
Episode 108 Part 1: Veronica Reynolds kicks off UCLA Cyber Days

Kelley: Welcome to Crypto Token Talk, a crypto 101 podcast exploring how blockchain technology applications like bitcoin, ethereum, and other crypto assets could change the world. Learn from blockchain experts, thought leaders and founders of some of the most innovative companies and world changing ideas of our time. I'm your host Kelley Weaver, CEO of Melrose PR, a leading blockchain communications agency. Thanks for joining us today.

Kelley: Okay, alright cool. I'm here at UCLA cyber days event with Veronica Reynolds, who curated this amazing event. She is one of the co-founders of the UCLA Blockchain Lab and she's a law student here at UCLA. Welcome Veronica.

Veronica: Hi Kelley, thanks for having me.

Kelley: Yeah, so this is kicking off one of our UCLA episodes. We've recorded some incredible content. The caliber of speakers here at this conference has just been superb and the feedback that we have received across the board from everybody who has attended has just been off the charts. Everyone's been, it's been incredibly educational and just phenomenal. So hats off to you and your team for putting together such an amazing event. I wanna learn from you one, how you got into the crypto space and then two, what your involvement is here with this event and with the UCLA Blockchain Lab.

Veronica: So those are a couple questions in there. How I got into this space and then my involvements. I'm actually gonna start with the second one. How I got involved with the Blockchain Labs. I knew I wanted to go to UCLA. I have an undergraduate degree in interdisciplinary media studies from Berkeley. And so I really thrive on meeting people from different walks of life and just different industries and collaborating. And for me coming to UCLA being a law student, I knew that there was an opportunity to research and build community around blockchain, the same way. So all the schools are really close on campus and I wanted to work with other students essentially. And I found that there is a really budding community here and so I jumped onboard with Heidi Pease, Eric Chung, who co-founded the UCLA Blockchain Lab as well. And some other members, Lauren Glasses, Alex Nascimento and David McFadden and Adam Spar. So it's a core group of us and we decided at the end of last fall, pulling towards Christmas. We were gonna do this event. Professor McFadden put together these amazing graphics and the vision was born.

And so we just started curating speakers. We got together and decided not a single person was against this. We were all onboard. No pay to play. We wanted to curate an academic conference to focus on curiosity, growing the space, really in depth discussions of challenges and innovations, and that was the goal. And I feel we really were able to meet that and I'm so grateful for all the speakers that came out on their own time. And flew out here to help us out.

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- Kelley: From all over the world and on the weekends. Sacrifice their weekend and made it--
- Veronica: President's Day weekend. Yeah and we had some great sponsors. Consensus, Swarm and have been really supportive of these UCLA Blockchain Lab. So shout out to them, this would not have happened without them. And then my involvement in blockchain really comes from, really born with school. I have to take a moment for a lot of gratitude for the EC system. I finished my undergrad at UC Berkeley and had a professor there, who taught about the blockchain and bitcoin. It was right after Mt Gox fiasco. Someone asked me the other day, "And you got into bitcoin after that?" But I could really, I was really inspired by the decentralized philosophy behind it. So about a year later, I got my first piece of a bitcoin. My first of Toshi's, I didn't even buy a whole bitcoin at that time. It was like \$600 for a bitcoin. Now that's cheap, super cheap. I wish I could get in at that price again.
- Kelley: That was the price that I got in at too.
- Veronica: I was like, you're overpaying--
- Kelley: \$613.
- Veronica: Yeah.
- Kelley: I'm proud of that fact now.
- Veronica: Yeah, totally.
- Kelley: At the time I thought it was high.
- Veronica: Yeah. And then was just really curious from there. Just started keeping my eye on the space. Reading Reddit, talking to different people who are interested. It's a special person who's into blockchain even now. Curious, not risk averse, willing to try new things and see a future vision, I think a lot of visionaries developed this space. So from there, I was working at the music industry at time. I left Epitaph and ANTI- Records. It was great working there. I worked with a bunch of amazing artists but I wanted to try something new and really challenge myself academically. So I choose law school, which was very challenging. I got what I wished for. There always say be careful what you wish for. I definitely was challenged but it was great and I decided about halfway through my first year that I wanted to focus on issues arising around blockchain. So I just got a lot more involved in the community at that point.
- Kelley: Fantastic. Love it. One of the things I've noticed that's different about this conference verses the many other conferences that I've been to is that it seems to be a very diverse crowd. Was that intentional?

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Veronica: Yes. I'm so glad that you noticed that because we worked really hard to be inclusive. Something I'm really dedicated to is empowering and connecting and collaborating with women in blockchain and beyond. We set up and allotted an amount of tickets that were discounted tickets specifically for women so they could come to the conference, get them involved. We had meetup. We provided food. So we're really proud of that. Someone actually came up and commented on how many women were here. That's a big hot topic right now in the blockchain space and tech with everything that's going on. The MeToo movement. So we were really conscious of that, and we also because a lot of the speakers ... Everyone on the team brought some speakers.

A lot of the speakers Heidi and I brought just from our networks were women organically. We weren't trying to tokenize anyone like, oh you're a woman, we need you on our panel. That's just who we knew. And so we had some real powerhouse women including Rafaela Safar, Kavita Gupta, both from ConsenSys Kathleen Brightman, Sandra Rowe, formerly of the Mercantile Exchange. So it was really, really cool to see them talk about really in depth look at what they're working on.

Kelley: And they're working on incredible things. It's true there are some amazing women in this space during some really impressive things and it's just about, I think at this point recruiting more and making sure that people know that it's not that intimidating although it may seem so. Because I think that that will help us get further along but there's certainly no shortage of amazing women in blockchain.

Veronica: There isn't and women will come up and tell me, they feel intimidated and I really hear that. I don't think it's an intimidating community. And so for anyone who's listening, if you're new and you feel like you ... I think it's hard to jump into something when you have no background of course but the community is really welcoming. We are still, I heard somewhere, I don't know if this is true. I didn't source it. But I heard there were not even in the early adopter space of blockchain and cryptocurrencies. So we haven't even hit that critical mass and we need new ideas. Things will stagnate if we don't continue to grow, educate and innovate. And for that we need people from around the world, from around various backgrounds, gender, identity, everything.

Kelley: What's the plan for UCLA Blockchain Lab moving forward? Do you have other events planned?

Veronica: Currently working on a legal/policy "hackathon" for Barch. And what we're trying to do is bring together the best legal minds in Los Angeles and policy makers to sit down and have in depth 1 to 1 1/2 hour sessions looking into ... We have an attorney coming to really explain what the Howey Test is. This is an attorney who reads a Howey Test every week. And so he has a really good grasp of what that is. But a lot of times we'll be at these conferences and people talk about The Howey Test but skip an element. There's some understanding-

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Kelley: Major law background, you're kinda-

Veronica: Yeah, it's like I heard Kathleen Brightman say today, earlier and I really agree with this. Words matter. They have a meaning. Don't be ambiguous, be clear. And so of course is you being in law school that's obviously very true. And just bringing people together so we can share the understanding and also honestly from a personal point of view, I wanna nerd out on this stuff. And there's not a lot of law students who are really into blockchain that I know of.

Kelley: Yet.

Veronica: Yeah or who, honestly a lot of students, I don't blame them but they don't wanna go study outside their school homework, it's fine. So I'm searching for people to dig in a little deeper. So a lot of that comes from that as well. So that's our next event and we're building an email list so we can share about upcoming events. We're really in an educational phase and what we're also doing is building a process. So companies have been approaching us, wanting to work with us. We have a couple things in the work. I don't know what I'm allowed to say right now, so I won't say anything.

Kelley: We can do a follow up interview.

Veronica: Yeah, but we are building a process that when companies come to us. They can fill out a form. We can vet the project and so that's our next step. One of the things we're working on.

Kelley: Very cool. My last question is about Los Angeles as a place for blockchain in general. I've noticed personally over the past six months, and even more so in the past two months since the beginning of the year that crypto and blockchain are a buzz in L.A. What do you think is contributing to that and have you felt that as well?

Veronica: I mean yes and no. I think anyone who's in blockchain, look there's people who got in, in 2009 or at least with bitcoin 'cause blockchain has been around longer than that. But who got involved with cryptocurrency in 2009, I don't think they feel like they missed the boat. But I think there's just this feeling, even if you got in like around the time I got in 2013, 2014. I'm always like, it's over. It's already done. I missed the boat, every thing happened already 'cause I'm so involved, and sometimes you must the forest for the trees. Everyone I'm around, they know about it.

There's a lot of buzz, but sometimes you can be so involved in a community that you're just the echo chamber effect. And then I realized I'm in my law school, my securities class and our professor is teaching about ICOs, which by the obviously wasn't a topic before. But the Howey Test, he was saying it was like an hour conversation or an hour. Maybe an hour tops part of the lecture and then you move on. Now we spend almost two days on

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the Howey Test. We looked at the Munchee ruling we looked at. Obviously the Howey case and all the controversy around ICOs.

Kelley: Munchee was an ICO that recently-

Veronica: Yeah, so the SCC came down and used them as an example of what is a security. And so the question is, is this a security error to see, is it a utility? And everyone wants it to be a utility. Although more and more people are saying, "Okay, not really feeling so safe with that 'cause the SCC is starting to crack down. Maybe this isn't."

Kelley: The reason, which I couldn't figure out for the longest time why people are so wanting to be a utility so badly is because of the secondary markets. The fact that they wanna trade these tokens on exchanges and so.

Veronica: Yeah so a security. There's a lot of laws around securities like stocks for example. Stock is a specific type of security. A token in cryptocurrency is an investment contract, which is basically a catch all. It's also a security. And the reason that these laws are in existence and again this is not legal advice, is to protect the public from fraudsters. So anyway we're in the security class and he is teaching about ICOs and he says, "Raise your hand if you know what the coin is?" And no one raises their hand. So on the one hand yeah, it seems like there's a lot of buzz but then when I step outside my community, I realize that people have maybe heard of it but that's about it.

Kelley: I've just noticed that there's more and more meetup groups. There's more and more people talking about it and there's more and more startups moving, launching out of L.A.

Veronica: Definitely.

Kelley: Than two years ago when we first started working with GEM and the blockchain was not. People like block what? Bit what?

Veronica: Yeah. There's definitely more knowledge.

Kelley: I feel momentum.

Veronica: Yeah.

Kelley: Is the blockchain lab in conjunction with other academic institutions or is it just UCLA?

Veronica: The UCLA Blockchain Lab is focused on UCLA. There's the Los Angeles blockchain lab, which is connecting students from USC, UCLA, the City of Los Angeles, California. So there's a lot of overlap. And one of the things we may be doing is some research for let's say policy products for example.

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Kelley: Fantastic. Well thank you so much for putting together this amazing conference. For the listeners, the interviews that are to come, you are in for a real treat. Veronica, where can people reach you?

Veronica: Oh, people can reach me-

Kelley: Twitter, LinkedIn or email?

Veronica: Yeah, people can reach me on LinkedIn. Veronica Reynolds or Twitter. It's [@vlectronica](#), I don't know. I guess you'd have to spell that.

Kelley: We'll put it on the show notes.

Veronica: Okay.

Kelley: Thank you so much.

Veronica: Yeah, thank you.

Kelley: That's all for today's episode of Crypto Token Talk. To learn more about blockchain and keep up to date with this fast-paced industry, subscribe at [CryptoTokenTalk.io](#), where you can also find today's show notes. If you have suggestions for topics or guests that you'd like to hear from, please drop me a line on Twitter [@CryptoKelley](#). If you enjoyed the show, please rate and review it on iTunes and share it with family, friends, and colleagues who want to stay up-to-date on how blockchain technology is changing the world. Thanks for listening.

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Episode 108 Part 2: Kavita Gupta of ConsenSys Kicks Off UCLA Cyber Days

Kelley: Welcome to Crypto Token Talk, a crypto 101 podcast exploring how blockchain technology applications like bitcoin, ethereum, and other crypto assets could change the world. Learn from blockchain experts, thought leaders and founders of some of the most innovative companies and world changing ideas of our time. I'm your host Kelley Weaver, CEO of Melrose PR, a leading blockchain communications agency. Thanks for joining us today.

Kelley: Okay. We're here at UCLA Cyber Days event. I'm here with Kavita Gupta, who is the ... I'll let you tell us what you are at ConsenSys. What is your title?

Kavita: Founding Managing Partner.

Kelley: Okay. Fantastic. How did you first get into the crypto space or blockchain? How did you discover this industry, before we get into your role at ConsenSys?

Kavita: I was looking and observing crypto from a distance. My first experience of blockchain came when I was judging one of the MIT Solve pitches. It was a very fascinating solution of refugees identity on blockchain by one of the participating company. I was like, "No, no. This doesn't exist. What are you talking about? You can't have this much decentralization. There can not be a seamless flow of information without government control. Blah, blah, blah." Then, I think I got enlightened about blockchain there.

Kelley: When was that?

Kavita: This was year-and-a-half back. Then I was very fortunate to meet Joseph Lubin, the founder of ConsenSys, at a very small curated lunch by the World Bank in Napa. Two-and-a-half hours later, I was almost ready to go way deeper into blockchain.

Over next two months, every weekend we had conversations about ... or fights, as I call it, about how investment stream has to change to invest in this space. How technologists have created this new way, especially with tokens, which has opened up a whole Pandora's Box for finance and movement of money into the space. But, there is no one who's innovating on how this money has to move.

I think he just challenged me at one point. He said, "If you have so much issues about it, just then bloody come and do it." That's how I ended up at ConsenSys.

Kelley: Wow. Wow. It's amazing. That transition couldn't have been that long between that conversation and your jump.

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Kavita: It took two months. I think it took a lot of people by surprise at my old job, that suddenly I was talking so much about blockchain. [inaudible 00:02:46] a job, and then suddenly, I was like, "I'm doing a blockchain fund." They were like, "What?"

It's been one of the best decisions of my life.

Kelley: Wow. How cool. I want to tell the listeners that Kavita is doing us a big favor, because she's under the weather. She has a very sexy, raspy voice at the moment, so bear with her if she has to cough or whatnot. Thank you for taking this interview.

Kavita: If it's a sexy voice, this is my original voice, then.

Kelley: This is actually how she usually sounds if it's great. Can you explain where ConsenSys sits in blockchain in general? Because, I think that the listener may not know this, but ConsenSys plays a major role in this ecosystem. It's really driving things forward in a very positive way. I'd love, from your perspective, where ConsenSys sits and what the goals are moving forward.

Kavita: ConsenSys is founded by Joseph Lubin, who is also co-founder Ethereum with Vitalik. ConsenSys pretty much the epicenter of Ethereum blockchain ecosystem. The whole idea of Joe started ConsenSys, as I understand, is once they were done with launching Ethereum, the platform, how do you create a movement of all these technologists to start creating applications on top of it? And, provide that application to traditional banks, traditional technology fund, government, for them to really realize the power of what blockchain is.

In a way, yes, it is a for-profit company. But, in a way, it is actually to boost the whole ecosystem and provide application for users across the world to connect with the platform. That's how ConsenSys started. That's where ConsenSys stood. Today, our headquarters is in New York, but we are a truly decentralized company over 28 countries. [inaudible 00:04:44] with 650 people, by now. I'm sure Joe will make it 700 by the time this broadcast is-

Kelley: Last time I heard, that stat was 400, and that was last fall, I think. That's amazing.

Kavita: Yeah. I think there's a joke that Joe has employment contract in his pocket everywhere he travels, and he hires people. No.

Kelley: Well, he's had an amazing ... hiring people like yourself, or bringing you into the team as a partner. But, also just attracting this incredible talent, who is very passionate about Ethereum deeply rooted. I feel like it's a group of people who want to work on this. They don't come to work for the paycheck. They come to work, because they want to change the world, and they want Ethereum to be part of that.

Kavita: I completely agree with you. I've always heard about it, that there are these purist technologists who really believe a technology can change life. Then, they work on it. I

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thought there would be like five of them in the whole world. I ended up at ConsenSys, I'm like, "If it's just five, they're all here." There's 600 of them.

Ethereum blockchain ecosystem, ConsenSys or no ConsenSys, everywhere, even in foundation when you meet them, is just a strong, deep belief that decentralization is the power back to people. Decentralization is the transparency, accountability, sociability, of how our ecosystem should work, and how technology should enable it. I think that's what drives this ecosystem. No money, no fame, no big government contracts.

Those are just the sub-results of the whole movement. That is because government wants to be part of it. They also want to basically scale it to the next level to let the people be part of it from the user perspective. The big traditional companies are following it, because they don't have a choice. If they don't become a part of it, they will be obsolete very soon. So, you are absolutely right on what you said.

I think ConsenSys is so much with the same ... It's very fascinating how Joe, since 2015 to now, 2018, has been able to keep that ethos right at the crux. Now, in last one-and-a-half year, you have people like me who are coming from McKenzie, and Goldman Sachs, and all the names. The choice of the people who come from those space to this are exactly, again, the same people who didn't know anywhere else to go, so they went on a traditional path. They always had this itch that there has to be something more. That's pretty much what define the culture at ConsenSys.

Kelley: Another interesting thing about the people at ConsenSys is that there are so many entrepreneurs within your company. Can you explain what the process is? Because for example, my company Melrose PR, worked with one of your teams, Grid Plus, on a project this past fall.

Kavita: I love that project.

Kelley: Yeah, fantastic team. Amazing project. They're one of many projects within the ConsenSys umbrella. Can you explain how that works?

Kavita: Yeah. ConsenSys has four main pillars. First is venture studio, which where, as Grid Plus, the ideas, which gets incubated at the very early stage. Entrepreneur walks in. They have great idea. They have either great traditional sector experience or the blockchain experience, but they need an overall ecosystem to grow and actually deliver.

We incubate them from first day, bankrolling everything and anything on the project, all the way until they do token launch, have more capital to walk out of ConsenSys. And, ConsenSys usually do joint ventures in these projects, because it's like incubation. That's the ConsenSys venture studio model.

Then, we have our ConsenSys Solutions, which is the enterprise services, which is to work with governments, multi-nationals. Like with the Azure project with Microsoft, with JP

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Morgan. ConsenSys is the official strategic advisor to Smart City Dubai project, so the city of Dubai. Now, we are signing up with one state in India to be their strategic blockchain advisor. That's under ConsenSys Solutions.

Kelley: Wow. Completely global.

Kavita: Yeah. Then the third is ConsenSys Academy, because when you're going to grow so crazily, you need engineers. You need the technology [inaudible 00:09:42]. There's a call-out for all the existing engineers. There's an entrance exam. If they make the cut, they come under the program. Then, they go through this one week to six weeks training, based on how the course is structured at that time. They learn how to code in blockchain.

Then from there, lot of them, around 50 to 60% of them as I understand, get absorbed by ConsenSys. And, lot of them go and start doing their own projects, which then either sponsored by ConsenSys or in the ecosystem.

The fourth is ConsenSys Capital. ConsenSys Capital has, again, four main different sub-articles. One is asset management, which is still working around. We still are working on launching a product.

Second is tech diligence, which is smart contracts, auditing. We have some of the best around the world. It is a really decentralized team, because they're all over the world. There's protocol engineers, who does audits on the smart contracts for any product and any projects in the ecosystem.

Then, we have Token Foundry, which launches tokens, design tokens, due diligence on them, does smart contract auditing. Then, the marketing and everything. The whole ecosystem of ... Excuse me ... of the token ecosystem, which is led, my personally a friend, and somebody I really feel is so credible. Harrison Hines does Token Foundry.

Kelley: The audit thing is not even in the ConsenSys ecosystem? All tokens?

Kavita: They also take external projects, which they find a really game changing in the ecosystem. I, unfortunately, don't want to speak on behalf of Harrison, but they have done some really big projects and launch. Which is not ConsenSys project. Once again, I'm going to take a break.

Kelley: Oh, no problem. Poor thing.

Kavita: Yeah. I need ...

Kelley: Don't worry. This is fascinating.

Kavita: Thank God this is happening in this room, and not on the stage. Somebody must be like, "Call 911. She's dying."

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Kelley: So fascinating.

Kavita: I've been traveling continuously, and I was getting Purell in my hand when I was in China. Everything went fine. I landed in San Francisco and feel sick. Like, "Shit."

Kelley: We were just in ... What did you say? Lisbon?

Kavita: Lisbon was amazing. I think I landed in SF, and I took a domestic flight, and United did it for me.

Kelley: Wow.

Kavita: When I came to L.A., I just started feeling it only yesterday.

Kelley: Yeah, you need to rest. It is hard being on planes all the time. I got sick twice this past year, kind of like this, a head cold. I get sick, knock on wood, very rarely. I got sick in August for four days straight. Then, I got sick again in September. I was just like, "Okay, I need to pump the brakes on the travel." Because, it's not good for your body.

Kavita: I think it's also-

Kelley: The sleep schedules, too.

Kavita: I don't have a sleep cycle anymore.

Kelley: No. I just sleep when I can.

Kavita: Yeah. When I see a bed, my body is like, "Oh, a bed. You going to sleep." Yeah. I think I'm ready.

Kelley: Okay. I'll let you pick back up where ...

Kavita: Token Foundry takes lot of projects which they feel are very complimentary to the ecosystem. Then, they do the whole process. Said that, they're also, of course, as a ConsenSys they're also available to every ConsenSys spoke whomsoever wants to work with them.

Kelley: Fantastic. A couple questions as we wrap up.

Kavita: We forgot Ventures. That's what I lead.

Kelley: Oh, goodness. Yeah.

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Kavita: The last sub-article under ConsenSys Capital is ConsenSys Ventures. The idea behind was the ecosystem, now, has grown so much that every idea can not be incubated within ConsenSys. If we find a team where we don't need to support the way we support our internal spokes, whether it's [inaudible 00:14:21] giving them technical resources, sitting with them on every weekly basis about providing deep brainstorming sessions on different point. But, now the teams are able to do it externally, because they have the holistic team together. How do we still provide the deep ecosystem support to them? That's how ConsenSys Venture started.

We do both equity and token investments. And, precede and seat state. We usually lead the round, and take advice [inaudible 00:14:56] both seats on the companies.

Kelley: Very cool. In terms of ... Uh-oh. Here we'll clap again. I can ask you what question you want me to ask. One is about what you're excited about, about 2018 in general, for the ecosystem. Then, the other is about diversity in blockchain in general. I've met so many amazing extraordinarily talented women. But, how do we recruit more?

Kavita: Please send them my way. I'm trying to find them.

Kelley: There are some.

Kavita: Yeah, yeah, yeah.

Kelley: Do you want to talk about both of those things? Or, do you want me to pick one of those questions?

Kavita: Yeah, let's do it.

Kelley: Okay, great. This is fantastic. I'm so happy to learn about the four pillars of ConsenSys. You guys are involved in all different stages, and it's fantastic.

What are you excited about? 2017 was a remarkable year for this industry. We definitely got a lot of mainstream attention which was, I think, overall a net positive. Because, we've gotten people hooked and involved. Where do we go from here? What are ConsenSys's goals for this year?

Kavita: I think we just have to ... Sorry, as soon as you ask me a question, it's Michelle Obama's quote coming, "We keep on going high and up." Every growth at ConsenSys happened organically. There was a gap in the market. There was a question asked. There was a demand put by somebody, and a new spoke came up or a new circle came up. I think that's how we are looking.

I can say from Ventures, a lot of our spokes are going to go on main net this year. I think, for Joe, probably, it's going to seeing the baby actually being out in the market.

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Kelley: That's exciting. That is exciting.

Kavita: It's going to be super exciting for ConsenSys later this year.

For Ventures, lot of our products will also go on the main net. One of our portfolio company, Quanstamp, which I'm a huge fan of, is already on DeskNet. Hopefully, by the end of 2018, going to be on main net.

We have another company, Ink Tokens, list [inaudible 00:17:05] which, hopefully, will go start getting a hold reputation shopping mechanics out there for people to start connecting, as an individual user, what blockchain means. And, what are the rights they get back.

On the other side of ConsenSys, I think there's going to be more Academy programs, so more engineers in the ecosystem.

Kelley: I love that you're doing that. I think that's so needed.

Kavita: It's so needed. There's going to be more big announcements on the government side. The European Union announcement just was recently made that now we are the advisor to European Union on their blockchain projects. Joe was there and we had the big announcement. I think the India announcement is going to be next big one. There are going to be couple of them in a very recent future. I don't know how Joe is going to do it, but there is going to be lot of big announcement and lot more work to be done.

I think the one thing which I'm super excited and looking forward to, is what Vitalik is going to unveil on Ethereum. I think all of us are going to be waiting for that.

Kelley: Is Joe very much working hand in hand with Vitalik? What is the relationship there with the platform itself of Ethereum?

Kavita: Joe and Vitalik are very friendly. They do talk, and brainstorm, and gets on the call when it comes about the deep co-technology on Ethereum. Vitalik has no direct or indirect stake on ConsenSys, because it's a for-profit entity.

But, when it about questions on and spooling, and all those things, I have heard and I have seen Joe not only being on the calls for the foundation. But also, I think, using our ecosystem to see what the best brains we can ask them to recruit with foundation. And also, what else can we do to support the whole foundation movement on open source projects and getting the right messaging on the educational space.

I think philosophically and anything for the ecosystem, Joe and the whole ConsenSys is always there. Vitalik is just visionary. I don't see any bad blood. In fact, that is not even-

Kelley: It sounds a symbiotic relationship.

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Kavita: Excuse me. It is. I also see that Vitalik wants to ... I understand if Vitalik wants to state, always, that he's not part ConsenSys, which he's not. But, all of us are part of Ethereum, and directly or indirectly part of Foundation. Yes, we are always there for whatever we do. Supporting the first Devcon, to all the way, now, helping them recruit more people, helping them structuring things. Or, with the new Foundation, which is coming out, which is going to start giving grants to open source project on Ethereum. Supporting them all over is what we are super excited about.

Kelley: One thing that you just mentioned, Devcon, reminded me that ConsenSys hosts the Ethereal Summit conferences.

Kavita: Yes.

Kelley: Oh, my goodness.

Kavita: May 11th and 12th, 2018, in Brooklyn, New York.

Kelley: I attended the one in San Francisco recently, and it was just phenomenal. You did an amazing job. There was art. It was stimulating. Everything was run so smoothly. There was an incredible mix of diversity. There was women and men on stage. There was women and men in the audience. The overall feeling was it was friendly to communicate with people. It was just done so exceptionally well. It set a whole new bar.

Kavita: Let's give a big shout-out to Amanda Gutterman, Sara, and Jessie, the three people who really put it together, led it. I don't know everything, but whatever I know about how they're thinking, or how they are putting panels and curating staff for May 11th and 12th, I am so looking forward to it.

Kelley: I can not wait. Yeah. It really was a whole new level of ...

Kavita: It also matters how Ethereum community is. How collaborative, how open, and how ready to work on one bigger goal, which is this utopia of decentralization. I think I have to give even a bigger shout-out to Joe, because that's this whole culture, at least at ConsenSys, is coming from him. This is just how he is.

Kelley: It feels very inclusive.

Kavita: Open, personable, ready to help, ready to also answer your stupidest question on technology, which has happened with me. And, collaboration and putting everything together, and just stay focused on the bigger goal. I think ConsenSys has done a very good job there.

Kelley: Last question is, in the spirit of collaboration, I've met so many talented women who are working in the blockchain space, but it still feels largely white male dominated. How do you

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think that we move forward and get more diversity? What message do you have for people who are, maybe, intimidated to get involved?

Kavita: My first difference of opinion would be, it's at least 22-year-old white male dominating. Not 50-year-old. They don't need to man slap, you can just slap them back. Coming back to the seriousness of the question, no, I think we are seeing the changes. I am so surprised ... ConsenSys has this Women in Blockchain projects and Slack channels, and lot of things going around the world.

Said that, we need more. I am hiring for four positions. One is Operation Analyst. Two for Tech Diligence. One for a VC of investment side. For Tech Diligence, I didn't even get one woman application. In my head, I was like, "I want to." Again, I want to give a full respect to women candidates. I would not hire them just because they are women, right? They still have to be really good and get it on their merit. They would, and I think they would do way better, from my own personal experience. But, the unfortunate situation is I did not get a single application.

Kelley: I think it's intimidating. Tech, or ... I don't know why, but-

Kavita: There are so many women engineers out there. Honestly speaking, I've been looking at this. I spoke about this at MIT Enterprise forum. I spoke about it at HBS. I'm trying to speak about it everywhere I go. I'm like, "Hey, I come from engineering and finance background. Yes, I'm working in Ventures, but I'm doing deep diligence on technology. I am trying to hire. Where are you guys?" There are lot of opportunities available.

I know it's just not me. Lot of my peers and colleagues in ConsenSys, from spoke to Token Foundry, to other Venture investment groups, are all so excited to have more women engineers and more diverse groups coming in. But, we are finding it difficult to even interview them. So, anyone who is listening who thinks that they should be helping ConsenSys Ventures to do deep technical diligence and help us form our decisions on why we should invest in this company, please contact us. We are in dire need of help.

Kelley: Fantastic. How can people reach out to you?

Kavita: If you are specifically looking for Ventures, Ventures@ConsenSys.net. It has that whole team. If you are looking for a broader group of people, which could be Token Foundry, it could be spokes, it could be something, then we have ConsenSysVentures@ConsenSys.net. Then, we always at info@ConsenSys.net. Believe me, we have dedicated people going through every mail, which comes out info@ConsenSys.net, because we also don't want to lose anyone who is amazing.

Kelley: Great. Well, we'll put those links in the show notes, as well. Thank you so much for your time. This is fantastic. I really appreciate it.

Kavita: Thank you. Thank you for having me.

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TALK

Kelley: That's all for today's episode of Crypto Token Talk. To learn more about blockchain and keep up to date with this fast-paced industry, subscribe at [CryptoTokenTalk.io](https://cryptotokentalk.io), where you can also find today's show notes. If you have suggestions for topics or guests that you'd like to hear from, please drop me a line on Twitter [@CryptoKelley](https://twitter.com/CryptoKelley). If you enjoyed the show, please rate and review it on iTunes and share it with family, friends, and colleagues who want to stay up-to-date on how blockchain technology is changing the world. Thanks for listening.

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