



Chat Transcript - Week 5

Inner Circle: Workplace Wellness That Works for Everyone

12:00:19 - Marisa Jacobs:
Great Falls, MT here!

12:00:26 - GinaC:
Gina from Burlington, VT

12:00:31 - Leslie Ritter:
Hi from Catskill, NY!

12:00:32 - Sheila Bannister:
Carmel, Indiana

12:00:32 - Stephanie Jones:
Little Rock AR

12:00:40 - Bobbi Kloss:
Lyndhurst, ohio

12:00:42 - Theresa Cross (she, her, hers):
Sunny (today) Vancouver WA

12:00:47 - Dana Miller:
Oakland, CA

12:00:57 - Marion Carrithers:
Louisville, KY

12:01:00 - Faith Simmons:
Berlin, NJ

12:01:35 - Stanyale Riley:
St. Louis, MO

12:01:57 - Lyta:
Vallejo, CA in SF bay area

12:05:15 - Lori Thomas:
As a reminder, you can access recordings and resources here: <https://shop.welcoa.org/event-resources/>
You will need to make sure you are logged in to view them. Please contact me at lthomas@welcoa.org if you experience any issues accessing them.

12:06:06 - Dan A. Miller:
Fantastic to hear unique perspectives. This has been thought provoking and exactly what I hoped to get from the program.



12:06:35 - Lori Thomas:

It fills my heart to see you all coming together as a community and helping each other. <3

12:11:04 - Alison Hernandez:

I would like to be part of the list

12:11:16 - Stephanie Jones:

I would like to be part of the list as well Laura.

12:11:22 - Stanyale Riley:

Please add me to the list

12:11:27 - Faith Simmons:

Please add me to the list.. Thank you!

12:11:38 - Tricia Zamora:

Please add me to the list. Thanks

12:11:39 - Emily Kral:

Please add me to the list as well

12:11:51 - GinaC:

Me too!

12:12:12 - Debbie Hammer:

Please add me to the list as well. Thank you!!

12:12:23 - Lyta:

yes, me too -I want to be on contact list

12:12:45 - Trish Isaak:

Yes, please include me on this contact list.

12:12:50 - Marisa Jacobs:

I would like to be on the list

12:21:41 - Faith Simmons:

It's a work in progress.

12:21:46 - Marisa Jacobs:

I didn't post, but had a really great discussion with my Champions on it!

12:29:14 - Tricia Zamora:

I think they can

12:29:18 - Ruby Brown-Herring (she|her):

yes

12:29:19 - Stephanie Jones:

I think it depends



12:29:21 - GinaC:

No. It has to be a movement not a program!

12:29:21 - Brandi Hunter:

Not as much as we wish they did.

12:29:22 - Debbie Hammer:

I think it depends on how good the training is!

12:29:29 - Molly Leebens:

If the conversation continues after

12:29:32 - Alison Hernandez:

not like just one hour long meeting. Needs to be more than that

12:29:36 - Bobbi Kloss:

needs to be adopted in culture

12:29:37 - Dan A. Miller:

It depends - is it actionable after the training or just a training

12:29:38 - Faith Simmons:

The potential is there but we must be willing to have the difficult conversations.

12:29:39 - LONdonnell:

shift in culture and expectation, not a check-the-box training class

12:29:40 - Lyta:

no not the ones I have seen, needs to be systemic and daily incorporation

12:29:40 - Theresa Cross (she, her, hers):

Define "work" ;they can educate

12:29:47 - Tricia Zamora:

cant be only training.

12:29:47 - Dana Miller:

Needs to include equity and inclusion too.

12:29:48 - Priscila Fortune:

It depends on the company culture

12:31:44 - Tricia Zamora:

blind auditions

12:32:38 - Tricia Zamora:

we have a system of blind resumes for hiring. no dates and names until the interview.

12:32:49 - Stephanie Jones:

That's a great idea!



12:33:06 - Lori Thomas:
That's awesome @Tricia!

12:38:59 - Brandi Hunter:
Thank you for asking that Ruby!

12:39:10 - Lori Thomas:
Great question!

12:41:41 - Brandi Hunter:
YESSSSS! Or when they are supportive, but only to a point?

12:41:43 - Ruby Brown-Herring (she|her):
Thanks for that follow up question Laura!

12:42:49 - Lyta:
How do you transition from a culture where it is not safe to have difficult conversations to one that is, even when the group decides it wants to.....

12:52:25 - Stephanie Jones:
We have a program where I work called crucial conversations, it's a class that teaches you how to have those "difficult" conversations

12:52:37 - Marisa Jacobs:
Stephanie - YES! We use it too

12:54:28 - Lori Thomas:
Enlightening Conversations
Connecting Conversations

12:54:35 - Stanyale Riley:
Uncomfortable Cup of Coffee

12:54:36 - GinaC:
meaningful conversations

12:54:37 - Amanda Kourtz:
Valuable converstations

12:54:41 - Priscila Fortune:
Meaningful Conversations

12:54:45 - Alison Hernandez:
Chasing the elephant (in the room...)

12:54:47 - Theresa Cross (she, her, hers):
heart to heart convos

12:54:48 - Leslie Ritter:
Transformative conversatiins



12:55:02 - Debbie Hammer:
we use chase the elephant too!

12:56:22 - Laura Putnam:
<https://mashable.com/video/pixar-purl-short/>

12:56:26 - Alison Hernandez:
Respectfully speaking

12:57:14 - Lori Thomas:
It is so good

12:58:41 - Leslie Ritter:
leslieritter@mac.com

13:01:00 - Faith Simmons:
Thank you so much! I have to hop onto another meeting!

13:01:00 - Ruby Brown-Herring (she|her):
Thank you Leslie! Your gems were wonderful!

13:01:09 - GinaC:
Thank you Leslie!

13:01:18 - Ruby Brown-Herring (she|her):
Thank you, Laura!

13:01:25 - Debbie Hammer:
Thank you!!

13:01:27 - Marisa Jacobs:
Thank you!

13:01:29 - Stanyale Riley:
Thank you Leslie, Laura & Lori...3 L's

13:01:35 - Lyta:
Thanks!

13:01:36 - Trish Isaak:
Thank you for all your insight, Leslie.

13:01:45 - Priscila Fortune:
Thank you!!!