

NCDD May 2025 Webinar Chat

00:21:57 Sharon Kniss (she/her): Greetings all! Sharon Kniss, Piscataway lands now Washington DC area. NCDD member; facilitation and conflict consultant.

00:23:16 Peter Schutz: Hi all! Peter Schutz here from High Bridge NJ. My first time here.

00:23:23 Keiva, NCDD (she/her): Hi everyone! Thank you so much for joining us! Please introduce yourself in the chat here and let us know your name and where you're coming from.

00:23:38 Cam Scholey (he/him/his): Hi I'm Cam from Toronto. I'm a Compassionate Listening Facilitator

00:23:54 Elena Martínez-Torres- Sustained Dialogue Institute (she/her): Hi everyone!

00:23:57 Taneum Fotheringill (she/her): Good morning! I'm Taneum and I'm at a nonprofit called Rural Assembly — we support inclusivity in rural places across the country. Really looking forward to this conversation! I'm in Washington State.

00:23:59 Quanta Dawn-Light: Hello- Charlotte, North Carolina

00:24:50 Ben Graham (he/they), Cal Poly Humboldt University: Hi everyone! I'm Ben Graham, associate professor at Cal Poly Humboldt and Denver-based. I work in the area of civic assemblies (citizens assemblies).

00:24:54 Lainie Block: Hi everyone! Lainie Block Wilker from Portland, Oregon working on democracy reforms including open primaries, Independent Redistricting, campaign finance reform.

00:24:59 Phillipe Cunningham, UR Action (he/him): Hi, everyone! Thanks for having me.

00:25:10 ESAL Event: Hello everyone! I'm Taylor joining from Atlanta, GA. I'm with the group Engineers & Scientists Acting Locally.

00:25:52 Cristin Brawner: Hi y'all, I'm Cristin Brawner, Executive Director of the National Issues Forums Institute and a proud NCDD member. Joining from Nashville!

00:26:16 Cynthia Ward: Hello! I'm Cynthia, and I manage a mediation program in Washington State.

00:26:29 Northwest Mediation Center: Good morning! I'm Laurel with Northwest Mediation Center in Spokane, WA.

00:26:55 Maggie Tarbox (she/her): Hi all - I'm Maggie Tarbox with Everyday Democracy in Hartford, CT.

00:27:17 Sophie Levy: Hi everyone - Sophie Levy with The Magnet Collective calling in from Brooklyn, NY!

00:27:33 Keiva, NCDD (she/her): For attendees: What does inclusivity mean for your organization/your work?

00:27:47 Rebecca Trout, National Civic League: Hi All! Rebecca Trout from the National Civic League

00:27:56 Craig Lindell: Hi! I'm Craig Lindell from Dartmouth MA. In a time of severe economic crisis where I live, I co-founded and chaired a citizens forum with a list of 150 participants

00:28:12 Suzanne Buchanan: Hi. Independent Consultant. Former mediator and facilitator with the U.S. Dept. of Justice, international conflict specialist.

00:28:15 Bert Hopkins (he/him): Hi, I'm Bert from Triangle Associates in Seattle

00:29:07 Lauren Barthold: Hi all!! Lauren Barthold, ED, Heathmere Center for Cultural Engagement. We bring people together for civil, public conversations and train youth how to design and facilitate dialogues. Here in Beverly, MA, USA

00:29:57 Suzanne Buchanan: I'm here! Lol The conservative in the room. Let's do this!

00:30:28 ESAL Event: 🙌

00:33:35 Roben Torosyan, Racial Justice, Newton MA: Families Organizing for Racial Justice, Newton, Mass. and Voter Choice Mass. Regional Organizer

00:33:48 Owen Ambur: <https://connectedcommunity.net/>

00:34:06 Roben Torosyan, Racial Justice, Newton MA: Inclusion uplifts voices traditionally marginalized

00:36:57 Roben Torosyan, Racial Justice, Newton MA: Very helpful language re Universal design!

00:37:24 Keiva, NCDD (she/her): Thank you so much for sharing, Emily! When we get to the discussion portion, we will stop sharing slides so you can see our wonderful presenters more fully. The slides might be too small to view if we swap the views

00:39:04 Keiva, NCDD (she/her): If you have any questions for Elena/Sustained Dialogue Institute - friendly reminder to add them to the Q&A

00:40:32 Roben Torosyan, Racial Justice, Newton MA: Will we get the slides?
Helpful and needed

00:41:25 Keiva, NCDD (she/her): Yes! We will provide the slides and recording on the NCDD blog in the days following this webinar. Thanks for joining us, Roben!

00:48:04 Keiva, NCDD (she/her): If you have any questions for Siri/Philanthropy for Active Civic Engagement - please add them to the Q&A

00:50:50 Dr. Siri Erickson - PACE (she/her): www.PACEfund.org/language

00:51:26 Dr. Siri Erickson - PACE (she/her): All of our data and research is available for free on our website.

00:52:30 Owen Ambur: Values documented in the StratML collection:
<https://search.aboutthem.info/viewlist/:value>

00:53:48 Keiva, NCDD (she/her): Thanks for sharing, Owen! If folks have any resources that support more inclusive engagement - please feel welcome to share them here in the chat and we will include those resources in the post-webinar report out.

00:57:16 Kira Hamman: Hi Phillipe!

00:59:08 Roben Torosyan, Racial Justice, Newton MA: Which states can join?
(Mass.?)

00:59:34 Roben Torosyan, Racial Justice, Newton MA: Thx!

01:01:26 Roben Torosyan, Racial Justice, Newton MA: Is there a list of shared values? Those Mentioned were helpful

01:02:09 Keiva, NCDD (she/her): If you have any questions for Phillipe/Urban Rural Action - please add them to the Q&A

01:04:40 Dr. Siri Erickson - PACE (she/her): Top values that emerged in global democracy research that we have paired with our Civic Language Perceptions Project are: Freedom, fairness, fearlessness, representation, responsibility, safety/security, honesty, family, aspiration, and belonging.

01:09:05 Roben Torosyan, Racial Justice, Newton MA: Thx Dr E!

01:09:35 Keiva, NCDD (she/her): If you have any questions for Tahnee/Southwest Decision Resources - please add them to the Q&A

01:11:54 Maggie Tarbox (she/her): In response to what Elena shared about making sure facilitators are trained in inclusive practices and strategies to rebalance power, I wanted to share that Everyday Democracy offers training in multipartial facilitation which focuses on these types of skills. Here's a link to find out more and register: <https://everyday-democracy.org/mpf/>

01:12:17 Roben Torosyan, Racial Justice, Newton MA: Is that free too?

01:13:46 Maggie Tarbox (she/her): This training does have a tuition but early registrants can save 10%

01:14:42 Roben Torosyan, Racial Justice, Newton MA: Tahnee I'm eager to share your work with Nathan Vickers, an Emmy-winning reporter at KMOV/News4, from a rural upbringing, who was intrigued by deep canvassing (which shares some principles here).

01:17:22 Suzanne Buchanan: Definitely.

01:18:15 Suzanne Buchanan: 100%

01:20:41 Roben Torosyan, Racial Justice, Newton MA: (Though I just did the homogenizing Phillipe wisely calls out, treating Southwest as synonymous with Midwest — oops!)

01:23:09 Suzanne Buchanan: But so is acceptance and patience.

01:23:18 Tahnee Robertson, SW Decision Resources (she/her): related to outside organizations - external agenda driven with a time and topic bound “project” or “grant” versus a longer term commitment to the community

01:23:42 Roben Torosyan, Racial Justice, Newton MA: Roshan's point about pronouns brings “Persuaders” to mind, and the story about women with Primary Language Not English were inadvertently excluded:
<https://www.dropbox.com/scl/fi/7f0a1f3lytk0997ll4gxc/ch-1-The-Waking-Among-the-Woke-from-The-Persuaders-at-the-front-lines-of-the-fight-for-hearts-minds-and-democracy-Giridharadas-An-and-2023.pdf?rlkey=uuuthwj0kba48nzn7rox2t&st=e2il0y87&dl=0>

01:24:16 David Fridley: Is the word "Inclusive" (of DEI) a trigger word these days?

01:26:00 Victoria Hattersley: Can you choose to offer quiet moment for those that want to pray and at the same time offer pronouns if people wish?

01:26:07 Roben Torosyan, Racial Justice, Newton MA: To @David Fridley's question, I appreciated hearing that we try to get as many voices in not because it's inclusive but because it's the only way democracy works.

01:26:24 Keiva, NCDD (she/her): @David - Yes, in some spaces, the word “inclusive”—especially when associated with DEI (diversity, equity, and inclusion)—has become a flashpoint and can trigger tension or backlash. In the current political climate, particularly under this administration, terms like “inclusion” have been explicitly flagged or restricted in some states and institutions. For individuals and organizations, using this language publicly can sometimes result in scrutiny or even political targeting.

That said, while the word may carry risk in certain environments, the values behind it remain essential. Many practitioners are navigating how to stay rooted in those values while adapting language to meet people where they are, build bridges, and still move the work forward.

01:26:39 Victoria Hattersley: Let people choose their options, thereby demonstrating diversity of opinions?

01:28:56 Ben Graham (he/they), Cal Poly Humboldt University: To David & Keiva's comments above, some of us with civic assemblies are focusing on "accurate representation" as a term; something less charged and quantifiable (i.e., census data). Not perfect but has some advantages.

01:29:10 Roben Torosyan, Racial Justice, Newton MA: What's the link to the relatively universal shared values Phillipe is calling up? (Love how the list is growing, to now include "respect," for example.)

01:29:17 Lauren Barthold: I'm wondering what people think about doing both a Land Acknowledgement statement (although I use more of a query to invite reflection and personal action) and the Pledge of Allegiance at an event. Anyone ever try that? Thoughts??

01:32:38 Roben Torosyan, Racial Justice, Newton MA: I heard multiple Black folks, and Indigenous folks, in a session complain about the land acknowledgment as a performance more than responsible action — along the lines of this critique: (Gift link): <https://www.dropbox.com/scl/fi/7f0a1f3lytk0997ll4gxc/ch-1-The-Waking-Among-the-Woke-from-The-Persuaders-at-the-front-lines-of-the-fight-for-hearts-minds-and-democracy-Giridharadas-An-and-2023.pdf?rlkey=uuuthwjk0kba48nzn7rox2t&st=e2il0y87&dl=0>

01:33:35 Sara Cohen, DCR: How does the term "lived experience" tend to code or send signals? Is it pretty neutral?

01:33:58 Owen Ambur: To engage people who might be turned off by loaded words, how about focusing on *their* values and objectives?

01:34:03 Roben Torosyan, Racial Justice, Newton MA: +1 Tahnee! Don't say it show it

01:37:59 Tahnee Robertson, SW Decision Resources (she/her): agree, Siri

01:38:27 Keiva, NCDD (she/her): The responses to the questions will be provided in the post-webinar report out

01:38:39 Suzanne Buchanan: I must go. Thanks for the great panel... Great balance and insight by Tahnee. Generally I find these sessions are liberals talking to liberals wondering why conservatives don't show up. But I did.

01:38:58 David Fridley: I hear there was a link to research can that be posted again - I'm sorry I came late.

01:39:44 Keiva, NCDD (she/her): Hey Roben, we are not going to be directly taking questions from the audience - so feel welcome to drop your question here or in the Q&A - and we will try to respond to it in the time remaining

01:39:52 Roben Torosyan, Racial Justice, Newton MA: +1 Dr E

01:40:03 Roben Torosyan, Racial Justice, Newton MA: Thanks Keiva

01:40:26 Jenny Garmon (she/hers): Thank you all so very much for your insights and expertise!

01:41:12 Roshan Bliss - NCDD: FYI, we have one more question for the panelists that we will NOT be recording their answers to, so be sure to stick around til the end if you can!

01:41:20 Ben Graham (he/they), Cal Poly Humboldt University: Have any of you had to deal with limitations on equity efforts stemming from funding concerns in the wake of the

broad expansion of the NC affirmative action case? That is, prior allocations for different groups based on race, ethnicity, gender ending out of fear of lawsuits?

01:41:48 Sharon Kniss (she/her): Thanks Phillipe. I was just thinking how brave and challenging it would be in the space with intersectionally impacted identities.

01:42:30 Emily (she/her) | WDRC: Agreed -- thank you Phillipe for sharing that reality.

01:49:59 Tahnee Robertson, SW Decision Resources (she/her): Lauren - some alternative words: Partner, collaborator, rightsholder, interested party, relevant party, relevant interest, participant

01:50:01 Roben Torosyan, Racial Justice, Newton MA: Credible trusted messengers, beautiful Phillipe thank you!

01:50:25 Maggie Tarbox (she/her): Thank you all for your insights. This has been such a valuable listen, appreciate you all!

01:51:09 Bert Hopkins (he/him): Thank you all for your guidance and your work. Super helpful!

01:51:17 Roben Torosyan, Racial Justice, Newton MA: Can we have survey link here?

01:51:18 Ben Graham (he/they), Cal Poly Humboldt University: Thank you all, wonderful session!

01:51:22 Northwest Mediation Center: Thank you to NCDD and panelists for a rich discussion today. Very inspired to reflect and share insights back with my team.

01:51:24 Roshan Bliss - NCDD: Webinar Eval Survey Link:

<https://forms.gle/fwLZ1mq5bNYA8Ax7A>

01:51:27 Lauren Barthold: Thanks for your answer, Tahnee!

01:51:33 Democracy Beyond Elections: Excellent Session! Thank You

01:51:39 Rosa Zubizarreta: Thank you all! Wonderfully thoughtful conversation...

01:51:46 Lauren Barthold: Thanks everyone!

01:52:17 Lauren Deering (she/her): Thank you!

01:52:20 Roben Torosyan, Racial Justice, Newton MA: Thanks!

01:52:22 Peter Schutz: great webinar. thanks!

01:52:22 Melissa Bradford: Thank you!