

12:01:41 From saras : Hi everyone. Sara from UK here
12:01:53 From Stewart Mennin to All Panelists : Mary- how do we find the facebook live session?
12:02:52 From Olga Yiannakis : "looking at them as patterns not problems" - & the container is changed!
12:04:47 From Mary Nations : Stewart - it is on the Human Systems Dynamics fb page
12:06:34 From Royce Holladay : Please feel free to type into the chat space...comments, questions, insights, etc. s
12:06:44 From John Murray : Hello everyone! Calling in from sunny St. Paul, MN!
12:07:25 From erica to All Panelists : hi guys!
12:07:36 From EmilySeddon : Hi! Emily from the Twin Cities here!
12:08:26 From erica to All Panelists : Erica from Jhb here 😊
12:09:00 From Royce Holladay : As you make comments, please be sure the dropdown box over the typing space is set to go to all panelists and attendees. Or you can drop down and send a message to individuals on the list.
12:09:41 From erica : noted.
12:10:56 From Olga Yiannakis : "How do we show up with equal voice & influence?"

How often do we actually contemplate this in our interactions with people?

12:11:22 From Jennifer Jones-Patulli to All Panelists : No comments on FB
12:11:23 From Lynette : "Stories help us reach a common understanding of how abstract concepts like exclusion etc. become real for people"
12:11:36 From emily : what about marginalized voices being placed at forefront (purposefully)?
12:12:20 From shelly hossain to All Panelists : how do we understand the different generational experiences
12:12:26 From Olga Yiannakis : If we changed our mindsets to consider these questions, how richer would our exchanges be?
12:12:28 From Stephen Bosacker : What about the people who show up with strong group-cultural identity and lack cross-cultural experience?
12:12:52 From erica : I have tried to introduce the concept of "share power, share voice, share identity". I found that people just could not relate to it. Too wordy as our motto for engagement. I am still not sure if they just don't want to here or see the potential of this motto.
12:13:00 From brenda : How can we overcome the issues of unconscious bias (regarding how can we all show up with an equal voice). Intention is obviously not enough. What is?
12:13:02 From Royce Holladay to erica, All Panelists : Or if you want you can talk with us...I just wanted to be sure that your voice (and others) are being heard?seen
12:13:23 From Karyn Sciortino Johnson : Equal voice is not necessarily equity. Equity might mean that the voices at the margin do take up

more space for a season until there is equal voice.

12:13:31 From Mary Nations : interesting, Erica...wonder what context would help

12:14:50 From Samantha Sherrod to All Panelists : I agree, Karen. I am struggling with the description of equity outlined here.

12:15:00 From hessl02 : and not apolitical and thus, it's important to center on the margins and an analysis of power.

12:15:54 From Karyn Sciortino Johnson : yes.

12:16:00 From Olga Yiannakis : i think we get overwhelmed when we are not sensitive & responsive to the relevant difference ... we spend too much time trying to take in any & all difference.

Love the cheetah analogy!

12:16:33 From erica : the intensity of the engagement is magnified by all the layers of identity we carry. it is particularly difficult to keep the eagle eye and stand in inquiry when we have these difficult cultural conversations.

12:17:04 From Jennifer Jones-Patulli to All Panelists : nothing still on FB

12:17:58 From Catherine Fouchi : In my work place we are trying to diversify and be more reflective of a younger population in our state. Our work "culture" is very heavy to the white, male, Euro/American group. Even when we consciously try to provide opportunities to build diversity and inclusion, I think we are not as successful as we could be if we thought about this issue differently.

12:20:35 From James to All Panelists : How can we know what the "relevant differences" are, particularly in new environments, or as 'outsiders'. And how can avoid making assumptions here?

12:22:46 From Royce Holladay : catherine, good point. Thinking about the patterns you see rather than thinking of diversities a problem...How might that reveal something different to you?

12:24:01 From EmilySeddon : Interesting that the Rules for Inquiry seem to get at moving us past the bottom few stages

12:24:21 From Laura Williams : Nice reference Emily

12:25:10 From Juanita : So when people say they "don't see colour" it is denial?

12:25:32 From Ivana to All Panelists : Once I talked to a colleagues about inclusion and exclusion, and we agreed that "including power excludes authority" ..

12:25:54 From EmilySeddon : Interesting perspective Juanita, I was thinking it might be minimization?

12:25:59 From emily : or minimization maybe?

12:26:02 From Catherine Fouchi : Royce, I am seeing different results from the same process in different locations/situations, so I am thinking that the people interactions in each situation may be a huge determinant.

12:26:04 From Royce Holladay : Rules of Inquiry: 1) Turn Judgment to inquiry; 2) Turn disagreement to shared exploration; 3) turn defensiveness into self-reflection; 4) turn assumptions into questions.

12:26:28 From emily : "it's there...but it doesn't matter right?"
wrong!

12:26:30 From erica to All Panelists : intercultural development
inventory to assess where other people are and how you should engage
with them.

12:26:43 From EmilySeddon : Thanks Royce, I didn't have them handy to
copy and paste!

12:26:46 From Mary Nations : Juanita - yes, I think it denies a part
of the person of color's experiences, and and of their full self

12:26:48 From Royce Holladay : Absolutely, Catherine...That's why
inquiry is so critical. You have to respond to what's there...

12:27:06 From Jennifer Jones-Patulli to All Panelists : Mary will
watch FB of second half of LVW.

12:27:07 From emily : i like this idea of being sensitive AND
responsive

12:27:45 From Royce Holladay : Emily, I se it as a great reminder,
that its about seeing and doing.

12:29:02 From Juanita to All Panelists : Where would cultural
appropriation fit in ?

12:29:52 From Jacob Cortez : As far as not seeing color, we have this
issue in education. Our teachers who say they teach everyone the same
and do not see color/gender/poverty may do a disservice to our
students and miss the opportunity to teach the child as individuals.

12:30:35 From Juanita to All Panelists : I completely agree, Jacob.
it speaks to equity as well.

12:30:40 From Royce Holladay : Jacob...that's so true--and all that other
differences that children bring to school with them...right?

12:30:58 From Mary Nations : yes, Jacob - hard to deny someone's
difference that makes a difference to them, and to have that be ok in
your relationship

12:32:01 From Bhav to All Panelists : <https://www.caux.ch/programme>

12:32:30 From Ian : Even in adaptation, how does one ensure that one
avoids judgement - expecting someone to behave in a certain way
because of their culture - which is the basis of ethnocentrism.-

12:32:36 From Jacob Cortez : Absolutely. We are driving cultural
sensitivity discussions in our district now. You can "see" a student
without offending others.

12:33:28 From Stephen Bosacker : A continual challenge for any of us
seeking to serve diverse individuals and groups is the time and
ability to get to know what is important to them. Navigating this
challenge while seeking to do your job (as in teaching) is difficult.
Expectations and needs can quickly contribute to the relational-work
dynamcis.

12:33:39 From Royce Holladay : Ian...great question...is it about
inquiry...and asking for others' feedback and support--opening dicussions
about the issues?

12:34:19 From Ian : For me, the key is about recognizing
individuals...

12:35:28 From Catherine Fouchi : This IDI continuum is being used in
our state in some training. I think it was very surprising for many

Euro/americans in the group, including myself, the place that we were in the continuum. Many got a bit defensive.

12:35:37 From saras : Recognising individuals but as voices of the system

12:35:48 From Veena Singaram to All Panelists : greetings all. My question is how or what can we do to move people from denial to adaptation

12:36:00 From Mary Nations to All Panelists : no fb questions

12:36:03 From Olga Yiannakis : Let's dive! I'm in suspense! ;)

12:36:08 From Ian : I teach students in healthcare to consider every interaction to be cross-cultural; at the very least, there will be a difference between "professional" sub-culture and patients.

12:36:14 From ResilientResetNow to All Panelists : Hi. Any best practices on how to be optimally adaptable?

12:36:33 From Sarah Bond to All Panelists : I can see the relevance of IDI to all differences not only cultural differences - very useful

12:37:17 From Lynette : I agree with you Ian: culture may not be obvious

12:37:31 From Ian : But I do like this IDI continuum, which I had not seen before.

12:38:14 From Donna Bivens : I keep lost Glenda a couple of times. Did anyone else or is it y connection?

12:38:22 From Olga Yiannakis : We can connect by just smiling at each other :))

12:38:35 From Catherine Fouchi : Yes, most people in the training that I took did come around to seeing the reality of the continuum and used it as an indicator on where they can do some work.

12:38:48 From Juanita : It happens to me as well, Donna

12:38:59 From Royce Holladay : I agree, Ian. You consider the needs of the individual...Using inquiry. That's also a way to invite others into a engagement. rather than relying on a "culture"

12:39:37 From Royce Holladay : @Juanita and @Donna - I am not losing her...so hopefully the recording will have the gaps filled for you.

12:39:39 From Mary Nations : I love these questions even when we cannot address all in this hour...just a heads up, Jen Jones-Patulli and I will run an adaptive action lab on diversity and inclusion in late August/early September - would love to have you join us for deeper dives in what HSD offers into this important work <https://www.hsdinstitute.org/learning-opportunities/adaptive-action-labs/diversity-inclusion-adaptive-action.html>

12:40:41 From Royce Holladay : Yes, the lab they are offering will be online-but all will have voice-and you can work on your individual questions and challenges. It'll be great! I plan to be there.

12:41:15 From Ian : sounds good Mary

12:41:23 From emily : what about the emotional labour of those who have to answer the questions in our "cluelessness"/or are asked to represent their culture (in an assumptive way)

12:42:31 From brenda : Oh - good questions emily!

12:42:37 From erica : the emotional turmoil that these conversations generate is exhausting. taking care of emotional capacity during this

processes are key.

12:43:40 From Laura Williams : Example of identifying a difference that makes a difference that has been significant: In our business' work with youth, students, etc. one of the differences that we see makes a big difference is the thickness of their web of support—the number and depth of connections that young people have with caring adults (from their perspective)—and if it's the web they need. We often say, "there is nothing as unequal as the equal treatment of teens from unequal webs of support" which gives us new options for action than only focusing on other categories we often look at.

12:43:43 From Ian : Emily, this indeed reminds me of a black student who turned to a group of white students (who were in the majority) when they asked him something and said, I get tired of explaining over and over again yet nothing changes.

12:44:18 From Olga Yiannakis : Great questions, Royce, to contemplate our own inner perspectives:

"What is the tension I'm feeling right now?"

"Where am I standing right now?"

12:45:19 From John Murray : +1 Laura re: the importance of an existence or lack of a web of support

12:45:30 From Mary Nations : love that deep insight into support of the individuals you work with, Laura

12:45:56 From Royce Holladay : Ian, how can we help those in who have privilege in a system understand that our privilege does not extend to continuously asking the "other" what to do...

12:46:48 From Ian to All Panelists : Indeed ...

12:47:54 From Royce Holladay : How can I remember that myself?

12:47:56 From Mary Nations : Ian – this silence was powerful for a press conference <https://ftw.usatoday.com/2018/06/nfl-eagles-malcolm-jenkins-white-house-cue-cards>

12:49:52 From Olga Yiannakis : Brene Brown:
https://www.ted.com/talks/brene_brown_on_vulnerability

12:50:06 From John Murray : Yes Mary

12:50:40 From saras : Why I'm no longer talking to White People about Race: Reni Eddo-Lodge. Illuminating read

12:51:13 From Royce Holladay : Thanks, SaraS.

12:51:54 From Ian : Thanks, will check out the links afterwards – copied and saved them.

12:52:25 From erica : what can I do in this space to be more useful to you at this point. being vulnerable is key.

12:52:49 From Olga Yiannakis : Love that, Erica!

12:52:50 From Royce Holladay : Another critical pair of questions: "So what do I need to know?" "Now what can I do to change my behavior?" "Now what can

12:53:07 From Laura Williams : LOL...so true! Self=Deep mystery ;-)

12:53:34 From Donna Bivens : As always the AA questions are so helpful. I think what has me struggling is the individual/ interpersonal orientation. The larger containers are what stump me the most most in the work now. I missed the first part so that may have

been addressed in the beginning.

12:54:16 From Ian : Vulnerability – so vital, so hard! Thank you

12:55:43 From Harriet : Much of my own reflection right now is on how much I have been changed by living in other cultures for many years and why I struggle so much with returning to Canada and feeling “Other”. Are others dealing with something similar? How to turn this into self-knowledge and apply it?

12:56:27 From Juanita : <https://youtu.be/18zvlz5CxPE>. What does my headscarf mean to you? Yassmin Abdel-Magied

12:56:29 From Mary Nations : perhaps the speed of response in small versus large container varies? what can *I* touch now...

12:57:56 From Mary Nations : Harriet – I do not have the same experience but was recently reading about this feeling of staying in “other”...now if I could just remember where it was...

12:58:08 From Ian : Harriet, I can identify – I have felt the same moving into the Western Cape, South Africa.

12:58:58 From Olga Yiannakis : I love that – “The things I can not do, I will not fall victim to”. Thanks Glenda for the reality check

12:59:15 From Royce Holladay : Harriet, I have experienced this in a much smaller scale...and I am learning to try to stay in inquiry...How do I adapt wherever I am? But I am not really great at it yet...

12:59:20 From Stephen Bosacker : Fredmund Malik identifies that top leaders in organizations are in a position to make big differences when change is needed. If/when they don't act well in some situations opportunity to change can be missed.

12:59:20 From Mary Nations : I find being “other” a fascinating topic, as I can relate to it on different levels, and see it affecting friends, family.

13:00:28 From Royce Holladay : I wish we could realize that we are all “others” just that some of us are different kinds of others....

13:00:34 From Laura Williams : Working to change institutionalized patterns takes all hands on deck–individual actors, policy changes, etc. The gift of HSD to me in similar work is to see how these strategies interact and how to notice the opportunities for wise action that this moment in front of me/this group/whatever might hold..wherever the place/stance/scale in the larger issue we may be standing

13:00:48 From Harriet : I’m also aware that claiming ‘other’ status can be a personal assertion of power, or an identity claim

13:01:07 From John Murray : Lots of wisdom here – thanks to all for the engaging chat space. Lots to learn!

13:01:47 From Ian : lots to think about – thanks everyone

13:01:52 From emily : thanks every(one)!

13:01:55 From Royce Holladay : I am feeling so grateful to all the questions, comments, insights, sharing...Thank you for the generative chat space today.

13:02:04 From EmilySeddon : Thank you all!

13:02:12 From Harriet : I enjoyed my first webinar – thanks everyone

13:02:16 From Mary Nations : Harriet – in our lab in August we will explore identity, power, and voice – part of the generative engagement

model

13:02:18 From erica : stimulating discussion – thank you everyone

13:02:19 From Donna Bivens : Thanks for that last part. I feel much more confident about using AA. I think I need to offer the larger containers those 4 in the particular experience in thinking of.

13:02:24 From Catherine Fouchi : Thanks!

13:02:27 From Stephen Bosacker : Thank you all! This is rich.

13:02:27 From Olga Yiannakis : Thanks everyone, lots to ruminate on

13:02:33 From shelly hossain : thank you everyone

13:02:36 From Chris to All Panelists : Thank you!

13:02:42 From Elva Castaneda de Hall : Thank you, Glenda, Royce, Mary, Jenn and all!

13:02:43 From Laura Williams : Great conversation. Thank you Glenda and all!

13:02:52 From Mary Nations : thanks all!

13:02:56 From Juanita to All Panelists : food for thought, thank you

13:02:56 From Helena : Thanks to everyone!

13:02:57 From The RE-AMP Network to All Panelists : Thanks everyone!

13:03:05 From Stewart Mennin to All Panelists : thank you all

13:03:10 From saras : Great webinar. Thanks all. We can get better at this stuff