

Transcripts for No Guilt Mom Podcast Episode 161

*Please note: Transcripts are provide via AI.

[00:00:00] Welcome, The No Guilt Mom Podcast. I am your host, JoAnn Crohn. Joined here by my illustrious co-host, Brie Tucker. Wow. Hello. Hello, Every buddy.. How are you? It's funny. Inside story, we had to record this intro probably two or three times because we are tired. . Oh my gosh. It has been an amazing. Seven days, but exhausting seven days exhaust.

[00:00:25] We just finished up the Be Resilient Summit and it was phenomenal. The stories in there from people who attended the summit of strategies they're starting to use, if they're family. I mean, shout out to people in there who said they, their kids are doing chores now without being asked. They watch the summit with their kids and they found so much understanding and so many great ideas, and it just makes.

[00:00:49] Full. I know. Like not feeling guilty, saying no, that they can do something later. That's just amazing because that's what we try to do is cut out that guilt. But with it comes the exhaustion, which fits into this episode so well, Full heart, low brain power right now, , low battery power, low battery.

[00:01:07] Everything's going to pump stuff to the heart because it's so full . It's so. I like that thought process way better than my drained battery. But today's podcast guest, her name is Blessing Adesiyan, and she's the founder of Mother Honestly, you might have heard of them. They're a complete ecosystem, reshaping the future of women and families at home and in the workplace.

[00:01:31] And Blessing is a trusted expert in work life solutions for working parents, and has helped transform the role of mothers in the workplace and home and before Mother. She spent 15 years in Fortune 100 companies such as Microsoft, hp, Cargill, PepsiCo. The list goes on and on. She knows her stuff when it comes to how women are not supported in the workplace and the things that need to change.

[00:01:56] So they are. I loved our conversation with Blessing. It was so fun to talk with. And I know that you are gonna get a lot out of this episode and now on with the show. You want mom life to be easier that. Our goal too. Our mission is to raise more self-sufficient and independent kids, and we're going to have fun doing it.

[00:02:22] We're gonna help you delegate and step back. Each episode will tackle strategies for positive discipline, making our kids more responsible and making our lives better in the process. Welcome to the No Guilt Mom Podcast.

[00:02:42] Welcome to the No Get Mom podcast Blessing! we are so excited to have you here. Thank you for having me. And when, we're gonna dive in though, but we met at Mom 2.0 a conference, and when we met, it was like after a very, very hard workout that they did at the conference with mountain climbers and everything.

[00:03:02] Just like a sweaty breakfast basically, as, as I remember it. But I was so fascinated in you and your story and, where you live currently. Where you run your business currently? So right now you are in Nigeria? Yes, I am. And you are originally from Nigeria, correct? I grew up in Nigeria, yes. I moved to the US when I was 15 for college and yeah, I mean, it, it felt like coming back home, which, which felt so good, right?

[00:03:33] So to get into you to let la there's no about you, you started out in Fortune 500. When you started your career here in the us Correct. So just to give a quick spiel. So went to school, I went to the, the University of Florida. I graduated, in chemical engineering. Went straight into working for a Fortune 100 company.

[00:03:53] Then did that for about five years. I think one of the special thing about my career was I literally went into a Fortune 100 company with a baby. So I was like nine months old at a time when I started. And in fact, I had interned at PepsiCo while I was pregnant and had the baby and went back for another second internship.

[00:04:15] I had a third internship with her as well. It was just a wild ride and you know, Worked again for another Fortune 100 company. So literally, you know, by, in the, in the span of my career, I have worked with five Fortune 100 companies, and I think it was at the very last one I realized that, whoa, it's really not.

[00:04:38] Going to be ever different, right? Cause I always just thought that, Oh my goodness, you know, I'm just in a bad company. Like I'm just gonna go to another one and see like if they're better, Like, if they're able to like, understand and pay me well and, you know, take care of, you know, understand what I'm a working mother.

[00:04:54] And it just never happened for me. And so the very last company, which I mean, they're all amazing companies. Uh, I think that corporate America just doesn't understand right? How to effectively support. Employee caregivers, especially working parents. And so, you know, at the, at the very last company, I, I decided, you know, to start talking about it because I had spent a lot of time building ERG groups within these companies because I was always looking for solutions myself, and my brain is wired to solve problems.

[00:05:25] So I'm like, okay, if I can't find the problem, I just got, I'm sorry, the solution, I would just go ahead and create the solution. And so created multiple ERG companies, which we call employee resource groups, right? Bringing parents together in the workplace. And so by this time I got to the fifth company, I realized that, well, if this is not gonna change, right, I might as well, you know, create my own quote unquote ERG company.

[00:05:49] And so that was how Mad honestly started. It literally started as a site project. I, I had no plans. My background is very technical. I had no plans to, you know, make this into a [00:06:00] business. I thought I was just doing something fun and exciting on Instagram and it just blew up. And within three months we had.

[00:06:08] Friends of 300 people, um, within a year we were reaching thousands and thousands of mothers, and now we reach over a million women, um, in the workplace. And so the, I think it was more of how do we, you know, um, it, it, it started with how do we elevate women in the workplace? And now it's really how do we bring care into the workplace period, Because it's not, you know, it's not a woman's issue, I think.

[00:06:33] I always thought it was a woman's issue. Um, and I think now with way modern honesty is, we're just very clear that this is not a woman's issue. This is a care issue. Our society has not been built to support women, and it hasn't been built to support anyone that cares about anything. Right. I couldn't agree with you more and like I, so I never had, I, I worked in the corporate industry.

[00:06:58] I worked in the entertainment industry in but I did not have kids then. I only experienced having a child when I was working in education. Um, what kind of things did you see in corporate America that really didn't support parents? I think that companies can really provide women and families and working families with.

[00:07:21] True support, right? Um, support in a way that allows them to bring their best self to work. And what we've realized is that it's not just quote unquote paid parental to leave. Those are great things. Those should happen anyways. No one should be left alone to have a baby and still come back to work, right?

[00:07:41] It is just not human. Like we shouldn't be doing those things. Um, but there are other things that companies can do, you know, like supporting women in childcare. And it's not just women. The child is for everyone. It's for men too. It's in society. I actually think I saw this on Mother, honestly, Instagram about the need for like parental leave for dads, because how moms, basically, they're given this parental leave, but then they're.

[00:08:08] They're given this time to really form a relationship with the child, and because they're the only ones there, they're the ones the child goes to for like all of their stuff. Whereas if dad's had the same time, they would be seen as like an equal parenting. Like person. Right. And actually the, the research does support the fact that women tend to have a stronger bond with their children when they're first born because of the physical companionship and the physical care that we have to give for our children, especially for breastfeeding.

[00:08:38] So it's harder for dads to relate to their children at that young age, at that young state. And like you're saying, if they don't have that extra time and opportunity, We are given as moms when we do have the benefit of, of receiving lead, but again, because of the way that things are structured here in the US right?

[00:08:56] It's so gender specific that, okay, the mom gets lead, but the dad doesn't, and that cuts them out of the opportunity to have that bonding time with the babies that that moms get. Yeah, I think, I think, you know what I, when, when I, when we, when you see benefits like that, right? Where, you know whether. Women get, you know, this much burn relief.

[00:09:15] Our company, we've provided this, and then we hear that, Oh, you know what, that's only get two days. Or they only get two weeks. Right? Because they're non birthing parents. But that's not the point. The point is that we don't value care and we are signaling right from the start that, whoa, this new baby. He's a woman's issue.

[00:09:35] Mm-hmm. , right? Right. This new baby is a job. Like she's supposed to literally continue this. She, you know, whether she got pregnant with this baby or she adopted this baby, this is for her. This is our own problem

to solve. Like right from, I mean, think about it, right? From the day that your child is born, you, that child is being told.

[00:09:56] Their dad shouldn't have as much say, [00:10:00] shouldn't play a part. That's true. And, and, and, and, and that's the reality that, you know, we've sort of boxed ourselves into this mess as a society because we don't value care. And so now we, we've signaled to our kids, we've signaled to the world that care is a woman's issue.

[00:10:17] That this new baby is a woman's issue. And that's why we have a generation of men, Right. That's true. Believe that care is not something that they need to worry about. I've never thought of it that way. That it's a not valuing care. But you're, you're totally correct. Um, and I'm interested in like, how it is, is it different outside of the us?

[00:10:38] Is it different in Nigeria where you live? Do people value care more? Absolutely not. I mean, this is a, this is literal. You know, global, right? There's no country in the world that has achieved gender equity. Mm-hmm. , right? Because everywhere in the world there is, you know, this idea that women will always be the one to support society.

[00:11:03] That is our job. Yeah. To, you know, leave our jobs and have a baby leave work early to make the meals. Right, and you literally reshuffle our schedule to do all the drop offs and pickups and you know, and summer camps and all of those things. It's like, you know, that is what you're supposed to do and, and I think what is even more concerning is that women are the biggest gatekeepers.

[00:11:28] It's like, sh your dad is sleeping. Uhhuh, . I, Oh gosh. You, you're like bringing up all the emotions in me right now. . Yes. And I'm like, Really? I'm supposed to be here and make sure that he gets good sleep. Yeah. When I have been interrupted. Literally women are interrupted by your kids during the pandemic.

[00:11:46] Three minutes, 42 seconds. And we are, and we're still out there protecting men's time. That is our F job. All of this. You know what it is? You, you've just like succinctly said it. It's protecting men's time because like, this is something that I have noticed that I have been doing myself for the past month when my husband like is going through this big work thing that he's going through is just protecting time.

[00:12:10] And I think it's like just being aware of the issue, aware that we're doing it too. Helps because I don't think, like if I hadn't come in contact with like I brodsky's work or with your work, I wouldn't have this week my, for instance, my kids are home from school, they have fall break and uh, I'm shuffling around my schedule and it was like the middle of the week.

[00:12:31] I'm like, Hold up. I am shuffling my whole schedule around the kids and I am not asking anything of him. And so I have started being like, Hey, can you go take him to a school? Can you do this? But it's still. It's me as the gatekeeper. Exactly. And it's you having to literally, you know, do all the conceptualizing Right.

[00:12:49] And the planning and all he's doing is executing. And that is like the simplest thing I always tell people. It's not like, it's not like the hard work is not in dropping the kids off at summer camp. Mm-hmm. , the hard work is finding the right summer camp. It is making sure that it fits in the family budget, making sure that they get all the immunization records and you know, the doctor and the dentist, and the pediatricians and, you know, and all of those things.

[00:13:14] And planning that you know, around your schedule. So you can do the drop off and pick up. And then all you gotta do is say, Honey, just drop him off at two o'clock. Like that is . We're we're carrying all the mental load. We're carrying all the mental load. Every single one of them. Every single one of them.

[00:13:30] And so what we've said is, I, I mean, I, when I talk to leaders in the workplace, CEOs, I tell them, I said, We, we don't need any more performance reviews. In order to really balance the gender wage gap, I need you to start asking. Executives, your managers, to do laundry at home? Mm-hmm. , I mean, just, just do one thing.

[00:13:52] Just speak up one task and report out when you get to the workplace and say, You know what? This week my own, like what I got done, made sure from start to finish was laundry, was cooking, was meal prep. You know, one of the things that, you know, my friend talks about is a lot, we've talked about the gender, the gender wage.

[00:14:10] Look at how long we've been talking about this. Oh my god. You know, women only make 80 cents of a man's dollar, and it's only, it's gonna take 135 years, or 151 years in order for us to close the gender wage gap in order to close the gender equity gap. And I'm like, You know what? We're all gonna be dead by then.

[00:14:25] Mm-hmm. Yeah. What do we, what, what is this? You're like, you're like, what's the point? Even if it's gonna take that long, it feels like it's just Exactly too overwhelming. And, and, and, you know, I mean, and men don't care, right? They're gonna be like, Oh, 151 years old. We don't care about that. There's no returning in.

[00:14:40] Yeah. Like hearing all this, what is the next step? What is the next step for us as women to not only advocate for ourselves, but advocate for like the future generations and make this change? Because it does, it feels so overwhelming. And when you hear those numbers of like 140 years, it's like, well, am I, do I hold power to make that change?

[00:15:03] I think we do. I think, I think we do. And I think, and I think that it, it, it, all of these conversations we are having, believe it or not, every single one of the counts, because the next time right, you do sh you're gonna be like, Okay, I, I better watch myself. I better watch myself. You know, I can't keep going out protecting this man's time and not protecting mine.

[00:15:22] Mm-hmm. . So I think every single conversation we have on a daily basis matters. So that's one. Two is we have to demand. Yeah. We have to demand it. We have to demand it of our partners, and we have to demand, we have to hold the workplace accountable, right? I mean, look at how fast we go to Covid vaccine.

[00:15:42] Mm-hmm. , you know, and we're out here saying it's gonna take 135 years, but that, that's because we don't care about closing the gap. Yeah. Men don't care about closing the gap. If they were losing money every day, they'd be like, O, let's close it right now. But look, Women are losing money every single day, and we don't care about closing this gap.

[00:16:01] We're busy out here, gate kicking, and I feel like we, as not all women see it and some women contribute to. I mean, I don't, I wanna say this very carefully, but I see some women contribute to this wage gap and like kind of make, not excuses, but make rationalizations for why men can't do more or why their partners can't do more in the house and how they need to pick up the load.

[00:16:28] And it's almost like having those discussions and trying to. To make other women see too that hey, like this is a real issue that could be fixed, but there are certain things that we're doing that are contributing to the problem that we need to like change our actions to really see change. Oh, absolutely.

[00:16:46] I was gonna say, we also need to let go of that, that story, that narrative that we've been told. Because I think part of it, I can say, at least from my perspective, when I push back on what I've been told societally about what women should do and men should do, especially in the household. I feel like when I'm pushing back sometimes I'm saying make something negative about my father and my grandfather, and I'm not like, and, and that's the thing that I think that women kind of have to get that over that hump of like, we're not saying that.

[00:17:13] Previous generations. Our, our fathers, our grandfathers were like lazy or, or didn't care. It was just, we know better. It's that whole statement. Once we knew better, we did better. So it's like keeping that going forward. And, and I think everything comes back to, and this is what Eva and I talk about this all the time.

[00:17:30] Oh my word. We talk about this all the time. It is, it all, it, it all comes back to valuing care. Right. And it's because we don't, women, we don't value the care that we provide. And men don't give, you know, men don't give a flying F about that care because one, we don't even value it. It's like, Oh my word, you know, because he works and, and I'm home.

[00:17:53] Right? That just means that, you know, he doesn't get to do anything. That I get to protect his time so that he can continue to work. But that's because society doesn't value your time, because if your time was valued, if the care that you provide was value. Then everyone will come back to the table and be like, Oh my word, it's five o'clock.

[00:18:13] Gee, we're both tired. Mm-hmm. , what else do we have left for the day? Yes. Right. Definitely. That is the kind of conversation that should be happening. It shouldn't be that, whoa, you know, it's five o'clock and is is worked hard. Oh, my word is worked hard. Well, what were you doing? Yeah. So you twiddling your thumb.

[00:18:30] No, it's true. And there's, there's also like women who have full-time. And then come home and then take care of all the house stuff, the meal prep, the getting kids to bed, the like coordinating all the doctor's appointments and then say like, Oh, I just can't ask my husband right now because he is really busy with work.

[00:18:48] And I'm like, No, like you were busy with work too and you're busy with home. And it's just like this overwhelming thing where I see like so many moms getting burnt out. Yeah. That's the one that get me. Joanne, you

[00:19:00] just touched on that one. It, what we found is that ambitious women, See little executives.

[00:19:05] Mm-hmm. managers, directors are the same women that are going back home to get more work done. It's, you know, we, and you know, we've talked about this before. It's the, it's the second shift. You know, men don't have it. We we're literally the only one to have this shift where we go back and we just go into another round of work.

[00:19:22] And, and the, the idea is that, you know, we want to continue to protect. It's, it, it's all about protecting men's time and it's also about signal. Look at me. I have a career, but I'm still doing what I'm expected to do as the mom. It's true as the wife that you married, it's like, no, you don't get a trophy.

[00:19:43] Right. You don't get, like, there's no, there's no upside to this. Because what we now have in our hands is the mental health crisis. So many moms are popping pills left, right, and center. Mm-hmm. , I mean, drinking left right. I mean, I drink. But we're seeing excessive drinking. We're seeing, you know, women popping pills more than men.

[00:20:03] Yeah. And the, the reality is that women have to, you know, they have to cope. With just this added, intense, intensive work, you know, this repetitive, unrelenting, Think about it, you know, kids that need to go to, you know, eat lunch, you can't be like, Oh, John, you know what, I'm so tired. You're gonna, you're gonna have to eat lunch in five days.

[00:20:25] Yeah, right? You can. You can't do that. That won't work. You can't do that. You know, that wouldn't work. So these things are happening every day and women just have no. And men have outlet, right? Because they can just decide that they're not doing it because they are banking on the fact that you're gonna do it.

[00:20:40] Yeah. It's true. Little changes that we can make here in the home. I heard you already say that. Demand of workplaces that they value care already. And also make sure that we value our own time so that we're protecting our own time as much as we're projecting our partner's time. What other suggestions do you have where we can like start making this gender equity appear?

[00:21:01] Uh, either in the workplace or in the home. I think the, like, you know, one of the things that I, you know, that I say is we need to bring a humanity into the workplace, right? In order for us to really value care, we need

to bring a humanity. You know, there's this, we've had this thin line saying, You know what?

[00:21:18] We leave everything that happens at work and we leave everything that happens at home, right? Well, that doesn't work anymore, especially in a distributed workforce. , right? Where work is at home, home is at work. You know, everybody's just literally your, you know, your kitchen is turning into your own office and, and vice versa.

[00:21:33] And so we, we now live in a, in a world where it's actually okay for you to parent out loud, like my friend Mary Beth would say, or care out loud, right? Because now you can say, You know what, it's, it's 4:00 PM and I have to take my kids to soccer practice. And so I'm not able to meet at this. And it should be okay.

[00:21:54] That should be okay. It literally should be okay. Right. And, and, and, and if, and if men can do this. And so let, let me, let me actually be very clear. I am really excited about the new generation of men that we are having because I see it, the roles are starting to converge. Men are starting to do more. They are starting to do more housework.

[00:22:14] They're starting to do more childcare. And I think we need to, we need to, we need to acknowledge. Um, because the more we acknowledge that the more men can draw right, the more they can, and I think the pandemic helped a little bit. That was one of the civil lining cuz they could see Right. All of this work that was literally going in into running a household and they were like, oh my.

[00:22:37] Yeah. So Blessing. What are you looking forward to right now? I think I'm looking forward to men stepping. You know, into their power. I think, you know, Eve, Eve talks about this a lot and I, and, and, and the reason it's important to me and the work we do am Mother honestly, is because we have basically taken on this mission to reimagine care in the workplace.

[00:23:02] And we can only get there when men are in line with the program, if you will. When men really and truly value. And like I said, what gives me hope is, you know, all the men that are doing more of the housework, more of the childcare, especially since the pandemic, that gives me hope and I'm looking forward to that because I think as a result of all of this, we may be able to close the gender wage gap faster.

[00:23:28] We may be able to, you know, close the gender equity gap faster. We, you know, and we may also be able to achieve. , all of the things that we wanna achieve as women, right? So many women have left their careers, or they've left their dreams, their ambitions, their goals, just because they want to, you know, provide for their family.

[00:23:50] They wanna be there to, you know, to support them, to help their kids go to baseball camp and help them get good grades. Make sure that, you know, they never fall sick. There's so many things that women do because you. Nobody else can do it. Right? Yeah. Because that's, at least that's how they feel, right?

[00:24:07] They're like, nobody else can do it. But when we get more help, or support, so definitely know the word help. When we, when we get more support from men at home and in the workplace, then women can actually go after their own dreams, their own goals, their own ambition, um, and it's a win-win for everyone because what's the point of living in a world where only men are flourishing?

[00:24:27] Exactly. Right. Absolutely. Yeah. Well, I , I have loved our conversation today. Blessing. You have like given so much to think about and just put words to the things that I've been seeing and I've been feeling as well. So thank you so, so much for joining us and uh, we will, we'll talk to you later. Thank you.

[00:24:46] So it was interesting talking with Blessing because we originally brought her on not to talk about what we talked about in this episode, . It was so, Cuz Blessing has a really interesting story and, uh, something I don't think we brought up in the episode, but that she moved her entire family back to her home [00:25:00] country of Nigeria because she did not wanna raise them in the us She wanted them to be raised in Nigeria, which is a really interesting question to probe right there.

[00:25:08] Like, what was the thought process there? Mm-hmm. , what were you thinking? What were the goals? Were, were you able to achieve? But, but we had this much more interesting conversation Yes. About care and her comments stuck with me a long time. Like after this interview I was looking around and nodding my head at things and being like, you know, you're right.

[00:25:28] Care is not valued. The work we do is moms, which is care isn't really put any value to it. It's cuz it's, we don't really achieve anything. With it. Like it can't be easily measured. Right. Well, and part of it is because like

society doesn't measure it. Mm-hmm. , like they're, they don't, and we've talked about this in several podcast episodes, just that our time as, as moms and wives, And caretakers of the household, whatever your role is, it's, it's often just seen as like something that you just do.

[00:25:59] You're just, you're just supposed to do it. Yeah. You naturally have it or you don't, You just do it. And that's not fair, ? No. No, because it, and again, we talk about it in the episode, like it's not, it's not equal. That expectation is not given to men through society and this. Especially through companies.

[00:26:13] Mm-hmm. . And that is what Blessing is working to change with Mother, honestly, is to get companies to understand the worth of care. And I cannot wait to see that happen. I cannot wait to see that happen either. And I think we all have a, like input in that happening. The more that we value the own wor our own work in care.

[00:26:30] Mm-hmm. , sometimes I'll do it myself. I handled a lot of issues that came up with my kids today. I had this great conversation with them, with about one of their friends. I like cleaned up after them, but really I was just staying home and I didn't do as much and I need to make sure that my husband isn't stressed out.

[00:26:45] I mean, that's the thinking I catch myself having and I'm like, What is going on here? You're, you're like, Joanne, you are no guilt Mom. . Yeah. I even, I think that's just like insidious stuff that just gets into us. It does. Like it's, we're programmed that way. It's like in the air we breathe, but we can change it.

[00:27:03] Yes. We have to believe we can change it and make that change. So yes we can. So until next time, remember the best mom's a happy mom, Take care of. I'll talk to you later.

[00:27:12] Thanks for stopping by.