

00:44:24	dr. bob / chicago:	not allowed to unmute ourselves!!
00:51:20	Alaa elnajjar.alaa@gmail.com:	Hello everyone, this my first live AGPA meeting! I just joined 2 months ago :) looking forward to knowing you all!
00:51:40	Kelsey Balaban:	Welcome, Alaa! :)
00:51:53	Shari Baron:	Nice to see you here, Alaa!
00:51:58	Vinny Dehili (He/Him/His):	Appreciate you being here :)
00:52:04	Melissa King (she/her/hers):	Yes, welcome!
00:52:29	Haim Weinberg:	Welcome Alaa and all newcomers
00:53:09	Siddharth Shah:	Heart-warming to be here in this group
00:53:30	Sophia Aguirre (she/her/ella):	Yes, I want to echo, wonderful see so many new faces too! :)
00:53:54	Latoyia Griffin Piper:	Welcome Alaa! Wonderful to see everyone!
00:54:12	Alaa elnajjar.alaa@gmail.com:	thanks everyone, I appreciate such a warm welcome 🙏 from such a wonderful group
00:54:26	Sophia Aguirre (she/her/ella):	I am in Atlanta, the traditional homeland of the Cherokee nation, and of the Muscogee and Creek people.
00:54:30	Alison Howard:	Anacostan
00:54:36	Siddharth Shah:	Yes, Karen. I'm glad you mentioned our colonizing impact.
00:54:37	Angelynn Hermes:	I'm calling in from the indigenous lands of the Tongva people
00:54:48	David A. Songco, Psy.D. CGP:	David Songco coming from currently occupied Menominee and Ho Chunk land
00:54:51	Kat Z (She/they):	I am in Santa Cruz on the unceded lands of what are now called the Muwekma Ohlone Tribe.
00:54:52	Deborah :	Ohlone, Ironquoyit
00:54:52	Karin Bustamante (she/her):	gratitude to Arapahoe
00:54:57	Janet A. Castellini:	Acknowledging the Leni Lenape nation and their care for this land in South Jersey
00:54:57	Brenda's:	Hi Alaa glad you made it. hello everyone good to be here with you
00:54:58	Matthew S Tomatz:	Southern Arapaho
00:54:59	Michele Ribeiro (she/her/they):	traditional territory of the Chepenefu ("Mary's River") band of the Kalapuya
00:55:02	Sue Barnum:	I live on land that is traditional homeland of the Tesuque Indians in New Mexico
00:55:05	Lodi Siefer (they/them):	In Boulder, unceded land of Arapaho, Cheyenne and Ute peoples
00:55:06	Alexis Abernethy (she/her/hers):	Pasadena, CA - thankful to Tongva
00:55:15	Shari Baron:	I am in a small town south of Philadelphia, the ancestral home of the Lenni Lenape tribe
00:55:21	Kelsey Balaban:	Austin, Texas: Tonkawa people
00:55:22	Alaa elnajjar.alaa@gmail.com:	Egyptian girl here, NY second home and it is as hot as Egypt this week!

00:55:35	Li Brookens (they/them):	Arapaho, Cheyenne, & Ute people!!
00:55:36	Lauren Casalino:	Boulder, CO. - Southern Arapahoe tribe
00:55:44	Melissa King (she/her/hers):	In Duluth, MN, the land of the Ojibwe
00:55:44	Joshua Ziesel:	Wake Forest University is built on the historic lands of the Saura, Catawba, Cherokee, and Lumbee tribes
00:55:48	Paul Gitterman (he, him, his):	Williamstown, MA the original home land of the Mahican people. Look up yours at: https://native-land.ca/
00:55:58	Ned:	Wiot homelands in Arcata, CA
00:55:59	Eri Bentley (she/her/hers):	Logan Utah - on traditional land of Shoshone people
00:56:14	Kat Z (She/they):	And the Amah-Matsun Tribal Band
00:56:18	Jon Lewis:	In Minneapolis, unceded land of the Dakhota
00:56:24	Mary Gisslow:	I am on the uncededed territory of the Coast Salish people (Vancouver Canada)
00:56:34	Aziza P:	I am in Atlanta, GA. Honor to the Mvskoke (Muscogee/Creek) people whose land we are on and to whom we owe a debt.
00:56:40	Martha Gilmore, PhD, CGP:	Sacramento, CA - Washoe tribe homeland
00:56:43	Katie Steele:	South Bend in Northern Indiana is home to the Potawatomi peoples
00:56:44	David Flohr:	blessings from Glen Echo, Maryland
00:56:47	Allan Sheps:	Allan Sheps Torontp traditional land of thee Huron Wendat and Mississauga First Nations
00:57:03	Stef Gentuso (they/them):	I'm from Denver, which displaced the Arapaho people.
00:57:33	Juliette Galbraith (she/her):	South Jersey outside Philadelphia, home of the displaced Lenape Haki-nk
00:57:36	Molly Moses:	Nonotuck land, with neighboring Indigenous nations: the Nipmuc and Wampanoag to the East, Mohegan and Pequot to the South, Mohican to the West, Abenaki to the North.
00:57:49	Latoyia Griffin Piper:	Southern Nevada, Haluapai, Southern Paiute
00:58:05	Phillip Horner (He/Him/His):	same here in Boulder, CO Arapaho people
00:58:05	kyriaki mertzani:	Hi to all, I'm from Greece , I'm glad to be with you
00:58:06	Anne M McEneaney:	link to the Jeffrey Robinson talk on White supremacy
00:58:08	dr. bob / chicago:	so great to everyone's faces
00:58:12	Anne M McEneaney:	https://www.youtube.com/watch?v=QOPGpE-sXh0&feature=youtu.be--
00:58:22	Michele Ribeiro (she/her/they):	thank you Anne!
00:58:26	Vinny Dehili (He/Him/His):	Thanks Anne!
00:59:01	Haim Weinberg:	Welcome our Greek members. Quite and effort to stay awake for you :-)

00:59:04	Dale C. Godby, PhD:	Dallas, Texas Indian Land. The Wichita, Comanche, Caddo, Cherokee, Kiowa
00:59:15	Latoyia Griffin Piper:	Southern Nevada, Hualapai and Southern Paiute
01:00:30	stavros charalambides:	Thanks Haim, i am glad to be here 4.00 in the morning from Athens Greece the ancient land of Democracy
01:01:12	dr. bob / chicago:	where's the land of republicancy? :-)
01:01:33	David A. Songco, Psy.D. CGP:	@Dr. Bob - Ripon, Wisconsin
01:02:42	Miriam L IOSUPOVICI:	Frustrating to not have rec'd the link to sign in until after the Town Hall started. This has happened to many.
01:03:01	Ann Steiner (she/hers):	Being in Walnut Creek, CA, I live on the land originally called home by the Yokuts...
01:03:17	dr. bob / chicago:	david lol
01:04:56	Jennifer Hayes:	I'm in Pasadena, CA Tongva land!
01:05:35	Latoyia Griffin Piper:	https://native-land.ca/
01:06:21	Phillip Horner (He/Him/His):	wonderful information Latoyia, thank you
01:07:22	dr. bob / chicago:	Latoyia i second that
01:07:54	Latoyia Griffin Piper:	You're welcome, thankful to Paul Gitterman from whom I obtained this resource
01:08:14	Tingli:	徐老师早上好
01:08:40	Eri Bentley (she/her/hers):	Re. Leo's question, I
01:08:45	Haim Weinberg:	Welcome Tingli and our Chinese colleagues
01:08:47	dr. bob / chicago:	tingli good morning
01:09:04	Angelynn Hermes:	Hi Tingli!
01:09:13	Eri Bentley (she/her/hers):	I'm curious about the demographic composition of the editorial teams for both group circle and journal, and it'll be great to ensure there's diversity in those teams.
01:09:16	Tingli:	nice to see you here, Bob, Angelym
01:09:23	Ryan Spencer:	thank you Latoyia, I just learned that Austin Tx, Tonkawa and Comanche land
01:09:29	Tingli:	thank you , Haim
01:09:55	Shira Marin:	I live in the lands of the Blackfoot and Salish peoples.
01:09:55	Brittni Gettys:	I agree, Eri! I think diversity in leadership is critical
01:10:01	Joshua Ziesel:	你们好 Ting Li and Xu Yong!
01:10:01	Latoyia Griffin Piper:	Great question Eri
01:10:01	Tony Sheppard (he/him/his):	Good morning to both Tingli and Xu
01:10:02	Kat Z (She/they):	Eri: I am noting your curiosity and saving it for the DEI Task Force in case it is not addressed directly this evening.
01:10:36	Eri Bentley (she/her/hers):	Thanks Kat
01:10:41	Kat Z (She/they):	You bet
01:10:49	Tingli:	Tony, Joshua, thank you.
01:11:16	Richard Beck:	Great question, Leo. Good to be with everyone tonight.

01:11:36	Shari Baron:	Hi Tingli - good to see you here!
01:11:40	Sharon Bolin:	In #2 of Recommended Short-term action steps, please consider adding those who identify as Latino/Hispanic to the list of Black/African American, Asian American/Pacific Islander, and Native American/Indigenous, as they are currently and historically also experiencing systemic racism and violence, especially at our borders
01:11:51	Tingli:	Shari, me too
01:11:57	dr. bob / chicago:	any nominations, including self-nominations, to increase diversity on the editorial boards?
01:12:01	Alaa elnajjar.alaa@gmail.com:	I am on the
01:12:13	Joshua Ziesel:	我的中文名字是朱建朋！很高兴认识你！
01:12:17	Kat Z (She/they):	Sharon: I am noting your recommendation!
01:12:37	Haim Weinberg:	Sharon, I second that
01:12:53	Nadia Greenspan (she/her):	Alison, thank you!
01:12:53	Susan Convery she/her:	I don't know many of you - but it's so good to see your bright, beautiful faces. I'm optimistic for the difficult, painful work we are doing together.
01:12:54	Tingli:	朱建朋！很高兴认识你！名字很有意义哦
01:13:01	Aziza P:	Alison, excellent suggestion for leadership to complete robust antiracism training
01:13:03	Alaa elnajjar.alaa@gmail.com:	I am a member of AACAP diversity committee and happy to Liaison to Child Psychiatry folks
01:13:29	Joshua Ziesel:	谢谢你！
01:13:53	Tingli:	:)
01:13:56	Nadia Greenspan (she/her):	"We need to all embrace it on a deeper level" - thank you, Alexis!
01:14:22	Aziza P:	Hi Tingli and Joshua
01:14:30	Latoyia Griffin Piper:	thank you Sharon
01:14:37	stavros charalambides:	Does AGPA consider systemic race an American based phenomenon or /and a Universal issue where cultural and religious components need to be includes as well ?
01:14:39	Tingli:	Hi, Aiza
01:15:01	Tingli:	Aziza
01:15:19	Joe Wise:	What about persons in Followership roles???
01:15:26	Siddharth Shah:	This following is a query of mine. May not verbalize it in the townhall, but I want to share it with anyone reading the chats. "Regarding any desire we have for organizationally de-centering whiteness: Does AGPA's white influencing class detect or avow that it fetishizes BIPOC and DEI educational offerings provided at annual meetings & distance learning programs? I avow AGPA's white influencing class' support for diversity; however, I've personally seen too few

		members of this class attend DEI offerings and integrate critical lessons.” ~ Siddharth
01:15:44	Vinny Dehili (He/Him/His):	At FloridaGPS, we've led some free seminars on "how to talk about race and white fragility as a mental health provider" which was one of the higher attended presentations. I feel like the next step would be to have more dialogues to increase anti-racist practices (both identity affinity groups) and (mixed dialogue). With such a sensitive, important topic, I'd love a standardized curriculum (articles/trainings/etc.) that AGPA approves as I desire to lead these groups but want to do so with the right background knowledge and awareness. The University of South Florida's expressed interest in this as well, which is a hope I have to push over the next semester/year.
01:16:03	Kat Z (She/they):	Stavros & Siddarth: Im noting your questions so they will be viewed if not addressed tonight.
01:16:24	Helene Satz:	Aloha, you all! from Covid survivor Helene Satz in Hawaii
01:16:27	stavros charalambides:	Thanks Kat
01:16:46	Molly Moses (she/they/):	there are indigenous and other non-European models of group-based healing. can we decolonize by bringing these group modalities forth in a way that is non appropriative (for those of us who are not of those healing traditions)? re: decolonizing group practice.
01:17:01	Haim Weinberg:	Aloha Helen and other Hawaian friends
01:17:03	Tony Sheppard (he/him/his):	I appreciate your thoughts and questions Siddarth
01:17:04	Kat Z (She/they):	Molly: YES. Am noting.
01:17:16	Tingli:	Hi, Kat, so nice to see you here.
01:17:32	Molly Moses (she/they/):	https://www.goodreads.com/book/show/23130299-the-outside-circle
01:17:33	Kat Z (She/they):	Molly: there are lots of resources around this - non-appropriative. V important.
01:17:42	Kat Z (She/they):	Hi Tingli!
01:17:50	David A. Songco, Psy.D. CGP:	@Molly - we submitted a proposal on decolonizing the teaching of group psychotherapy for Group 2021 - we will see if it is accepted
01:18:29	Paul Gitterman (he, him, his):	I'm still thinking about Siddharth
01:18:41	Sharon Bolin:	Helene and all Covid survivors, welcome!
01:19:39	Latoyia G. P. (she, her, hers):	David S. thank you for that information, will note this information for follow up
01:19:48	Anne M McEneaney:	see "Under the Blacklight " on youtube. amazing series of panels put together and led by Kimberlee Crenshaw
01:20:08	Li Brookens (they/them):	Me too, I hope leadership tonight can speak to Siddarth's question/comment
01:20:23	Siddharth Shah:	Agreed about Under the Blacklight. Also a podcast with Crenshaw

01:20:23	Sarah P:	晚上好！
01:20:43	dr. bob / chicago:	hey helene from another member of the covid survivor subgroup. you got it so much worse than I did. glad you made it to the survivor subgroup!
01:20:48	Latoyia G. P. (she, her, hers):	Yes, Stef, great input regarding intersectionality
01:20:56	Tingli:	Sarah, great! 晚上好
01:21:29	Sarah P:	am I hearing anti-racist versus anti-supremacist (intersectional approach) ?
01:21:30	Kat Z (She/they):	I would add "class" as something that needs to be addressed significantly within the organization
01:21:33	Leah Goldgar (she/her):	Siddharth - your comment is deeply important and I hope is addressed
01:21:36	Kat Z (She/they):	While centering Black lives.
01:21:43	Molly Moses (she/they/):	didn't mean overlook European indigeneity in my prior comment
01:22:45	stavros charalambides:	Does intersectionality in AGPA include people that do not want to identify themselves as white or Black e.x. a child of a white female and Black male?
01:22:47	Alison Howard:	Ibram X Kendi is a resource for us in all anti-racism efforts, including intersectionality. He speaks specifically about Trans BIPOC.
01:22:53	Shari Baron:	Kat - I agree and believe the issue of class is overlooked
01:23:06	Paul Gitterman (he, him, his):	I'm still thinking about Siddharth's post and the danger of increased representation leading to fetishizing BIPOC. The need for increased representation is undeniable and historically there has been a check the box response and then continue as before. Glad you brought this up so we can hold ourselves to true change with increased representation and that the onus for change doesn't fall on BIPOC to do the labor for white membership/leadership.
01:23:12	Nancy Kelly:	Geez. I hope we won't settle for mere "inclusion" in our organization. I'd like to see us focus on the structural, hierarchical nature of power in AGPA and the ways that reinforces the status quo (and white supremacy, patriarchy, etc.).
01:23:24	Vinny Dehili (He/Him/His):	Love Ibram X Kendi's How to be anti-racist book, I agree @alison
01:23:53	Kat Z (She/they):	Paul and Siddarth: Diversity by itself is tokenism. Equity and inclusivity are designed to HUMANIZE diversity. As a very short response/thought.
01:24:04	David A. Songco, Psy.D. CGP:	Hi Susan Convery!
01:24:06	Latoyia G. P. (she, her, hers):	Thank you Siddharth
01:24:20	Rose McIntyre:	wondering about intersectionality and racial inquiry and the connection of both

01:24:35	Jon Lewis:	Yes, thank you, Siddarth. You've given me a lot to think about.
01:24:38	Susan Convery she/her:	Hi David Songco!
01:24:44	Latoyia G. P. (she, her, hers):	Thank you Kat
01:24:47	Kat Z (She/they):	Nancy Kelly: noting your comment and recording it.
01:24:59	Kat Z (She/they):	Stavros: noting your question about those who don't wish to identify
01:25:25	dr. bob / chicago:	nancy yes and I liked how the Recommendations did that
01:25:58	dr. bob / chicago:	Hi Susan Convery!
01:26:34	Susan Convery she/her:	Hello there Dr. Bob!
01:27:14	Siddharth Shah:	Thank you Kat, Tony, Li, Leah, Jon, Latoya and Paul for engaging with what I wrote
01:27:29	Leslie Klein:	Grateful to AGPA for providing closed captioning for tonight's meeting. This is a wonderful act of inclusivity and access.
01:27:30	Jeanne Bunker:	Nancy Kelly: I am with you in the need for core restructuring. Inclusion is barely a beginning.
01:27:31	David A. Songco, Psy.D. CGP:	Comment - I agree, it is necessary to start - AND also want to ensure asians within this organization also do not be tokenized or moved into the "Model minority myth"
01:27:42	Aziza P:	Dale, I saw someone say, look for the group most mistreated and lift them up. That lifts up everyone affected by that oppression. That will often be Black people and when it's not we'll help with the lifting. Do that for every dimension and keep looking and lifting.
01:28:20	Craig Haen:	Thank you, Aziza. Really helpful words.
01:28:28	Susan Convery she/her:	Stef, I would love to hear your suggestions. And your partner's (maybe not the right word, sorry) suggestions!
01:28:38	Kat Z (She/they):	David totally agree w/ you.
01:28:51	Latoyia G. P. (she, her, hers):	Thanks Aziza
01:28:56	Nancy Kelly:	Bob, I also liked the recommendation to hire outside consultation to help us see our blind spots around the access and use of power within the organization. I do not think we can do this ourselves.
01:29:29	Shannon York:	Could not agree more, Nancy
01:29:34	Molly Moses (she/they/):	helpful to know what, aside from values of service and working toward justice, the personal concrete benefits of taking on a leadership are a
01:29:34	Vinny Dehili (He/Him/His):	I'd be curious if specific endowments/scholarships (reparations'?) could be pooled to recruit and empower new diverse members to be given membership into the organization itself or in supporting diverse members obtaining CGPs, conference attendance, etc.
01:29:35	Latoyia G. P. (she, her, hers):	Nancy, hiring outside organization is listed on the recommendations

01:29:36	Susan Convery she/her:	Also agree w/David Songco.
01:30:18	dr. bob / chicago:	nancy the organization needs a therapist? lol
01:30:54	Latoyia G. P. (she, her, hers):	Yes David S.
01:31:02	Donna Harris, she/her/hers:	Diversity Training is not enough. Highly recommend actual training in cross-cultural mindful facilitation available through Stirfry Seminars & Consulting with Master Trainer, Lee Mun Wah. He is the director of documentaries: The Color of Fear, The Other Side of Eden and If these Halls Could Talk.
01:31:05	Melissa King (she/her/hers):	Want to echo Vinny's question, especially because membership can become quite costly (especially when considered in combination with licensure costs, CEUs, etc).
01:31:38	Nancy Kelly:	Latoyia, yes, I liked seeing that recommendation and hope we will "put our money where our mouth is"
01:31:46	Angelynn Hermes:	With the questions about intersectionality, I am thinking about the idea I learned from Black women and femmes that when Black women/femmes are free, will all be free. Centering the voices and leadership of those who experience the most marginalization is how we build a vision for liberation for all.
01:32:00	Kat Z (She/they):	There are scholarships that specifically bring in marginalized applicants: https://www.agpa.org/foundation/scholarships/scholarship-list
01:32:18	Latoyia G. P. (she, her, hers):	Re: membership. One of the important parts of addressing items such as those listed on the recommendations is that it makes the organization more inviting for diverse members
01:32:24	Nancy Kelly:	yes Bob!
01:32:38	Aziza P:	Exactly Latoyia
01:32:44	Latoyia G. P. (she, her, hers):	Yes Moly...thank you
01:33:01	Aziza P:	Attracting people is one thing, creating a safe and welcoming and inclusive environment is another.
01:33:23	Paul Gitterman (he, him, his):	Thank you Donna. Lee Mun Wah continues to make such important contributions and even presented at AGPA - I believe it was 2016?
01:33:30	Haim Weinberg:	Agree, Aziza. But people might disagree about the way to it
01:33:31	Melissa King (she/her/hers):	The scholarships are great, but I believe (though I just did a quick scan) that they are just for Connect. Even being a member can be expensive.
01:33:32	Matthew S Tomatz:	Are there model organizations we can learn from, study, look at websites, etc.?
01:33:33	dr. bob / chicago:	kat which of those are specifically for marginalized groups?
01:33:39	Ann Steiner (she/hers):	That is our challenge hopefully tonight is helping us move in that direction

01:34:13	dr. bob / chicago:	pleasantly surprised with how this town hall is going so far :-)
01:34:19	Latoyia G. P. (she, her, hers):	Yes, we have to create an organization that is welcoming, that reduces the potential that has existed over time of people of diverse backgrounds experiencing harm which has impacted and contributed to people pulling back
01:34:55	Molly Moses (she/they/):	seconding your point, Melissa
01:34:56	Kat Z (She/they):	Dr Bob, I welcome you to read the list. :) I don't have them all memorized.
01:34:56	Jon Lewis:	I believe you're right, Paul. Lee Mun Wah did give a talk (maybe the Hochberg address?), and it was transformative for me as a trainee.
01:35:04	Shari Baron:	Melissa - the organization is very liberal in reducing membership rates for those for whom the posted rates are prohibitive. Perhaps we need to make that more well known.
01:35:11	Aziza P:	Thank you Karen
01:35:24	Melissa King (she/her/hers):	Shari, thanks for letting me/us know that. I wasn't aware.
01:35:40	Matt (he/him/his):	I'm curious how feedback from evaluations is used to hold facilitators accountable when they are informed that attendees in their workshop experienced micro aggressions and racial re-traumatization from both other attendees and the facilitator(s) themselves
01:35:41	dr. bob / chicago:	kat ugh more homework! :-)
01:35:51	Kat Z (She/they):	Matt: excellent question.
01:35:58	Martha Gilmore, PhD, CGP:	We try very hard to reach out to people who are having difficulty with the membership fees to make sure that we can help. The student membership fee is quite low and we recently increased the time that early career therapists can have that discount.
01:36:02	Kat Z (She/they):	Matt: I am noting your question and recording it in case it is not addressed here.
01:36:10	Janet A. Castellini:	Good night everyone, I must leave to go to bed.
01:36:12	Paul Gitterman (he, him, his):	Thank you Matt T. for your question and this is why we are recommending that AGPA hire consultants.
01:36:26	Latoyia G. P. (she, her, hers):	the goal is to address inclusivity, including in cost of items, so that we are inclusive without the need for 'scholarship' or reductions, or differential treatment
01:36:33	Miriam L IOSUPOVICI:	Shari: I totally agree that the fact that fees can be adjusted needs to be better known.
01:36:37	Matt (he/him/his):	Thank you, Kat!
01:36:38	Joshua Ziesel:	Yes, with my university having some significant budget issues due to COVID, even I, a white cis male, was able to get a reduced rate for this year, which I am very grateful for.

01:37:06	stavros charalambides:	Does AGPA consider itself an American or/and International Organisation ? Does intersectionality include underrepresented ethnically and religious groups as well?
01:37:09	Sarah P:	Matt thank you for articulating that...how to handle the micro aggression needs to be hashed out. Or people will leave...
01:37:12	Alice Byrne:	thank you Karen and all for the dialogue
01:37:14	Shari Baron:	Miriam - will bring this up at a Board meeting!
01:37:34	Matt (he/him/his):	Thank you, Sarah :)
01:37:42	Molly Moses (she/they/):	thank you for the reframe of the goal, Latoyia!
01:37:46	Sharon Bolin:	As an org, continuing to advocate for/promote adequate wage compensation for mental health providers, especially mental health providers of color so more POC can enter the field and afford good training such as available here
01:38:16	Kat Z (She/they):	Stavros: noting and recording your question
01:38:24	Martha Gilmore, PhD, CGP:	agreed Sharon
01:38:27	Matt (he/him/his):	Dr. Liza Talusan is a wonderful resource, facilitator and consultant for anti-racism training and addressing systemic change
01:38:30	Nancy Kelly:	Shari and Martha, "reducing" fees can be a stigmatizing offer. Why don't we look at ways to reduce the cost of belonging for all? Or reducing the cost of our conference overall by rethinking the structure of the conference? I have note found leadership open to such rethinking.../
01:38:40	Vinny Dehili (He/Him/His):	I appreciate the scholarships as well, and I agree with Melissa. I'd like to find ways for our organizations to lead in on promoting the idea of setting resources to promote expertise in group for our diverse members. love @sharon idea on mandatory compensation for those events.
01:38:55	Tingli:	I second you, Sharon
01:39:15	Stef Gentuso (they/them):	Hi Susan, I suppose In terms of intersectionality... perhaps we could make a point to amplify the voices of black AGPA members who are also, for example, members of the LGBTQ SIG. Black gay/lesbian/trans folks have been especially silenced throughout history. As Ange just named, centering those of us who are most marginalized is important. Of course, we cannot just force people to share their stories of oppression with us. But we can work to create intentional and safe spaces where their voices can be heard. My partner has pointed out that sharing power and resources with people—such as black trans people—who have been most marginalized. Neither of us knows how this can be most effectively done! We have not talked to enough black trans people to know what they need. We need to follow the leadership of these folks, and to listen to their voices. Very rough *answer*

01:39:19	Haim Weinberg:	Stavros, you can start your question by asking whether the AGPA considers itself as a Pan-American or North American organization :-)
01:39:46	Kat Z (She/they):	Stavros: I can answer part of your question (and I'm authorized to do so for DEI): 1) AGPA is an international organization centered in the United States. 2) Yes, intersectionality includes ethnic and religious minorities. AND - as the facilitators/leaders are saying - we are starting w/ centering Black lives and from there including other intersectional aspects.
01:39:58	Vinny Dehili (He/Him/His):	@Nancy, I hope these two options don't have to be mutually exclusive, and agree that AGPAconnect has been cost prohibitive for many of my college counseling peers. Excited that the online platform may open up more doors, but don't want to lose sight of targeting the promotion of diverse members in our ranks
01:40:13	Nadia Greenspan (she/her):	Am I the only one who has this eerie feeling that we are all patting ourselves on the back of how well we are doing? Dear colleagues, we are in a burning house. Can we please talk about white fragility that is in the leadership and membership of our organization? Can white leadership own their own racism and the work that they need to do on themselves for start?
01:40:17	Alison Howard:	Siddharth, thank you for mentioning Fanon. "The last shall be first."
01:40:20	Latoyia G. P. (she, her, hers):	will note that Siddharth
01:40:28	dr. bob / chicago:	donating to agpa can make agpa and its connect more accessible. buying raffle tickets + more.
01:40:28	Ann Steiner (she/hers):	Great topic for focus group!
01:40:44	Stef Gentuso (they/them):	Good point, Nadia
01:40:59	David A. Songco, Psy.D. CGP:	@Nadia... waiting for it..feel it too.
01:41:00	Kat Z (She/they):	Nadia: I think that is a great point and given that the task is to react to the document from the DEI Task Force, it might not happen tonight.
01:41:39	Vinny Dehili (He/Him/His):	@NadiaGreenspan I appreciate that comment Nadia. It'd mean a lot to see leadership within this system and others, own their part to how we got to this point and what shortcomings they've become aware of over the last year and what work is being done to change it
01:42:05	Darryl Pure:	Good point Nadia. My hope is that this is a kick-off and we will address these issues in smaller sub-groups.
01:42:11	Aziza P:	Agree Nadia
01:42:13	Alison Howard:	Nadia, I hear that.

01:42:19	Kat Z (She/they):	Vinny & Nadia: noting and recording your comments and bringing them to leadership if they are not addressed tonight.
01:42:36	stavros charalambides:	Thanks Haim and Kat. I believe that helping one category of oppressed does not necessarily open the road for all other oppressed categories.
01:42:38	Shari Baron:	Kat - I love that you are taking notes!!
01:42:39	Sue Barnum:	Yes, Nadia...but we have not yet changed paradigms. We are still addressing our present paradigm.
01:42:57	Susan Convery she/her:	Stef - and a great answer - "we need to follow the leadership of these folks, and listen to their voices" Sharing power and resources is essential. We need to know what they need.
01:43:00	Sophia Aguirre (she/her/ella):	Nadia -- great point and I too hope we can discuss that further - sounds like a great topic for a focus group as a first step...
01:43:01	Kat Z (She/they):	Well, the chat is probably recorded, but/and I'm letting folks know I will do my best to elevate their comments and questions.
01:43:31	Shari Baron:	appreciated!
01:43:33	Siddharth Shah:	@Nadia. That's important to get on the table
01:43:38	Daniela Recabarren (she her ella):	this may have already been shared but I'm also thinking about how as a field in group psychotherapy we still have a long way to grow in the area of racial justice and fighting antiblackness. I wonder if there's opportunities to collaborate with experts in other fields and invite to present at AGPA with providing financial support for those presenters.
01:43:39	Kat Z (She/they):	Stavros: thank you for saying that. I am noting that for discussion w/ leadership. I am also open to discussing w/ you one on one as I think it's an important note.
01:43:42	Nadia Greenspan (she/her):	Why are we still asking the leadership for resources on anti-racism and how to get started? All this information is widely available. Let's get to reading and discussing.
01:43:50	Kat Z (She/they):	Nadia: yes.
01:43:51	Latoyia G. P. (she, her, hers):	thank you Nadia. hoping we continue to address this. one of the items recommended also has to do with the work recommended for those in leadership
01:43:57	Sarah P:	Nadia-thank you for naming that. I am a newbie here.
01:44:01	Susan Convery she/her:	Thanks Nadia. Let's go!
01:44:17	Craig Haen:	Thank you, Josh.
01:44:28	stavros charalambides:	i am open as well Kat to meet with you .
01:44:29	Kat Z (She/they):	Daniela: noting/recording your comment/suggestion
01:44:30	Latoyia G. P. (she, her, hers):	Thank you Joshua
01:44:33	myrna frank:	Thanks Josh
01:44:37	Kat Z (She/they):	Cool, Stavros.

01:44:50	dr. bob / chicago:	would listserv moderator be a paid position? :-)
01:45:14	Haim Weinberg:	Why, Bob. ARE you looking for this job? :-)
01:45:37	Sue Barnum:	Yes, Nadia!
01:45:47	Nadia Greenspan (she/her):	To AGPA leadership: a group of us had been meeting for the past seven weeks in a reading circle to discuss Layla Saad's Me and White Supremacy.
01:46:09	Deborah Sharp:	Sophia, I was glad to hear you say Restorative Justice as a way of healing community rather than engaging in punishment.
01:46:17	Nadia Greenspan (she/her):	AGPA (white) leadership needs to do their own work.
01:46:18	Kat Z (She/they):	I second restorative justice idea.
01:46:19	stavros charalambides:	list serve needs more than 10 moderators in a circle. That will ensure the moderators are not becoming prejudiced and tired.
01:46:58	Kat Z (She/they):	Nadia: have you observed white supremacy in the leadership? As in group work - it does help to have data or what's been observed. I support you bringing this to leadership. I'm happy to bring your data directly through DEI Task Force.
01:47:04	Latoyia G. P. (she, her, hers):	I do understand the need for balance re: listserv. I do agree with Sophia regarding the need for additional guidelines
01:47:04	Jon Lewis:	Hateful dialogue has no place in AGPA. Those who choose to spew it do not belong in the ListServ. Maybe we could study Reddit's moderator policy, or similar platform.
01:47:13	dr. bob / chicago:	the listserv isn't a therapy group
01:47:18	Deborah Sharp:	Locally we have split our listserve into two streams. One for discussion of these important issues and one for more practical use such as resource, and referrals
01:47:47	Susan Convery she/her:	Can you pls say more Dr. Bob?
01:48:04	Diane Feirman (she/her/hers):	Vinny, Meliss and others asking- I am capturing your questions about the scholarships and expanding support and will bring them to the Scholarship and Awards committee. Thank you for the suggestions
01:48:05	Sue Barnum:	Good idea, Deborah Sharp.
01:48:06	Vinny Dehili (He/Him/His):	Not to divert to far, but with respect to another aspect of diversity, I'm curious if AGPA may be considering options to provide closed captioning for their e-learning events, as a deaf psychologist messaged me on a previous webinar assuming that live captions or closed caption software would be available.
01:48:12	Donna Harris, she/her/hers:	Dialogue should not become oppression Olympics as the listserve has been as of late.
01:48:20	Molly Moses (she/they/):	if we use specific subject lines then people can choose to filter what they read. I delete all referral emails. Resources and referrals def don't go together for me!

01:48:22	Nadia Greenspan (she/her):	Kat: I don't need to observe white supremacy in the leadership. This is a north American organization and white supremacy is ingrained. We all (and leadership in particular) has to actively work to make ourselves anti-racist.
01:48:25	Haim Weinberg:	Agree, Karen, about the importance of a dialogue, but who decides when it's a debate?
01:48:30	Latoyia G. P. (she, her, hers):	improving Guidelines to more clearly address issues of racism,, etc, monitoring, as well as clear boundaries and responses when the guidelines are violated.
01:48:45	David Flohr:	How to gather "new information" regarding those who been largely silent. Where are the voices and what are they trying to say. How can the Focus Groups be designed to allow the voices to sing...to engender safety and self disclosure. The Focus Groups could be designed around the needs of very particular subgroups. In this way containers are built by the members from the ground up. It then becomes more possible to use the Focus Group process, structure and task to include many diverse voices as well as the complexities of intersectionality. While the majority of the Focus Groups may remain on anti black racism, other Focus Groups might gather new information in wider domains, such as a FG that includes the experience of black women in the early phase of their career who are seeking support to express themselves within AGPA...etc.How to design the smaller groups in a way that truly attracts new and meaningful information.
01:48:48	dr. bob / chicago:	molyn yes being online disinhibits
01:48:49	Allan Sheps:	It often depends on whose ox is being gored.. The civility here tonight is in part from seeing one another,
01:49:14	Kat Z (She/they):	Nadia: I am letting you know that it is helpful to know what you've observed. For example, I've observed certain things that to me are exclusionary, and I can bring those things to the leadership. I support you in doing the same, taking up your authority to engage with the leadership.
01:49:23	Alison Howard:	We are getting off topic. How are we talking about the list serve rather than racism in AGPA?
01:49:23	Paul Gitterman (he, him, his):	I hear your comments D. Bob and Stavros. The pacing fo the listserv is intense and can result in excluding others. Moderating can hopefully create more inclusivity so it's not just a battle of egos.
01:49:41	Rachael Kaplan:	Thank you Molyn that is really an important point. B/c a lot gets lost losing the texture of the group dynamics and ultimately diminishing diversity and textures of thought
01:49:45	Desiree Ferenczi-AGPA Staff:	Hi Vinny, Closed Captioning is available for this town hall. See the bottom of your screen: Closed Caption
01:49:53	Phillip Horner (He/Him/His):	Thank you Nadia, we are swimming in it, and addressing it is most important. I appreciate what you are saying here and

		asking, I know I don't have a perfect answer and glad you are naming it and bringing it forward here
01:50:00	Deborah Sharp:	How many in our organization are trained in Restorative Practices?
01:50:03	Latoyia G. P. (she, her, hers):	My concern about the listserv is that racist rhetoric is tolerated, yet such things as the idea of violations that affect non profit status are not.
01:50:12	Kat Z (She/they):	Alison: I believe this is directly related - it's about how to even be able to talk to each other about racism.
01:50:17	Deborah :	I like the idea of having the list serve used mostly for questions and resources. And Molyn's idea of the deeper discussions in a zoom group.
01:50:22	Claudia Arlo:	what about utilizing the SIG listserve?
01:50:23	Siddharth Shah:	@Nadia yes. Also, the leadership accepts its white supremacy ipso facto to the extent it is embracing anti-racism, If they dig deep enough, they can provide data about its own white supremacy
01:50:38	Tony Sheppard (he/him/his):	I interpreted Nadia's reference to white supremacy in leadership in the sense that it's used by Robin DiAngelo. Correct?
01:50:46	Nadia Greenspan (she/her):	Yes, @Siddharth
01:51:00	Paul Gitterman (he, him, his):	Well said David F
01:51:02	Aziza P:	I think AGPA and the leadership has to take a position. Racism and other oppressions are not up for debate. I don't imagine we would hem and haw about other atrocities and hesitate to take a position. Take a stand, we will not debate the legitimacy of racism, sexism, homophobia on this on our listserv. We want to engage in conversations about how we address those oppressions as a org.
01:51:02	Nadia Greenspan (she/her):	@Tony correct, exactly
01:51:03	Kat Z (She/they):	Tony: yes. And. I support people who are observing enactments to please speak up to the leadership.
01:51:08	dr. bob / chicago:	jon unfortunately hate is in agpa as well as the outside world
01:51:16	stavros charalambides:	what is hateful is very subjective and who decides what is hateful becomes oppressive in inappropriate hands.the DiAngelo's book as list serve boundary is binary and biased and non commonly agreed
01:51:17	Latoyia G. P. (she, her, hers):	Aziza...thank you for your comments
01:51:27	Tony Sheppard (he/him/his):	Absolutely, Kat. As someone in leadership I welcome that! Thanks.
01:51:34	Kat Z (She/they):	For sure!
01:52:05	Susan Convery she/her:	Thank you, Alexis.

01:52:12	Nadia Greenspan (she/her):	@Kat I am concerned that observing enactments is not enough, we do not have access to the leadership except what we observe. Leadership needs to set a goal for themselves of examining their own internal racism and white fragility.
01:52:23	Jon Lewis:	Agreed, Bob. I think we (and leadership needs to clear and direct about this) have to denounce it and expel it when it shows up.
01:52:25	Alison Howard:	Kat, then that should be more explicit. We are talking about how racism is being talked about rather than why it is being talked about - which is because we have not addressed it to date in a way that needs to be addressed.
01:52:27	Kat Z (She/they):	Nadia: my current understanding is that they are doing that.
01:52:30	Deborah :	I am very interested in what people are discussing but can become overwhelmed with the intensity and following it all.
01:52:52	Cheryl Kalter:	impact vs intent is a standard we can take on
01:52:54	Rose McIntyre:	Yes listening with compassionate ears leads us to "racial inquiry", recognizing humanity in all, as well as being curious about each differentiation, or individuality.. Expanding dialogue.
01:53:03	Rachael Kaplan:	Thank you Melyn!
01:53:03	Donna Harris, she/her/hers:	Intent vs Impact is crucial!
01:53:08	Kat Z (She/they):	Nadia: and I hear you'd like to hear more from the leadership about their own inventory. In the document, the recommendation is also to bring in an org consultant to assist the leadership in its own self-evaluation.
01:53:30	Nadia Greenspan (she/her):	Are y'all discussing tone policing? One of the crucial aspects of white fragility.
01:53:39	Nancy Kelly:	"Denounce and excel" or restorative justice? These two approaches may not fit neatly together....
01:54:18	Kat Z (She/they):	Alison: do you have reactions or suggestions in response to the document of recommendations that were made? That is directly related to actions.
01:54:38	Shari Baron:	thank you for your question, Mitchel
01:55:34	LaTasha Smith (RED SIG Tri Chair):	would it be an option to look outside of the membership for solutions regarding restorative justice and other organizational interventions ?
01:55:39	Tingli:	How about we use GRC model?
01:55:41	Stef Gentuso (they/them):	It's interesting to me that we're having a very *list-serve-like* conversation on this chat while the administration talks about the dangers of listservs
01:55:42	David Flohr:	I have a comment/question
01:55:44	Molly Moses (she/they/):	I've experienced bringing up a microaggression with someone and them receiving it as an aggression. I am a huge supporter of intent vs impact as a way of working

		through situations, and intent vs impact can get dicey or misused as concepts when the power roles are murky.
01:55:45	dr. bob / chicago:	jon expel hate? i'm not going to hold my breath
01:55:46	Kat Z (She/they):	LaTasha: YES
01:55:46	Chris Fitzstevens:	How can we, AGPA, make our fees more inclusive without relying so heavily on funds raised through donation for scholarship? This is an issue of equity and inclusion.
01:55:47	Deborah Sharp:	I believe we should consult David Karp at UC San Diego
01:55:47	stavros charalambides:	cultural differences need to be more acknowledged . being more direct is perceived as oppressive from other cultures
01:56:18	Kat Z (She/they):	Chris, Deborah, Stavros: noting your comments
01:56:19	Tony Sheppard (he/him/his):	Stef-LOL
01:56:19	Deborah Sharp:	There are a number of us trained in Restorative Justice and I would enjoy being part of that process
01:56:38	Jon Lewis:	Bob - it is about intentionality and policy, for me. A lofty goal, indeed.
01:56:43	Sophia Chang-Caffaro:	Regarding the outside consultant--Robin DiAngelo was the keynote speaker of the UC systemic conference diversity training last year and received high evaluation from 10 campuses. The other person, Kikanza Nuri-Robins was also hired to be our UC organization consultant to deal with the systemic dynamic.
01:56:54	Sophia Aguirre (she/her/ella):	Stef - is the chat feeling unsafe for you?
01:57:12	Phillip Horner (He/Him/His):	Aziza, I agree Racism and other oppressions are not up for debate. The list serve should be created to be a space where racism is not happening and finding a way to create a place there so that racism is being addressed and discussed outside of the listserver.
01:57:16	Deborah Sharp:	David Karp, Duke Fisher, Nina Harris
01:57:30	Richard Beck:	agree with your perspective, Karen.
01:57:31	Susan Convery she/her:	We ALL have skin in the game
01:57:36	Cheryl Kalter:	Chris Fitzstevens, an idea that has many implications about perception of fund raising.
01:57:41	Stef Gentuso (they/them):	No, Sophia, but thanks for asking. I just notice that having a space for written words seems important enough for us to even do it over this chat
01:57:50	Haim Weinberg:	@Sophia: Good question to Stef. I suggest extending it to everyone
01:57:52	Donna Harris, she/her/hers:	Robin DiAngelo is great in helping white people do the work they need to do but she does not address the intercultural dialogue which needs to happen eventually.
01:57:56	Latoyia G. P. (she, her, hers):	Concern: I do want to address that concern that we have to be careful that systemic racism often allows for continued harm and processing of injury that occurs toward those who

		identify as African American/Black, POC, yet if similar injuries occur with dominant groups they are not allowed.
01:57:58	Phillip Horner (He/Him/His):	agree Aziza
01:58:03	Phillip Horner (He/Him/His):	and the pain and harm
01:58:05	Stef Gentuso (they/them):	Though this chat is moving veryyyy fast
01:58:06	Cheryl Kalter:	Chris, yes, more discussion needed on your idea
01:58:25	Kat Z (She/they):	Donna: I agree that White Fragility is not a panacea and there are writers and trainers of color to turn to.
01:58:56	Donna Harris, she/her/hers:	Yes Kat which is why I recommended Lee Mun Wah of Stirfry.
01:59:00	Kat Z (She/they):	Yes!
01:59:03	Sarah P:	Dr. Kim Obear & Dr. Jamie Piscataway) are racial equity mediators and trainers. I just attended their "Dismantling Racism in Organization" Phenomenal team that addressed some of this evening's points
01:59:05	Li Brookens (they/them):	Wish the video conversation could cover some of what is happening in the chat. The energy in this chat is important to confront in our town hall if possible tonight
01:59:07	Kat Z (She/they):	Noting your recommendations to the leadership.
01:59:16	Alison Howard:	Stef - yes.
01:59:20	Leah Goldgar (she/her):	The chat doesnt feel unsafe for me but its going so fast I wonder how its actually possible for people to take in the chat, the speaking, and be doing the depth of thought and feeling we all know this requires.
01:59:33	stavros charalambides:	Di angelo is divisive and not inclusive of different opinions at all. plus she does not adress anything about multicultural views.
01:59:35	Lodi Siefer (they/them):	Appreciating getting to see people's faces here. I need to go now but I look forward to next steps. I've been gone from AGPA since becoming a parent seven years ago and am looking forward to being able to attend Connect since it will be remote. It seems like an important opportunity to become more inclusive and shift forms in the direction of equity and anti-black racism.
01:59:42	Haim Weinberg:	@LI: Agree with you
01:59:51	Phillip Horner (He/Him/His):	@Li — Agree, lots of energy in several conversations shows the engagement wanted and more conversations that are needed
01:59:51	dr. bob / chicago:	the chat increases access / is more inclusive
02:00:11	Richard Beck:	Thank you for these two meetings, one on the video and the other on the chat.
02:00:12	Vinny Dehili (He/Him/His):	@Li agreed.
02:00:21	Sue Barnum:	Nadia, you're up!

02:00:24	Li Brookens (they/them):	@ bob yes, but it also undermines leadership
02:00:40	Jeff Grossman:	question from Nadia
02:00:42	Molly Moses (she/they/):	I feel like my participation in the chat might be a white patterning of not letting the pace be as slow as it might need to be. being more focused on speaking than listening. just me speaking for myself here!
02:00:43	Alison Howard:	Nadia
02:00:47	Vinny Dehili (He/Him/His):	Ijeoma Oluo has done some excellent work.
02:00:48	Kat Z (She/they):	Li: I think I see it as engagement and self-authorization - but/and I hear where you're coming from.
02:00:52	Ann Steiner (she/hers):	Thanks for offering/ planning to provide the chat written!
02:00:53	Brittni Gettys:	I'd love to hear from Nadia as well! Great points brought up!
02:00:57	Leah Goldgar (she/her):	Molly - agreed
02:01:13	Susan Convery she/her:	Elaine wants to speak
02:01:17	Craig Haen:	Thank you to this team of facilitators. Complex problems require multifaceted answers, and I appreciate that you don't have them all now, or have to have them all right now. We are all responsible for figuring this out.
02:01:23	Jon Lewis:	I, too, would like to hear from Nadia (if you're willing to share, Nadia).
02:01:32	Aziza P:	Same Jon, same
02:01:47	Sue Barnum:	Nadia, where are you?
02:01:55	Brittni Gettys:	Yes, if Nadia is willing, I don't want anyone to feel like they need to speak for everyone if not comfortable
02:01:55	Nadia Greenspan (she/her):	I am here
02:01:59	Nadia Greenspan (she/her):	Catching up reading
02:02:01	Paul Gitterman (he, him, his):	David F you can raise your hand through the participants button
02:02:03	Jeanne Bunker:	I listened to Dr. Kendi speak earlier tonight and found his clarity and directness extremely helpful in cutting through denial. He spoke of (and writes of in his book) that "not a racist" is not a real stance. One is either behaving as a racist or an antiracist. This point of view could be useful for our institutional issues. He is also very compassionate about being in a process of recognizing our own racism.
02:02:20	Sue Barnum:	You have a lot of support to pose your question, Nadia
02:02:20	Stef Gentuso (they/them):	Thank you so much for bringing this up Elaine
02:02:26	Sophia Aguirre (she/her/ella):	Agree, Jeanne!
02:02:27	Vinny Dehili (He/Him/His):	You all asking for Nadia can vocalize it yourself. Raise your hand to be heard <3
02:02:58	dr. bob / chicago:	li that's the tradeoff

02:03:31	Rachael Kaplan:	The Origins of Totalitarianism” discusses the rise of the totalitarian movements of Nazism and Stalinism to power in the 20th century. Arendt explained that such movements depended on the unconditional loyalty of the masses of “slumbering majorities,” who felt dissatisfied and abandoned by a system they perceived to be “fraudulent” and corrupt. These masses sprang to the support of a leader who made them feel they had a place in the world by belonging to a movement.
02:03:44	Melissa King (she/her/hers):	Jeanne, I was there too! Fun to know we were both in the same “place” twice tonight!
02:04:34	Kat Z (She/they):	Rachel: Im noting your comment
02:04:35	Jeanne Bunker:	Melissa - that is fun to know!
02:04:49	stavros charalambides:	Also Fromm suggests that when oppressed Rachael unite under malignant narcissistic leaders become totalitarian regimes
02:05:16	dr. bob / chicago:	did molyn say the chat would be recorded as well as the main channel?
02:05:19	Jennifer’s iPad:	Wishing Nadia could speak freely and be heard on the record.
02:05:36	Michele Ribeiro (she/her/they):	Yes Bob, it will be recorded.
02:05:38	Shari Baron:	Bob - yes
02:05:40	Kat Z (She/they):	Jennifer this entire chat is being recorded as well and Moly said he will review it.
02:05:40	Rachael Kaplan:	@stavros, yes many thinkers address the mob mentality of the group ...
02:05:50	Kat Z (She/they):	I am also noting things to uplift specifically to leadership
02:06:31	Ann Steiner (she/hers):	Thank you, Elaine for raising this important issue
02:06:57	Phillip Horner (He/Him/His):	@@Elaine — thank you so much for naming that, you said it such a wonderful way that was speaking up for those others who are not here to speak and know that was a big move in doing so
02:06:58	Joshua Ziesel:	Good question!!!
02:07:06	dalilayussif:	Congratulations to the organisers, from Mexico city
02:07:09	Jon Lewis:	YES
02:07:25	Shari Baron:	Thank you Elaine for bringing this up here
02:07:34	Tingli:	thank you, Nadia
02:07:48	Martha Gilmore, PhD, CGP:	The task force report recommends a revisiting of the structures around the meeting. It seems that policies that were set in place to solve some problems might be a part of the problem now.
02:07:55	Donna Harris, she/her/hers:	Thank you Nadia - Yes it's about accountability.
02:07:56	Sophia Aguirre (she/her/ella):	Nice to see Mexican's represented. I am a first generation Mexican-American/Chicana
02:07:57	Sue Barnum:	Thank you, Nadia..

02:08:01	Joshua Ziesel:	"This can't wait." - You're totally right Nadia.
02:08:02	Alison Howard:	Thank you Nadia.
02:08:06	Haim Weinberg:	@Dalia: Welcome our Mexican colleague
02:08:10	Rick Tivers:	Thanks for taking this risk Nadia.
02:08:34	Siddharth Shah:	Phew. Ok. Strong stand, Nadia
02:08:40	Stef Gentuso (they/them):	yes thank you for speaking directly to the facilitators about this. Very strong
02:08:53	Phillip Horner (He/Him/His):	@Nadia, I agree, we have had so much time and being a white person and a person who benefits and has done racist acts, I appreciate you bringing this attention, and feel my own frustration at times with the place we are in and the early place we still are
02:09:03	Jon Lewis:	I have a lot of admiration and respect for you, Nadia. Thank you.
02:09:31	Ryan Spencer:	Jeanne, I appreciate your comment from Dr. Kendi tonight and think it helps address Nadia's question.
02:09:34	stavros charalambides:	it is different to be trauma related than trauma governed as an organisation.
02:09:36	Darryl Pure:	Nadia, I can speak as part of leadership and can assure you that we are doing a great deal of our own work along these lines. I have attended workshops, read and also found other resources to educate myself. It is easy for me to own my racism (though uncomfortable) and also , when I delve into my deepest soul, a bigot. It is only by owning these things that I can hope to grow and move on.
02:09:41	Vinny Dehili (He/Him/His):	Appreciate you giving voice to that Nadia
02:09:57	Sarah P:	Are their safe spaces/affinity groups for BIPOC folx available at conferences? And if not, is it possible to support safe spaces for BIPOC members to find support, especially after others have run their racism? While, we can make grievances to leaders, this does not always feel safe in the moment. An advocate is needed.
02:10:13	Rick Tivers:	Thanks for letting us know Darryl.
02:10:15	Shannon York:	Thank you, Darryl
02:10:22	Siddharth Shah:	Thank you for writing that Darryl
02:10:24	Haim Weinberg:	@Nadia: I agree that we should all educate ourselves, especially those in leadership position, and I think that I learned a lot in the last months. But I am afraid that demanding someone to "admit" their racism (or whatever ism) reminds me too much of some totalitarian regimes where people had to :admit:" their crimes
02:10:43	Darryl Pure:	The leadership and particularly the exec has spent hours on this topic
02:10:48	Joshua Ziesel:	I join with you, Nadia, in acknowledging my racism. I join you in longing that AGPA was further along in its evolution.

		And I thank you for giving voice to an big unspoken feeling in this group tonight.
02:10:48	Vinny Dehili (He/Him/His):	Thank you Darryl and Molyn for voicing your personal reflections on this.
02:10:52	Tony Sheppard (he/him/his):	I appreciate your comments Nadia. Very real. I've been doing a lot of grappling with growing up in a racist home as a child and in my complicity with white supremacy in so many areas of my life. Each day a new layer is peeled back for me.
02:10:53	Cheryl Kalter:	thank you Darryl,
02:10:54	dr. bob / chicago:	molyn for president! of the us!
02:11:04	Sarah P:	We must understand that this will take a very long time to shift. In the interim, we can continue to expect ignorant behavior and how to deal with all parties involved.
02:11:06	stavros charalambides:	i agree with Haim.Fromm speaks of his theory about that.
02:11:09	Rachael Kaplan:	Thank you Molyn. Also @ Nadia, I feel it is so critical to differentiate between racism on an individual and structural racism and bias and bigotry and discrimination.
02:11:10	LaTasha Smith (RED SIG Tri Chair):	@sarah p- many see the RED SIG meetings at the conference as such a space
02:11:13	Tony Sheppard (he/him/his):	And reading and talking and exploring
02:11:19	Molly Moses (she/they/):	bob, the us, or us?
02:11:30	Shira Marin:	Nadia, people have to understand the nature of their own racism. Taking Molyn's comments into account: To learn about the truth of his comments, watch "Thirteenth," particularly. Also, I'm not your Negro," is very valuable. Finally, about the issue of color, see "Dark Girls." I would like to begin a conversation outside this hour from having viewed these films and moving on from here. Let me know if you are interested at shiramarinphd@gmail.com
02:11:30	Deborah Sharp:	I appreciate your humility Molyn. And your leadership.
02:11:37	Sophia Aguirre (she/her/ella):	Sarah P - the DEI TF has been discussing creating POC only spaces at the conference
02:11:41	Sarah Brandel:	Nadia's voice captured for me what was missing in the town hall. Otherwise a great start.
02:11:46	Claudia Arlo:	thanks Molyn
02:11:52	Tingli:	Great! Darryl
02:11:58	Sue Barnum:	Yes, Molyn...if we can't do it, no one can.
02:12:03	Karin Bustamante (she/her):	thank you Nadia - for me this work involves moving toward and anti racist position... and to that I have to engage with my own racism.. I'm hoping AGPA leadership can do so as well
02:12:03	Latoyia G. P. (she, her, hers):	I am conscious of the need to be careful of the tendency in situations of institutionalized and structural racism, that when injuries, harm, trauma occur toward POC the situations are often dealt with by 'processing' and allowing,

		limited attention to address the perpetrators of harm. When those same injuries occur against those of privilege or in power perpetrators if they are POC are addressed. I compare it to situations of armed individuals who identify as white showing up to a capital with limited impact, yet peaceful protesters experiencing violence, the concern that if POC showed up armed they would receive a different response. I would like greater attention to prevention as well as consequences in addition to restorative actions.
02:12:04	Tingli:	thanks , Molyn
02:12:09	Joe Wise:	thank you all
02:12:09	Deborah :	Thank you, Nadia and Molyn! We privileged whites have a lot of work to do.
02:12:10	Rachael Kaplan:	@Because you lose the textural differentiation and you lose the potential for conversation, dialogue, empathy further relations...
02:12:18	Shari Baron:	Thank you Molyn and the task force for putting this together tonight.
02:12:24	David Flohr:	Thank you to all earnest souls....
02:12:25	Rose McIntyre:	thank you all - with hope for continued collective work
02:12:33	Nadia Greenspan (she/her):	@Deborah - yes, this is our work.
02:12:34	Colette McLean she/her/hers:	AGPA, I commend you for your willingness to lean in. I haven't seen this in other organizations I am a part of. AGPA, you are a unique group and I'm going to stick with you to be better. I believe you/we can do it.
02:12:49	Phillip Horner (He/Him/His):	I appreciate the space and would love to have this much more often to keep conversation alive
02:12:59	dr. bob / chicago:	molly :-)
02:13:00	myrna frank:	Thank you Molyn - I appreciate your really thoughtful and warm responses. You offer a model for how to do that.
02:13:00	Sue Barnum:	Thank you, DEI members...well done.
02:13:05	Vinny Dehili (He/Him/His):	@Latoya I appreciate you naming the balancing act of taking the systems/structural view of racism makes it easier to hear feedback but doesn't take away from the personal responsibility we all have to own are part.
02:13:05	Deborah :	Thank you very much, task force!
02:13:06	Karen Cone-Uemura (she, her, hers):	@Sarah p - we've discussed having a physical space, aside from REDSIG meetings, where BIPOC can gather at any time during the meeting. We welcome suggestions on how to do this!!
02:13:06	Li Brookens (they/them):	I hope we all continue these conversations in focus groups!!
02:13:10	Catherine :	Owning means not shifting the blame to structures.
02:13:14	David A. Songco, Psy.D. CGP:	Thank you for your leadership Molyn and DEI and RED SIG
02:13:15	Joshua Ziesel:	I agree with you Phillip. This dialogue HAS to continue

02:13:21	Mitchel Adler:	Thank you to the Town Hall committee for this community experience!
02:13:22	Ann Steiner (she/hers):	Thank you Melyn for your open-heartedness and willingness to shepherd us into these important areas!
02:13:23	Phillip Horner (He/Him/His):	YES Li, love it
02:13:24	dr. bob / chicago:	will the board meeting be open to observers?
02:13:25	Deborah Sharp:	This has been so valuable. Thank you to the committee for your hard work.
02:13:31	Li Brookens (they/them):	Including those concerned about totalitarianism... seems very important to address!
02:13:38	Tony Sheppard (he/him/his):	Thank you to everyone for being present.
02:13:43	Shari Baron:	Philip - I am glad to see you here and always appreciate your input
02:13:52	Siddharth Shah:	I have to say that if a marginalized group asks the dominant group to speak to its orientation, it isn't asking for a confession in a totalitarian way. It helps the marginalized know who it can have alliances with, and where it can feel safer and met
02:14:00	Phillip Horner (He/Him/His):	thank you Sheri, I love seeing you here too and your thoughts and comments!
02:14:02	Richard Beck:	thank you for your leadership, Melyn.
02:14:03	Latoyia G. P. (she, her, hers):	Thank you!
02:14:08	Joel:	Thanks to all
02:14:12	Siddharth Shah:	And thank you all
02:14:13	Sue Barnum:	Hi, Jana!
02:14:13	Jana Rosenbaum:	Can the chat be captured and shared?
02:14:15	Deborah Sharp:	We have submitted a proposal for an RJ circle around identity in AGPA
02:14:18	stavros charalambides:	Thanks to all .
02:14:22	Molly Moses (she/they/):	Thank you
02:14:23	Latoyia G. P. (she, her, hers):	Thank you to our Panelists!
02:14:26	Jana Rosenbaum:	Hello Sue! Hello and goodbye all!
02:14:27	Rachael Kaplan:	Thank you all interesting perspectives
02:14:29	Stef Gentuso (they/them):	bye bye everyone, for now
02:14:31	myrna frank:	Thank you to all of you for your hard work
02:14:31	David A. Songco, Psy.D. CGP:	You can save the chat by clicking the 3 dots and hitting save chat
02:14:33	Phillip Horner (He/Him/His):	Agree Siddharth, I take it as a question if this is a space can have allyship and who can be talked to
02:14:33	Melissa King (she/her/hers):	Thanks, everyone!
02:14:34	Kat Z (She/they):	Thank you evryone.

02:14:37	Alison Howard:	Thank you everyone.
02:14:46	Ryan Spencer:	Good to see y'all!
02:14:48	Cheryl Kalter:	thank you to all the leaders who have put forth this effort
02:14:52	debra sloane:	Thank you all for your hard work and soul searching!
02:14:57	Kerry Kravitz:	Thank you!
02:14:58	Boparai:	good night
02:15:08	Latoyia G. P. (she, her, hers):	Thank you everyone for the participation as well!
02:15:25	Miriam L IOSUPOVICI:	Now what?
02:15:50	Molly Moses (she/they/):	it's good to see faces, hard to go back to not faces
02:16:06	Susan Convery she/her:	Agreed Molly Moses!
02:16:10	David A. Songco, Psy.D. CGP:	Drinks? Post town hall meet up?
02:16:16	Shari Baron:	Agree, Molly!
02:16:42	Molly Moses (she/they/):	I can host in suite 3257326615
02:16:43	Miriam L IOSUPOVICI:	When do we have small group discussion?
02:16:52	Molly Moses (she/they/):	pw 413
02:17:57	Susan Convery she/her:	Goodnight!