

VERIZON
UP TO SPEED LIVE
November 1, 2021 12:00 PM ET

>> THANK YOU FOR STARTING YOUR WEEK WITH US ON UP TO SPEED ON THIS MONDAY, NOVEMBER 1ST.

HOPE YOUR GHOULS AND GOBLINS GOT SOME GOOD TREATS OVER THE WEEKEND, AND AS WE USHER IN A NEW MONTH, WE ARE DEDICATING TODAY'S EPISODE TO THE START OF NATIVE AMERICAN HERITAGE MONTH.

NOW, BEFORE WE GET TO THE CORNUCOPIA OF GOOD EATS YOU SEE HERE AND LEARN MORE ABOUT THE SIGNIFICANCE BEHIND THIS MEAL, WE BEGIN WITH SOME THOUGHTS FROM OUR CHIEF STRATEGY OFFICER, RIMA QURESHI.

SHE IS THE EXECUTIVE SPONSOR OF NAV, OR NATIVE AMERICANS OF VERIZON. HERE'S MY CONVERSATION WITH RIMA.

>> ALL RIGHT, RIMA.

NOVEMBER, NATIVE AMERICAN HERITAGE MONTH.

YOU ARE THE EXECUTIVE SPONSOR OF OUR VERIZON NATIVE AMERICAN ERG. TELL US WHY THIS IS SO IMPORTANT TO YOU.

>> THIS IS A GREAT MONTH FOR US TO ALL GET TO LEARN A LITTLE BIT MORE ABOUT OUR NATIVE AMERICAN HERITAGE, ANDY.

AS LONG AS I HAVE BEEN SPONSOR, I HAVE MET AN AMAZING GROUP OF PEOPLE, UNDERSTOOD SOME OF THE CHALLENGING THAT THESE COMMUNITIES HAVE, ESPECIALLY DURING THE PANDEMIC, BUT GOTTEN TO LEARN SO MANY STORIES, SO MANY THINGS ABOUT THE CULTURE, AND HAVING A CHANCE TO TRY THE FOODS THAT I UNDERSTAND THAT YOU'RE GOING TO BE ACTUALLY GETTING AN OPPORTUNITY TO DO SOMETHING WITH THAT.

>>ANDY CHOI: I AM, ACTUALLY.

I'M LEARNING A LOT ABOUT THREE SISTERS SOUP.

I SEE YOU'RE IN THE KITCHEN.

ANY CULINARY TIPS HERE THAT YOU CAN SHARE WITH ME?

>> YEAH, WELL, HOW'S THIS, YOU MAKE IT, YOU TRY IT, AND IF YOU SURVIVE, THEN MAYBE I'LL TRY IT AFTER THAT, ESPECIALLY IF YOU'RE COOKING.

>> PERFECT.

PERFECT.

AND FOOD IS SUCH A GREAT WAY TO LEARN ABOUT DIFFERENT CULTURES.

I KNOW FOR V-TEAMERS OUT THERE, WHO MAY NOT BE INVOLVED WITH OUR ERG'S, OR MAY NOT KNOW A LOT ABOUT SOME OF OUR COMMUNITIES LIKE THE NATIVE AMERICAN COMMUNITY, WHAT'S YOUR ADVICE FOR V-TEAMERS EVERYWHERE SO THAT WE CAN CONTINUE LEARNING FROM EACH OTHER?

>> I THINK, ACTUALLY, HERITAGE MONTH, AND THE NATIVE AMERICAN HERITAGE MONTH IS A GREAT WAY TO LEARN MORE ABOUT THESE COMMUNITIES, AND TO LEARN MORE ABOUT THE HERITAGE OF THESE COMMUNITIES.

THERE WILL BE ALL SORTS OF EVENTS THAT WILL BE TAKING PLACE, AND IT'S AN OPPORTUNITY FOR EVERYBODY TO PARTICIPATE.

GREAT WAY TO INTERACT.

IT'S NOT ONLY FOR NATIVE AMERICANS, IT'S FOR ALL V-TEAMERS, AND I WILL BE PARTICIPATING AND LOOKING FORWARD TO ALL V-TEAMERS TAKING OPPORTUNITIES TO LEARN AND PARTICIPATE IN SOME OF THESE EVENTS.

>> WELL, RIMA, THANK YOU VERY MUCH ONCE AGAIN FOR LEADING THE WAY, AND YOU CAN BET IF THE SOUP TURNS OUT NICELY, WE'LL HAVE A NICE BOWL FOR YOU HERE READY TO GO.

SO THANK YOU VERY MUCH.

>> LOOKING FORWARD TO IT, ANDY.

THANK YOU.

>>ANDY CHOI: THANK YOU, RIMA,
FOR HELPING US BUILD THE
FRAMEWORK BEHIND WHY THIS MONTH
IS SO IMPORTANT NOT JUST FOR OUR
NATIVE AMERICAN V-TEAMERS, BUT
FOR OUR ENTIRE COMPANY.
JOINING US TODAY IS MALACHI
HAMMONDS, THE GLOBAL CO-LEADER
OF VERIZON NAV, ONE OF THE MANY EMPLOYEE
RESOURCE GROUPS HERE AT VERIZON.
THANKS FOR JOINING US, MALACHI.

>> ABSOLUTELY, ANDY.

THANK YOU FOR HAVING ME.

>> SO AS I TOLD RIMA, I AM A NOVICE IN THE KITCHEN, BUT THAT SAID, I LEARNED A
LOT ABOUT THIS MEAL, WHICH WE'LL TALK ABOUT IN A SECOND, BUT BEFORE WE DO,
TELL US WHAT NATIVE AMERICAN HERITAGE MONTH MEANS TO YOU.

ABSOLUTELY.

IT MEANS A LOT.

IT IS AN OPPORTUNITY TO SHARE OUR RICH CULTURE WITH THE WORLD, AND
ABSOLUTELY IT'S AN OPPORTUNITY TO SHARE WITH YOU, AS WELL AS OTHER V-TEAMERS
ABOUT THE CULTURE.

>>ANDY CHOI: YEAH.

YOU HAVE A VERY PERSONAL CONNECTION.

YOUR NATIVE AMERICAN BACKGROUND, TELL US A LITTLE BIT MORE ABOUT THAT.

>> ABSOLUTELY.

AS A MEMBER OF THE LUMBEE TRANSCRIBE OF NORTH CAROLINA, I HAVE A GREAT OPPORTUNITY TO RESPECT FOR OUR PEOPLE, AND AS AN INDIGENOUS PERSON, IT GIVES ME THE OPPORTUNITY, AGAIN, TO SHARE JOY.

>>ANDY CHOI: THAT'S WHAT IT'S ALL ABOUT.

AND TODAY WE'VE SORT OF USED FOOD AS SORT OF THAT VEHICLE FOR SHARING. AND I THANK YOU SO MUCH.

FOOD IS SUCH A GREAT CONVERSATION STARTER WHEN WE'RE TALKING ABOUT DIFFERENT CULTURES, AND AS RIMA MENTIONED, I TOOK SOME TIME IN THE KITCHEN TO LEARN ABOUT THREE SISTERS STEW, THREE SISTERS SOUP.

YOU EVEN GAVE ME SOME TIPS ON THIS AS WELL.

AND AS YOU CAN SEE HERE, THERE'S A LOT TO TALK ABOUT.

IT ACTUALLY IS A FAIRLY EASY RECIPE, SO IT'S GREAT FOR BEGINNERS LIKE ME, BUT TELL US ABOUT THE SIGNIFICANCE OF THIS MEAL WITHIN THE NATIVE AMERICAN CULTURE.

>> YEAH, ANDY, AND IT SMELLS REALLY GOOD.

I SMELL THE ONIONS.

I SMELL ALL THE GREAT FOODS.

>> WENT A LITTLE NUTS ON THE ONIONS, NOT GONNA LIE.

>> ACTUALLY, SO THE THREE SISTERS SOUP OR STEW, IT CONSISTS OF THREE DIFFERENT VEGETABLES.

SO YOU HAVE YOUR SQUASH, ZUCCHINI AND CORN.

AND DEPENDING ON WHERE YOU ARE IN THE COUNTRY, YOU CAN ADD BEANS, YOU CAN ADD MEAT PRODUCT, BUT A PART OF THAT IS THE HISTORY OF THE LAND, GIVEN THE LAND ACKNOWLEDGMENT, BUT IT'S ALSO ABOUT HARVESTING, SO THOSE THREE ITEMS, THE CORN, SQUASH AND ZUCCHINI ARE ALL HARVESTED AT THE SAME TIME.

>> YEAH, AND THAT'S WHAT I LOVE ABOUT THIS RECIPE IS NOT ONLY DID I HAVE FUN PUTTING IT TOGETHER, BUT YOU WERE SHARING, AND I STARTED TO KIND OF DIG DEEPER INTO THIS IDEA OF ALL OF THESE -- IT'S THE TIMING OF THE HARVEST THAT MAKES THIS SUCH A HARMONIOUS RECIPE HERE.

YOU'VE GOT THE CORN THAT OBVIOUSLY PROVIDES THE HEIGHT, AND THEN THE SQUASH IS THERE TO PROVIDE THE LEAVES, THE SHADE, AND THEN THE BEANS ARE HELPING WITH THE MOISTURE OF THE SOIL.

I MEAN, TALK TO US ABOUT WHAT THAT MEANS.

I KNOW IN NATIVE AMERICAN CULTURE, WE TALK SO MUCH ABOUT THIS REVERENCE FOR THE LAND AND WHAT THE LAND CAN CONTINUE TO PROVIDE.

I MEAN, THAT'S A HUGE PART OF WHAT WE'RE TALKING ABOUT HERE.

>> YEAH.

SO WHEN YOU THINK ABOUT IT, AS YOU JUST MENTIONED, THE HEIGHT, THE GROWTH, IT ALL COMES BACK IN TO ONE SPACE.

SO IT'S ALL ABOUT ONE GENERATION.

AGAIN, IT'S ALL GREAT FOR THE DIETARY.

AS WE KNOW, THIS IS DIABETIC AWARENESS MONTH.

>> YEP.

>> VEGAN RECIPE.

>> AND IT'S A VEGAN RECIPE.

I THINK YOU SAID THERE'S NO SALT IN THERE, SO IT'S A GREAT OPPORTUNITY TO COMBINE THE TWO TOGETHER.

AND AGAIN, IT'S ALL ABOUT INGREDIENTS.

>> I DID BRING SOME SALT TO TASTE FOR EACH SERVING HERE, SO IF YOU NEED TO, JUST IN CASE.

JUST IN CASE.

I THINK IT WILL BE PRETTY GOOD.

SO BEFORE WE TRY THIS SOUP AND HOPEFULLY YOU'LL ENJOY IT, WANTED TO ASK YOU ABOUT HOW VERIZON NAV HAS WORKED WITH THE BUSINESS TO IMPLEMENT DIFFERENT PROGRAMS AND INITIATIVES.

HOW IS THIS ERG MAKING SURE YOUR WORK IS NOT JUST SEEN, BUT CRITICAL COMPONENT OF OUR BUSINESS.

>> YEAH.

ABSOLUTELY.

SO FOR US, SINCE 2020, SINCE THE START OF COVID, VERIZON NAV HAS CONTRIBUTED OVER 26,000, SO OUR V-TEAMERS, OUR MEMBERS, 26,000 VOLUNTEER COMMUNITY SERVICE HOURS.

THAT GOES TOWARDS OUR 2.5, AND THEN SECONDLY YOU HAVE VERIZON IS PROVIDING INPUT IN TO VERIZON'S NATIVE AMERICAN RECRUITMENT STRATEGIES.

SO VERIZON NAV, OUR GROUP, ARE WORKING WITH ACQUISITION TO TALK ABOUT RECRUITMENT EFFORTS IN REGARDS TO NATIVE AMERICANS.

>> AND THIS IS A FAIRLY IMPORTANT TOPIC HERE AMONGST ALL TRIBES ACROSS THE COUNTRY HERE.

>> YEAH, BECAUSE IT'S VERY IMPORTANT, BECAUSE IT'S A LOW NUMBER OF NATIVE AMERICAN PEOPLE BEING HIRED, SO THE GOAL IS, OF COURSE, TO RECRUIT, RETAIN, AND KEEP THEM GOING.

>> EXCELLENT.

EXCELLENT.

SO TELL US MORE -- I KNOW THAT THERE'S A LOT GOING ON WITH OUR STUDENTS.

I KNOW RIMA MENTIONED NOT ONLY IN THE VIDEO BUT IN THE E-MAIL ABOUT HOW WE'RE HELPING FOLKS IN STEM.

>> YEAH.

ABSOLUTELY.

SO A BIGGER PART OF OUR INITIATIVE IS DIGITAL EQUITY AMONGST NATIVE AMERICAN YOUTH, SO BETWEEN OUR DIGITAL INCLUSION PROGRAMS, WE OFFER A LOT OF STEM OPPORTUNITIES WITH OUR PARTNERSHIPS LIKE THE BOYS AND GIRLS CLUB FOR NATIVE SERVICES AND BECAUSE I'M A MEMBER OF THE LUMBEE TRIBE OF NORTH CAROLINA, WE MAKE SURE THAT WE PARTNER WITH PROJECT 3C WHICH HELPS AS WELL.

>> AND PUBLIC SECTOR IS A HUGE PART AS WELL.

>> ABSOLUTELY.

IT SUPPORTS OUR TRIBAL CUSTOMERS AND THEY PROVIDE INPUT AND INSIGHT INTO THE BUSINESS AS WELL.

SO NAV IS A PART OF THE STRATEGY CONVERSATION AROUND HOW WE SUPPORT TRIBAL CUSTOMERS AND CONTINUE THE GROWTH OF THE BUSINESS.

>> YEAH.

AND THAT'S AN IMPORTANT POINT THERE.

I MEAN, THE FACT THAT THE ERG'S NOT ONLY SUPPORT OUR V-TEAMERS BRINGING FOLKS TOGETHER, LEARNING ABOUT CULTURES, BUT REALLY MOVING THE BUSINESS FORWARD, WHICH ULTIMATELY IS SOMETHING THAT WE CAN ALL CELEBRATE, SO MALACHI, THANK YOU VERY MUCH.

NOW, BEFORE WE TRY THE SOUP, AND I'M GOING TO SERVE YOU UP A BOWL HERE, I WANTED TO GET YOUR THOUGHTS ON JUST YOUR FINAL THOUGHTS ON THE IMPORTANCE OF THIS MONTH.

WHAT'S THE MESSAGE FOR FOLKS THAT YOU WANT TO DELIVER TODAY ON THIS FIRST DAY OF NATIVE AMERICAN HERITAGE MONTH.

>> ABSOLUTELY.

ANDY, IT LOOKS REALLY GOOD.

IT'S CHUNKY.

>> THANK YOU.

>> SMELLING THIS, IT REALLY SMELLS GOOD.

>> THANK YOU.

>> FOR US AT VERIZON NAV HERE IN THE COMPANY, WE ENCOURAGE EVERYONE TO PLEASE PARTICIPATE IN OUR EVENTS.

WE HAVE A MONTH-LONG NUMBER OF EVENTS HAPPENING.

TAKE A LOOK AT THE VZ WEB ARTICLE THAT'S OUT THERE, AND YOU CAN JOIN US THERE.

BUT AGAIN, IT'S ABOUT SHARING AND UNDERSTANDING THE CULTURE.

SO TAKE A MOMENT OUT OF THE YOUR DAY AND LEARN MORE ABOUT THE NATIVE PEOPLE THAT CONTRIBUTE SO MUCH TO THE FIRST NATIONS HERE.

>> WELL, AND I'M GLAD THAT YOU MENTIONED SHARING BECAUSE WE'RE ABOUT TO DO THAT NOW.

SO HERE YOU GO.

WE HAVE QUITE A FEW SERVINGS HERE, SO I DO WANT TO ADVERTISE THAT, YOU KNOW, IF, YOU KNOW, IF YOU'RE IN BASKING RIDGE IN THE OFFICE WATCHING THIS LIVE, YOU CAN CERTAINLY COME DOWN AND LEARN A LITTLE MORE AND HAVE A LITTLE SOUP.

BUT CHEERS TO YOU.

>> CHEERS.

>> SOUP CHEERS.

IT'S PRETTY GOOD.

>> REALLY GOOD.

>> YES!

YES.

I TOLD MALACHI, DON'T SUGAR COAT THIS.

TELL ME IF YOU LIKE IT OR NOT.

THANK YOU.

THANK YOU FOR HUMORING ME.

AND OF COURSE WE WILL PROVIDE THE RECIPE IF YOU'RE WATCHING ON REPLAY,
THE WEB STORY WILL HAVE THE RECIPE AS WELL.

IT'S A SIMPLE, SIMPLE RECIPE, AND WHAT'S WONDERFUL IS WE GET TO LEARN SO
MUCH ABOUT OUR CULTURES THROUGH SOMETHING AS SIMPLE AS FOLLOWING A
RECIPE.

MALACHI, THANK YOU FOR THE WORK THAT YOU DO, AND I MEAN IT WHEN I SAY IT,
MAY WILL BE ASIAN AMERICAN HERITAGE MONTH, SO I FULLY EXPECT A KIMCHI STEW
DURING THAT UP TO SPEED FROM YOU, AND WE'LL TRADE RECIPES THEN.

HOW'S THAT?

>> CHALLENGE ACCEPTED.

>> THERE WE GO.

ALL RIGHT.

MALACHI, THANK YOU.

THANK YOU, EVERYBODY, FOR WATCHING.

ONCE AGAIN, IF YOU'RE IN BASKING RIDGE AND WATCHING LIVE, YOU GOTTA TRY
THIS SOUP. IT'S AMAZING.

AND IF OF COURSE IF YOU DON'T LIKE IT, THERE'S ALWAYS A FOOD HALL
DOWNSTAIRS, TOO. PLUG FOR THEM.

THANKS, EVERYONE, HAVE A GREAT NOVEMBER, LET'S KEEP FINISHING STRONG,
AND UNTIL NEXT TIME, YOU'RE UP TO SPEED.