



## Chat Transcript: Fireside Chat with Israel Greene

11:01:49 - Ann Meade:  
colorado

11:03:24 - Lori Thomas:  
Welcome to our new chatters! We welcome you to turn on your cameras to help us better engage with each other.

11:03:56 - Lori Thomas:  
Definitely a safe space <3

11:07:37 - cbeaman:  
I was not sure about the polling question # 2: "within the workplace" OR "within MY workplace". Semantics...

11:08:43 - Lori Thomas:  
That's a very interesting point, Cindy. Thank you for that!

11:11:12 - Kristen Lippencott:  
I like Courageous Conversations

11:20:57 - Lori Thomas:  
Agreed, Stuart! Not just a check the box.

11:21:30 - Lori Thomas:  
@Ann, your pup is so cute!!

11:21:43 - Lori Thomas:  
Looks like a little ewok

11:22:11 - Kelsey Lang:  
Mine is still snoozing away. But it's his birthday so I guess he's allowed hahah

11:22:40 - Lori Thomas:  
Happy Birthday to Jack @Kelsey!

11:22:51 - Kelsey Lang:  
Thanks!! Our lil shamrock lol

11:26:20 - Lori Thomas:  
Totally respect and understand your perspective @Cindy! Thank you for sharing. <3

11:28:51 - Kelsey Lang:  
I think it can be a generational gap/barrier as well



11:29:14 - Stephanie Jones:  
I have to jump off, have another call. Thank you all so much!

11:29:22 - Kelsey Lang:  
By Stephanie!!

11:29:25 - Lori Thomas:  
Thanks Stephanie!

11:29:26 - Kelsey Lang:  
bye\*

11:29:39 - Pamela O'Reilly:  
@Kelsey, definitely. I see a hugely different attitude from my parents who are now in their 80's.

11:29:54 - Kelsey Lang:  
I've had some rough conversations with my mom as well

11:30:30 - Pamela O'Reilly:  
My stepdad still uses the "N" word, which absolutely horrifies me.

11:31:11 - Edwina L:  
@Pam I have heard this as well from the older generation.

11:31:12 - Kristen Lippencott:  
I moved from Pittsburgh PA to Little Rock. Talk about a culture shock.

11:32:34 - Lori Thomas:  
I love that, Israel!

11:32:51 - Lori Thomas:  
A reminder that we are all human!

11:33:52 - Marisa Jacobs:  
I love that!

11:34:12 - Kelsey Lang:  
I'm also on the WELCOA team and that one question has changed so much for me since I've started here

11:34:59 - Lori Thomas:  
That's impressive!

11:35:12 - Kelsey Lang:  
I wish I knew it for my last job but I told my past coworker about it and she's starting to implement it into the weekly "vibe check" we started last year



11:35:33 - cbeaman:

Reminds me of my son's middle school Principal. She knew every students' name by the end of the schoolyear.

11:35:42 - Edwina L:

I used to work for a company that the CEO and VP made an effort to know all new employees.

11:36:10 - Lori Thomas:

That is so awesome @Kelsey!

Very cool @Cindy and @Edwina! So good to hear so many great examples!

11:38:29 - Lori Thomas:

It's about bringing everybody together

11:39:59 - J Israel Greene:

AMENNNNNNNN

11:40:39 - Lori Thomas:

I would love to do a case study on that with your committee Kristen!!

11:43:13 - Edwina L:

Having the data to look at is huge.

11:45:34 - Lori Thomas: It absolutely makes sense. When you have a larger array of perspectives you are more relatable to a larger audience.

11:46:33 - Lori Thomas:

Please share your feedback with us about today's session by completing this survey:

<https://www.surveymonkey.com/r/20210317-fc-greene>

11:53:20 - Lori Thomas:

I love that Marisa! It takes the power of each individual to listen and learn.

11:54:50 - cbeaman:

Where would one get certified in DEI?

11:58:15 - cbeaman:

Thank you.

11:58:25 - Lori Thomas:

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11:58:25 - J Israel Greene:

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11:59:27 - Pamela O'Reilly:  
This was so great--very thought provoking. Thank you!

11:59:37 - J Israel Greene:  
Thank you Pamela!!!

11:59:48 - Kelsey Lang:  
Thanks so much!

12:00:01 - Marisa Jacobs:  
Thank you thank you so much!

12:00:06 - Edwina L:  
This was a great conversation. The time is always too short.

12:00:30 - cbeaman:  
I look forward to more courageous conversations at work!

12:00:37 - J Israel Greene:  
Cindy thank you!

12:00:43 - Lori Thomas:  
<https://www.achieveevents.com/>

12:00:51 - J Israel Greene:  
Edwina thank you for the work that you are doing

12:01:01 - Edwina L:  
I'm already signed up for this.