

WEBVTT

1

00:00:01.180 --> 00:00:04.790

<v 0>Hello, everyone. Welcome. Welcome.</v>

2

00:00:06.650 --> 00:00:11.540

Welcome back to those who joined us on Tuesday. Uh,

3

00:00:11.940 --> 00:00:15.940

official. Welcome to those who are joining us for the first time today.

4

00:00:16.820 --> 00:00:21.140

I am going to introduce myself. I'll start the introductions today. Uh,

5

00:00:21.141 --> 00:00:24.450

my name is quote Dee Johnson. Also go by quote Johnson.

6

00:00:25.410 --> 00:00:29.650

I am the interim social justice advisor for opera America.

7

00:00:30.250 --> 00:00:34.890

I'm also the education and company culture manager for the Dallas opera. Today.

8

00:00:35.370 --> 00:00:40.290

I am joined by my wonderful and amazing co-host and racial justice opera network

9

00:00:40.650 --> 00:00:44.960

steering committee, member, Alejandra and hundred gonna say, hello everyone.

10

00:00:45.910 --> 00:00:49.300

<v 1>Hello everybody. Good morning. Or good afternoon for the east coasters.</v>

11

00:00:50.100 --> 00:00:51.060

<v 0>Right? Uh,</v>

12

00:00:51.200 --> 00:00:55.780

she'll be rocking with us all day today as a wonderful and

13

00:00:55.781 --> 00:00:57.820
amazing co-host that she is.

14

00:00:58.460 --> 00:01:03.100
I also want to express gratitude as always to the amazing alpha

15

00:01:03.500 --> 00:01:08.410
America team to jam to Noel and to Megan who are working

16

00:01:08.411 --> 00:01:11.250
behind the scenes to make sure this is this move, uh,

17

00:01:11.310 --> 00:01:14.650
and as efficient and as meaningful as possible.

18

00:01:15.590 --> 00:01:19.930
So my gratitude to them, I'm gonna pass it over to Alejandra to just kind
of,

19

00:01:20.610 --> 00:01:22.690
uh, provide some grounding for us for today.

20

00:01:25.680 --> 00:01:30.020
<v 1>Absolutely. So again, good morning and good afternoon. Um,</v>

21

00:01:30.120 --> 00:01:33.220
and before I, um, I move us onto the grounding,

22

00:01:33.221 --> 00:01:37.820
just a special word and thoughts to all of you who may be affected by the

23

00:01:37.821 --> 00:01:42.740
weather that's coming. Um, so I hope that your, um, power stays on that,

24

00:01:42.940 --> 00:01:46.740
your remain warm and safe, um, and,

25

00:01:47.490 --> 00:01:51.290
and thinking of, um, of all of you with this crazy weather. Uh,

26

00:01:51.310 --> 00:01:54.250

so this is day three of our racial justice opera forum,

27

00:01:54.340 --> 00:01:58.210

where we're all coming together on this collective journey of intentional

28

00:01:58.410 --> 00:02:03.290

learning engagement and practical application for our racial justice

29

00:02:03.480 --> 00:02:07.170

work. Our journey is an ongoing experience.

30

00:02:07.171 --> 00:02:08.920

That's not gonna end with an,

31

00:02:08.950 --> 00:02:12.640

with absolute answers to a system that has been in place for centuries.

32

00:02:13.260 --> 00:02:16.960

So be open, accept it. There will be,

33

00:02:17.810 --> 00:02:20.880

there is not gonna be a finite answer, um,

34

00:02:21.260 --> 00:02:24.760

but there will be a continuous movement forward on the journey. Um,

35

00:02:24.761 --> 00:02:28.550

and as we go through this learning a reminder that this is not about being right

36

00:02:28.890 --> 00:02:32.830

or having that checklist, uh, so that you can always be doing it right.

37

00:02:33.020 --> 00:02:37.950

This is about prioritizing doing what is right through action and commitment.

38

00:02:38.570 --> 00:02:40.790

We all have things to learn and unlearn,

39

00:02:41.370 --> 00:02:44.990

and sometimes we learn them and unlearn them again. Um, this happens daily, uh,

40

00:02:45.130 --> 00:02:48.860

and the tools that we have can be dangerous if we don't know how to them.

41

00:02:48.880 --> 00:02:51.860

So that is the purpose of us gathering, um, throughout this forum,

42

00:02:51.960 --> 00:02:53.460

to be able to understand that.

43

00:02:54.960 --> 00:02:56.470

<v 0>Thank you for that Alejandra.</v>

44

00:02:57.390 --> 00:03:00.200

I am going to as always open this,

45

00:03:00.760 --> 00:03:04.280

the space officially with a land in people acknowledgement, um,

46

00:03:04.660 --> 00:03:07.720

in Tuesday's meeting, I do wanna prefaces,

47

00:03:08.240 --> 00:03:10.360

we've got a lot of responses about the landing people that come out

48

00:03:10.361 --> 00:03:12.240

acknowledgement. So thank you all very much,

49

00:03:12.870 --> 00:03:16.560

just so that we know this practice of a land and people acknowledgement is

50

00:03:16.561 --> 00:03:19.990

something that is personal. It is how we personally, I, as an individual,

51

00:03:20.350 --> 00:03:23.310

as a black woman in the United States of America honor,

52

00:03:23.320 --> 00:03:27.070

those who came before me honor the weights that comes with the last name,

53

00:03:27.071 --> 00:03:30.910

Johnson. It is how I usher into a space,

54

00:03:32.030 --> 00:03:35.870

everyone to be mindful of the things that we are experiencing and to be mindful

55

00:03:35.871 --> 00:03:39.260

of the impact of the past and to be mindful of the power of that.

56

00:03:39.261 --> 00:03:42.300

We have to shape new futures. So with this,

57

00:03:42.500 --> 00:03:45.060

I shall start land and people acknowledgement.

58

00:03:45.620 --> 00:03:49.340

I do want to acknowledge that not everyone does a land and people

59

00:03:49.341 --> 00:03:51.460

acknowledgement, not everyone does a land acknowledgement.

60

00:03:51.680 --> 00:03:55.100

And I completely honor that choice for racial justice work.

61

00:03:55.101 --> 00:03:58.500

It is absolutely important that we root our work in truth,

62

00:03:58.800 --> 00:04:02.010

and that it includes the truth in what happened on this land.

63

00:04:02.011 --> 00:04:05.090

That includes the truth of what happened to the people of this land.

64

00:04:05.370 --> 00:04:08.850

And that includes what happened to the laborers of this land.

65

00:04:09.990 --> 00:04:13.690

We are on stolen land that has been cultivated since the,

66

00:04:13.820 --> 00:04:17.450

since time immemorial by hundreds of tribal nations and communities,

67

00:04:17.920 --> 00:04:20.480

communities of human beings will loved,

68

00:04:21.120 --> 00:04:24.600

fought connected and created in their humanity, humanity.

69

00:04:24.830 --> 00:04:27.440

That was intentionally dismissed through policy,

70

00:04:27.560 --> 00:04:29.920

allowing for horrible conditions, erasure,

71

00:04:30.020 --> 00:04:33.280

and genocide communities and nations that are here,

72

00:04:33.380 --> 00:04:37.080

and that will not be silenced. And we will not take part in silencing them.

73

00:04:37.220 --> 00:04:40.160

We will take part in centering their voices and uplifting them.

74

00:04:41.270 --> 00:04:45.390

I also want to acknowledge that people were stolen from their homes in Africa

75

00:04:45.850 --> 00:04:49.990

and brought to this stolen land dehumanized and forced into free and enslaved

76

00:04:49.991 --> 00:04:53.350

labor. The entire nation benefits from stolen land,

77

00:04:53.930 --> 00:04:55.750

stolen labor and stolen lives.

78

00:04:56.540 --> 00:05:00.910

This is a truth that the foundation of our nation and a part of the condition we

79

00:05:01.060 --> 00:05:04.060
have inherited, this is not just in the past.

80

00:05:04.440 --> 00:05:08.900
It is ever present for us every single day as again, my last name is Johnson.

81

00:05:09.240 --> 00:05:14.220
Not because my ancestors' name is Johnson. We did not create these conditions.

82

00:05:14.440 --> 00:05:17.820
We inherited them. But along with its inheritance comes the ability,

83

00:05:18.300 --> 00:05:19.500
the opportunity, the honor,

84

00:05:19.560 --> 00:05:24.250
and responsibility to this up the systems of dehumanization to connect

85

00:05:24.510 --> 00:05:27.730
and heal the harm as we move forward in truth and community.

86

00:05:28.810 --> 00:05:33.050
I honor the ancestors who cared for and labored on this land whose experiences

87

00:05:33.530 --> 00:05:34.363
continued to live with us.

88

00:05:34.830 --> 00:05:38.610
May we continue to work to build a better world and the path forward for our

89

00:05:38.611 --> 00:05:40.290
descendants, who will surely mentor us.

90

00:05:40.940 --> 00:05:44.360
Thank you for joining us for this land and people acknowledgement.

91

00:05:51.140 --> 00:05:55.900

I'm gonna pass it over to Aandra so that she can assist us with our

92

00:05:55.901 --> 00:06:00.560

group agreements. You should receive these group agreements who are sure,
uh,

93

00:06:00.620 --> 00:06:05.200

in the preparation materials, but we always wanna speak them into the
page,

94

00:06:05.960 --> 00:06:07.120

oh, in the page into the space.

95

00:06:07.460 --> 00:06:11.760

So I'm gonna share my screen so that we can all read them together.

96

00:06:16.450 --> 00:06:17.560

<v 1>Great, thanks quo.</v>

97

00:06:17.660 --> 00:06:21.910

And I'm gonna start us off with our first one that we agreed to center
truth and

98

00:06:21.911 --> 00:06:22.744

connection.

99

00:06:22.850 --> 00:06:27.070

Racial justice must be rooted in truth to disrupt the incomplete and false

100

00:06:27.071 --> 00:06:30.630

narratives that support the fallacy of racial human hierarchy.

101

00:06:31.670 --> 00:06:34.070

I will always center you the truth with the goal of connecting,

102

00:06:34.071 --> 00:06:36.790

to heal the harm and build a better world together.

103

00:06:38.540 --> 00:06:39.860

<v 0>He explicit about race.</v>

104

00:06:40.740 --> 00:06:44.890

Race is often the difficult conversation for many to have in the United States.

105

00:06:45.450 --> 00:06:48.650

I will always be explicit about race and racial justice work.

106

00:06:49.170 --> 00:06:53.610

I will not default to gender identity, sexual orientation or preference ability,

107

00:06:53.680 --> 00:06:55.010

nationality, et cetera,

108

00:06:55.920 --> 00:06:59.330

without being explicit about the impact of race and racism.

109

00:07:00.250 --> 00:07:04.480

I will be explicit about racial groups and always mindful that no one group is a

110

00:07:04.481 --> 00:07:05.314

monolith.

111

00:07:07.260 --> 00:07:10.760

<v 1>Intent does not outweigh impact good intentions,</v>

112

00:07:10.820 --> 00:07:15.080

and a desire for change are important. Impact is most important.

113

00:07:15.920 --> 00:07:18.640

I will be accountable for the impact of my words and actions.

114

00:07:19.300 --> 00:07:22.760

If my impact does not align with my intention and causes harm,

115

00:07:23.280 --> 00:07:27.830

I will work to correct my impact without silencing those whom I have

116

00:07:27.831 --> 00:07:28.990
inadvertently harmed.

117
00:07:31.500 --> 00:07:35.700
<v 0>Airspace. Everyone is harmed by racism and a fallacy of racial hierarchy.</v>

118
00:07:36.380 --> 00:07:40.260
I acknowledge that some racial groups experience disproportionate harm under

119
00:07:40.261 --> 00:07:41.500
various circumstances.

120
00:07:42.070 --> 00:07:46.250
There is enough space for each of us to acknowledge the harm and healing

121
00:07:46.440 --> 00:07:48.250
necessary to enact racial justice.

122
00:07:49.130 --> 00:07:53.850
I also acknowledge that this work requires all of us and that no one is

123
00:07:54.050 --> 00:07:57.810
entitled to intimate spaces amongst other racial groups.

124
00:07:59.870 --> 00:08:03.010
<v 1>Use eye statements. We all have experiences.</v>

125
00:08:03.420 --> 00:08:07.720
There is power in taking ownership of my experiences and individual commitment

126
00:08:07.920 --> 00:08:08.753
to racial justice.

127
00:08:09.440 --> 00:08:13.840
I will use I statements and speak from my own personal experiences when sharing

128
00:08:14.020 --> 00:08:14.960
in group discussion.

129

00:08:16.510 --> 00:08:20.750

<v 0>Practice self-care and collective care racial justice work is hard.</v>

130

00:08:21.590 --> 00:08:24.030

I will be mindful of my own needs and the needs of others,

131

00:08:24.260 --> 00:08:26.750

including the needs for truth and connection.

132

00:08:27.290 --> 00:08:29.460

We will be together limited amount of time.

133

00:08:29.910 --> 00:08:34.620

Collective care also means that I will actively move forward to speak

134

00:08:34.730 --> 00:08:37.860

when necessary and move back to allow others to speak.

135

00:08:39.880 --> 00:08:42.060

<v 1>Be fully present. This is your journey.</v>

136

00:08:43.270 --> 00:08:46.750

I am here by choice and agree to be fully present for the work and learning in

137

00:08:46.751 --> 00:08:49.950

this space. Progress can only take place when I do the work,

138

00:08:50.270 --> 00:08:52.060

which starts with my personal journey.

139

00:08:52.860 --> 00:08:56.200

I acknowledge that my journey is directly related to my effort and

140

00:08:56.201 --> 00:08:57.760

prioritization of this work.

141

00:08:59.180 --> 00:09:03.590

<v 0>Embrace discomfort and enclosure. This space will be uncomfortable.</v>

142

00:09:04.630 --> 00:09:08.910

I will lean into my discomfort and challenge myself to experience learning that

143

00:09:09.150 --> 00:09:12.390

does not prioritize my comfort with discussions about race.

144

00:09:13.230 --> 00:09:17.620

I also acknowledge that I will to receive a packaged set of tools or answers

145

00:09:18.040 --> 00:09:21.260

to solve a century's old problem. Within a short amount of time,

146

00:09:21.680 --> 00:09:24.420

change cannot happen at the rate of my own comfort.

147

00:09:26.670 --> 00:09:30.760

<v 1>Turn to wonder I will suspend judgment during the forum.</v>

148

00:09:31.360 --> 00:09:34.880

I will turn to wonder and consider what my own reactions are telling me.

149

00:09:34.881 --> 00:09:36.680

When I have an emotional response,

150

00:09:37.590 --> 00:09:42.350

I will work to explore those emotions and experiences on my own and in a healthy

151

00:09:42.351 --> 00:09:45.350

manner. While remaining in community with the forum participants.

152

00:09:47.070 --> 00:09:50.730

<v 0>We established this as a compassionate and a courageous space.</v>

153

00:09:51.620 --> 00:09:54.100

I will work with others to ensure space with compassion,

154

00:09:54.290 --> 00:09:57.580

hearing the collective harm and healing in our shared experiences.

155

00:09:58.300 --> 00:10:01.410

I will also work with others to ensure a space of courage,

156

00:10:02.030 --> 00:10:05.050

boldly disrupting the system of false racial, human humanity.

157

00:10:08.760 --> 00:10:11.160

I think you all, for joining us for those group agreements,

158

00:10:11.270 --> 00:10:14.360

just thumbs up or place it in the chat. If you agree,

159

00:10:14.900 --> 00:10:17.480

if you'd like to add any additional agreements,

160

00:10:17.510 --> 00:10:20.040

feel free to place us in the chat. Of course, confidentiality,

161

00:10:20.520 --> 00:10:22.510

that'll be telling people's business. All of that stuff.

162

00:10:23.170 --> 00:10:25.150

We wanna be mindful that in this space,

163

00:10:25.210 --> 00:10:30.190

we don't say safe space safe often means comfortable for some immediately more

164

00:10:30.191 --> 00:10:33.790

so than it means for others. We're not prioritizing safety. Uh,

165

00:10:34.050 --> 00:10:34.990

in a matter of comfort,

166

00:10:35.050 --> 00:10:38.590

we are prioritizing compassionate accountability in this space.

167

00:10:39.770 --> 00:10:43.660
So I'm going to pass it to other, to give us the,

168
00:10:45.210 --> 00:10:46.043
the agenda for today.

169
00:10:46.390 --> 00:10:48.450
<v 1>Of course, thanks qui uh,</v>

170
00:10:48.710 --> 00:10:52.290
we will continue our learning building on the insight to individual
commitment

171
00:10:52.350 --> 00:10:57.290
and representation as we move to organizational commitment and agency. Um,

172
00:10:57.350 --> 00:11:01.290
so our day will be split up into two sections. So a reminder, and,

173
00:11:01.650 --> 00:11:02.483
and then will remind you again,

174
00:11:02.540 --> 00:11:05.920
as we go through that there will be two lakes for, um, both portions of
the day.

175
00:11:06.210 --> 00:11:07.560
We'll start out with, uh,

176
00:11:07.561 --> 00:11:12.080
up next is moving toward anti-racism panel and a group discussion, uh,

177
00:11:12.290 --> 00:11:16.080
where we'll learn ways to identify and correct racially oppressive
practices.

178
00:11:16.220 --> 00:11:18.880
And to build on our reflections from day two,

179
00:11:19.610 --> 00:11:22.760
we'll take a little 10 minute active break, um,

180

00:11:23.310 --> 00:11:27.710

or inactive if that's what you need to, to heal, and then we'll come back.

181

00:11:28.350 --> 00:11:30.190

Um, I'm gonna say these all in Eastern time,

182

00:11:30.550 --> 00:11:34.710

cuz my brain still does not process how to get back and forth between Pacific

183

00:11:34.730 --> 00:11:37.870

and Eastern. Um, you'd think I would've learned. Um,

184

00:11:38.010 --> 00:11:41.870

but we'll come back at one 10 in the afternoon for centering agency group

185

00:11:42.230 --> 00:11:47.220

activity where we'll experience intentional disruption of hierarchy and identify

186

00:11:47.221 --> 00:11:48.220

goals, uh,

187

00:11:48.360 --> 00:11:52.300

for creating greater agency for your organization and putting people first,

188

00:11:53.140 --> 00:11:55.760

our lunch break, uh, will be, um,

189

00:11:55.761 --> 00:11:59.240

either a lunch break or you can choose to do a working break and stay in this

190

00:11:59.241 --> 00:12:00.640

space and continue to, um,

191

00:12:00.750 --> 00:12:03.200

talk through and ask questions of some of the things that we've been learning.

192

00:12:04.040 --> 00:12:06.120

Um, and then at that three o'clock we'll,

193

00:12:06.300 --> 00:12:09.480

that's where we'll shift to the second part of the day using, um, uh,

194

00:12:09.481 --> 00:12:13.590

that second link there will be accessible through the us hub, uh,

195

00:12:13.610 --> 00:12:16.190

to a culture shift panel and group discussion, uh,

196

00:12:16.191 --> 00:12:19.750

where we'll learn about and experience the ways racial equity and racial healing

197

00:12:19.970 --> 00:12:24.110

set a foundation for meeting the challenges of all forms of oppression.

198

00:12:24.800 --> 00:12:26.350

After a break from that,

199

00:12:26.520 --> 00:12:31.390

we'll go into a debrief session and then a reminder that at the end of our

200

00:12:31.650 --> 00:12:36.220

day, um, will have, um, an optional affinity spaces. Um,

201

00:12:36.320 --> 00:12:39.500

so you'll have the opportunity to engage in those, uh,

202

00:12:39.501 --> 00:12:41.340

in conversations within those affinity spaces.

203

00:12:42.950 --> 00:12:45.160

<v 0>Wonderful, right? Uh,</v>

204

00:12:45.440 --> 00:12:47.960

to kick things off yesterday was a day of reflection.

205

00:12:47.980 --> 00:12:49.760

So everyone who's in this space today,

206

00:12:49.761 --> 00:12:52.160

whether you were here with us on Tuesday or not,

207

00:12:52.340 --> 00:12:57.030

should have participated in a of reflection I'd like for you to share those

208

00:12:57.031 --> 00:13:01.590

reflections in the chat. Uh, just to give everyone in this space,

209

00:13:01.670 --> 00:13:06.070

a bit of affirmation of what this journey is like regardless of your identity,

210

00:13:06.100 --> 00:13:08.910

your racial identity and where you are in this journey,

211

00:13:09.380 --> 00:13:12.550

days of reflection unnecessary as we do that,

212

00:13:12.670 --> 00:13:17.660

I am going to welcome our wonderful panel in for our first discussion about

213

00:13:17.720 --> 00:13:21.340

moving toward anti-racism in this space.

214

00:13:21.500 --> 00:13:26.100

I would like to welcome Rebecca Diaz who will be serving as a

215

00:13:26.101 --> 00:13:28.140

panelist for today. Welcome Rebecca.

216

00:13:29.800 --> 00:13:31.420

<v 3>Hi quo. Hi a how are you both.</v>

217

00:13:32.700 --> 00:13:36.610

<v 0>You? I would also like to welcome in short,</v>

218

00:13:37.430 --> 00:13:39.730
who will be serving as a panelist as well.

219
00:13:40.940 --> 00:13:42.540
<v 4>Well, thank you so much for the introduction.</v>

220
00:13:43.090 --> 00:13:45.580
<v 0>Yeah, absolutely. And I am of course,</v>

221
00:13:45.581 --> 00:13:48.380
excited to welcome back James Dargan,

222
00:13:48.480 --> 00:13:52.860
who gave us a wonderful introduction to the first ever racial justice
opera

223
00:13:52.861 --> 00:13:56.620
forum on Tuesday. I'm gonna hype him all the way up. Welcome back.

224
00:13:58.450 --> 00:14:01.050
<v 5>I and my tea are very happy to be you. Good to see you all.</v>

225
00:14:01.690 --> 00:14:06.650
<v 0>Okay. All right. Again, keep those reflections coming in the chat.
Uh,</v>

226
00:14:06.651 --> 00:14:09.890
we will be doing that throughout the day, as well as through our active
breaks.

227
00:14:10.270 --> 00:14:12.010
We do want to share in community.

228
00:14:12.250 --> 00:14:17.130
A lot of times the silence is what gets so heavy because we don't

229
00:14:17.200 --> 00:14:19.360
know that other people are going through what we're going through.

230
00:14:19.640 --> 00:14:21.240
Cuz we don't say anything and they don't say anything.

231

00:14:21.580 --> 00:14:23.320

And we will break that in this space.

232

00:14:23.740 --> 00:14:27.200

We will disrupt it going forward as a network. So tell the truth,

233

00:14:27.460 --> 00:14:30.880

let us know all the things that you experienced during your days of reflection.

234

00:14:31.540 --> 00:14:35.760

And I am going to start our panel discussion with a question to everyone

235

00:14:37.340 --> 00:14:41.790

for racial justice work, many organizations have a desire to become,

236

00:14:41.850 --> 00:14:44.710

or at least present that is on purpose,

237

00:14:44.711 --> 00:14:48.750

present themselves as anti-racist organizations.

238

00:14:49.500 --> 00:14:52.880

What comes to mind when you hear this declaration for change?

239

00:14:53.030 --> 00:14:54.280

This declaration of,

240

00:14:54.640 --> 00:14:59.160

I will commit to anti-racism this declaration of creating environments of

241

00:14:59.161 --> 00:15:02.720

belonging. I'm gonna start with Rebecca.

242

00:15:03.310 --> 00:15:05.200

What comes to mind when you hear those declarations?

243

00:15:06.060 --> 00:15:08.920

<v 3>So, you know, there's actually two things that kind of come to mind and,</v>

244

00:15:09.080 --> 00:15:12.270

and the first is my own perspective on the, and the second is, you know,

245

00:15:12.271 --> 00:15:13.190

being empathetic to,

246

00:15:13.450 --> 00:15:17.150

to what must be going on in the minds of leaders at these organizations that

247

00:15:17.151 --> 00:15:20.830

are, that are leading into this. And you know, to me, uh, you know, having,

248

00:15:20.831 --> 00:15:23.470

having been in this field for such a long time, especially in opera,

249

00:15:24.110 --> 00:15:25.910

I think it's great. I think it's wonderful progress.

250

00:15:26.150 --> 00:15:29.070

I think there's a lot of hope in the fact that we're leaning into this and the

251

00:15:29.071 --> 00:15:30.150

fact that, you know,

252

00:15:30.151 --> 00:15:34.900

whether or not we had a very specific circumstance that launched this all

253

00:15:34.901 --> 00:15:37.540

happening with the pandemic and the murder of George Floyd,

254

00:15:37.541 --> 00:15:41.220

that kind of really did spearhead a lot of this initiative for change it's

255

00:15:41.221 --> 00:15:43.900

happening. And I'm glad that it's happening. Um,

256

00:15:44.160 --> 00:15:47.220

in the point of view for those that are leaders of companies,

257

00:15:47.940 --> 00:15:50.540

I do see a lot of reservation, a lot of worry,

258

00:15:50.780 --> 00:15:54.890

a lot of concern that are we, are we approaching this in an authentic way?

259

00:15:54.910 --> 00:15:56.250

Are we gonna mess up? Are we gonna,

260

00:15:56.270 --> 00:15:58.970

are we gonna see this as performative as opposed to intentional?

261

00:15:59.350 --> 00:16:03.290

And so I do feel a lot for leadership right now that really is trying to,

262

00:16:03.470 --> 00:16:05.810

to make progress, but are unsure.

263

00:16:06.110 --> 00:16:08.890

And there's this concern that if I do this the wrong way,

264

00:16:09.470 --> 00:16:12.680

am I gonna unravel a system even more? Am I gonna make this or complicated?

265

00:16:12.681 --> 00:16:15.000

Am I gonna make this more difficult for change?

266

00:16:15.100 --> 00:16:18.120

And maybe I have true intentionality to wanna do the right thing,

267

00:16:18.460 --> 00:16:19.600

but there's a lot of reservation.

268

00:16:19.601 --> 00:16:23.640

There's a lot of fear on the parts of leaders to, to not, to not mess up.

And I,

269

00:16:23.680 --> 00:16:25.120

I, I'm seeing that a bit from, uh,

270

00:16:25.121 --> 00:16:26.960

from people I work with and organizations I work with.

271

00:16:28.640 --> 00:16:29.380

<v 0>Wonderful,</v>

272

00:16:29.380 --> 00:16:34.000

thank you for opening this space and such beautiful way.

273

00:16:34.640 --> 00:16:38.000

I will go to James and then we'll have Robin share.

274

00:16:40.560 --> 00:16:44.580

<v 5>Um, I will admit my first reaction, uh,</v>

275

00:16:45.610 --> 00:16:50.490

when I hear declarations of intent, um, is usually skepticism.

276

00:16:50.590 --> 00:16:51.570

But I,

277

00:16:51.890 --> 00:16:56.320

I think that is natural considering I come from the standpoint of

278

00:16:57.000 --> 00:17:01.780

not only a singer, but a, um, composer and a producer and,

279

00:17:02.220 --> 00:17:03.053

um,

280

00:17:04.030 --> 00:17:07.850

one who has been doing this kind of thing or trying to do it for a bit longer

281

00:17:07.920 --> 00:17:10.690

than since 2019. Um,

282

00:17:12.140 --> 00:17:16.850

I feel a lot of empathy for those who have just recently

283

00:17:18.850 --> 00:17:23.130

realize that this is something that we need to grapple with. Um, I too

284

00:17:25.090 --> 00:17:29.050

realize I can remember when I realized that that misogyny was a thing,

285

00:17:30.600 --> 00:17:34.710

right? So it is just as much a part of the air.

286

00:17:34.711 --> 00:17:36.750

We breathe in our society, right.

287

00:17:39.390 --> 00:17:44.200

And that in empathy is important. However,

288

00:17:46.160 --> 00:17:47.500

I'm always put in mind of

289

00:17:49.760 --> 00:17:54.650

When I see somebody wanting to, to kind of make this declaration, I, I,

290

00:17:54.730 --> 00:17:57.730

I want to try to be anti-racist. My company wants to try to be anti-racist.

291

00:17:57.750 --> 00:18:01.330

My organization wants to try to be, I think, okay,

292

00:18:02.620 --> 00:18:06.630

well, there are always things to do that can be done immediately.

293

00:18:07.640 --> 00:18:10.650

And then there are often more things that have to be done over a of time.

294

00:18:11.310 --> 00:18:15.730

So I always go and just to warn y'all, I'm the son of a preacher, so there's,

295

00:18:15.800 --> 00:18:17.250

it's gonna get churchy whenever I talk,

296

00:18:17.910 --> 00:18:21.870

I'm always reminded of the scripture that says try the spirits, right?

297

00:18:22.250 --> 00:18:27.230

Try the intentions of people who are trying to give you an impression of

298

00:18:27.231 --> 00:18:32.100

themselves and my favorite way and the way that his not yet led me

299

00:18:32.101 --> 00:18:36.700

astray in terms of taking the temperature of an organization is not only seeing

300

00:18:37.160 --> 00:18:40.740

who is involved with it, but also in what positions they are.

301

00:18:42.170 --> 00:18:46.300

That is something that can be accomplished much more quickly than, um,

302

00:18:46.790 --> 00:18:48.260

repertoire, uh, planning,

303

00:18:48.261 --> 00:18:52.170

especially because schedules are planned out well in advance. Um,

304

00:18:52.560 --> 00:18:55.970

it's something that can be done much more quickly than negotiating with, uh,

305

00:18:56.000 --> 00:18:59.250

orchestra unions, um, in the case of houses that, you know,

306

00:18:59.750 --> 00:19:02.530

use orchestra union or use union orchestras, um,

307

00:19:03.470 --> 00:19:08.310

seeing who is in administration and what their positions are literally

308

00:19:08.311 --> 00:19:12.190

making out a map of where are the black and brown people in the organiz.

309

00:19:13.600 --> 00:19:18.220

And is it that they are in a position of power from when whens can

310

00:19:18.370 --> 00:19:20.980

flow the ideas and the progress that we need,

311

00:19:22.080 --> 00:19:26.580

or are they all at the administrative assistant, uh, office manager,

312

00:19:27.620 --> 00:19:30.620

um, level, which is incredibly important,

313

00:19:30.800 --> 00:19:35.360

but doesn't often get to make decisions. That's usually my first,

314

00:19:35.620 --> 00:19:38.960

my first response skepticism. And then I'm like, all right, where,

315

00:19:39.320 --> 00:19:40.153

where are they?

316

00:19:42.540 --> 00:19:44.490

<v 4>Thank you for sharing Robin,</v>

317

00:19:44.790 --> 00:19:49.400

let us know what comes to mind when you hear these declarations. Uh,

318

00:19:49.401 --> 00:19:53.240

so a hundred percent, yes, everything Rebecca and James just said, um,

319

00:19:53.870 --> 00:19:58.150

what comes to for me as well is, um,

320

00:19:58.810 --> 00:20:03.570

how much, uh, good intent is, is embedded in it,

321

00:20:03.990 --> 00:20:04.930

how much, um,

322

00:20:05.280 --> 00:20:09.610

anxiety and fear is embedded in it and how much lack of

323

00:20:09.640 --> 00:20:14.530

understanding awareness and probably willingness to

324

00:20:14.880 --> 00:20:19.360

recognize I acknowledge and address the actual structural changes

325

00:20:19.790 --> 00:20:23.800

that come with that and the reallocation of power that comes with that.

326

00:20:24.260 --> 00:20:28.040

So I know that we've talked about this probably a lot in this week and will

327

00:20:28.240 --> 00:20:30.160

continue to do so. I think when people,

328

00:20:30.510 --> 00:20:32.480

when organizations make these declarations,

329

00:20:32.481 --> 00:20:34.400

they're looking for a list of to-dos,

330

00:20:34.430 --> 00:20:38.150

they're coming at it through a white supremacy culture lens.

331

00:20:38.730 --> 00:20:42.870

And so they're looking for a list of things to do and a list of words to say.

332

00:20:43.650 --> 00:20:46.430

And, um, and, uh,

333

00:20:47.110 --> 00:20:49.760

none of that is actually going to, to change anything.

334

00:20:50.040 --> 00:20:54.360

And that is where harm actually then comes into play. Um, but they,

335

00:20:54.470 --> 00:20:58.200

there's a failure to recognize that there's an actual, um,

336

00:20:58.990 --> 00:21:03.040

literal dismantling and rebuilding that will, that will need to take place.

337

00:21:05.690 --> 00:21:08.430

<v 0>Thank you for sharing. Thank you for sharing all of you, uh,</v>

338

00:21:08.431 --> 00:21:10.790

your thoughts and what comes to mind.

339

00:21:10.850 --> 00:21:13.830

And I appreciate the framing as well as the empathy.

340

00:21:13.850 --> 00:21:17.030

If this comes from a place of good intentions, many times,

341

00:21:17.330 --> 00:21:20.030

but in racial justice work, we acknowledge intentions.

342

00:21:20.410 --> 00:21:25.350

We always prioritize impact because intentions move with emotions and emotions,

343

00:21:25.351 --> 00:21:26.990

change impact is what is that,

344

00:21:26.991 --> 00:21:31.180

that last in thing that has already taken place intentions for ourselves

345

00:21:31.860 --> 00:21:33.460

impacted for everybody else? Um,

346

00:21:33.720 --> 00:21:38.500

so I appreciate the additional framing of many organizations are making

347

00:21:38.900 --> 00:21:43.180

declarations probably from a place of good intent. Some from a place of,

348

00:21:43.200 --> 00:21:46.140

you're just gonna join a group and cause more harm with other people.

349

00:21:46.360 --> 00:21:48.650

But you know, this is what is supposed to be you, right?

350

00:21:48.670 --> 00:21:51.690

So this is where we're going for this Robin.

351

00:21:51.990 --> 00:21:55.890

I'm gonna actually pass it back to you in your work that you do with, uh,

352

00:21:55.920 --> 00:21:58.170

many organizations, particularly in this work,

353

00:21:58.670 --> 00:22:00.770

can you share one or two major things,

354

00:22:00.860 --> 00:22:05.290

maybe one major thing that organizations must jettison they must remove

355

00:22:05.750 --> 00:22:10.000

or eradicate before they can actually begin to commit to a culture of

356

00:22:10.190 --> 00:22:11.023

anti-racism.

357

00:22:12.700 --> 00:22:14.680

<v 4>Yes. I saw this question, I thought, Hmm.</v>

358

00:22:14.681 --> 00:22:16.960

I could talk about this for eight hours. Um,

359

00:22:17.620 --> 00:22:22.560

but quickly I think we must jettison hierarchy and jettison

360

00:22:22.620 --> 00:22:27.240

the idea that hierarchical structure is how good business is done.

361

00:22:28.100 --> 00:22:31.070

And I think we need to,

362

00:22:31.130 --> 00:22:35.030

as human beings begin to examine, like.