

Interviewee: Holly Burgess
Interviewers: Chanell DaSilva and Georgia Pendergast
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Transcribers: Chanell DaSilva and Georgia Pendergast



Overseen by Dr. Carl Robert Keyes and Dr. Lucia Knoles, Assumption College

ABSTRACT: Holly Burgess was born in Holden, Massachusetts in 1953 and grew up and attended primary school and high school in the Greater Worcester area. Upon completion of high school, she briefly attended the University of Massachusetts Amherst, but did not obtain a degree as she decided to get married. Later, she attended Quinsigamond Community College and received her associate degree in the dental hygiene program. She went on to continue her undergraduate education at Clark University in business administration. Holly's love for learning triumphed and she went back to school at Western New England School of Law where she received her law degree. In this interview, Holly Burgess highlights a troubling conversation with her guidance counselor about possible careers. Holly surpasses her guidance counselor and everyone's expectations, going on to get many degrees and hold many sought after positions. These positions, though, did not come easy or without any gender discrimination. She juggled studying for school while raising a daughter, and men in inferior positions treating her like they knew more than her. Despite Holly's challenges, she loved continuing her education and her many occupations. She is currently retired, living in Princeton, Massachusetts, where she is able to spend time with her grandchildren and partake in her new interest of presidential campaigns. Holly emphasizes the importance of having female mentors and learning from other women.

CD: We are completing a class project with the Worcester Women's Oral History Project. We are focusing on the areas of women's education, health, work, and politics, community involvement. We want to focus today on your experience with the Worcester area. We thank you for helping us with this very important project. So, Ms. Burgess do you give us permission to record your oral history today on October 3, 2019?

HB: Yes, I do.

GP: Thank you.

CD: [laughs]

GP: Alright, so we will begin with some general questions about your background and then we're going to transition into some other topics. So, to start, what is your full name including both maiden and married name, if applicable.

HB: Okay, Holly Ann Burgess. Burgess was my married name from my first marriage, which I retained to have the same name as my daughter even after we were divorced. My maiden name was Holly Johnson and then my name during my second marriage was Holly Rapa.

CD: And that's R-A-P-A?

HB: Correct.

GP: So where were you born?

HB: I was born in Holden Hospital in Holden, Massachusetts.

CD: And what year was that?

HB: 1953.

GP: Alright, so you said you had a daughter, do you have any grandchildren?

HB: Yeah, I have two grandchildren. Both boys...

CD: Awh.

HB: ...one is Alexander or Alex is 19 years old and Tevin is 14.

GP: Cute.

CD: [laughs] What cultures and ethnicities do you identify with?

HB: Meaning what do I consider myself to be?

CD and GP: Yes.

HB: Caucasian

GP: Can you tell us a little bit about your parents and family life?

HB: Sure, so [pause], I'm trying to think back. My mom and dad met in high school where they both lived in Holden, Massachusetts. I think my mom had grown up in this area, or grown up in Worcester, actually, and then later lived in Holden. And my dad had moved here sometime when he was a boy from the western part of the state. My dad's parents immigrated from Sweden; he was born here though. His older sister was born in Sweden but the rest of the children were born here. So, as I said they met in high school, my dad went off to serve in the war and then they wrote to each other and then got back together and dated after he got back. I think my mom was

about 26 years old when I was born. And we lived initially, when I was first born, in Princeton, Massachusetts. I have now come full circle because I just moved back to Princeton...

CD and GP: [laugh]

HB: ... two years ago. But for most of my life, including all of my school years, we lived in West Boylston [Massachusetts] where my parents bought a house.

CD: Nice.

HB: And, so I went through from kindergarten and all the way through 12th grade in West Boylston.

GP: Are you an only child?

HB: No, I have a brother, he's seven years younger than me so a little bit of an age difference.

CD and GP: Yeah. [laugh]

HB: You have to tell me how much detail you want on things, I mean I'm giving you kind of the facts.

ALL: [laugh]

HB: I'm embellishing, I could go on a lot more about my childhood if you wanted me to but...

GP: Alright.

CD: Well you said you had a brother--

HB: Mhm

CD: Did you see any differences growing up between, you know, your responsibilities with housework? Were there any differences between with what you had to do and what he had to do?

HB: You know, not so much in our household, in that I think we were kind of spoiled. I don't think my mother made us do an awful lot, she did most of it. I think the biggest differences gender wise were in school, so I—am I jumping ahead by talking about this?

GP: No!

HB: Okay, so I clearly remember in high school—well let me backup. I was always naturally inclined towards being studious and enjoying learning. So, I was a pretty good student. But when

I got to high school and approaching college age, I distinctly remember going to the guidance counselor and my parents, you know, hadn't even—my mother she dropped out of school at age 15. And my father I guess completed his high school through GED [General Equivalency Diploma] something like that, but anyways, so they didn't have a college education and while they wanted me to go to college, they didn't really know a lot about how to guide me. So, I went to the guidance counselor and the guidance counselor said to me, "Well you could be a teacher or a nurse." Those were the things offered to me. I had been in the highest—at that time they always put kids in levels so all through grammar school and high school I had been in the highest honors group. But those were the only career paths that she saw as feasible for me and if one of our neighbors hadn't said to my parents, "She's got such great grades and she's so smart, why don't you have her apply to some other schools besides just the state university." You know that would have never happened but for them saying that.

CD and GP: Yeah. [laughs]

HB: Different times. [laughs]

GP: You said your neighbor kind of told your parents, did you have a good relationship with that neighbor?

HB: Yeah, it's funny, looking back now I didn't pay attention to it at the time, but now I realize that most of the people around our neighborhood, particularly the ones near our home and the ones my parents interacted with, were all so Swedish. There was definitely people lived in clusters based on their ethnicity and it was funny that when I was growing up, children would talk about in school like, "What are you?" "Oh I'm Irish, oh I'm Swedish, oh I'm whatever," you know, you don't hear that really very much anymore. But that was definitely a distinguishing factor in communities and in churches too. So those neighbors were other Swedish families.

GP: Okay.

CD: Did you ever feel like you were ever limited on your opportunities to continue onto school because your parents hadn't really gone on?

HB: I felt some limitation in the sense of like what I told you. School wasn't encouraging me or guiding me towards what I later found out was my potential, kind of on my own. Within my family though, I would say my father was definitely a man ahead of his time. In that he just thought the world of the fact that I could excel and he wanted me to go to college very badly so he was my biggest fan and booster there.

CD: That's awesome.

GP: Where did you end up attending college?

HB: Well initially out of high school I went to the University of Massachusetts in Amherst, and then like many young women at the time, I had met my future husband before I went off to college and it was very common for people to get married young then. I ended up getting engaged at age 20, barely 20 and left UMass [University of Massachusetts] to come home and think about what I wanted to do. Because even though I got married I did not want to have children right away. I went back to school to a program in dental hygiene that was just opening up in Worcester at Quinsigamond [Community College], a two-year program, and got an associate degree in dental hygiene and I worked. And then while working I went to school, nights, at Clark University and I finished my undergrad [undergraduate] degree there in business administration nights. I kind of put myself through school. Did you want me to go on from there?

CD: If you want to.

GP: Yeah.

HB: So, by then my daughter was born during those years just before I finished my undergrad degree. I was still working as a dental hygienist and I was fortunate to have a woman, a younger woman, as a patient who I got to know over the years, you know cleaning her teeth, and she was one of the first women executives around here and she was president at a local insurance company, Paul Revere Insurance, and she took an interest in me and asked me questions about what I was studying and she said, “When you finish come see me.”

CD: [laughs]

HB: So when I graduated, I went to see her and got an entry level position, an exempt position, at the insurance company in Worcester.

GP: That’s amazing.

HB: Yeah! And then I was fortunate later on, a little later on, while still at Paul Revere Insurance in Worcester to have another boss, a male boss, who was very encouraging towards me because I decided to go to law school and so I went to law school nights, at Western New England College School of Law and I graduated I think I was almost 40 years old when I finished. So between ages 36 and 40 I went to law school. And he was great about supporting me through that because I’d have to leave at a certain time and get in the car from Worcester and get to Springfield [Massachusetts] every night. Anyways that’s my education.

ALL: [laugh]

HB: Diverse. [laughs]

CD: So you lived around the Worcester area, did you know of challenges were present when you were growing up? Do you see any differences now?

HB: Well, yeah, I have a close friend from those early years at the insurance company. And we laugh about this now, when she began as a claims examiner they wouldn't let her travel alone. Women weren't allowed by company rules...

CD: Wow.

HB: ...to go on business trips alone. So, you know that's obviously changed a lot.

CD: Yeah.

HB: There was a lot more overt sexism I would say. It was during those years when I was at Paul Revere, which I was there 14 years from my late 20s through my 30s, and during that time is when all the sexual harassment laws came in and everything. I remember them having to give everyone this training in it. But I would have to say the behavior of men in the workplace was—it wouldn't cut it today by any means, you know, like what it was then. Things like what they might do and comments they felt comfortable making.

CD: You said you saw gender differences in high school, did you see any when you were at college?

HB: Not in college, I don't think. I'm trying to think back... [pause]. Because I think going nights is sometimes different. You get a very diverse student population from varying age groups and people with work experience and people with a little more confidence in their expectations, including the women. So no, I didn't really run into it there and law school as a very fantastic experience. I loved law school.

[pause]

GP: Where are you currently working?

HB: I'm retired.

GP: Retired.

CD: Nice!

HB: I retired at age 61. I'm 65 now and I'm enjoying life.

ALL: [laugh]

GP: Oh good!

HB: With my two dogs [laughs].

GP: Aw that's fun.

CD: Have you ever any other jobs other than the dental and the insurance company?

HB: I've moved around to different insurance companies. I worked at Paul Revere, like I said, and then I went from there to MassMutual [Insurance Company] in Hartford. And then I worked at a company, that's now called Aviva [Insurance Company]. It's changed names a bunch of times but it's a London headquartered global insurance company. And I worked for them down outside of Boston. And then my last job was with Liberty Mutual [Insurance Company] and I was up in New Hampshire, I moved to New Hampshire, lived in Portsmouth. But in between, there were times I went through some downsizings and having severance packages. Well, there was a period after I got my law degree where I tried doing a little practice and I did some care and protection cases. Do you know the children that are abused and neglected and children that are being taken away from their parents?

GP: Mhm.

HB: So I was a court appointed attorney doing that. And then between my last two insurance companies, I had a two-year break, a two-year severance, in between, and then I was living on Cape Cod. I worked for the Barnstable court system doing guardian ad litem work. So, the judge would appoint me to make a recommendation to him, to investigate and make a recommendation to him, as to who should get custody in a custody case for children.

GB: That's interesting!

CD: [laughs]

HB: It was interesting. I always kind of had that as a fall back. The only reason I didn't stay in law like that was just that I got into law later in life, at like age 40, and my daughter was approaching college age and I was offered some pretty lucrative jobs in the insurance industry so I went back into that. And I liked that okay. I did a whole bunch of different kinds of roles in the insurance field. Underwriting and marketing, and sales and marketing, and later a few jobs in strategy and I was the chief officer in my last role so kind of had a chance to dabble in a bunch of different things. So that made it interesting.

GP: Do you have a favorite of any of the particular jobs you've done so far?

HB: Well I think strategic planning the best because in corporate America, as you move up the ladder, they will frequently give you these tests that kind of highlight where you're best suited and uniformly, I always come up as being well suited as a planner or a conceptual thinker. Either that or a psychologist...

ALL: [Laugh]

HB: ...which was ironically what I first went to Clark University to study.

CD: What drew you to law?

HB: I don't know, I always wanted to be a lawyer but came from very humble beginnings. My parents didn't have a lot and in fact I never even imagined myself in corporate America, but for this woman mentor who came along. In fact, I've been fortunate to have lots of mentors and a number of women mentors in my career. So that's something I think would be important to be noted, of how important that is and has been for my generation and I think would continue to be. Women helping women to learn the ropes. But law, I loved studying it, but once I got to know it in practicality, I am not the kind of person that really enjoys contract work or tax law and the more technical detailed analytical type of law. I probably would of been a litigator if I had stayed in it. I actually liked the guardian ad litem work the best and you don't necessarily have to be a lawyer to do that, but that court appointed role because I actually got to play like the judge in a way. The judge listened to me in terms of the outcome.

GP: Oh that's cool!

HB: Yeah, not all judges do that but in Barnstable they were comfortable with that.

GP: How were you able to juggle working life and then being a mother as well?

HB: Oh gosh, it...

CD and GP: [laughs]

HB: ... was hard because at the same time I was working full time and being a mother and I also went to law school for the five years nights, so that was really hard. My daughter was in middle school when that was happening. I don't know, I think women are particularly adapted being multitaskers. I used to drive my textbooks to the soccer field every weekend and watch my daughters' soccer games while trying to read during the breaks [laughs], read the next case study. I think you have to be a well-organized person. I am fortunate that that's one of my natural skills, is to be able to keep a lot of balls in the air at the same time but it's stressful.

GP: Yeah... I can imagine!

ALL: [laugh]

CD: Do you feel that you faced any challenges in law school being a female?

HB: No... [thinking]

CD: No?

HB: No, I don't think so. I found all the professors and students—but like I said I think it may be a little bit of a different experience being in the night programs because you have—not that that makes a big difference, but you certainly have a more mature diverse crowd of students, so no, I hadn't really faced any barriers there. [pause] I think overall I would add that the places that I saw the most gender challenges would be in the corporate America. Not that I didn't have plenty of opportunities but I think that men had an advantage. A definite advantage as you look up the ladder and you get closer to the senior position, it gets harder and harder and there are fewer and fewer women, and fewer and fewer minorities as well you know? So, it's heavily a white male dominated world.

CD: Yeah.

CD: What do you think are the pros and cons of the path you've chosen?

HB: Oh boy.

CD and GP: [laughs]

HB: I think the pros are that I've been blessed to have a lot of different jobs. I mean even though it may have been within one company, I kept moving into different roles constantly, and moving up in responsibility. Both in responsibility and in the types of jobs I've had. So, I've had exposure to a lot of things and I get bored so I've never been someone that just had a desire to do one job my whole life, you know? Or even one field, so I feel like I've had a variety of experiences that made me, I think, a much better and more well-rounded business woman. I think another pro was, as I mentioned earlier, having women mentors. The first one who gave me the first job, but I had two others that were very significant people in my career. The one who gave me my first manager role and then later on someone who has remained my friend, even until today, that I met and she was my boss about I don't know maybe 18 or 20 years ago. And she's done extraordinarily well in her career and serves on like boards of directors of big banks now in London and so she was really instrumental. So for you young ladies I would encourage you no matter what you go into to have mentors and they don't necessarily have to be females, but I think it's nice that at some points you have a female mentor. Challenges... you said pros and cons?

GP: Yes.

HB: Cons [pause] I have a creative side that I think I didn't get to use as much as I might have liked to in college or particularly studying business law so that's why I'm enjoying being part of the WISE [Worcester Institute for Senior Education of Assumption College] program here

because I'm taking all sorts of literature courses and things that I always would have had an interest in but was too practical in my college planning and my career choices to pursue.

GP: So, you're in the WISE program now, but if you could go back would there be anything else you would possibly, like, major in or have focused on more in school?

HB: Well sometimes I think to myself what if I stuck to my original plan? Because when I went off to UMass I think I was young. I was like 17 when I got to college, and I wanted to be a French major and I wanted to be an interpreter. That was my goal. And then I gave it up after I got married and when I went back to Clark University I still could have done it, gone back to school here for French, but I guess I didn't understand what would be involved with it and having to move off to wherever and I was a small town girl so I think I probably wonder what would life have been like if I had stuck with that.

CD: Yeah that's a big change.

ALL: [laugh]

HB: But I don't have any big regrets to be honest. I've always for the most part actually liked the work I did. I didn't always like the politics, but I like the work, the nature of the work. I worked with some great teams over the years, with great people, and I've been rewarded well for it. I'm secure, I'm financially secure now in my retirement so I can't complain at all!

CD: Yeah, that's good.

HB: [laughs]

GP: Speaking of politics, I know you said you didn't enjoy that aspect of but would you consider yourself to have been more politically active growing up?

HB: No, I've become more politically active now.

GP: Now.

HB: Now I'm very politically active. I campaigned for [Barack] Obama the first time around, what was that, 2008 I think?

GP: I think so.

HB: And I campaigned for Bernie [Sanders] in the primaries last time. And I'm probably the most well informed about politics today than I've ever been in my entire lifetime. In fact I have to turn it off because it gets me too upset.

CD and GP: [laughs]

CD: What led you to get so involved in it?

HB: I think back when Obama was running I thought that there were some things going on in the world even then which seem pale in comparison to right now, but I felt like I should do something about the world that I'm going to be leaving to my grandkids, you know? And as my younger grandson is biracial and I have begun to recognize in more recent years the challenges that he may face in a world that—I say he's biracial, but as far as the world is concerned he's African American, he's black, and so he'll face all those challenges. Not that I thought President Obama was going to cure them all, but I did think it was a moment to step forward at the time. And when you start with a little bit then you get more and more involved. So now I'm waiting to see who gets the nomination then I'll hit the streets again...

CD and GP: [laughs]

HB: ...for the Democrats.

CD: That's good.

GP: What other kind of community or volunteer work have you been involved in?

HB: Well, during my working years in Worcester I was involved in United Way [social services organization in Worcester]. Do you mean now, or in the past or both?

CD: Both.

HB: So that was probably my first, at Paul Revere Insurance, which is now UNUM here in Worcester. They were very big in support of United Way and they used to take people actually, that they considered high potential and put them into a role of running the campaign so it was a three-year stint, a three-person committee so to speak. And so the year I headed it, we raised a quarter of a million dollars for United Way...

CD and GP: Wow.

HB: ...through the employees, through payroll deductions. So that was probably one of the bigger ones. Fast forward to now, well I've been retired four years but within a month of my retirement, my mom was diagnosed with a stroke and dementia. So I spent the first three years really mostly caring for her, attending to her needs and her medical care and such, so I didn't do much else besides that. In the last year or so I'm really more focused, to be honest with you, on doing things I've always wanted to do. And I've just moved back to this area in the last two years from Cape Cod so I haven't really gotten involved in too much community stuff with the exception of just voting in town elections and things.

GP: Speaking of your mother, how have health issues for you personally and your family impacted your life as a woman?

HB: Well, health issues of my family members or of me? Affected me specifically by my gender? Or just me as a human being?

GP: Just in general.

HB: Well, I've lost both my parents. I lost my father though very young. He died of alcoholism so that had a tremendous impact on me because I was closest to my dad. He died at age 59 so I was in my early 30s. My mom, like I said, that was a difficult three years. If you know much about dementia, I mean it's the equivalent of Alzheimers basically. So, I guess in terms of how all this has affected me besides obviously the sadness of losing your parents and watching my mother go slowly is I have some cardiac issues now, and there due to stress. I just found out actually last week and I do think that it's probably a result of the stressful life I've lived by trying to be superwoman. Going to school, and long commutes, and family, and work, and then leaving that and then dealing with a very difficult issue with my mom so I think one of the wonderful things available to you in retirement is to start taking better care of yourself. I'm doing yoga a couple times a week and I'm taking courses in meditation. I have a meditation practice daily and my cardiologist that I saw last week said when I told her that, "Well, you're doing all the right things." So, I think it's stressful for women because I still think even today they wear multiple hats and as egalitarian as we would like to think society has come to, correct me if I'm wrong, but I still see the women often times being the one in the control tower making sure everything goes well with the family. And my daughter is kind of following in my footsteps. She's in a career that is sort of taking off now in insurance, but she's now commuting from up here, from Rutland, Massachusetts, all the way to Rhode Island for a job and trying to keep her family going. So, I think it was tough and it continues to be tough to be a mom and a wife and a career person or student or maybe all of the above.

ALL: [laugh]

CD: How do you define success in your life?

HB: Success, I think, is that I have a daughter who is thriving and seems to be doing well and not without the challenges that everybody faces, but she's a loving woman. I shouldn't call her a girl anymore, 30 years old, a woman and a great mother to two great little boys. So, that I'm very proud of. And I think my success is in being a role model sometimes, I think my generation too, and even coming from my family background to put yourself through college and go to law school was a big achievement. I feel proud of that, but I'm most proud of the family.

GP: Based on your life experiences, what advice would you give to women today?

HB: Believe in yourself and don't let anyone squelch your voice. It's too easy, I see little girls thinking that they have to be quieter, to be careful, or not be who they are to try and attract some boy or to be pleasing people or whatever and I just love the fact that the younger generations now seem to be over some of that. It's not like it was when I was a little girl, but it's still there in society. So I say go for it, and be proud of who you are and speak out.

CD: [pause] How old were you when you were allowed to date?

HB: 15, I think, yeah.

CD: Was that different when you had your daughter? Did you keep it around, like...

HB: I think it was around the—well I don't know what she was—maybe she was doing something I didn't know about [laughs] but I think she was around the same age.

GP: Did you notice any differences with that with your younger brother?

HB: I think he had more freedom. Definitely. But it's hard for me to say just because he was so much younger than me and I was out of the house before he became a teenager, so I don't know that I really saw, but I think that it was the typical stuff, the traditional things of not having to worry about boys, you know?

CD: Do you think that the city of Worcester still faces challenges that it did back then or has it changed?

HB: Gender challenges you mean now?

CD: Yeah.

HB: I don't know to be honest, I've only been back here for two years and I lived away for quite a long time [children laughing in distance]. I... that's cute huh [laughs].

GB: Must be kids [laughs].

HB: I don't know if it's unique to Worcester, but I do think that like I said earlier, gender challenges, they're not gone. It's the same thing as people believing racism is gone. Just because we had a black president, just because women have gotten some good jobs or got into things, it doesn't mean that all of the issues have disappeared. I still see men trying to explain things to me even on something I might know a lot more about. I still see evidence of, as an outspoken woman, of that kind of being self assured and having an opinion and a voice is not always taken as well from a woman as it is from a man. I don't think that's unique to Worcester, but I still run into it around here.

CD: Yeah.

HB: Even at my age, at 65, I sometimes have to think to myself, should I speak up? Not that I'm afraid to speak up. I'm not. But it's just do I want to go there again, you know?

CD: Did you see a lot of men talking down to you, like, throughout your career?

HB: I don't know if it's a lot, but certainly some were more so than others.

CD: Yeah.

HB: But I mean, I sometimes prefer talking to younger men, younger generation now because I feel they're more open to listening to you whereas I still find with a lot of guys my age that they want to tell you everything and tell you what to do. My new thing is to try—I'm kind of an impatient person....

CD and GP: [laughs]

HB: ... kind of a type A person, so my new thing is to try and eliminate stress and just chill out a little bit about it, but I really have trouble having to stand there and listen to someone try to solve everything for me and tell me everything to do.

CD and GP: [laugh]

HB: I mean it's on small things like, you know, a neighbor in a place where I used to live, coming by and just giving me these long lectures about whatever the topic was.

ALL: [laugh]

CD: Has religion played a role in your life?

HB: More so when I was younger. I was brought up, well my mom was a Catholic, my father was an Atheist. At that time the Catholic Church required my father to sign a paper to say I would be brought up Catholic and my father [laughs], like father like daughter, he refused. I don't think he cared if I was Catholic or not but he refused on the principle of being told he must sign this. I tell you that because my mother ended up raising us Lutheran which was the next sort of closest thing in Protestant land, so I was raised Protestant and I also practiced Catholicism when my daughter was little. I've drifted away from religion. I'd say I'm more interested in religion. I've just completed courses at WISE in Christianity, Islam, and Judaic Law, Rabbinic law. This is kind of interesting to see the comparisons and contrasts of them. And I'm real interested in Buddhism and Hinduism, so I've studied a little bit of that myself but I can't say I'm anything other than a spiritual person now with a little tinge of Buddhism thrown in.

ALL: [laughs]

CD: Going back to health, did you ever find that you were like, limited on your access to quality and affordable healthcare? You or your parents or children?

HB: No. I guess I've been fortunate working for big insurance companies that have pretty good employer sponsored health care plans and in fact my last company, Liberty Mutual, I qualified to be in what they call their executive health plan at Lahey Clinic [health care clinic], so I still go there, Lahey Clinic in Burlington, because it's a really good place, so I've been fortunate there. So, no, that hasn't been an issue.

CD: That's good [pause]. Do you have any other questions?

GP: I don't believe so. So, why don't, before we end, is there anything else you would like to add that you think would be significant to this project?

HB: Maybe just a suggestion that builds on the point I made earlier about mentors. I think it's wonderful to record all of this for posterity, but I really do think the most value could come for successive generations to have programs sponsored through the academic world that team up younger women with women of different ages so that they can learn from each other. It's not just a one-way street. I think it's important for people of my age to stay young and to try to stay current and to stay involved and feel you've got a purpose and worth even when you're no longer in the work world or you don't have kids. I think there are things that I could learn from and benefit from young people like you. But likewise I think you've got probably all sorts of questions you face, and it's not just at your age, but I mean, even at like the stage my daughter is at, in her mid-30s, to have mentors and people to turn to as she's facing all these challenges at work. So I would just say for the schools to think about how could they facilitate that.

GP: I think that's a great idea. Well thank you so much for letting us interview you and take up some of your time.

HB: Well I appreciate being asked. So good luck in your studies.

CD: Thank you.