

## **Live Virtual Workshop | Create Community Chat Transcript 04NOV21**

12: 02: 25 Faye Anderson: Hello from Faye from Gaithersburg, Maryland US

12: 02: 35 Janice (she/her) Jaguszewski: Hello! I'm Janice from Minneapolis, MN!

12: 02: 46 Emma Pearson: Emma in France, outside Geneva. And Linda - I used to live in Swansea when I was a very little child! 1970-1973

12: 03: 03 Mary Nations: Howdy from Raleigh, NC, USA

12: 03: 06 Royce Holladay (she, her): So many new friends and those we have seen before!

12: 03: 08 Susan Brearley: Happy Diwali everyone.

12: 04: 31 Linda Phillips: @Emma -very small world

12: 10: 47 John N Murray: Sounds like a beetles son

12: 10: 48 John N Murray: song

12: 13: 43 janice: Hi. I am Janice Ryan. I am here to keep learning.

12: 13: 53 Susan Brearley: I love the concept that varying sized groups interact with each other in coherence within and part of or connected to other groups. And that this is community of practice work.

12: 13: 58 Elveta Bishop: identity and belonging

12: 14: 10 Linda Phillips: Identity is many layered - I am from Neath, I am Welsh and I am British, and I used to be European

12: 14: 25 Laura Williams: Seems like CDE is all in Identity as well....as what I choose to share/see depends on the context I'm in....

12: 14: 37 Royce Holladay (she, her): Exactly, Linda, and for this session, you are an individual interested in HSD and communities...

12: 15: 22 Linda Phillips: @Royce - HSD is also a many layered community and inclusive too! I am really looking forward to this ....

12: 15: 37 Mary Nations: good point, Laura. Shared parts of identity may bond us, unique parts may separate us

12: 15: 51 Mary Nations: or not!

12: 15: 57 Royce Holladay (she, her): Right, Laura, the context (differences and exchanges create the richness of the community's identity...thanks ro that \

12: 16: 08 Susan Brearley: What is the most useful amount of coherence is just a good question. Because it helps preserve boundaries

- 12: 16: 22 Linda Phillips: Communities are also filled with interdependent pairs
- 12: 16: 41 Susan Brearley: And also encourages the tensions within living conversations, that can lead to the foundations of new growth and emergence
- 12: 16: 45 Laura Williams: It's also interesting think about what happens when people do those DNA tests and learn new things about their ancestry...and what those surprises offer about identity...and how it relates to our thinking about it here
- 12: 16: 46 Eileen: Sometimes people in the community are unaware of the invisible boundaries they are themselves creating
- 12: 16: 48 Royce Holladay (she, her): It is funny, Susan, how too much coherence gets us stuck...group think etc.
- 12: 17: 16 Susan Brearley: +1 Royce and I have been sitting with that exact thought lately
- 12: 17: 54 Miss Handie: I've seen that happen often @Eileen and in the past, it was me.
- 12: 18: 15 Royce Holladay (she, her): Great point, Eileen...So how open can we be to sharing in generative ways to help them know what they are contributing...both productive and not, as they create those boundaries.
- 12: 19: 24 Susan Brearley: Power - self power as in agency, and not as in power OVER is something that we can be constantly mindful of as we do our work.
- 12: 19: 28 Eileen: @Miss Handle @Royce - yes. Power is definitely an aspect of boundary creation. We need to be aware of how we are creating boundaries
- 12: 20: 01 Janice (she/her) Jaguszewski: I was just going to ask about the relationship between power and influence -- thank you, Royce
- 12: 20: 26 Mary Nations: privilege can be invisible power/influence
- 12: 21: 06 Royce Holladay (she, her): I agree, Mary. That's why it's so hard, sometimes, to see my own privileg
- 12: 21: 17 Miss Handie: Agency is extremely important in my current role since I'm not leading a group of people.
- 12: 21: 57 Bridget Kelly: @Mary and those invisible power differentials tend to really creep into containers even when you intend to set them aside
- 12: 22: 04 Miss Handie: At least not in an hierarchical sense.
- 12: 22: 06 Mary Nations: invisible to self but visible and affecting others

- 12: 23: 29 Susan Brearley: +1 Mary, the ripple effect as what we say and do in our own agency ripples out into the complex system and containers we play in
- 12: 23: 36 Royce Holladay (she, her): I get that, Miss Handie. When you are not the assigned leader, how do you use your own influence and ability to be influenced to set conditions for success for yourself and those around you?
- 12: 23: 49 Janice (she/her) Jaguszewski: We often have more power than we may realize
- 12: 23: 54 janice: I work with a community of people with intellectual and developmental disorders. We find that power is often lost due to the assumptions of people who have never experienced those challenges.
- 12: 23: 58 Chris Stanley: How does power relate to control and diminish vulnerability and curiosity
- 12: 24: 05 Susan Brearley: The power of 1
- 12: 24: 34 Susan Brearley: 1 small word, 1 small action, 1 person at a time, leading where we stand
- 12: 24: 37 Miss Handie: That is what I'm learning while doing daily @Royce. Thank you for putting language to it.
- 12: 25: 01 Linda Phillips: What are the implications for future emotional intelligence with regard to not being aware of this invisible influencing power?
- 12: 26: 26 Susan Brearley: well said! We don't GIVE voice to another, we accept their voice through our active full body listening
- 12: 27: 08 Miss Handie: Not having a voice made me less interested in giving others a voice.
- 12: 27: 34 Royce Holladay (she, her): It happens to all of us in many ways, @Miss Handie...
- 12: 27: 44 Mary Nations: I think it is about the interplay of power, voice, and identity, Linda - it is in interaction that we learn together
- 12: 27: 45 Susan Brearley: +1 so powerful Tamela.
- 12: 28: 03 Eileen: "Giving voice" is similar to empowerment - both contain underlying assumptions about where/who power is resident with
- 12: 28: 29 Susan Brearley: +1 when we accept the voice in others, we support them in their agency, they feel that, and that is inspiring for all surrounding that 1 on 1 container, if this work is done in a container with others witnessing.

- 12: 28: 45 Mary Nations: There is a lot you can do alone with this model, but so much you can do with others
- 12: 29: 55 Royce Holladay (she, her): It is, Eileen...It is by granting/giving voice that I allow myself to be influenced by others.
- 12: 32: 09 Royce Holladay (she, her): Over-arching patterns that emerge in the interactions of the three conditions. Consider the reciprocity...what are all the patterns you see in a community that also describe that give and take? And the many ways we can manifest authenticity, and justice.
- 12: 33: 23 Miss Handie: To be heard AND valued is everything for me! I show up in the room bigger in multiple ways when that happens.
- 12: 33: 45 Royce Holladay (she, her): Does this model help you see how that happens, Miss Handie?
- 12: 34: 04 Linda Phillips: When you are not heard and not valued there is a sense of powerlessness so this is really resonating with me
- 12: 34: 42 Susan Brearley: I love what you said Tamela, because we often here "instructions" from people telling us to "just show up" But there are specific boundaries and conditions in containers that allow for people to show up, and other boundaries and conditions that inhibit showing up
- 12: 35: 30 Susan Brearley: "True vulnerability does not happen without boundaries"
- 12: 35: 38 Miss Handie: Definitely @Royce! So happy to be here...absorbing.
- 12: 35: 49 Linda Phillips: @Susan B sometimes you have to decide 'how much' shall 'I' show up? This is directly related to the 'power' of the group
- 12: 36: 07 Susan Brearley: "We share our stories with people who have earned the right to hear them in spaces that are safe enough to protect our autonomy."
- 12: 36: 20 Linda Phillips: @Susan B - indeed
- 12: 37: 16 Miss Handie: I keep that Brene Brown philosophy in mind as I share in different rooms @Susan.
- 12: 37: 19 Susan Brearley: These quotes come from a live session I attended at a Boston Anti-Racist conference. They were responses to a question I asked and Brene Brown responded to my question with these quotes.
- 12: 38: 19 Bridget Kelly: Following on @Mary, it seems like there is a risk that if there is not justice, the concept of reciprocity could be co-opted to reinforce injustice — "equal time" when there are some voices that need to be amplified to achieve justice.
- 12: 38: 53 Lisa Bolin: @Bridget I was thinking the same thing

- 12: 39: 00 Royce Holladay (she, her): You can't do this for others...You can only make your own choices—In this moment I can create generative engagements....At the same time, you can talk about policies or practices or conditions that shape these patterns at the whole.
- 12: 40: 10 Bridget Kelly: I am curious to map this according to the potential imbalances and how to shift them, i.e. using the HSD set of C/D/E imbalances...
- 12: 41: 20 Royce Holladay (she, her): Bridget, that would be a really fun conversation...Mary and I have done some of that talking, but I'd love to see what you come up with....Or to be in that conversation with you, if you are open to that? Your insights would be invaluable.
- 12: 41: 34 Roya (she/they) Damabi: How do you think about where to draw the boundary then between a structural pattern and individual experiences (i.e., how many individual experiences must there be or not be for there to be a structural pattern)? Thinking in particular when majority and minority experiences differ...
- 12: 41: 56 Bridget Kelly: @Royce I am up for that as an HSD pop-up!
- 12: 42: 30 Mary Nations: @Bridget - this model is a specific version of CDE: Identity as C, Power D, Voice E, so perhaps consider those aspects of imbalance
- 12: 43: 07 Royce Holladay (she, her): @Bridget and @Lisa, I like how you see that about co-opting others to reinforce others...great point—and happening actively in many parts of the world now.
- 12: 44: 31 Susan Brearley: +yes Mary, this is amazing work, the CDE
- 12: 45: 06 Glenda Eoyang: What gives it life?
- 12: 45: 11 Glenda Eoyang: What keeps it stuck?
- 12: 45: 16 Bridget Kelly: @Mary so curious to dive into exactly that - and the effects of those imbalances on authenticity, justices and reciprocity, thanks!
- 12: 46: 36 Susan Brearley: I apologize, I have to jump off now.
- 12: 57: 22 Laura Williams: Thanks Janice, Janice, and Emma!
- 12: 57: 23 Olga Yiannakis: Thank you, Rich Ann & Bridget for the great conversation
- 12: 57: 44 Rich Ann: Yes - great to be with you, Olga & Bridget!
- 12: 58: 17 Royce Holladay (she, her): Do you want to do the invite or shall I?
- 12: 58: 17 Glenda Eoyang: Elveta brought up the question of belonging--where is it in the model?

12: 58: 47 Mary Nations: belonging is created

12: 58: 47 Royce Holladay (she, her): An emergent pattern that comes from the interaction of the other patterns.

12: 58: 48 Bridget Kelly: You too Rich Ann and Olga! Left with a sense of possibility!

12: 58: 52 Christine Capra - she/her: My reaction too - it's at the center of the circles

12: 58: 55 Maria-Elena Daynes: I guess I got the time wrong (we've already gone back an hour here) Apologies for that!

12: 59: 07 Royce Holladay (she, her): Maybe that's a part of the definition of a "generative" engagement.

12: 59: 15 Christine Capra - she/her: +1 Royce

13: 00: 19 Miss Handie: I've loved this session!

13: 00: 53 Roya (she/they) Damabi: Thanks very much Glenda, Royce, and Mary - and nice to chat with you, Heather. : )

13: 00: 57 Lul Seyoum: How do we relate all these with the African philosophy of "Ubuntu"

13: 01: 04 Bridget Kelly: Thanks Royce for helping us connect!

13: 01: 34 janice: Thanks to everyone! See you next time!

13: 01: 39 Laura Williams: Thanks all! Gotta go for now!!

13: 01: 53 Roya (she/they) Damabi: Attractor Patterns

13: 01: 55 Emma Pearson: I need to join the HSE Essentials call! Big thank you

13: 02: 03 Olga Yiannakis: Reframing of power

13: 02: 06 Bridget Kelly: ideas to shift patterns of engagement

13: 02: 08 Eileen: The importance of looking at these patterns in getting to core of organization/groups

13: 02: 12 Olga Yiannakis: Thank you everyone

13: 02: 12 John N Murray: Thanks all! Taking away a great introduction to creating space for my class!

13: 02: 12 Roya (she/they) Damabi: Generative = creating patterns (of belonging)

13: 02: 13 Janice (she/her) Jaguszewski: Voice releases the energy locked in difference

13: 02: 14 Nanci Arvizu: Patterns and attraction

13: 02: 23 Linda Phillips: For me, I think for my network we need to go back to basics and set some simple rules! Thanks so much really helped me

13: 02: 24 Miss Handie: Connections to transform the world!

13: 02: 28 Eileen: Thanks so much. Such good value as always!

13: 02: 57 Nanci Arvizu: thank you everyone.

13: 03: 23 Janice (she/her) Jaguszewski: Thank you!