

## **Live Virtual Workshop | Find the Energy in Difference Chat Transcript 01APR21**

12:01:23 Oluf Nissen: Oluf in San Jose, CA.

12:01:39 Paul Tevis: Boo!

12:01:43 Laura Williams: hahahah

12:01:49 Marie Pace: Hello friends in Cohort 58 and everyone. Greetings from Connecticut!

12:01:52 Jen Heeg (she/they): Lol you got me:)

12:01:52 Jen Steen: nice

12:02:49 Bridget Kelly: Hello all! Bridget in Port Townsend, Washington, USA

12:03:04 Nicole Scherer: Nicole from NYC!

12:03:06 stacy becker: Hi all! I am Stacy in Jersey

12:03:09 Cheryl Green: Greetings! Cheryl in Memphis

12:03:13 stacy becker: New Jersey

12:03:16 Corina Castro: Hello from Brasil

12:03:22 Rick Thomas: Rick here from Tsawwassen, BC. Hello everyone!

12:03:25 Janice Jaguszewski: Hello Everyone! Another beautiful day in Minne, MN, US

12:03:28 Antonella Pagliarani: Hi, Antonella from Milan, Italy

12:03:30 Shelly Hossain: Hello 1 Shelly from London UK

12:03:31 Janice Downing: Good day from Minneapolis to all of YOU! Janice Downing

12:03:42 Janice Jaguszewski: Hmm... Minneapolis, MN

12:04:52 Wendy C. Morris she/her: Hello all - Wendy calling in from Minneapolis, Minnesota - Dakota homeland / original name is Mnisóta Makhóche

12:09:20 Stewart Mennin: Hello, Stewart in Sao Paulo

12:12:11 stacy becker: What a beautiful story Glenda

12:12:36 Janice Jaguszewski: He must have been a very special man

12:13:06 Carol Wickstrom: Yes, Janice, he was special in many ways!

12:13:23 Royce Holladay (she/her): He was, Janice. And he never lost that resonance with music and other beautiful patterns. He didn't always cry outloud, but he did emote!

12:13:58 Jayne Fleener: There are interesting paradoxes of touch when you touch hot and cold and end up having trouble discerning which is which.

12:14:15 Royce Holladay (she/her): Great example, Jayne.

12:14:23 Charles Lee: Engage with what is different, hear it, like it was music

12:14:47 Royce Holladay (she/her): Interesting comment, Charles. What a way to think about difference.

12:15:58 Jayne Fleener: hot and cold becomes a difference with your body, not with each other external to you.

12:16:48 Royce Holladay (she/her): Thanks for the clarification, Jayne.

12:21:11 Jayne Fleener: I love your metaphors, Glenda - A different key for a different storm.

12:21:15 Meg Hargreaves: At work, we are working with a consulting firm that talks about the "differences that make a difference" and they have an equity framework that looks at your unique and different qualities and to look at those of others and to think of actions that see the differences as positive (acceptance) and not as negative (polarizing). Maybe they learned this from you all!

12:22:01 Laura Williams: Meg—that does sound very HSD-like!! How fun for you!!

12:22:40 Royce Holladay (she/her): I love that point, Meg. Sometimes we pay attention to differences that don't matter so much in the larger picture....

12:24:03 Alicia Rule (she/hers): Can anyone fill in the blanks? Types of containers were what again? Magnets, affinity... and?

12:24:27 stacy becker: boundaries

12:24:27 Sharon Matthias: boundaries

12:24:38 Alicia Rule (she/hers): Thank you!

12:24:42 Royce Holladay (she/her): Thanks

12:24:50 Royce Holladay (she/her): Sharon and Stacy for responding

12:25:15 Dr. Antonia Wilcoxon, Equity Strategies, LLC: cultural groups traditions

12:26:27 Charles Lee: Inquiry as a condition for generative difference

- 12:26:43 Amber Peterson: I need to jump on another call... thank you Glenda and Royce for this conversation and space! All, take care of yourselves and others!
- 12:26:58 Royce Holladay (she/her): Exactly, Charles!
- 12:27:12 Laura Williams: Interesting Charles...does inquiry = permeability?
- 12:27:52 Jayne Fleener: reparations - good example of where we may need to think of lots of different approaches
- 12:29:50 Stewart Mennin: Differences between vaccines and covid 19 are generative. And sometimes the differences of covid and the immune system can be generative and also can be destructive. Conditions-hmmmm!
- 12:30:02 Janice Downing she/hers: What are some of the benefits for small, impermeable and solid?
- 12:30:12 Dr. Antonia Wilcoxon, Equity Strategies, LLC: It cannot be either or, we need to embrace both/and
- 12:31:27 Moon: accountability, clarity, security, safety - small containers
- 12:31:30 Royce Holladay (she/her): Sometimes I wonder about both/and—it's not really possible, but how can we make the decision about how much of which one? It's hard to think about sometimes.
- 12:31:55 Marc Elosua: protocols in emergency room are small permeable solid containers, right? no much room for improvisation but fit for function to the purpose they serve. Is it?
- 12:32:12 Wendy C. Morris she/her: I'm hearing another tension: the need for shared/normative definitions so we know what we are talking about (race/ equity/justice/ reparations) < -- > the need for multiplicity of definitions that reflect multiplicity of perspectives/social positioning so we can use what's fit for function
- 12:32:52 Leslie Patterson: I think that's a useful example, Marc!
- 12:34:17 Royce Holladay (she/her): Great example, Wendy...
- 12:34:46 Wendy C. Morris she/her: @Antonia — and "which one when"?
- 12:35:21 Royce Holladay (she/her): Right, Wendy, thanks for the expansion.
- 12:36:24 Royce Holladay (she/her): Rules of the game, etc.
- 12:36:47 Jayne Fleener: Even within a football team, well defined differences (quarterback, defensive back, center ...)

- 12:36:55 Mary Nations: nice, Wendy. I just came across this artistic view of what can be in the middle: [Gradations Are Soothing](#) There is no fee for substituting one participant for another with the artist's note "When we gradate the boundaries between two polarized things, the two become smoothly connected. By blurring the various boundaries, we can find complexity, diversity, and richness of information."
- 12:38:18 Dr. Antonia Wilcoxon, Equity Strategies, LLC: When doing community engagement, there are perspectives expressed. They enrich the discussion, though eventually I need to organize themes that emerge. Differences eventually do find similar containers among containers?
- 12:38:20 Royce Holladay (she/her): Thanks for that, Mary. I am going to think about it..
- 12:39:28 Cheryl Green: Interesting note on black colleges - they are time bound. There is clarity and awareness that you will enter into another container in the future. Some of the experience is steeped in learning and understanding the practices, habits, behaviors relative to the known differences in the future container.
- 12:39:48 Royce Holladay (she/her): Right...Antonia, when you zoom in, what was a difference becomes a container....Children in the crowd. When you zoom in Children can become the container with differences of gender age size, interests, etc.
- 12:40:09 Marie Pace: Wondering about differences that are perceived by some but not others. I'm thinking about my listening to music with my musician husband and the patterns he can hear that are lost on (non-musician) me.
- 12:40:18 Royce Holladay (she/her): Cheryl, what in interesting insight. Thanks for sharing that...very helpful.
- 12:40:36 Dr. Antonia Wilcoxon, Equity Strategies, LLC: Royce, thanks!
- 12:41:08 Royce Holladay (she/her): So Marie, how do you navigate that difference? Some of us can see/appreciate patterns that others cannot....how can we navigate that.
- 12:41:30 Dr. Antonia Wilcoxon, Equity Strategies, LLC: The myth of the salad bowl? We have evolved to valuing differences
- 12:42:12 Leslie Patterson: @Cheryl. Thanks for that example .. . so to think about differences over time, or from one time to another adds another layer of complexity, no?
- 12:42:54 Cheryl Green: I think so

- 12:43:48 Jayne Fleener: Minimizing difference denies difference - great example with racial differences where you push to the point that you claim we're all the same but then we are denying other identities. This is a difficult dance.
- 12:44:52 Charles Lee: Complexity opens up possibilities
- 12:45:12 Mary Nations: love your comments, Charles!
- 12:45:23 Dr. Antonia Wilcoxon, Equity Strategies, LLC: HBCU: I had a discussion with a colleague, who is white, stating that he did get diversity because he went to Howard. I challenged him stating that at the end of the day he went to his own environment (container? familiar pattern) where he belonged and enjoyed privilege. Motivations for Black families to send their students there were different.
- 12:46:22 Royce Holladay (she/her): Lovely example and story, Antonia. Patterns for both you and him—but different differences shape the motivations...
- 12:46:29 Laura Williams: Ah...Antonia...very interesting analysis. Yes, it seems like the those are differences that make a difference that would've changed his experience.
- 12:46:46 Sharon Matthias: Glenda I appreciate your use of the 'slider' to capture the process - like a sailboat tacks to end up going straight - I came across a book recently "Standing at the Edge' that uses the analogy of walking a ridge, that falls off on both sides to different kinds of disaster — Im finding that analogy better captures my emotional anxiety of being in the process of finding the balance / the goldilocks spot — when the environments on either side are very charged and a step too far evokes a very strong sometimes verbally violent response
- 12:46:57 Leslie Patterson: To build on individual differences in perceiving difference. .. Just saying . . . my assumptions about the world influence how I "see" differences. Gulp.
- 12:48:51 Janice Jaguszewski: Thank you for that, Leslie. My wicked issue has prompted those same thoughts — how our assumptions can affect our perceptions.
- 12:48:59 Marc Elosua: To Glenda and Royce, you're involved in a process to increase the diversity of the HSD community. A question for the HSD community: how are our exchanges, as individuals and HSD community, with minorities? Are we deeply involved within thsoe groups top increase visibility? how to leverage differences if there is little exchange?
- 12:51:21 Marc Elosua: Marc is Miriam sorry!

12:52:13 Royce Holladay (she/her): @Marc, that's an excellent question...and you are right that it's a question for the community. And for those beyond the community who have not felt invited...And finding the path for asking and engaging those new voices.

12:52:28 Royce Holladay (she/her): Thanks Miriam. I suspected that, but didn't want to assume.

12:52:36 Miriam Bayés::)

12:53:13 Tamela Handie: I'm really looking forward to the conversation about diversity.

12:53:27 Royce Holladay (she/her): Me too, Tamela...alot

12:53:29 Miriam Bayés: yes!

12:53:41 Miriam Bayés: Yes, @Tamela! me too:)

12:53:56 Eugene Nkomba: I would love to contribute to the diversity conversation. Where is it happening?

12:54:02 Tamela Handie::)

12:54:06 Christine Capra - she/her: Me too @tamela

12:54:48 Tamela Handie: Will see you there Royce, Miriam, and Christine.

12:55:11 Christine Capra - she/her::)

12:55:23 Miriam Bayés::)

12:56:04 Royce Holladay (she/her): Eugene, It has not launched yet...But Please send us an email stating your interest and we will certainly get you onto the list...As G said, the first conversation will start soon, inside those who are Associates of the Institute...but then with their help expanding beyond that circle. Here's where you can send your note of interest...[info@hsdinstitute.org](mailto:info@hsdinstitute.org)...thanks for caring enough to be interested.

12:56:59 Jen Heeg (she/they): have to log off for prep for the next call - thank you!

12:57:15 Royce Holladay (she/her): Thanks, Jen. See you online.

12:58:24 Royce Holladay (she/her): What is the difference I see here? What is the tension/energy that can be seen in that difference? What is one thing I can do to shift that energy toward the patterns I want?

12:58:35 stacy becker: Thanks all!

12:58:46 Leslie Patterson: Thanks, everyone! Take care.

12:58:49 Dr. Antonia Wilcoxon, Equity Strategies, LLC: Thank you!

12:59:03 Miriam Bayés: Thank you!!

12:59:07 Leticia Guimarães Lyle: Thank you!!!!

12:59:12 Rick Thomas [he, him]: Thank you Glenda, Royce and Mary! Much gratitude for the container today.

12:59:14 Rich Ann: <3

12:59:18 Tamela Handie: Thank you! I'm really diving into amplifying and dampening.

12:59:19 Iris Teicher: Thank you for this interesting conversation!

12:59:19 Charles Lee: Thank you, everyone, for being in community together!

12:59:21 Nicole Scherer: Thank you! This was wonderful!

12:59:22 Marie Pace: Thank you!!!! Thank you!!!!

12:59:27 Laura Williams: Thank you!!!

12:59:28 Bridget Kelly: Thank you!