

10:53:27 From Glenda Eoyang: Greetings, all! I am Glenda Eoyang in Circle Pines, MN USA
10:53:44 From Glenda Eoyang: Welcome all!
10:54:00 From Glenda Eoyang: Today we are inviting participants into listening and chatting mode only.
10:54:10 From Glenda Eoyang: Please do introduce yourselves in the chat
10:54:22 From lesliepatterson: Good morning! Leslie in Denton TX
10:54:32 From Royce Holladay: Feel free to chat to each other or to us.
10:54:32 From Glenda Eoyang: Morning, Leslie.
10:55:09 From Glenda Eoyang: We will be starting in 5 minutes.
10:55:17 From Glenda Eoyang: Welcome, please introduce yourself and say where you are.
10:56:10 From Heather Oxman: Hi, I'm Heather from Lethbridge, Alberta Canada. Good to be here.
10:56:12 From Glenda Eoyang: Welcome everyone.
10:56:36 From Bob Polk: Hi Royce
10:56:46 From Carol Wickstrom: Good Morning Everyone! Carol in Denton, TX
10:57:33 From Glenda Eoyang: Greetings Helen. Really appreciated the demonstrations in Amsterdam.
10:57:56 From Glenda Eoyang: Please introduce yourself and say where you are connecting from.
10:58:19 From Cathy Toll: Good morning. Enjoying a sunny, warm day here in Menasha, Wisconsin!
10:58:41 From Royce Holladay: Royce Holladay in sunny Circle Pines, MN, US
10:58:42 From Amber Peterson: Good morning! Amber from Farmington, MN:)
10:59:07 From Amber Peterson: Same with you!!
10:59:32 From Glenda Eoyang: Please do introduce yourselves and say where you are in the world today.
10:59:57 From Stewart Mennin: Stewart Mennin, Sao Paulo Brazil
11:00:47 From Glenda Eoyang: Please say who you are and where you are today
11:01:04 From jeanneayers: Jeanne Ayers, Twin Cities Minnesota
11:01:11 From Laura Williams: Hello! This is Laura Williams outside of Lidgerwood, ND today.
11:01:12 From Helena Luginbuehl: Helena Luginbuehl, Bern, Switzerland
11:01:31 From Sara Swords: Hi. Sara from Peak District, UK
11:01:33 From HC Song: HC Song from Singapore
11:01:49 From Helen Kuyper: From The Netherlands Lily here
11:01:49 From Antonella Pagliarani: Hi, Antonella from Milan, Italy
11:01:54 From Nicoleta: Nicoleta from Ottawa, Canada. Hello
11:01:57 From Mary Nations: Howdy from Raleigh, NC
11:02:01 From Antonia Apolinario-Wilcoxon: Antonia from Hopkins, MN
11:02:22 From Nancy Padilla: Hello World Friends. This is Nancy Padilla from Riverside CA in southern California.
11:02:38 From Helen Kuyper: hi Antonella👋
11:02:58 From Amber Peterson: Hi Mary!

11:03:03 From Royce Holladay: Welcome everyone. We are so pleased that you are joining us today.

11:03:17 From Elizabeth McNamee: Elizabeth McNamee-Arizona

11:03:27 From Bob Polk: Bob from DC

11:06:27 From Martha Turner: hello Martha from Sacramento, CA USA

11:07:49 From Royce Holladay: I love thinking about tension in this way—not naughty or nice—it just is

11:08:17 From Amber Peterson: I’ve found myself using your saying a lot lately, Royce. Not naughty or nice!

11:09:03 From Laura Williams: Yes, that understanding has enabled me to start to identify tensions at work much more quickly—and not just assume what they are...

11:09:15 From Royce Holladay: Sometimes I forget to ask myself whether the thing I am focusing on really is not naughty or nice.

11:10:06 From Amber Peterson: I really see power in that statement, “capacity isn’t unlimited.”

11:10:12 From Nancy Padilla: This resonates as I think about the differences between generational responses and their similarity.

11:10:15 From Sara Swords: Yes resonates. A difference between directly experiencing pain and witnessing it.

11:10:16 From Annalisa Raymer: I am amazed that within the larger system shift, individuals are in such different experience.

11:10:19 From Amber Peterson: There is a breaking point for people.

11:10:26 From HC Song: Looking forward to understanding how we can increase our capacity to hold differences at every level

11:10:47 From Stewart Mennin: Tensions that are connected are held or are beyond the system, thresholds and breaking points

11:11:01 From Cathy Toll: Viewing with my husband...He is thinking of tectonic plates as a great geophysical example/metaphor.

11:11:02 From Helen Kuyper: When the tension is too big, I wonder if we can notice signals before that moment.

11:11:19 From Laura Williams: When the tension is too great, it releases into the larger system. Does it ever go the other way—into a smaller scale (like into a personal space)?

11:11:47 From lesliepatterson: Yes — tectonic plates. We are seeing major shifts . . . Thanks!

11:11:49 From Mary Nations: I think so, Laura

11:12:09 From Elizabeth McNamee: I had not taken the time to think about the positive opportunities that tension represents until now --thank you for opening the view.

11:12:36 From Royce Holladay: Cathy, I find that example of tectonic plates very helpful.

11:12:38 From jeanneayers: I am regularly reminded of the interactions of patterns between what we might believe are different separate systems. The tensions and differences repeated across systems.

11:13:13 From Helen Kuyper: I like what you say. It is not necessarily negative that the tension gets too big to hold.

- 11:13:55 From Jeanneayers: A pattern I see as hopeful is the growing number of people who see the differences in opportunity.
- 11:15:23 From Antonia Apolinario-Wilcoxon: Enslavement, oppression, and social control
- 11:16:32 From Amber Peterson: Add in the layer of COVID for Self-Community, beyond political, at this point.
- 11:16:59 From Helen Kuyper: I also see many women, especially, have more easy focus on community than on self.
- 11:17:38 From Mary Nations: I find this is a time when I can see new patterns plus old patterns in a new way...a great revealing, personal to me yet curious if that is happening for others. Acknowledging some have seen what I now see all along. We all have our moments of discovery.
- 11:17:52 From Antonia Apolinario-Wilcoxon: There is concern in the protest community about police officers joining in the march, and next moment are detaining the same people they were marching with. Is this inadequate tolerance of differences?
- 11:18:19 From Cathy Toll: Thinking about the polarity of self and community: For some, these two are not opposite -- i.e. taking care of self IS taking care of community (e.g. wearing a mask) and taking care of community IS taking care of self -- and for others, they are opposed.
- 11:18:54 From Martha Turner: I think Antonia's question is very important at this time.
- 11:18:57 From Helen Kuyper: Safety and responsibility
- 11:19:06 From Amber Peterson: Political certainty of the past and Political uncertainty of the future.
- 11:19:07 From Nancy Padilla: It happens to me---empathy.
- 11:19:09 From Leslie Patterson: I'm wondering whether the naming of the tensions is itself a way to harness/use the energy. So what? Glenda's naming is really insightful and useful to me, but I'm curious about trying to name them myself. . . To see if feeling the tensions and trying to name them helps me move toward action. (My naming may be similar or different from Glenda's). And as I'm typing, I just heard G ask us to name our own patterns/tensions. Right?
- 11:19:12 From Elizabeth McNamee: Opportunity --Risk
- 11:19:20 From Jeanneayers: Action focused on individual versus action focused on community—plays out in “service” versus “policy”
- 11:19:24 From Laura Williams: engagement and disengagement
- 11:19:31 From Bob Polk: my as yet unnamed fears and others'
- 11:19:32 From Stewart Mennin: inclusion (caring, connecting, exchanging)---exclusion (diminishing container, difference and exchange)
- 11:19:36 From Antonella Pagliarani: Dialogue - aloofness
- 11:19:52 From Nicole Johnston: Thank you Stewart my thinking as well
- 11:20:05 From Leslie Patterson: Empathy—Self absorption
- 11:20:05 From Nicoleta: action - inaction
- 11:20:11 From Helen Kuyper: awareness - ignorance
- 11:20:15 From Antonia Apolinario-Wilcoxon: US and THEM
- 11:20:20 From Nancy Padilla: talking - listening
- 11:20:20 From Sara Swords: Connected - Separate

11:20:33 From Helena Luginbuehl: Power - Fear
11:20:50 From Bruce Pappas: Awareness - Time
11:20:59 From Helen Kuyper: solidarity - personal experience
11:21:04 From lesliepatterson: Guardian - Warrior
11:21:34 From Nicoleta: understand - ignore
11:21:48 From Mary Nations: contemplation - taking action
11:22:09 From Helen Kuyper: pride - pain
11:22:17 From Kim Garcia: uncertain - optimistic
11:22:37 From Amber Peterson: Guardian - Warrior is both policy and personal
11:22:41 From Nancy Padilla: hopeful - hopeless
11:22:57 From Royce Holladay: It is, Amber. You know that for sure.
11:23:17 From lesliepatterson: @Mary. Yes, I get caught up in contemplation and thinking . .
. in the swift movement, I keep having to make sense of things
11:23:18 From Laura Williams: And, what about differences within that police community?
Might there be some with genuine intent and others who are usurping the
moment for intelligence gathering...similarly the difference among protestors—
including those who might usurp the energy to create chaos toward ends that
protesters seeking justice do not share
11:23:41 From Nicoleta: reaching out - hiding out
11:23:42 From lesliepatterson: So important, Laura. Thanks.
11:24:19 From EB: Curiosity vs judgement
11:24:47 From Mary Nations: yes, Laura - so much swirling in tensions when protests take
place, loads of differences that could become significant
11:24:48 From Helen Kuyper: shame - shame vs being part of it
11:24:59 From Laura Williams: This is what's taking activism into this need to explore
dynamical change for me. Feels more critical now more than ever.
11:25:01 From Mary Nations: It is fascinating from afar
11:25:15 From lesliepatterson: Polarization....
11:25:17 From Amber Peterson: Great tensions and little convergence
11:25:26 From Sara Swords: Split off
11:25:33 From lesliepatterson: alienation
11:25:35 From Amber Peterson: Digging in
11:25:36 From Nelda Reyes: Inflexibility to respond
11:25:45 From Antonia Apolinario-Wilcoxon: Trusting vs. mistrusting the large systems --
from communities of culture, they have been marginalized. It is difficult to trust.
11:25:46 From Nicole Johnston: Irresponsible
11:25:47 From Nancy Padilla: You're sure to alienate 50%.
11:25:50 From Mary Nations: And exhausting/exhilarating in the midst of it!
11:25:55 From Nicoleta: pain
11:26:13 From Helen Kuyper: black and white lens on everything
11:26:14 From Helena Luginbuehl: opposition
11:27:15 From Nicoleta: conflict
11:27:29 From Royce Holladay: Think how powerful if we could hold that we don't
split...what would that make my own behavior look like...I need to reflect on that.

11:27:46 From Kim Garcia: inability to see multiple perspectives

11:28:34 From Antonia Apolinario-Wilcoxon: I think it addresses the fact that splitting would lose strength of the movement as a collective is stronger

11:28:36 From Stewart Mennin: We don't split leads to separation

11:28:45 From The RE-AMP Network: One challenge I feel is that while I'm trying to remain open (avoiding the either/or mindset) I'm often interacting with people who do have an either/or mindset, so how do I navigate a conversation/relationship with someone who is in that mindset?

11:29:54 From Antonia Apolinario-Wilcoxon: Western culture requires either/or. It closes our options to consider and, or explore that there are alternative ways of making meaning of patterns.

11:29:56 From Royce Holladay: Great point @Re-AMP—and the only way I can think about that is if I can remain in inquiry, Continuing to look for a connection. That's why I question my own behavior sometimes.

11:30:00 From Nicole Johnston: I try to stand in inquiry when facing the either/or mindset.

11:30:29 From Antonia Apolinario-Wilcoxon: When I stand in inquiry, I am contemplating possibilities.

11:31:17 From lesliepatterson: @Antonia. Thanks for pointing to Western either-or frames and stances . . .

11:31:52 From lesliepatterson: Tension: polarization — inquiry

11:32:04 From HC Song: Great question, @Re-AMP. I find it difficult to stand in inquiry if I'm emotionally affected by the issue. It is hard and requires tremendous amount of energy.

11:32:19 From Bob Polk: I try to also honor the balance fallacy that says not all opposites are equal by replacing either/or with more/less. I choose a side by saying I am more for this. I move towards this and away from the alternative. This gives me a language to choose in order to act with some intention while remaining open to constantly reevaluate.

11:32:29 From Amber Peterson: I wonder if some of our black police officers are in this place. Having to hold both/and.

11:32:33 From Nicoleta: change

11:32:40 From Helena Luginbuehl: compromise

11:32:45 From Royce Holladay: @HC, I so agree that it is so hard...requires so much energy and so much focus...it is exhausting!

11:32:46 From Nicoleta: transform

11:32:55 From Nicole Johnston: connected

11:33:11 From HC Song: When I hold both, I listen more and feel humility

11:33:14 From Cathy Toll: Yes -- lots of feeling of "should."

11:33:17 From Amber Peterson: Feeling required to hold both

11:33:21 From Royce Holladay: Great point @Amber

11:33:36 From Laura Williams: I find sometimes that holding both can prompt energy into innovation—or creating a container that can hold all. However, that's maybe one pair—I don't know that I can think of examples of holding all through the interdependence of the whole list. yikes

- 11:33:49 From Nancy Padilla: If we stood in both/and when does the pattern shift?
- 11:33:50 From Stewart Mennin: Can it be a strategy to promote change beyond the range of threshold?
- 11:33:54 From Antonia Apolinario-Wilcoxon: Minneapolis Chief of Police, an African American, at one point in his career joined in a law suit because of discrimination. Both/And?
- 11:34:34 From Mary Nations: code switch (NPR program) comes to mind
- 11:34:46 From Amber Peterson: To someone's point earlier that we in the Western World tend to go to either/or, I wonder if we could learn from groups around the world who live in "both/and" well.
- 11:35:00 From Jeanneayers: Sometimes both/and makes us complicit in some consequences that should be unacceptable
- 11:35:07 From Laura Williams: Ooh..good example, Mary.
- 11:35:22 From iPhone0031610904175: It feels like we practice this a lot in families
- 11:35:45 From Martha Turner: From my perspective, to be able to do this kind of reflection (which I respect and find helpful) emphasizes the use of parts of the brain. When a person or group of persons are feeling immediate threat, other parts of the brain tend to be driving the action of the person and/or group. When this latter is in combination with chronic physical/psychological stress (such as arises from chronic poverty, racist practices and institutions, well-executed manipulation and destruction of the natural environment), where does this leave us in being able to use the frameworks that are being presented?
- 11:35:47 From Cathy Toll: So interested in the limitations of both/and. As Glenda said, we are led to believe this is the goal.
- 11:36:26 From Sara Swords: Is it about our intention when we do this?
- 11:36:28 From lesliepatterson: Yes, Jeanne — complicit in some consequences that should be unacceptable— Is that what happens if I claim to be "color blind" — not seeing differences related to race?
- 11:36:41 From Nicoleta: Both and are possible in alternative moments. Thought and feeling is multi-dimensional.
- 11:36:49 From Cathy Toll: Is both/and what leads to "balanced news" which privileges problematic positions?
- 11:37:52 From Royce Holladay: @Cathy Toll...that's a great question...
- 11:38:14 From Amber Peterson: @Cathy Toll... can you speak to that a little more?
- 11:38:28 From Jeanneayers: Don't we need to be clear about the pattern and aims we are striving to strengthen to be able to navigate these choices?
- 11:38:52 From Stewart Mennin: The which/when seems dynamical in that it's dynamical rather than not static or dynamic
- 11:39:06 From Royce Holladay: @Jeanneayers...I like how you say that. It is, in fact, a question of what is fit for function—in this moment???
- 11:39:07 From Cathy Toll: In the name of "balanced news," reporters often treat two positions as equal, even though one represents a small number of people or represents a very problematic view. E.g. "there were good and bad people in the Nazi gathering."

- 11:39:29 From Amber Peterson: Thanks, Cathy
- 11:39:45 From Stewart Mennin: How strong and important is context in the which/when?
- 11:39:46 From Mary Nations: certainty - uncertainty
- 11:39:58 From Antonia Apolinario-Wilcoxon: For Black people, we are having conversations on the multiplicity of reactions we are muddling through. It is not clear: it is sadness, disappointment, disillusion, rage, anger, hope, faith. It is difficult to find an exact point of emotion.
- 11:40:44 From Royce Holladay: @Antonia, how can you /how do you support each other in those "mixed" feelings?
- 11:40:54 From iPhone0031610904175: In my creative work we always said we have to kill our own darlings.
- 11:40:55 From Carol Wickstrom: As I thought about holding both grief and hope, I wondered about standing in grief and holding hope loosely out there somewhere, but maybe this is option 3.
- 11:41:06 From iPhone0031610904175: That destructing Glenda to give birth
- 11:41:51 From Amber Peterson: We would need more, better communication. To be clear on "how much of this" and "when"
- 11:41:52 From Nicoleta: by creating something new, automatically something old might be replaced (hence "destroyed")
- 11:41:54 From Royce Holladay: @Carol...that's a perfect example of Option 3...What fits at this moment...what do I most need to express...where's the tension right now, in this moment.
- 11:42:01 From Antonia Apolinario-Wilcoxon: We talk and support each other that this layered way of experiences is all we have for now. We know that there needs to be clear direction to assure our people who have been victimized over the centuries to seek solutions, possibilities, hope?
- 11:42:05 From Cathy Toll: I think we often make choices of how much of which, but without the awareness and self-monitoring to reflect on the choices being made and consider if we want to move from them.
- 11:42:13 From Stewart Mennin: If we couldn't let go (destruction) would there be an avalanche (creation and destruction at the same time)?
- 11:42:34 From lesliepatterson: The image of foregrounding and backgrounding is useful to me, I think. At this moment, I'm foregrounding unity in the context of respect for individuals. In the next moment I might foreground individual freedom within the context of unity. . . Maybe????
- 11:42:35 From jeanneayers: Being able to move in the inter-dependent pairs may make me more effective—because it allows me to let go of judgement of the opposite end of the interdependent pair
- 11:42:36 From Laura Williams: Destruction—makes me think of the role/power of Kali in the Hindu faith.
- 11:42:58 From Stewart Mennin: How much? Enough to promote an avalanche that is tolerable or recognizable.

- 11:43:02 From Mary Nations: My son just asked me a minute ago, “Is it going to get worse this weekend?” which brought up a lot of options with interdependent pairs in considering what answer to give him in this moment.
- 11:43:03 From Nicoleta: Reflection is a process of both/and as one has to contemplate the opposites.
- 11:43:09 From Elizabeth McNamee (Elizabeth): Decide together and shift leadership as the actions transition.
- 11:43:43 From Jeanneayers: “How much of which and when” feels like a passport between worlds—travel back and forth.
- 11:43:58 From Royce Holladay: Passport...I like that.
- 11:44:03 From Royce Holladay: It’s enabling.
- 11:44:04 From Heather Oxman: The challenge would be trying to be coherent in the moment with another person, as you have a conversation about where you are on the sliding scale of which tension you are dealing with. Especially when you are in a field of tensions, and there is sliding all over the place! How do you articulate your messy emotional and judgmental “positions” as you stand there —?
- 11:44:23 From Amber Peterson: @Heather, Yes!
- 11:45:43 From Sara Swords: Getting out of our heads to make sense
- 11:46:24 From Antonia Apolinario-Wilcoxon: I cannot stay in my head alone. It is about humanity and life and death
- 11:46:51 From Royce Holladay: Right....head and heart—interdependent pair. How much which when?
- 11:46:52 From Nicoleta: Can a thought exist without an emotion? Can a feeling be without a thought?
- 11:48:34 From Royce Holladay: Emotion and thought...interdependent pair?
- 11:48:41 From Mary Nations: I agree, Antonia...and then there is the stretch and fold which requires rest.
- 11:48:45 From Royce Holladay: How much which when.
- 11:49:14 From Amber Peterson: Lots of rest
- 11:50:59 From Royce Holladay: Is it fit for purpose, or function--better question than, “Is it right?”
- 11:51:39 From Antonia Apolinario-Wilcoxon: The luxury that some activists out there do not access. I have a conversation with some thought leaders in Brazil contemplating whether to go and join demonstrations in the climate of COVID-19. Leaders in the Black movement have been working hard to protect the community, and now they felt they were being complacent by not activating their community to also support the struggle against police brutality which is a serious problem in Brazil as well.
- 11:51:55 From iPhone0031610904175: You help me realise why my sister and I, who are so different, were working so well together in the past year, having to deal with the loss of our parents. We really worked well with the differences. It has been different in the beginning of our life 😊
- 11:52:31 From Royce Holladay: Thanks for sharing that...it does help.
- 11:52:44 From Royce Holladay: And such an understanding helps me be patient—with myself and others.

11:52:52 From iPhone0031610904175: 😊

11:53:19 From Heather Oxman: More inquiry -

11:53:21 From EB: Lead with our heart instead of our head

11:53:46 From Cathy Toll: Yes, inquiry -- knowing what is going on, for instance, the statistics about COVID. Also, intuition.

11:54:04 From Sara Swords: Recognize my conditioning and how much it binds me

11:54:20 From iPhone0031610904175: Is thinking in black and white also a way of zooming in? that at some points could be useful and is destroying so much at other moments?

11:54:24 From Stewart Mennin: Head for the heart, follow what feels whole

11:54:26 From Antonia Apolinario-Wilcoxon: the Tdea of a passport that allows you entry into spaces of silence, self-care, reflection and the opportunity to re-energize.

11:54:31 From Nancy Padilla: I will practice more WAIT time--Why Am I Talking..stand in inquiry and listen.

11:54:53 From Royce Holladay: 4 truths...One is the truth I hold myself - Subjective Truth

11:55:17 From Royce Holladay: Normative Truth...group of people who share a truth

11:55:24 From jeanneayers: I find focusing on the patterns that I observe helps me identify ways I can learn from the pattern I am experiencing on a personal level and translate it to inform actions i can take on the larger systems—

11:55:49 From Royce Holladay: Objective Truth - data and facts that we can all see and share

11:56:11 From jeanneayers: Today reminding me that we can consciously choose actions along a continuum to move to aims i want to amplify

11:56:29 From Royce Holladay: Complex Truth==recognize that all these truths are present all the time, but you focus on the one that is most meaningful in this moment

11:57:05 FromFarah's iPhone: integration of patterns of subjective and normative truth— complex truth?

11:57:32 From Laura Williams: Hmm...how I decide....likely considering the possibility triangle and thinking about the interaction of worldview, reality, and the norms/rules/policies that are shaping me...if these are still working for me—which of these help me shape my next wise action...

11:57:35 From Royce Holladay: Farah, It's not so much integrating the two. It's more identifying which one I'll go with now.

11:57:43 From Nicoleta: Sorry I have another meeting, but I am leaving with the question. Many thanks for the great presentation and all what was shared. Thank you everybody.

11:58:13 From Royce Holladay: Nicoleta, thanks so very much.

11:58:19 From lesliepatterson: G, are there resources that might help us think about the connections between Interdependent Pairs and 4 Truths?

11:58:41 From Martha Turner: Many thanks for today's session. I have call with my organization to be on now.

11:58:41 From lesliepatterson: Or R or anyone else?

11:58:56 From Antonia Apolinario-Wilcoxon: Many thanks! I need to go to another meeting. Rich discussion!

11:59:17 From jeanneayers: Thank you for your leadership and generosity as you share these tools and understanding in this tumultuous time.

11:59:17 From Sara Swords: Thanks for the prompting and generosity of HSD.

11:59:18 From iPhone0031610904175: to understand which truth is most useful, I think journalism still plays an important role in my life. To sharpen my brain. For that we need diverse, independent journalism. A challenge in itself.

11:59:23 From Royce Holladay: Go to the website at www.hsdinstitute.org and go to the Resources tab, then use the search function in the Resources section. There is the definition of the tool, and ways they have been used—blogs, Live Virtual Workshops, videos.

11:59:52 From Amber Peterson: Thank you!

11:59:55 From Farah's iPhone: Thank you!

11:59:57 From Nelda Reyes: Thank you much!

11:59:58 From iPhone0031610904175: Thanks for this offer.

11:59:59 From Helena Luginbuehl: Thanks!!!

12:00:00 From lesliepatterson: Thanks, all.

12:00:04 From Nicole Johnston: This work and discussion give me hope

12:00:05 From EB: Thank you!!!

12:00:06 From Hamado Tapsoba: Thanks

12:00:11 From Laura Williams: Thank you so much!

12:00:12 From Antonella Pagliarani: Thank you for the discussion

12:00:13 From Nancy Padilla: Make today meaningful!

12:00:40 From Bruce Pappas: Thanks. Always good to hear calming, clear voices.