes but when you get bumped—I say the wrong thing all the time and then I’m corrected and I am like, “Oh God, this is right.” Like if you’re doing the work as a White person, nothing comes out except like utter, “Sh*t,” and humility, and “Let me try again.”

Luvvie: Right.

Glennon: Right. So I don’t know, my work is that. My work is I think trying to get - you know, I was with a group of—so usually I’d be at an event and there’d be 800 people there’ll be—I’m asked to speak at churches and there’d be five black women there. Right, with 795 White women.

Luvvie: Yeah.

Glennon: And I always think of one of my favorite ideas about church is, “Church is where we go to make comfortable people uncomfortable and to make uncomfortable people comfortable.” So when I look out at the crowd and I see the five Black women there I think, “Wow that must be a little bit weird.”

Luvvie: Yeah.

Glennon: To come to this event and see this audience and so I always think, “Okay, my job is to make those five women comfortable here, even if the other 795 are really uncomfortable.” So the words that come out of my mouth better make those women feel like they are in exactly the right space. And I mean we have really hard conversations you know. I mean we had a conversation last week at a big White church in - I think it was in Dallas - and somebody stood up and said something about Martin Luther King, and I said, “Yeah that’s great and we’re all really big fans of Martin Luther King.”

Luvvie: Right.

Glennon: We love us some Martin Luther King, and I said, “That’s because it is much easier to love a dead civil rights activist than it is to love an alive one because the dead one is no threat to our status quo.” So, you know, I think shifting the conversation for White people. So like the question is not, “Are you a fan of Martin Luther King, Jr. right now,” because that won’t even tell you whether you would’ve been a fan of Martin Luther King, Jr. back then.

Luvvie: Right. Right.

Glennon: Well don’t tell me how you feel about Martin Luther King, Jr. right now. Tell me how you feel about Colin Kaepernick right now.

Luvvie: Okay. Let ‘em know. Let ‘em know.

Glennon: Because that is an indicator of how you would've felt about Martin Luther King. Don't tell me how you feel about the Freedom Riders right now. Tell me how you feel about Black Lives Matter right now.

Luvvie: Yes.

Glennon: Right and so that, that's the indicator of—those questions. And look always, I would say always a few people leave right, but people—if you're not—if nobody leaves you're not telling the truth. If you're sitting in a group of 900 White people and you talking about race and nobody leaves, then you just didn't say enough. Right?

Luvvie: See that's what I'm saying. See Glennon be out here.

Glennon: Yeah.

Luvvie: Okay, just out here. And I need more people like you who have these massive platforms to rock people's worlds with the truth. Like rock it. And I'm just like honestly, we're at an interesting time in our nation's history where I think White women especially are getting the mirror turned to them to have to kind of face what's been happening. So I appreciate your presence as this person who's standing in the gap and being like, "Yo!" There was recently a piece about you in *Inc.* - or was that *The Cut* - that I was quoted in because after one of our Together Tour things they came backstage and I said, "Glennon is like a Trojan horse." Right, you see this White woman who's like adorable, tiny, like blonde hair and then they probably be expecting you to come through and spew some Becky sh*t and then you get up there and you're like, "Um are you supporting Colin". I'm like, "Boom, let 'em know okay!" It's the Trojan horse. It's necessary, so I just wanted to thank you for that work and you have been working on an organization called Together Rising, right? So, what are you guys up to now? The love flash mobs? Are y'all still doing that?

Glennon: Yeah. Yeah so I mean we're just trying to use these projects to - I guess to teach. I don't know. We just finished one about, well what we now call the opioid crisis. I mean Luvvie, it's so amazing all of these like social projects that we go into just become a complete lesson and it's all racial. It's unbelievable. All of it.

Luvvie: Yeah.

Glennon: So even this opioid crisis thing became this huge way for us to translate the difference between the language that's used to describe - Well now it's called the opioid crisis because it's White people but before it was called the war on drugs when it was Black people.

Luvvie: Right.

Glennon: So of course if you have a crisis, you have victims,. If you have war, you have enemies. Right? So it's so, as a person who's obsessed with language, that has been amazing for me to start studying. Like the ways that we use language to control people's emotions to different groups of people, right?

So anyway - yeah, we finished up opioid. We're figuring out now—we're working with some people in Flint right now. I think our next effort will be Flint. God help us with our country and Flint. And then we're actually going to work in some Native American reservations coming up. But yeah we're basically just the idea is kind of create a groundswell of educated activists.

Luvvie: Okay.

Glennon: So we do love flash mobs probably twice a year that address something domestically or internationally and we educate during the—we present it in a way that educates people about that issue and then we collect money for a project that we're doing in that place and the cool thing is that nobody is allowed to give more than \$25. We want it to really be democratized. So yeah I think that we're close to 10 million dollars for internationally and domestically and the average donation is 40 bucks. So even with bigger donations that people make, it's just a complete groundswell effort of people who actually do care and super hopeful to me right now in this Trump-era where it feels like all is going straight to hell.

Luvvie: And then one of my favorite things to ask every guest is so as you're doing all of this stuff and being this person, what are you doing to take care of yourself? What's your self-care stuff?

Glennon: So Luvvie last night I'm going to bed I'm like, "Abby, Luvvie's going to ask me what I do for self-care, so can you tell me? She turned off the TV and she's like, 'Okay, let's think about it.' So I'll just answer off the cuff. Luvvie, you know like I haven't even considered this before.

Luvvie: At all.

Glennon: So well what Abby brought to me was: One, that I'm the most boundaried person that she knows. So I have about probably five or six people that I love very much that I let super, super, super close to me and then I love the rest as humanity from a distance. Like I love humanity but actual human beings are really hard for me. So big ass boundaries. My great love though is there. I mean Abby, my kids and boundaries. And then, also I think from sobriety I learned that big thinking doesn't work for me. So in other words, asking myself, "How do I have a good life?" will never work but asking myself, "How do I have a good day?" works. Because you know that Annie Dillard like, "How we spend our days is how we spend our lives." So one thing that Abby and I talked about last night that I do is that a long time ago I figured out, "Okay so there are only about five things that are super important to me. So that would be my kids and Abby and my work, my output, my creative output, and then my input. So like when I'm learning, and my body, like keeping physical things strong, and rest. Rest is super important to me. So all I do is I figure what I value and then I divide my day up into those things. And it becomes very simple and like what I learned is that if I'm leaving one out, I feel cranky and upset. And it's always that. Like I'll start to feel a little empty and it's because I haven't like really connected with the kids that day. Or I'll start to feel anxious and I realize it's because I didn't make anything that day. Like even if it's just a paragraph, even if it's just I don't know a cool Facebook post. I have to make something. You know my friend Liz Gilbert says, "I have to be constructing something or I'll start to get destructive." Completely story of my life. If I start to feel a little empty maybe I didn't creatively put anything in my brain. Like I have to be reading something, you know, listening to your

podcast. Whatever, each day it has to be something new going into my mind. So I think just like figuring out what you value. Dividing your day up into those things and then the idea of like whatever you ignore will go away. If you don't make time for one of things that match your values, that thing will disappear. You know Zadie Smith said, "How we spend our time—Time is how we spend our love".

Luvvie: That's good.

Glennon: I love that so much and that's what we got, that time. So think of six things that matter to us and divide, divide the day up that way. And then the last thing is I tell—I feel like my everything that I know about self-care came from sobriety. And I think that one thing Abby brought up with me last night, is that I try to live with a lot of integrity and to me that doesn't like doing the right thing at all. It just means like integrated so what I do on the outside or say on the outside matches what's going on on the inside. Because I lived as an alcoholic for so long and that's a double life completely because you're always pretending you're one thing but you're suffering on the inside. And so I—like if my feelings are hurt or if I'm angry or I'm confused about something someone said, I say it all the time.

Luvvie: Yes. Yep.

Glennon: All the time. And it's kind of annoying, like it's like really you can't just—it causes more small annoying confrontations and much less—I have much fewer deep hurtful long-seeded confrontations. Right? Because it's like constantly, constantly, "What did you mean by that? Hold on, I don't understand that. That pissed me off." Like and I do it all the time with Abby and my sister and it's an interesting way of life because everything gets taken care of right away.

Luvvie: Yep.

Glennon: And I was listening to this—because most of the time it's a failure to communicate. Right?

Luvvie: Yeah.

Glennon: But when you eat it, when you eat it and you swallow it, all these little bitterness and resentments build up and over time it's like cancer for relationships. So I was reading this article recently that said that you would think that one of the indicators of good marriages is not fighting but actually one of the indicators of good marriages, the psychologist said, is people who are constantly saying, "Wait what?"

Luvvie: Right.

Glennon: A million little things clear the air.

Luvvie: Yes, you see just dropping all the gems. And you don't need to necessarily go to the spa when you have your boundaries together so people aren't constantly coming at your head.

Glennon: Oh totally. Oh yeah totally yeah. Just creating—we call—you know I told you about this. Abbie and I we have an island. We call it our island.

Luvvie: The island.

Glennon: Like we create our island and we surround it by a moat with alligators in it and nobody is allowed on the island who doesn't celebrate our relationship and our family with anything but absolute acceptance and love. And the good news is like we don't ever feel like we have to convince anyone to do that. Either you do it and you can come or you don't and go on your way. Right?

Luvvie: That's it.

Glennon: Like we're not arguing with anybody. We're not begging for acceptance. We're not begging for belonging. We let our drawbridge down when people already have that and when they don't we just assume that they weren't meant for us. But we don't spend our life begging anybody to love us.

Luvvie: Ooh and that is a bomb way to wrap it. Glennon you are the bomb. Thank you so much for joining *Rants and Randomness*.

Glennon: Luvvie, you're a queen. I just adore you so much. I'll follow every word you say forever.

Luvvie: I love you. Come visit me in Chicago.

Glennon: I will, I will.

Luvvie: Bye.

Glennon: Bye friend.

Shout out to Glennon Doyle for joining me. She's incredible and please follow her on social media. She's @glennondoyle on all pieces of social media and that's g-l-e-n-n-o-n-d-o-y-l-e everywhere. And her books *CARRY ON*, *WARRIOR* and *LOVE WARRIOR* are available wherever books are sold.

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Now I get a lot of questions in my messages and I think a lot of them would be good to answer on this podcast because they're so universal. So if you'd like to send me a question that would possibly be answered on here, email me at luvvierants@gmail.com, that's l-u-v-v-i-e-r-a-n-t-s@gmail.com.

As always follow me on social media. I am @luvvie everywhere and see you on the next episode.