

15:42:36 From Robin Cochran to Everyone:

- OD Practitioner
- DEI Practitioner
- Coach
- HR
- Learning & Dev.
- More than one of the above
- Other

15:57:43 From Max to Everyone:

max@maxcollette.com

16:07:53 From Faith Addicott (she/her) to Everyone:

No imposters here!

16:08:14 From Faith Addicott (she/her) to Everyone:

All exploration, all love, all commitment to equity!

16:09:59 From Faith Addicott (she/her) to Everyone:

There's a network of ODN affiliates - I can get stuff in front of them.

16:10:07 From Faith Addicott (she/her) to Everyone:

Message me.

16:15:51 From Mary Cogan Oregon OD Network she | her | hers to Brian Dooley(Direct Message):

Great to see you here!

16:16:16 From Brian Dooley to Mary Cogan Oregon OD Network she | her | hers(Direct Message):

This is great. Glad to be a part of it.

16:16:31 From Brian Dooley to Mary Cogan Oregon OD Network she | her | hers(Direct Message):

reat intro!!

16:16:38 From Mary Cogan Oregon OD Network she | her | hers to Brian Dooley(Direct Message):

Yeah, he's amazing. I want to be like him when I grow up.

16:22:10 From Aminata (she/her/hers) to Everyone:

I am internal too

16:22:31 From Tina Spencer to Everyone:

I am internally focused but unable to turn on my camera.

16:32:17 From Faith Addicott (she/her) to Mary Cogan Oregon OD Network she | her | hers(Direct Message):

Hey there - I need to go now (2 hours ahead). I'll check in w/ you RE programming later. I'm also the only one standing there so I TOTALLY get it.

16:32:48 From Sarah MK Bham WA she/her to Everyone:

I think I have given up on trying to persuade anyone, and in fact have been counseled that doing my own learning is really all I can do. I want to challenge that.

16:33:55 From Alisa Blum to Everyone:

How to work with employees that openly resist DEI efforts.

16:34:51 From Carol Xu to Everyone:

I'm feeling low in energy right now. I'll mostly be listening today.

16:35:11 From Mary Cogan Oregon OD Network she | her | hers to Everyone:

Thanks for your transparency, Carol.

16:35:16 From Shauna to Everyone:

I'd like help with a sentence or two I can use to shift attention from emotion to fact with respect to CRT

16:35:17 From Nadine Ambrose (she/her/hers) to Everyone:

@ Carol, thanks for being here.

16:35:18 From Tina Spencer to Everyone:

I am a DEIA officer with the Air Force Research Laboratory. Changing the military culture is slow moving and a tremendous up hill climb. Lots of resistance. Thankfully I have forward leaning and very supportive leadership.

16:37:38 From Mary Cogan Oregon OD Network she | her | hers to Everyone:

Tina, thanks for the detail. I'll be curious to learn what you glean here given your role.

16:42:05 From Aminata (she/her/hers) to Everyone:

Went gently

16:42:10 From Shauna to Everyone:  
He made a sincere connection with her, about her fears first

16:42:20 From Sam Mehoke (He/Him) to Everyone:  
conversational, looking for shared experiences

16:42:41 From Brian Dooley to Everyone:  
Cultivated trust.

16:42:43 From Grace Taylor - (she/her) to Everyone:  
He shared his own experience with her

16:43:06 From Tina Spencer to Everyone:  
He was compassionate, identified with her personally and opened space for her understanding to possibly grow.

16:43:17 From Justin Navetski to Everyone:  
He never "fixed" her, didn't offer his opinions, just asked her questions to maybe help her build her understanding of her situation

16:43:40 From Maheen to Everyone:  
Helped the individual name her own needs (What would she need or what blocks come up). This seemed to help her lean into having the conversation

16:45:28 From Shauna to Everyone:  
Also he was NOT triggered – He did not jump to educate her that trans folks are proven to NOT be pedophiles. He listened. He shared.

16:47:43 From Mary Cogan Oregon OD Network she | her | hers to Everyone:  
Thanks, Maheen, Tina and Justin, for adding to the richness of our answers.

16:47:48 From Mary Cogan Oregon OD Network she | her | hers to Everyone:  
<https://jim-morris.net/gaslights-and-dog-whistles/>

16:51:51 From Shauna to Everyone:  
That is a great example of the problem being systemic.

16:52:11 From Nadine Ambrose (she/her/hers) to Everyone:  
Institutional

16:52:31 From Agnes Meneses to Everyone:  
I thought this was a good insight <https://belonging.berkeley.edu/does-diversity-matter>

16:52:33 From Gary Langenwalter to Everyone:  
It's baked into our culture

16:52:34 From Laura Jacobson to Everyone:  
The systemic problem might be at the level of how police officers are trained.

16:54:49 From Nadine Ambrose (she/her/hers) to Everyone:  
@ Laura, Yes, something to look at as well.

16:55:27 From Nadine Ambrose (she/her/hers) to Everyone:  
I also wonder about the group think of the bystanders and other service officers that just watched.

16:56:03 From Maheen to Everyone:  
Agnes, thank you for sharing the article

16:56:37 From Agnes Meneses to Everyone:  
Your welcome, Maheen

17:01:56 From Mary Cogan Oregon OD Network she | her | hers to Cindy Christison(Direct Message):  
Welcome, Cindy! Glad you're here. We're on the heels of talking about Tyre Nichols situation and why we show up the way we do.

17:01:58 From Nadine Ambrose (she/her/hers) to Everyone:  
scarcity v. abundance

17:02:42 From Cindy Christison to Mary Cogan Oregon OD Network she | her | hers(Direct Message):  
Thank you Mary!

17:08:29 From Jim Morris to Everyone:  
<https://jim-morris.net/lets-talk-about-tyre-nichols/>

17:11:07 From Aminata (she/her/hers) to Everyone:  
"How do you figure?"

17:22:12 From Mary Cogan Oregon OD Network she | her | hers to Robin Cochran she | her | hers(Direct Message):  
Robin, how do we save chat? Forgetting. Want to ensure we do that before the meeting ends.

17:23:18 From Robin Cochran she | her | hers to Mary Cogan Oregon OD Network she | her | hers(Direct

Message):

I can do that. See the 3 dots in the right hand corner of the chat? If you click on that, you have the option to save the chat.

17:23:44 From Shauna to Everyone:

Consider the power of emotion in propaganda. Keeping one or both 'sides' of a conversation in fear prevents either from thinking critically (carefully).

17:23:47 From Mary Cogan Oregon OD Network she | her | hers to Robin Cochran she | her | hers(Direct Message):

Ah, yes, thanks for reminding me . . .

17:23:56 From Robin Cochran she | her | hers to Mary Cogan Oregon OD Network she | her | hers(Direct Message):

Sorry, it's moved to the bottom of the chat box.

17:24:08 From Justin Navetski to Everyone:

How do you measure someone's capacity to manage complexity?

17:25:02 From Aminata (she/her/hers) to Everyone:

Innovation

17:25:19 From Grace Taylor - (she/her) to Everyone:

Fewer blind spots

17:25:27 From Agnes Meneses to Everyone:

Shared stories

17:25:28 From Max to Everyone:

great stuff, gotta go.

17:25:31 From Shauna to Everyone:

New "best practices"

17:25:53 From Tina Spencer to Everyone:

increased authenticity

17:25:57 From Shauna to Everyone:

Bye Max!!

17:26:10 From Brian Dooley to Everyone:

level playing field

17:26:21 From Tina Spencer to Everyone:

accessibility

17:27:11 From Maheen to Everyone:

I also want to flag Justin's question before the brainstorm: How do you measure someone's capacity to manage complexity?

17:29:13 From Mary Cogan Oregon OD Network she | her | hers to Everyone:

Thanks, Maheen, for raising this. Maheen and Justin, Jim will stick around after if we don't get to it now.

17:32:36 From Sam Mehoke (He/Him) to Everyone:

I have to go, but thank you so much Jim and everyone!

17:32:44 From Mary Cogan Oregon OD Network she | her | hers to Everyone:

Bye, Sam!

17:32:53 From Gary Langenwalter to Everyone:

Sorry - gotta go. Thanks!

17:33:40 From Mary Cogan Oregon OD Network she | her | hers to Shauna(Direct Message):

Hey Shauna, can I ask, how did you find out about this meeting?

17:35:50 From Shauna to Mary Cogan Oregon OD Network she | her | hers(Direct Message):

Hi Mary. I attended a PDON session last year and am on the mailing list. I happened to check my mail today and saw the event.

17:36:10 From Maheen to Everyone:

Shauna, I really appreciate what you shared. It reminds me of the importance of embodying the Ring Theory.

17:37:03 From Mary Cogan Oregon OD Network she | her | hers to Everyone:

Pushing Agnes' article to us again, too: <https://belonging.berkeley.edu/does-diversity-matter>

17:37:49 From Jim Morris to Everyone:

turning my light on....

17:40:16 From Justin Navetski to Everyone:

What kind of skills have you found useful when repairing harm done in relationships when engaging in these kinds of conversations?

17:40:29 From Jim Morris to Everyone:

[https://www.google.com/search?](https://www.google.com/search?gs_ssp=eJzj4tVP1zcOLKqoMio2zUgyYPSSyU2sUEjLLM5ILVloyUHVSM5IzC9WyE1MzsjMSwUATYMPSQ&q=max+fisher+the+chaos+machine&rlz=1C5CHFA_enUS1004US1005&oq=max+fisher&aqs=chrome.1.69i57j46i512j0i512l3j46i175i199i512j0i512l3j46i512.7655j0j15&sourceid=chrome&ie=UTF-8)

[gs\\_ssp=eJzj4tVP1zcOLKqoMio2zUgyYPSSyU2sUEjLLM5ILVloyUHVSM5IzC9WyE1MzsjMSwUATYMPSQ&q=max+fisher+the+chaos+machine&rlz=1C5CHFA\\_enUS1004US1005&oq=max+fisher&aqs=chrome.1.69i57j46i512j0i512l3j46i175i199i512j0i512l3j46i512.7655j0j15&sourceid=chrome&ie=UTF-8](https://www.google.com/search?gs_ssp=eJzj4tVP1zcOLKqoMio2zUgyYPSSyU2sUEjLLM5ILVloyUHVSM5IzC9WyE1MzsjMSwUATYMPSQ&q=max+fisher+the+chaos+machine&rlz=1C5CHFA_enUS1004US1005&oq=max+fisher&aqs=chrome.1.69i57j46i512j0i512l3j46i175i199i512j0i512l3j46i512.7655j0j15&sourceid=chrome&ie=UTF-8)

17:43:14 From Jim Morris to Everyone:

advantage, outsiders, insiders

17:49:04 From Shauna to Mary Cogan Oregon OD Network she | her | hers(Direct Message):

Thank you for facilitating this timely, relevant, safe, collaborative, well-organized session. I wasn't planning to share so much, however this is close to my heart and I am learning rapidly during this meeting.

17:49:39 From Mary Cogan Oregon OD Network she | her | hers to Shauna(Direct Message):

Thrilled you were here. You leant so much to the dialogue. Rich, Shauna.

17:51:50 From Sarah MK Bham WA she/her to Everyone:

There is a great story in Adam Grant's "Think Again" about a doctor talking to anti-vaccine parents about the possibility of vaccinating their children.

17:52:09 From Jim Morris to Everyone:

<https://www.amazon.com/Gaslights-Dog-Whistles-Standing-Fiction-ebook/dp/B0B6J849XY>

17:53:35 From Mary Cogan Oregon OD Network she | her | hers to Everyone:

Jim, you've brought great enlightenment and frankly, you show up as so "here" and accessible. Thank you.

17:54:14 From Jim Morris to Everyone:

[jim@jim-morris.net](mailto:jim@jim-morris.net), 541.797.1607

17:54:18 From Kathryn Bergmann to Everyone:

Thank you Jim for bringing valuable content and rich conversation!

17:54:23 From Cindy Christison to Mary Cogan Oregon OD Network she | her | hers(Direct Message):

Purchased! Thank you Jim!!

17:54:28 From Donna Horn to Everyone:

Thank you! Very enlightening.

17:54:35 From Agnes Meneses to Everyone:

Thank you

17:54:35 From Cindy Christison to Everyone:

Purchased! Thank you Jim!!

17:54:38 From Brian Dooley to Everyone:

So valuable, thank you.

17:54:42 From Grace Taylor - (she/her) to Everyone:

Thank you!

17:54:50 From Laura Jacobson to Everyone:

Thank you!

17:54:57 From Maheen to Everyone:

Thank you very much for this, Jim, Oregon ODN and PNODN

17:55:13 From Aminata (she/her/hers) to Everyone:

Thank you so much!

17:55:31 From Tina Spencer to Everyone:

Thank you!

17:56:05 From Justin Navetski to Everyone:

Thanks everyone

17:56:07 From Justin Navetski to Everyone:

good luck