

COMMUNITY ACTION ADVISORY BOARD EQUITY TRAINING MINUTES

Session 2: Interdependence and Generative Conflict

Hybrid Meeting: in-person at Center for Community Health and through Webex online platform

October 2, 2024 9:00 – 11:00 am

<u>PRESENT</u>	<u>EXCUSED</u>	<u>ABSENT</u>	<u>STAFF</u>
Clover Spears	Melanie Green	Faye Salomone	Abby Molloy
Rob Perkins	Diana Perez	Amy Roark	Ma.Caroline Lopez
Karyn Kameroff	Alishia Topper	Nickeia Hunter	
Lilly Pidhainyi	Brittini Lasseigne		
	Joyce Cooper		
	Jamie Spinelli		
	Ernie Suggs		
	David Poland		
	Megan Mulsoff		

1) Introductions, grounding, and teambuilding

- a) Grounding in the moment.
- b) Share name, pronouns, cultural identities, affiliations you want to share, an example of an adjustment, pivot, or shift you had to make on the fly.
- c) Principles of emergent strategy

2) Creating the Container: Community Agreements (continued)

- a) Discussed community agreements
 - i) Safety
 - ii) Accountability
 - iii) Trust
 - iv) Respect
 - v) Transparency
 - vi) Validation
 - vii) Joy

3) Principled Struggle and Generative Conflict

- a) Discussion: What disorganizes us?
 - i) What gets in the way of living up to these commitments?
 - (1) Ego, bias, cognitive dissonance, mental and physical factors, fear of a negative outcome, defensiveness, imposter syndrome, fear of being wrong or asking questions, fear of asking for help
 - (2) Systems of power: capitalism, colonialism, white supremacy culture, patriarchy
 - (a) How can we work within and around these systems of power?
 - (3) Lack of knowledge, lack of time, lack of energy
 - ii) What are ways we disorganize ourselves?
 - iii) What external factors impact safety, accountability, trust, respect, transparency, validation, joy?

4) Closing



Rob Perkins, Secretary