

8.13.2020 Snack and Chat: Zoom Chat String

SNACKING

From garten : **What are you snacking on these days?**

From lynne simon : A homemade trail mix of cashews dried cherries coconut pistachios

From Jennifer DiPietrantonio : Dried mangos!

From Jenna Ricks : Water lily pops

From Justin David Carl : Justin (aka Dragon, from Garten) snacking on fresh Grapefruit from my garden! ❤️🌿

From Michael Navarro : Michael from garten! I had a big bowl of peanut butter oatmeal earlier! Ask me about my recipe ;)

From Ayde Estrada : I'm snacking on an Over Easy bar

From andrey.vinogradsky@garten.co : An apple (fuji)

From Larry Bejjani : Blueberries

From Karen Byrd : Tamale :-)

From Tene Lewis : Crab legs

From Rebecca Solomon : Some THCO chocolate, blueberries and coffee :-)

From Brendan Terranova : Truffle Marcona Almonds <3

From Alison Acerra : Mary's crackers with hummus!

From Adele Garlasco : boom chicka pop!

From BaileyT : cherries

From Joel Alvarez : Oat Milk Iced Latte with Dark Chocolate concentrate (Vegan) and a kind almond bar

From Karen Waters : Mangoes

From Brendan Terranova : Oooo Joel.... That sounds amazing.

From John Powers : John from garten! I am snacking on pita chips with roasted garlic hummus.

From Tina Gee : Iced Dirty Chai :)

From Rebecca Solomon : I have oat milk in my coffee

From Sheena : Pop Corn and white chocolate

RESPONSE DR MCGEE QUESTION

From garten : **How are you feeling about current conversations about cultural competency diversity, equity and inclusion at your organization?**

From yolanda garrett : I wish there was more transparency. We talked about it for a little bit but that has died down.

From debrawilliamson : I wish there was more diversity in upper management.

From Remi Onifade : It is also hard to get upper management to be okay to go through implicit bias trainings with POC people.

From garten : I wish there was a format where we could meet with small groups of diverse employees with International discussion topics to help build relationships and break down barriers and facilitate shared understanding.

From Mrs. Bigelow : This is a topic that all industries and organizations need to make a priority, just like annual compliance training and harassment training. It's always relevant and warrants continual conversation/dialogue.

From debrawilliamson : Agree!!

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From lynne simon : And skin is 1/100 of an inch thick...

From Lisa Aguilar : qualified immunity

From Lisa Aguilar : :(

From yolanda garrett : Which is why they get away with murder! Time to change the law.

From debrawilliamson : Indeed!

From debrawilliamson : That's why we protest!

From Mrs. Bigelow : Wow! If we don't learn from history, we're doomed to repeat it!

From Joe Schmidt : This "Americanization" process happened to a Native friend of mine in the 1970s in California.

From debrawilliamson : My mom went to court for this in Utah defending Native Americans rights.

From Karen Waters : Curious what the thought of white privilege was from your peers after learning the information that you just shared

From Perna Nalavade : Yes, I have seen this video and it is one of the best explanations I have ever seen! So simple yet well thought out and impactful

From debrawilliamson : Open to learn and change.

From debrawilliamson : Accepting that it exists, is the first step?

From Michael Navarro : Million-dollar question but how can people have healthy, productive dialogue around these topics?

From Joel Alvarez : yup and lets not forget the Federal Highway act in 1944 contributed to redlining and separated "Poor" neighborhoods from "wealthy" neighborhoods. Banks would deny loans just based on your location making it impossible for people or black or minorities to live in the wealthy side of the suburbs.

From debrawilliamson : It starts with self accountability and honesty, at least my beliefs.

From David Carboni-Smith : Question/ educational topic: I was recently informed that we should refrain from using a common marketing term, "white labeling", as this term has racist connotations. For context, a white-label product is a product or service produced by one company (the producer) that other companies (the marketers) rebrand to make it appear as if they had made it. Dr. McGee do you have any thoughts or knowledge of this or other terms we should remove from our vocabulary? (ANSWERED DURING LIVE SESSION)

From yolanda garrett : I don't agree that change can't be made to systemic racism. It is just going to be difficult because you need to change laws and get rid of politicians who don't care about the people they are supposed to be serving.

From Chardeney Mason : That was a very good video explaining systematic racism. Is it possible for you to share the link?

From debrawilliamson : Yes!

From yolanda garrett : Incarceration is the new Jim Crowe.

From Justin David Carl : I think having someone like Dr. Jeff McGee come speak to employees and creating open conversation in small to medium size groups is a great way to make progress.

RESPONSE DR MCGEE QUESTION

From amberwoods : white

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From Tori Gutowski : White women
From Shane Scaramuzzi : white
From yolanda garrett : Mostly white
From Tina Gee : white
From Monique Johnson : mostly white
From Keleigh Starr : I don't see me and that is the issue
From Traunza Adams : White then some black
From Tina Gee : black
From amberwoods : black women
From Yessica Trujillo : Black
From Remi Onifade : black
From Adam McBain : Non white
From Tori Gutowski : Black women
From Yahya Sultan : black
From Tene Lewis : black
From Kristen Muniz : black women
From yolanda garrett : Heck yea!
From garten : Based on the concepts just covered. Where do you find yourself curious and where do you find yourself uncomfortable?
From Karen Waters : For years black women in the military couldn't wear their hair in braids. That only changes in recent years.
From Yessica Trujillo : White men
From Tina Gee : White male
From Michelle Dorminey : Mostly men
From Adele Garlasco : White men
From amberwoods : Mostly older white men
From Monique Johnson : white dudes in suites
From BaileyT : older white men
From Kim (She/Her) | Blacklane : White men in suit and tie
From Kim (She/Her) | Blacklane : even older white men
From Yessica Trujillo : Older white men
From BaileyT : white men
From yolanda garrett : Mostly white men
From Tina Gee : Older white men
From amberwoods : Old white guys
From Monique Johnson : whites dudes in suites but with beards
From Alexandra Pharmakidis : Old white men with glasses
From amberwoods : women
From Tina Gee : women
From BaileyT : women
From Karen Waters : Mostly young white women
From Catherine Clobucker : Mostly younger women

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RESPONSE TO DR MCGEE QUESTION

From garten : **Based on the concepts just covered. Where do you find yourself curious and where do you find yourself uncomfortable?**

From Mrs. Bigelow : Curious - about my own unconscious biases and uncomfortable with why I have them...hmm?

From Phone : Given that garten clearly supports this conversation and making progress on these issues, I'm uncomfortable with the lack of progress and recognition within our company. Every time I saw this snack and chat advertised, my first thought was how hypocritical it was to associate ourselves with being "woke" given the state of the company and some of the recent actions of our leader.

From michaelhirsch : **Dr. McGee - your audience today is mostly individuals that support and believe in the need for change. How do you, individually and we, collectively impact change with others not aligned? (ANSWERED DURING LIVE SESSION)**

From Kristen Muniz : ^^Yes!

From yolanda garrett : **How do we get our companies to do more learning and how can we help in that effort? (ANSWERED DURING LIVE SESSION)**

From yolanda garrett : I totally agree that trust needs to be built to have genuine conversations.

From Phone : **How do you avoid getting discouraged with the enormity of making change in systemic racism? Where do you begin? (ANSWERED DURING LIVE SESSION)**

From Rebecca Solomon : **Have you found that there are different ways people learn how and why they trust others?**

From debrawilliamson : Yes try not to insult their beliefs but be open about your own.

From yolanda garrett : @rebecca great question to add to that one- what tools can we use to learn how people learn at our jobs?

From Tina Gee : For those looking "where to start", sign up for <https://www.nudgetext.com/ally> where they will text you 2x a day (first one is a video, 2nd one action item). Many of our employees signed up (including myself) and its been a game changer.

From Nena Kuhr : **How do you recruit and hire more diversity without creating a counterproductive quota system that further isolates race as a primary qualification?**

SESSION FEEDBACK

From Cora Vacchio : Thank you so much Jeff!! :)

From yolanda garrett : Dr. Jeff can you put your information in the chat?

From debrawilliamson : That was awesome! Thank you!

From debrawilliamson : On a personal level how do we get family that refuse to understand their own privilege?

From Jenn Kim : Thank you again!

From garten : <https://ccdynamics.org/>

From Monique Johnson : where could we find a copy of your CCMC model? and the breakdown you just showed in slides

From Adele Garlasco : Wonderful presentation. Thank you Dr. McGee !

From amberwoods : **How do we manage the emotional labor of having to be the ones to teach others and lead the changes within companies ?**

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From BaileyT : Excellent presentation, enjoyed learning more on systemic racism , the history and the laws!

From garten : jmcgee@ccdynamics.org

From WavenDean Fernandes to garten (Privately) : [Will we get the link to this recording \(ANSWERED DURING LIVE SESSION\)](#)

From Catherine Clobucker : Thank you Dr. McGee!

From Mrs. Bigelow : Awesome presentation!

From Jamie Rinaldis : Thank you!

From yolanda garrett : Thank you!

From jennel : Thank you!

From Justin David Carl : Thanks Dr. McGee and everyone who attended! 🙏❤️🌿

From WavenDean Fernandes to garten (Privately) : MAHALO...THIS WAS GREAT

From Dr. Jeff McGee : Thank you everyone for your participation! Continue doing great work!

From Carly Slagel : Thank you!

From jennel : Loved the looped learning concepts

From Lisa Aguilar : Thank you!

From Karen Waters : This was great, Thank you for the history

From Rebecca Solomon : I'm open to having more discussions. If you're down and want to get different people together find me on linked in Rebecca Solomon at garten :-)

From Natalia Silva to garten (Privately) : Hello there! My name is Natalia Silva, and I am the EA from Birdies. I get your emails because I was looking into ordering Garten products for our snack corner but that is all on hold right now of course :) I just wanted to say thank you for this amazing Snack & Chat. A lovely session and a very communicative team you guys have!! Best, Natalia

From Yahya Sultan : Thank you!

From Krista Arredondo : Thank you so much!

From Jennifer DiPietrantonio : Thank you!

12:59:57 From Traunza Adams : Excellent preso!!

12:59:58 From Paul Archambeau : Thank you!

12:59:59 From Kit : Thank you!

13:00:04 From Prerna Nalavade : Thank you!

13:00:09 From Lineka : thank you!

13:00:15 From Kristen Muniz : Thank you!

13:00:18 From David Carboni-Smith : Thank you Kathleen and Dr. McGee!

13:01:21 From Rebecca Solomon to garten (Privately) : [Will the questions be captured from the chat? \(ANSWERED DURING LIVE SESSION\)](#)

13:01:40 From Rebecca Solomon to garten (Privately) : Some of them I'd like to go through myself

13:02:18 From garten to Rebecca Solomon (Privately) : Yes, Rebecca, and I asked Dr. McGee if he is open to following up on some of them.