

## **Live Virtual Workshop**

### **Patterned Responses to Difference: Address Bias, Privilege, and Hate in a Diverse World**

#### **Chat Transcript 01SEP22**

11:03:22 Glenda: Welcome everyone. Please say who and where you are today.

11:03:39 Glenda: I'm Glenda Eoyang in Utrecht Netherlands.

11:03:47 Holly Daniels: Good morning from Fridley, Minnesota!

11:03:53 Jessica Novak (she/her): Jessica Novak, Tucson AZ USA

11:04:00 Mary Nations: Howdy from Raleigh, NC

11:04:04 Inga Michaelsen: Inga Michaelen calling in from Salt Spring Island  
Canada

11:04:06 HOFFIE Conradie: HOFFIE from Cape Town

11:04:07 April Schnell: Good morning! I'm April Schnell, in Ft. Collins, CO

11:04:21 Leslie Patterson: Leslie Patterson in Denton, TX USA

11:04:23 Christine Capra - she/her: Hi, Christine Capra in Minneapolis MN.

11:04:31 Janice Jaguszewski (she/her): Hello from Lake Nokomis in Minneapolis,  
MN - 30 miles south of Glenda and Royce!

11:04:34 Olga Yiannakis: Olga from Cape Town, South Africa

11:04:58 ~ Matt Cobb | WB |: Loring Park, ~ Mne' Polis ~ Mne' Soda

11:05:37 Laura Sciore, Prince Edward County, Canada: Hi Laura Sciore from  
Ontario Canada.

11:05:39 Mike Norbury: Morning everyone! I'm Mike, calling from Vancouver, BC  
where I would like to acknowledge that I live, work and play, on the  
unceded territory of the Coast Salish peoples, including the territories of  
Musqueam, Squamish, and Tsleil-Waututh Nations.

11:05:51 Myron Lowe: Myron in Minnesota - hello!

11:06:14 Annette: Good morning/afternoon/evening from southern California

11:06:16 Mercedes (Ella): Hola, Mercedes from California. Joining from the Land of  
the Me-Wuk in Tuolumne County.

11:06:39 Uta Langley (she/her): Good evening. Uta from UK

11:10:09 Glenda: The institutional level of the patterns is same dynamics but  
different context.

11:11:05 Glenda: What choices and decisions do I make to avoid patterns of privilege in my personal interactions?

11:12:49 Janice Jaguszewski (she/her): Is the goal not only to avoid, but also to shift those patterns to share privilege, or give it up/give it to another?

11:13:57 Glenda: When you choose and change your behaviors, then the pattern shifts and the other person has space for power.

11:14:04 Uta Langley (she/her): what if your employee treats you more like a parent...and looks for something from you you can't/won't give

11:14:45 Glenda: the idea is that privilege isn't a thing to be given or taken, it is a pattern that emerges from behaviors in a CAS. Change the behaviors and the patterns change.

11:17:21 Janice Jaguszewski (she/her): Thinking about how to use privilege to amplify other voices...

11:18:21 Uta Langley (she/her): the counter pattern is public service attitude

11:18:51 April Schnell: Male Female Partnership/Marriage

11:18:54 Mike Norbury: doctor patient relationship

11:18:57 Uta Langley (she/her): the earner in a partnership versus the non earner

11:19:02 Uta Langley (she/her): coach/coachee

11:19:04 Christine Capra - she/her: Community founder/Community member

11:19:06 Kimberly Johnson: Doctor/patient

11:19:08 ~ Matt Cobb | WB |: Home owner v. Renter

11:19:21 ~ Matt Cobb | WB |: Salary v. Wage

11:19:22 Taylor B. Anderson (she/her): landlord vs. renter

11:19:23 Jessica Novak (she/her): Tourist vs resident

11:19:27 HOFFIE Conradie: White/black

11:19:32 Uta Langley (she/her): mentor/mentee

11:20:35 Taylor B. Anderson (she/her): tenured staff vs. new staff

11:21:21 Uta Langley (she/her): in military organisations it is often the military staff versus the civil staff. In our org its the heritage staff versus the corporate staff

11:21:29 Uta Langley (she/her): people in DIY shops versus me

11:21:55 April Schnell: technology natives vs non native

11:22:19 Janice Jaguszewski (she/her): Sometimes you intentionally create a new pattern that is the opposite of what you experienced -- eg. Had a bad boss, intentionally engaged with my staff very differently to break that pattern

11:24:50 Uta Langley (she/her): You go to a workshop with HSD

11:25:25 Glenda: Thanks, Uta heheheh

11:25:53 Uta Langley (she/her): expert/non expert

11:26:30 Leslie Patterson: Maybe I need to pay attention to the tension. . . . to see my privilege.

11:26:54 Leslie Patterson: to "feel" my privilege?

11:27:03 Glenda: Tension in me and/or tension in other and/or between us?

11:27:14 Leslie Patterson: yes

11:29:03 Mary Nations: I think tension of any sort has information if you can tune into it , by which I mean get curious about why it is there and what it might indicate

11:29:34 Glenda: Thanks, Mary. Love the idea of tension is information

11:30:31 Leslie Patterson: Thanks, Mary and G! Tension as a teacher. Like that . . .

11:30:53 Mary Nations: maybe it is more a difference which can inform you in a new way

11:32:03 Kimberly Johnson: This sounds like Braver Angels

11:32:47 Glenda: @Kimberly curious about Braver Angels. Sounds enticing.

11:32:52 Mercedes (Ella): @Kimberly, yes....just started learning about what they do.

11:33:10 Rich Ann/Washington, DC: @Kimberly, me too - inspiring group

11:33:23 Kimberly Johnson: Google them. They are a National organization. I just became active at the local level and staffed a booth at the Washington County Fair.

11:33:57 Mercedes (Ella): @Kimberly, me too! We are having our first in person workshop locally.

11:36:07 Glenda: <https://braverangels.org/>

11:37:27 Glenda: @Uta, that is a good question about what does it look like from the one-down position of non-privilege

11:39:34 France Larouche - Ottawa: It is very much tied to humility. All the rivers move towards the ocean, much more powerful and at the lowest altitude.

11:46:04 Mike Norbury: This all soooo resonates CDE to me.... so exciting. And zooming in and out.

11:46:09 Glenda: Love that giving voice shifts identity and identity shifts voice

11:46:39 Glenda: @Mike, it is a great example of CDE constraints and emergent patterns.

11:47:23 Uta Langley (she/her): You also seem to forget your power of the person who is buying and having the money financing their bonus...

11:47:44 Leslie Patterson: Thanks, Mary! That illustrates that these conditions are always shifting .. . It's never a done deal. ?

11:48:49 Glenda: Like waves that intersect and add up.

11:49:15 Glenda: It is a pattern thing not just a container thing (Like Venn diagram)/

11:49:39 Mercedes (Ella): Thanks everyone! Need to leave.

11:51:39 Mary Nations: Mike - we came up with this model as a way to look at engagements across differences through a CDE lens - using shared identity as the container, shared power as a difference that makes a difference in the power dynamics, and shared voice as a way to understand the dynamics of the exchanges

11:52:44 Mary Nations: so it is a specific type of CDE application - for creating generative engagements

11:52:46 ~ Matt Cobb | WB |: I'm coming up with a Complex Pattern that has emerged within th framework of Allyship construction, deconstruction and reparation....

11:52:51 April Schnell: I appreciate what you wrote, Mary. The CDE helps me understand this better

11:54:17 Mike Norbury: Thanks @Mary..... I think it's the connection to changes locally in my work, patterns spotted through the calm of summer, and CDE changes in the months ahead that's the exciting part for me

11:55:41 Uta Langley (she/her): In our organisation I try to shift privilege in a small way by democratising access to learning so that those who normally don't get offered opportunities to go to conferences and courses can access it via our learning management system

11:56:01 Glenda: @Matt, I am curious how you see these patterns in support of your work on the Reservations How is it same and different? How might it be useful?

11:56:40 Glenda: @Uta, very good, practical way to share privilege in your formal role.

11:56:48 Kimberly Johnson: Can you type the 4 interdependent pairs of inquiry in the chat since I cannot do a copy/paste and forward to myself to forward to a business colleague?

11:57:07 Mary Nations: glad to hear, Mike!

11:57:18 April Schnell: Judgement- curiosity

11:57:22 Glenda: From judgment to curiosity

11:57:26 April Schnell: Disagreement-shared exploration

11:57:27 Glenda: From conflict to shared exploration

11:57:34 April Schnell: defensiveness-self reflection

11:57:35 Glenda: From defensiveness to self-reflection

11:57:39 Glenda: From assumptions to questions

11:57:41 April Schnell: assumptions - question

11:58:13 Uta Langley (she/her): Have a day off and relax!

11:58:33 Uta Langley (she/her): Engage different with my 18yo over lunch, trying not to nag

11:59:33 Leslie Patterson: Thanks, all! Thanks for this model/method, Royce and Mary!!!

11:59:34 Glenda: Thanks all.

11:59:35 April Schnell: Thank you Mary and Royce for coming up with this model. It always inspires me

11:59:36 Inga Michaelsen: Thanks

11:59:38 Taylor B. Anderson (she/her): I'm going to reflect on how the things I might think are clear or obvious, are likely not that way to new staff and how I can help them get the supports they need

11:59:39 Myron Lowe: Thank you!

11:59:39 Heidi Wolf: thank you!

11:59:41 Taylor B. Anderson (she/her): Thank you!

11:59:42 Laura Sciore, Prince Edward County, Canada: thank you!

11:59:44 Janice Jaguszewski (she/her): Thank you, Royce!

11:59:50 Glenda: Especially Royce and Mary for birthing this model and all its richness.

11:59:59 Jessica Blanchard: Thank you !

11:59:59 Kimberly Johnson: Gracias Royce!

12:00:06 Olga Yiannakis: Thanks Royce & team

12:00:07 Uta Langley (she/her): Thank you