

Jaia Thomas ([00:00](#)):

So then 2018 comes, Black Panther comes out and I'm having a conversation with a girlfriend. She's a Black publicist and everyone's so excited about it and we're talking about it. It's these beautiful Black faces on screen. But we were like, I wonder who their are, Like who's representing them? And so that weekend I did some research to find out who is representing the entire cast of Black Panther, especially the key talent. And come to find out, at the time, they were all represented by white agents, white managers, white publicists, and white lawyers, except Lupita. Lupita has had a Black lawyer at the time and I was just like, Oh my god, this is ridiculous. <laugh> on one hand, the industry is on screen. When you start pulling back the layers, it becomes less and less diverse. So that weekend I just randomly came up with a name diverse representation, went and bought the domain name and created a directory of Black agents, attorneys, managers, and publicists in the entertainment industry so that when Black people were looking to hire Black reps, they now had this resource. And so that's really what it started off as. Diverse representation. Really start off as this website. I wanna get information out there. So nobody use the excuse anymore. I can't find one, I can't find a Black lawyer, I can't find a Black agent who now hears this free website that lists them all. So you don't really have an excuse anymore, as to why you can't hire them.

Akilah Hughes ([01:36](#)):

Hello and welcome back to the Black Euphoria Podcast. I'm your host, Aquila Hughes. If you accidentally clicked into an episode without knowing what it was, I'll give you a little refresher. The Black Euphoria Pod is about Black excellence and Afrofuturism that feels reminiscent of Wakanda from Marvel's Black Panther film. And within that theme, today I'm chatting with JaiaThomas, an LA based sports and entertainment lawyer who noticed that Black stars don't always have Black representation, a problem that she aims to solve. And she's joining us from Egypt. So that's pretty cool. Anyway, here's that conversation off to the races. Okay, JaiaThomas, thank you so, so much for being here. It's really, really great to have you and to talk through what you've been working on and how it sort relates to our grander ambitions for this podcast. We're talking a lot about Wakanda, we're talking about Black Panther obviously, but you noticed something when Black Panther was being released and in that sort of process that has driven a major part of your career. So can you take us a little bit through your journey of creating diverse representation and what that looks like?

Jaia Thomas ([02:45](#)):

Sure, definitely. And thank you again for having me. So by way of background, so I'm a entertainment lawyer and one thing that I've noticed throughout practicing over the years is I was a Black lawyer. A lot of my clients have been Black over the years, but oftentimes I'm usually the only Black person on their team. So I'm their lawyer, but they'll have a white agent, white manager, white publicist, white financial advisor. And it was always something that kind of bothered me in the back of my mind. We're making this industry so much money but not really keeping it amongst our own community. So something that kind of always bothered me but just kind of complained about it and never really did anything. So then 2018 comes, Black Panther comes out and I'm having a conversation with a girlfriend who's the Black publicist and everyone's so excited about it and we're talking about it, it's great to, he's beautiful Black faces on screen, but we were like, I wonder who their reps are, like who's representing them?

([03:47](#)):

And so that weekend I did some research to find out who was representing the entire cast of Black Panther, especially the key talent. And come to find out, at the time they were all represented by white agents, white managers, white publicists and white lawyers, except Lupita. Lupita has had a Black lawyer

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Akilah Hughes (05:06):

Very cool. And what has been the result of that? I mean, have you been reaching out to big Black talent that exists in the world? Are they finding you online? Does it seem like it's creating a new wave of how this industry can run?

Jaia Thomas (05:26):

Definitely, definitely. I think it's brought awareness to this issue of who you're represented by. Cause this is a conversation that really hasn't been had prior to me launching this company. So yes, I mean the response has been amazing. People have found us online on social media and since we've launched we've posted a ton of events programs. So it's been very well received across the industry.

Akilah Hughes (05:53):

Very cool, very cool. I wanna talk about why, let me figure out how to phrase this question. I'm deeply interested in how we got to this moment where you had to create this website because it's clear that it's necessary. I mean the way that this industry works, oftentimes people are, even if they're not discovered, they've had to make work on their own to be noticed, to get reps. And you pointed out a lot of the people who are immediately rushing in to be like, I'd like to represent you are white. So I guess it seems like a chicken or the egg problem. Is it that diverse reps aren't getting there fast enough to this talent? Or is the issue just that a lot of people just wanna be signed quickly and the first person they meet is a white person? How did it become an issue I guess, and now that you found a solution for it?

Jaia Thomas (06:52):

I think it's a myriad of different things. I think number one, at the end of the day, this industry is still dominated by white people. It's part of, it's a numbers game. So that's just the fact of the matter. And I do think some talent they do just wanna sign with whoever approaches them first. I hear that from a lot of Black talent. Well this agent approached me first, so of course I signed with him or her. But I think also, I think Black talent also, they have a lot more agency than they think they do.

(07:23):

So sometimes I understand the agent piece, but when it comes to the lawyer piece and the publicist piece, I think talent has a lot more agency with regard to who they hire in those spaces especially. So I think that's part of the problem. I think, like I said, for a long time I heard Black talent say they just don't know any Black publicists, they don't know any Black agents. So I think part of it was maybe the information wasn't as readily available. I think part of it also is some folks still think the white man's ice is colder, to be honest. And I have heard Black talent say, Well if I have a Black agent, I'll probably get

further along. If I have a Black manager, I'll probably, my career will take go to level set. It won't be able to get to with a Black manager. So I think that's still a part of the equation as well.

Akilah Hughes (08:08):

Yeah, absolutely. It's like the discrimination at every level of keeps people from necessarily they're, well, if my Black reps aren't going to be treated as equal, then I'm gonna just go with the white person, which creates more discrimination <laugh>. So yeah, it is this sort of perpetuating force. Yes, absolutely. It is a cycle. And I think for the listeners who maybe aren't that well aware of how the entertainment industry moves you know, can hire a Black lawyer for an individual project, I mean there are ways to at least test the waters if you have any of these sort of irrational fears about it. And so I just wanna applaud you for seeing a real issue and then creating a solution that does keep money in the community and does help us all the rising tide lifting all boats sort of metaphor. This is just like, Yeah, I

Jaia Thomas (09:05):

Mean I was gonna add on that definitely. And that's something else that I just noticed over the in is just the ways in which Black talent in this industry have made so many white people millionaires. You know what I mean? There's so many white people out here, white lawyers out here who have become millionaires, our talent. And I would like that to stop, honestly, I would like for us to just keep the money within our own community the way that a lot of them do. A lot of Jewish folks in this industry hire each other, keep the money in their own community. And I just want us to do a better job of doing that because we do create so much wealth in the entertainment industry and so many white folks have become, I mean just wealthy at the end of the day's. So I gotcha <laugh>.

Akilah Hughes (09:57):

No, I think that that's a really important point and I think that even just going back historically where Black people in this country and the history of Blackness in America is that we were always forced to assimilate where other racial groups have not necessarily been forced <laugh> into these communities because we aren't allowed to have our own. When we have our own, it gets burned down <laugh>. So I do applaud the effort now in a time where I think more Black people and especially more Black women are graduating from college, are getting their legal degrees, they are becoming lawyers. It does just seem like the right moment. So it's very cool that you <laugh> assessed it and sussed it out and also have this great community now around you of Black reps who can push our community forward in the industry. So what's sort the biggest compliment you've gotten about diverse representation? I'm sure that a lot of people are noticing it and I'm sure there are critiques because we are living in 2022 <laugh>. But what's a nice thing someone's had to say to you about it?

Jaia Thomas (11:08):

That's a question I've received. And I say the type of that always I get excited about is when people tell me the ways in which diverse representation has helped them. So when I get an email or I get a phone call from someone who said I got a job through diverse representation or I found my lawyer through diverse representation, or when I hear stories like that, the ways in which we help people, those are always the biggest compliments for me.

Akilah Hughes (11:43):

Yeah, that's excellent. So you started diverse representation in 2018 and since then have you noticed a specific shift in the conversation around representation? Do you feel like there's just been better

education or literacy about how you go about hiring reps and getting noticed by reps among other Black sort of talent and other players in the industry?

Jaia Thomas ([12:09](#)):

Yeah, definitely. I think more people are now being more cognizant about who's on their team. Yeah, I think Black talent, they're definitely, I think a little more cognizant about not having all white teams. I mean, hey, they do still exist by far, but I do think, and I'm hearing a lot more Black talent be c about having these one or two Black folks on their team. So I think they are putting more thought into who they hire and who they bring on board. So we're still not there yet, but I do think we are making waves for sure. Yeah, absolutely. And one thing that I definitely try to do through diverse representation is I always try to highlight Black folks who are by Black agents, Black lawyers, Black managers, just because like I said, there is still sometimes the stigma of I need a white person to be successful on my team to be successful. So we do try to be intentional about highlighting folks like Marsai Martin or Isa Ray who have Black attorneys, who have Black managers who have Black publicists to show, which sadly we shouldn't have to do. But here we're still doing it. But just show that it can be the success story and have a Black team. Yeah,

Akilah Hughes ([13:29](#)):

Absolutely. I'm sure you get this question or maybe you don't, but it's something that I thought about immediately upon doing my research about your company and how it exists. But say you're a Black talent <laugh> and you do currently have an all white team, how do you go about helping them move away from it? Because in the end these, you're firing people <laugh>, right? As you hire more Black people, you gotta let some people go. And so what is the sort of way that you have found to help them ease that tension of being like, listen, going Black <laugh>?

Jaia Thomas ([14:09](#)):

Yeah, just that honestly, I mean I've talked to Black talent who has said, I think I'm gonna let some of my reps go because I don't want an all white team. And sometimes that's just the way the cookie crumbles <affirmative>. Or I have a rep who works at an all company there's whatsoever at their company. And I think that's hard for some Black talent now for that to be in alignment with their values and beliefs. If they say they believe in diversity and they value diversity, but you're these all white companies there, there's some misalignment there. So I have seen, and I have been in conversation with Black talent who have just fired their reps on that alone and have just been really honest about it. And honestly I don't see anything wrong with that. Yeah,

Speaker 3 ([15:02](#)):

I know a lot of

Jaia Thomas ([15:03](#)):

Black talent's tiptoe around me

Speaker 3 ([15:06](#)):

And <crosstalk>, I don't like a lot of

Akilah Hughes ([15:08](#)):

Black talent that aren't not even chosen to be represented a lot of times. You know what I mean? <laugh>. So it's like I know lots of white reps who only rep white people <laugh>.

Jaia Thomas ([15:20](#)):

Absolutely. And also, I mean there's some things that you can have, if you have an all white team, there are some parts of your career where you can be, bring Black folks on. What I mean, a lot of people have agents for theatrical but have agents for their literary part of their career. So there are different aspects of your career in which you can bring on additional people. So it may not be a situation where you have to fire people, but you can bring on Black folks to help out in other areas of your career. Maybe you have this white lawyer who helps you with these matters, but a Black attorney who can help you with these matters. You know, don't have to have one attorney who does everything. Same with an agent. So I think that's one way to approach it as well. But I think if you are by white reps who work at all white companies, I do think it's fine to have this conversations with your reps, Listen, diversity is important to me and you're at a company that clearly doesn't value that <affirmative>, so I dunno if this is a fit.

([16:21](#)):

I think that's a completely fine conversation to have.

Akilah Hughes ([16:24](#)):

Absolutely. As far as your directory sort of goes with Black lawyers I know that there are probably a lot of Black lawyers who feel like there's a barrier to entry even to become a Black entertainment lawyer. Do you all offer any sort of support for that or just conversations, mentoring, that sort of thing? Because I think as you make the point that it's hard for Black reps to get in the door with Black talent, I think even just in the industry it's very secluded. So how have you overcome those sorts of issues?

Jaia Thomas ([17:00](#)):

Yeah, great question. So we do have partnerships with a couple of HBC law schools where we work with students who wanna get into this space and we have programs and events that help really expose them to what being an entertainment attorney looks like. One of our partnerships is with Southern University Law Center, a Black law school where we have different programs throughout the year where we bring entertainment lawyers in to talk to students to tell them about their day to day, how they got into this space. We had a summer program this past summer where we brought students to LA and they had a week to meet with different lawyers and executives to get a real world taste of what it looks like. So we do it at different partnerships and we also have different programs. We have partnered with something like Netflix to do many mentoring sessions for law students who wanna become in-house attorneys at places like Netflix where they get to talk to Netflix lawyers learn what they do, how to get in, things like that. So we do have a lot of different programs that we curate to help usher in the next generation of Black lawyers in this space.

Akilah Hughes ([18:13](#)):

That's awesome. Yeah, I mean there's just so many great offerings from diverse representation. It seems like you all have absolutely come at this in a very holistic way. It's not <laugh> just solving one problem, but it's also future proofing the issue, which I always love. Let's see. I have so many good questions, but I'm like, I'm trying to figure out where we should spend our time cause it's a little limited. I guess this is something that a lot of people would probably wanna know is have you received advice as you were

creating diverse representation and what was maybe the most valuable advice that you were given to see this project through and to see it to success?

Jaia Thomas ([18:57](#)):

I think as the most valuable piece of advice was when I was just thinking about doing it was rather not to really pull the trigger. And that weekend Black Panther came out, that's when I started thinking about, well, maybe I should just start a company focused on this. But there was a part of me that said, Well maybe I should I <inaudible> really have time to run something else. And I think the best piece of advice was that I talked to a few friends and my parents and they were like, No, just do it. And I think that was the biggest piece of advice. And I know this wasn't part of your question, but I'm gonna give my advice anyway, <laugh> is for anyone even thinking about an idea or a way to solve a problem in this industry, do it both the trigger and you just never know what it can become. So honestly, that was probably the best piece of advice was to just do it.

Akilah Hughes ([19:56](#)):

Yeah, awesome. <laugh>, that's so great. I mean, we've been speaking this, we've done several episodes to this point and what's been really an interesting through line is that a lot of, I think Black creatives and Black people who have formed different companies, whether it be through the tech space, through the entertainment space, through those more legislative space, whatever there has been this, it's almost like a generation of creative and exceptional people finally just getting to go for it. I think that if we think about, again, the history of Black people in America, we don't really get a lot of opportunities to try things. And I think that we are in this sort of exciting moment that feels futuristic, that feels a little bit like wana, where it's like, well, we actually have the space and time and support and money and not there's backlash but manageable. I mean, they're not burning our houses down right now. So I feel like it's just really cool. Mean, do you ever reflect on that as you are making these moves and helping uplift Black talent? Do you ever think about just what your ancestors would think of the fact that you could do this as a job at all?

Jaia Thomas ([21:13](#)):

I definitely do. I think about my parents are from the South <affirmative>. My grandmother had to clean white folks houses for a living. And that's not because she wasn't smart enough to do whatever she wanted to do, but that those were the only options, the only opportunity. Yeah. And so I do think about that and I do think about my great-grandparents and just all the ways in which, all the ways in which they were limited and not limited, like I said, because they weren't smart enough to do more, but just limited because of the color of your skin. And so I wish they were still alive to see what I've been able to do today. Because I do think about it often in frequently, just all the ways in which we've been limited first ages in terms of what we could do and accomplished. So I'm grateful for the opportunity to be able to do it now. Cause I know my grandparents and great grandparents were not able to do half the things I've been able to do.

Akilah Hughes ([22:13](#)):

Yeah, absolutely. What is something that's sort of come from since you've launched diverse representation, it's been four years moving Has anything come out of it that you didn't expect or any sort of benefit <laugh>? I mean, maybe your self care routine has gotten better because you're like, Oh, I'm actually surrounded by people who <laugh> look like me and feel and are happy for me. But yeah, can you talk a little bit about unexpected not consequences, but I don't know, benefits to starting it?



Jaia Thomas ([22:47](#)):

Yeah, I think what was most unexpected was just the way in which it's grown and turned out I had literally no expectations when I launched it. So when I launched the company, I didn't have a business plan. I didn't have five year goals or three month goals. I literally just created the website and was like, I just wanna give the information out there. Yeah, I had no idea about creating programs and events and having an Instagram page, nothing. I just said, I wanna get information out there so people can have this as a resource. I never expected it to turn into what it has turned into. So I think that's been the biggest surprise. One of the first phone calls I got when I launched I Diverse Representation, maybe a month after I launched it was from Lions. And they said, We love what you're doing. We would love to host your kickoff expected

Akilah Hughes ([23:45](#)):

<laugh>.

Jaia Thomas ([23:47](#)):

Like you never expected that. So everything honestly has been a surprise. I never expected any of this. I never expected any of our partnerships, any of our programs, none of this. So it's really snowballed into a lot more than I would've ever even imagined. And now that it has the and the people that's so receptive to it, it's like now I can see where it can go even further. I think when I initially launched it, I just said I wanted to be a website. I had no really other vision. But now that I've seen what it's been able to do in the past four years now, my vision for it is a thousand times bigger than it was four years ago. So yeah, I just think the way in which it's grown and snowballed has been the biggest surprise.

Akilah Hughes ([24:35](#)):

Yeah, it's as the moment there was a need that was identified, people started coming to you. Well <laugh>, you should probably be doing this cause we don't have that <laugh> now that you're here, right? Oh, absolutely.

Jaia Thomas ([24:49](#)):

Yeah. After I launched it, it was like, well, I just started noticing these are other issues. At first it was just about Black reps, but now we also talk about lack of Black executives in the entertainment industry. And so it's turned into all these other issues we we're trying to slowly, slowly solve.

Akilah Hughes ([25:10](#)):

Absolutely. So if you were to walk through a portal as one does in Black Panther and in Game and lots of <laugh>, different Marvel films and properties but if you could go there, could go through a portal and end up 10 years in the future, what kind of impact would you hope to see from diverse representation and how it maybe has changed what the entertainment industry at large looks like?

Jaia Thomas ([25:36](#)):

In my ideal world, 10 years from now, I would love to see more Black ownership in the entertainment industry. I would love to see us owning more studios, networks, agencies, law firms, management companies, PR firms. I would love to just see more Black ownership across the board. And obviously I would love to see more Black talent represented by Black folks across the board. I would love for the money piece I would love for the money to be flowing throughout the Black community, 10 at 10, 20

fold than what it's doing right now. So I think it's kind of hard to put in words. I can envision it, it's a little hard to put in words, but ideally those are the things that would be most important to me 10 years from now.

Akilah Hughes ([26:31](#)):

Absolutely. Absolutely. That's very cool. I'm like, yeah, I'm imagining a world where not only are there Black reps and there are plenty of them and people are seeking them out, but even in a world where white people seek out Black representation because they're like, I've seen what you've done for others, Lord <laugh>, which is important. I think the way that these things can grow is by including more people in the future. But it's like if we don't support us, who's gonna support us?

Jaia Thomas ([27:05](#)):

Absolutely. I agree completely.

Akilah Hughes ([27:08](#)):

I love that. And I guess this isn't an advice, it's not an advice podcast, but you gave some good advice earlier about just go for it. It changed your life to actually trust it and to move forward. But what advice would you give maybe on even a granular level to young Black people who are interested in pursuing the sort of career that you've had where not only are they lawyers and aware of the world, but creating solutions to industrywide problems. What would you suggest?

Jaia Thomas ([27:46](#)):

What would I suggest to young people looking to create solutions to industry-wide problems?

Akilah Hughes ([27:51](#)):

Yeah, because I think maybe this is a problem across the board, if I broaden it out, is that young people I think see a lot of issues in the world <laugh>, but they feel like they have no agency and they don't have a community and they can't build with other people. I mean, maybe if you talk a little bit about how you were able to build this with your network of people and people who bought it immediately and believed you and also believed in you How do they build that around them so that they can start accruing power together, <laugh> and lifting us up?

Jaia Thomas ([28:23](#)):

Yeah, I think one of the biggest, especially in this industry, I think one of the biggest most important pieces of the equation come down to relationships. I think the entertainment industry is a very relationship driven industry. And so one of the maybe biggest pieces of advice I would give to young people, especially looking to get into this industry and solve problems in this industry is to recognize the importance of relationships in this industry because they're just so important and they've really helped me throughout the past four years as I've built and grown diverse representation. So I think that's one of the biggest pieces advice I would give to make sure you're nurturing your relationships and making sure that you're not just having transactional relationships with people. Cause that's something I see with a lot of young people. They just reach out when they want something and that's not the right way to nurture a real relationship in this industry. So I think that's probably one of the biggest things to be intentional about nurturing and maintaining really good relationships in this space because that'll take



you further oftentimes than what in this industry. A lot of it is about who. So yeah, that's probably one of the biggest pieces of advice I would give.

Akilah Hughes ([29:45](#)):

Excellent. Excellent. Well now we could just talk about Black Panther cuz I feel like you've, like <laugh> just blown me away with all of your answers. So I'm assuming you saw Black Panther the weekend it came out since you were <laugh> already aware of the representation situation, <affirmative>, did you love it? Tell me what it was like, where you saw it, who you saw it with.

Jaia Thomas ([30:05](#)):

Yeah, I do love it. So I saw it in that way. I saw it with friends, loved it. I thought it was amazing. The cinematography, the acting, everything across the board, I was completely blown away. So I thought it was fantastic. And I have to use it as an example <laugh> for why I had to start diverse representation. Cuz I really did love the movie and it really was not a knock to any of the talent who was in the movie. So I course I do think that I have to use it as the impetus for starting diverse representation because I thought it was a fantastic movie.

Akilah Hughes ([30:43](#)):

Yeah, no, absolutely. And I think, no apologies needed. The truth is I think that a lot of Black talent, and I guess I'd include myself in that conversation, hadn't thought about it. It just hadn't occurred to me that there were other Black people doing. Cuz it's like, I think especially in the podcasting space, in the TV acting space, it is such a solo journey in I think an actor's mind where it's like, I just got a book. It no, doesn't matter where the money goes outside of me as long as I'm getting some of it. And I think that it took you being that visionary to say, Hey, guess what? <laugh>, There are Black people who could do the exact same job that the white people in your life do. And then you're paying Black people. It really is. It's funny how it feels almost like a no-brainer, but it's it. It's because we've been thoughtless about it. There's been no one behind us saying, Hey,

Jaia Thomas ([31:37](#)):

I think, And I think that's part of it. Met, Oh, I never even thought about it. Yeah. Which yeah, I think that that's definitely a thing. And they've said it hasn't even crossed my mind. And it's

Akilah Hughes ([31:48](#)):

When you think about every other career No, go ahead. Sorry, go ahead.

Jaia Thomas ([31:53](#)):

No, I was gonna say there's over the past few years there's been such this big emphasis on buy Black. Yeah, make sure you're buying from Black companies or Black buying Black designers and Black vendors. But I think we also need to hire Black if that's just as important as buying Black <affirmative>. And I think not enough emphasis has been placed on that. And I just think it's ironic. Cause I do mean a lot of Black talent who say, Oh, I've never even thought about hiring a Black person. But then on the flip side, it's like they're always putting their fist up in the air and Black this and Black that. But it's kinda like, Yeah,

Akilah Hughes ([32:29](#)):

Exactly. Exactly.

Jaia Thomas (32:34):

It's a little, I just find it fine and ironic

Akilah Hughes (32:39):

And I think it is just because the solution is so clear, there's very little excuse for not at least getting one member of your team to be Black. Some people

Jaia Thomas (32:50):

Have to, Everyone even needs, I just meet me halfway.

Akilah Hughes (32:55):

Right, exactly. I hear that in my soul. Just for you. And my sister is my lawyer. She is high powered Black lawyer. She's not an entertainment lawyer, but she dabbles I guess with big name people. She used to work for the Bill and Me Gates Foundation as their head legal council. And it is, Well, yeah, she's great. You love her. She probably would love to meet you too cuz she's like, I don't know what I'm doing <laugh>. I wanna move to a place where it's better and represent these young, talented Black people who probably don't know what they're doing with their money and they're giving it away to <laugh>, X, Y, Z. But I just think that it's so cool because even she, as someone who I think I of as really successful as a lawyer is like, I don't know how I get in there. You know what I mean? It's almost like if you didn't go to school for it in particular, A lot of people think that it's an impossible even switch within the legal field, but it's not. Right. I mean obviously you have to learn <laugh> some of the ways the industry moves and how most contracts are structured. But I think if you made it through law school and you already had a job at a law firm, you probably are astute enough to figure these sort of

Jaia Thomas (34:10):

Things out to figure it out. Yes, <laugh>.

Akilah Hughes (34:13):

Yeah. So I hope that in the future, and even just now that a lot of Black lawyers who have seen that as a space that's possible, but just felt like who would hire me? I'm competing with a bunch of white people will find your company and be like, Oh, this is excellent. This is a place where I can not only get in, but help other people who are already doing the work. So that's just so cool. We will include the information for your website in the show notes for the episode. But j Thomas, thank you so, so much for being here. You've been a joy and just thank you again for your impact on the Black community and especially Black people on screen who are often our voice. Thank you for keeping them honest and helping them make more money.

Jaia Thomas (34:55):

Thank you. Thank you so much for having me. So excited for this podcast. Congratulations. And anyway, I can be helpful in the future. Please let me know.

Akilah Hughes (35:05):

Absolutely. All right.