

00:00:02:02 - 00:00:06:10

Unknown

It just does not. And yes, that word.

00:00:06:13 - 00:00:09:25

Speaker 2

Sometimes when we manifest an expert like.

00:00:09:27 - 00:00:13:23

Unknown

Group members or backers, sometimes with.

00:00:13:23 - 00:00:15:05

Speaker 2

Internalizing pressure, it causes.

00:00:15:05 - 00:00:36:12

Unknown

Us to find fault criticizing relative to other. This invariably happens when I come together to come to address the important role in creating Vice President Dick Cheney ready to despair for the benefit of the effort. Like the Rainbow Coalition.

00:00:36:15 - 00:01:56:03

Unknown

How come that summer never really comes together because of how it prevents the real leadership? Guys like this one about generalized freshman caucus to attack.

00:01:56:05 - 00:02:11:20

Unknown

We have increased the cancer drug ourselves and therefore we work in isolation not to. The other thing we do sometimes is we internalize stereotypes of ourselves.

00:02:11:22 - 00:02:16:12

Speaker 2

I think when Charlie was brought up the issue of Right. We had such a strong.

00:02:16:12 - 00:02:29:10

Unknown

Reaction that we could be more fans of internalized oppression could cause us to accept many stereotypes of ourselves created by.

00:02:29:12 - 00:02:34:28

Speaker 2

The oppressive majority society. And then remember, majority society does not only relate to.

00:02:34:28 - 00:02:41:20

Unknown

Color here in those two classes, but secondly, what we have been taught to be angry and ashamed of anything that differs.

00:02:41:20 - 00:02:42:11

Speaker 2

Too much from.

00:02:42:12 - 00:02:55:27

Unknown

A difficult ideal, a middle class majority culture, whatever that is, internalized hysteria. Where are we on that list? Narrowing of our culture. Secretary Narrowing of our culture.

00:02:55:28 - 00:03:04:23

Speaker 2

This is a good one. This is a thing of not being brown and not being black enough, not being about woman enough, whatever.

00:03:04:25 - 00:03:14:07

Unknown

Internalized oppression leads us to accept a narrow, limiting view of what authentic culture behavior is. Culture is dynamic and ever changing for heaven's sake.

00:03:14:09 - 00:03:15:16

Speaker 2

That's the best definition.

00:03:15:16 - 00:03:35:21

Unknown

Of what culture is, right? It changes over time. It's not stagnant. That's why when my grandparents went home after 20 years, they said it's not the same. Of course it's not the same guy from San Francisco 30 years ago. It's not the same. The culture of the city, the dynamic of the city has changed.

00:03:35:23 - 00:03:37:22

Speaker 2

Here's the big one.

00:03:37:24 - 00:04:05:01

Unknown

I'd like to spend a couple of days trusting our kids. Institutionalized repression has taught us to mistrust our own things, carry out our own and other people's ability to think well, even when we are confident. How we're all putting this back into action by the oppressive structures and practices of society. Here's what happens in our mentorship program. And one of the things I.

00:04:05:02 - 00:04:11:24

Speaker 2

Learned in my study. Remember when I started it this morning and I said, how many of the studies.

00:04:11:24 - 00:04:18:23

Unknown

That I see are dominant society, Eurocentric models of leadership being imposed on.

00:04:18:23 - 00:04:41:24

Speaker 2

Or what to others? However, I guess what I'm suggesting is to be good leaders, to mentor leaders, to take that embattled power, put it sideways, saying What are your thoughts on the action? I'll with an idea now, but no, no, no. That's probably not right or very good.

00:04:41:25 - 00:04:47:09

Unknown

That's to me. Well, don't you speak to her with quite a bit commentary about the heart saying come up.

00:04:47:09 - 00:04:48:21

Speaker 2

With solutions, the problems.

00:04:48:21 - 00:04:58:03

Unknown

Right. And she says, well, don't you think the heart would have been wanting to work with the group and then come up with the solutions from a group?

00:04:58:06 - 00:05:05:09

Unknown

Yeah, I guess. And so it's nice to go, I don't know. I can.

00:05:05:11 - 00:05:06:22

Speaker 2

See how I must trust.

00:05:06:24 - 00:05:11:20

Unknown

My own actions in this, right? Wouldn't it have been.

00:05:11:20 - 00:05:23:25

Speaker 2

Another way to address that is since to heart, if you want a position to say how you do it or how would you like to do it? Or what can we do to make you feel more included or to teach you?

00:05:23:28 - 00:05:28:19

Unknown

Because at that time, frankly, I needed to be taught a lot. I didn't know what I was doing.

00:05:28:22 - 00:05:29:12

Speaker 2

I didn't know for.

00:05:29:12 - 00:05:35:21

Unknown

What construction was right. I think she did a lot of really neat things to have a lot of respect for.

00:05:35:23 - 00:05:46:17

Speaker 2

And he knows I'm sure it's still that that I talk about here, that my relationship with him because I really learned a lot and it was from that trial by fire that I started workshop.

00:05:46:19 - 00:05:58:27

Unknown

Because my thought is we have to go through trial by fire. Can't we be a little bit more humanistic in compassion with each other in terms of teaching each other different leadership styles? So this issue of.

00:05:58:27 - 00:06:03:19

Speaker 2

Mistrust in our thinking, my message to women and people of color is don't mistrust your thinking.

00:06:03:22 - 00:06:06:16

Unknown

Articulate. It's not wrong.

00:06:06:16 - 00:06:19:09

Speaker 2

It's different learning to articulate sometimes, I think, more difficult than anything else, but articulate, put it out on the floor and my message to your American.

00:06:19:09 - 00:06:28:28

Unknown

Men and women in general who are in your positions is to say, listen to us and ask us to take the initiative to help us or even.

00:06:29:03 - 00:06:29:21

Speaker 2

Be my.

00:06:29:21 - 00:06:35:05

Unknown

Ally, be my own. Like in that way.

00:06:35:08 - 00:06:41:12

Speaker 2

Don't just teach me your style. Yes, your style is that and help me articulate and mature in.

00:06:41:12 - 00:06:53:14

Unknown

My own style. I know what type of stuff. I want to go to us for three, right? Three more women to.

00:06:53:14 - 00:06:57:01

Speaker 2

Be a partnership.

00:06:57:03 - 00:07:04:27

Unknown

Director. We're going to have.

00:07:04:29 - 00:07:07:22

Speaker 2

This go problem.

00:07:07:24 - 00:07:11:13

Unknown

Go.

00:07:11:16 - 00:07:14:10

Unknown

All right. It feels good right now. Okay?

00:07:14:12 - 00:07:31:03

Speaker 2

Sometimes what we do is we want to look good and we want to feel good. Right now, what we do is powerlessness. You know, parties, drug and alcohol abuse allegations, repulsive and hurtful sexual behavior, both men and.

00:07:31:03 - 00:07:48:17

Unknown

Women. Okay, watching commercialism, irrational, putting all kinds of elaborate St James Park Street protests that waist down. I'm sure there are populations being picked up so as ourselves learning a lot.

00:07:48:19 - 00:07:51:18

Speaker 2

Of goals journalism question text.

00:07:51:19 - 00:08:22:02

Unknown

Very difficult to commit ourselves to flexible thinking over time to correct action towards long range goals efforts. The survey results because we want to feel good right now and also maybe sometimes part of the oppression is not to teach women, to teach you how to manage culture, or maybe how we long range goal plan is different and it is not to values, which is there is much more.

00:08:22:02 - 00:08:27:18

Unknown

And I am aware of times where you ask questions, your.

00:08:27:18 - 00:08:29:20

Speaker 2

Comments, feedback.

00:08:29:22 - 00:08:42:29

Unknown

But we got a little touchy here at the end so I can feel the energy change. How come this is so.

00:08:42:29 - 00:08:48:25

Speaker 2

Hard to talk about? It smacks you right.

00:08:48:29 - 00:09:29:12

Unknown

Based on sexual sex. So I have got to confess, I could feel the energy change also within what you think about, you know, you decide the challenge would not be great to have men and boys, white and white people. You know how life is important not to tell us to give up our to take pride. Don't keep me as I have to.

00:09:29:14 - 00:09:35:04

Unknown

But what about the idea? Do you understand what I'm about?

00:09:35:04 - 00:09:53:00

Speaker 2

I'm saying that we must meet requires, you know, traditionally with populations that have been taught not to trust, saying, okay, we need to address what that here is about us. And for populations who have been in the traditional one off role or its power position, I'm saying you need to take a lot.

00:09:53:00 - 00:09:57:29

Unknown

Of initiative and we are going to ignore you a lot and you need to keep coming forward and.

00:09:57:29 - 00:09:59:23

Speaker 2

You need to own it from down here.

00:09:59:25 - 00:10:09:27

Unknown

Just what is don't be doing the politically correct thing with me because I'll tell you what, I would test you and I would test you again and again and again.

00:10:10:00 - 00:10:10:24

Speaker 2

And what I would say to.

00:10:10:24 - 00:10:18:19

Unknown

The people of color and women in this room, we have allies, allies. You're going to make mistakes, allies making states.

00:10:18:19 - 00:10:22:02

Speaker 2

We have to allow for mistakes. And I would say for people.

00:10:22:02 - 00:10:27:14

Unknown

Who want to be our our our allies. Talk to me and ask don't come in and rescue.

00:10:27:17 - 00:10:30:10

Speaker 2

Talk to me and ask me, please don't take.

00:10:30:10 - 00:10:35:13

Unknown

Over. I don't need to be president. I am very capable. I need you.

00:10:35:15 - 00:10:43:16

Speaker 2

And whatever context to use this direct practices about what the issue is to create room for me so that I can show my stuff.

00:10:43:19 - 00:11:24:08

Unknown

And I also have validated that my stuff is different than what you may have wanted. It's not actually possible to keep working like way and I think that what happens because of the way our traditions are set up there, we constantly want to get constantly monitoring, do that. And I tell you, I used to rock my classes now and I get really good feedback in my class from my students, but it took me a long time to learn how to balance out that power, that traditional power, because bottom line is still one of the greatest.

00:11:24:10 - 00:11:27:09

Unknown

But how do I get them to really give me good, effective.

00:11:27:13 - 00:11:45:22

Speaker 2

Feedback so that I can really teach them so they can really learn instead of sit there, go back and play that game. You know, you just get to break into passionate about teaching. You want to do. So I teach them this fall because I'm not going to do that. You see, I give.

00:11:45:22 - 00:11:51:07

Unknown

You guys that I know there's more, but I saw that yesterday.