# LWAG Chat File 1/26/2024

* As a white woman, I enter feeling a bit unmotivated, noticing it’s nice to be with others.
* As a queer white woman, I enter feeling tired and noticing nerves about trying to remember all of this as I get closer to launching our own group at work this spring.
* I am feeling rested and even happy on this day with these encouragements.
* As a white woman, I am entering feeling excited to be here again!! And I'm noticing it's better to see "in person."
* Cheers Kathy, as a white-bodied person I enter feeling you in this joyful celebration noticing in my body heart expanding & caring for my body with nourishment. I am feeling energized to be here live for this day of visibility.
* [www.drkathyobear.com/leading](http://www.drkathyobear.com/leading)
* Such a great resource!
* I second this noticing and then I ask what my desire is to feel better/improve/be better/show up better.
* Reacted to "As a queer white woman..." with ❤️‍🩹
* Sending care to you be gentle with yourself, courageous heart to launch.
* ❤️
* I was thinking about that one, I am glad you mentioned it.
* Love that idea to respond to the "best/only idea.”
* I am seeing "defensiveness" in a weird way.
* Worship of written word -- I have a workshop coming up with journaling activity and I was going to encourage people to draw or make themselves a voice recording or selfie video.
* I too resonate with this one, as I am working with a lawyer around some contract negotiations and realize that the written word is what I am worshipping personally since the verbal word has not been kept/breach of trust in follow through.
* I completely relate to that @Kathy Obear, she/they “challenging the core curriculum that is often transactional”— so helpful to remember that slowing down and “moving at the pace of trust” ~Adrienne Maree Brown which requires relationships.
* Yes, I am finally "getting" getting small to be "allowed in.
* can be a strategy.
* Wondering @Kathy Obear, she/they if you can expand how it worked to have only 8 hours versus 16 hours (which you expressed were smaller), curious about innovation of naming the essence of the work to Humanity as it is an exchange I had with some leaders on DEI on LinkedIn?
* Which describe your experience of the current organizational culture?
* Which already help create work environments and effective teams that advance stated anti-racist/EDI organizational goals?
* Which, if any, hinder or undermine stated anti-racist/EDI organizational goals? What impact could these have across racialized identities?
* How might these be connected to white privilege, other types of privilege as well as white supremacy culture characteristics?
* I like that there was not pressure to have perfection as well, and the modeling of that
* So helpful with the RJ lens
* Thank you for naming RJP.
* I have spoken a lot, yet I think that educational systems writ large do this with detention, etc.
* I work with a suspense and horror culture around missteps.
* Another cultural issue: We treat the People like they are the problem (either through punishment or scapegoating) instead of seeing the problem as the problem (often a culture issue)
* Leave as I must, this has been a really valuable reconnection of heart, thank you all! Look forward to the next time. Congrats Kathy on the book launch.
* The right to comfort is the biggest thing we struggle with.
* I've talked a few times already so I am sitting back to make space. However, if we need an example, I notice "Smile, don't raise your voice, don't challenge" showing up with our school leadership and board. I notice that when I engaged and disagreed, they interpreted it as an attack.
* I just didn't want to take more air time!
* This is the post that sparked my question and I shared my perspective is aligned with the exchange in the comments: <https://www.linkedin.com/feed/update/urn:li:activity:7156409132172890113/>
* I saw fear of open conflict.
* The perfectionism of the woman who came in early... Yeah.
* don't rock the boat.
* And we can talk about your book!
* Wondering @Kathy Obear, she/they if you can expand how it worked to have only 8 hours versus 16 hours (which you expressed were smaller), curious about innovation of naming the essence of the work to Humanity as it is an exchange I had with some leaders on DEI on LinkedIn?
* More team building discussion questions:
* What can we do if someone does/says something that has unintended negative impact?
* How can we pause and respond to microaggressions that occur?
* How can we listen deeply & seriously consider feedback about the impact of our behaviors?
* How do you want others to give you feedback?
* I love this list! Thank you!!
* fears and concerns in the moment?
* I also find it really useful to do a training about receiving feedback.
* retaliation
* Fear of not being perfect (and then poor reviews)
* hurt relationships, gossip about me, hurt my career.
* Not knowing how to handle or what action to take in that moment.
* Losing respect of colleagues.
* fear of being revealed as a racist
* Might not agree with the feedback. And then what?
* that is what I was tapping as well.
* I love this meeting. Thank you all for being here, for sharing, and allowing me to share as well. I've gotta take my little one to school. Sending you all love!
* I like always resetting the context to behaviors & attitudes.
* How to get folks to understand it isn't a "gotcha" but ??? what
* so helpful
* I know a fill in word but what is yours
* trust is a must to start.
* intentions
* intention, impacts
* [www.drkathyobear.com/leading](http://www.drkathyobear.com/leading)