

00:10:35 Aaron Wolowiec | Event Garde: Please tell us where  
you're joining from today!

00:10:44 Cynthia Mills: South Carolina

00:10:48 Keith Price: Baltimore, MD

00:10:49 Angela Richardson: Detroit, MI

00:10:49 John Emrich: Silver Spring, MD

00:10:50 Andrew Ledbetter: Seattle

00:10:51 Jennifer Gladis: Hello from Tempe, AZ.

00:10:51 Jackson Pineau: Hello from Minneapolis!

00:10:51 Margaret Helmus: DC!

00:10:53 Laura Bullard: Detroit Metro Area

00:10:54 Courtney Goll: Kansas

00:10:55 Caitlin Halloran Edwards: Hello from Wilmington,  
Delaware!

00:10:55 Christa Morris-Stone: Oklahoma City, Oklahoma!

00:10:57 Nick Marzano: Philadelphia, PA

00:10:58 Ryan Wilkinson: Chicago!

00:10:58 Charmaine Osborne: Chicago, IL

00:10:59 Anabel Martinez: Oakland California!

00:11:01 Katie Gadulka: Troy, MI

00:11:01 Maunda Land: Hello Everyone! I'm in Orlando, FL  
and excited to learn!

00:11:09 Rachael Lord: NC!

00:11:17 Deb Macon: Metro Detroit!!

00:11:17 Judy Gawczynski: Chicago

00:11:20 Kerry OBrien: Hi from Menomonee Falls wi!

00:11:29 Nicole Racadag: Washington dc

00:11:30 Alexis Langley: Hey ya'll - thanks to Aaron & Lowell  
for hosting this!

Dialing in from Tallahassee, FL

00:11:37 Amy Beckrich: Owings, MD

00:11:51 Tracy Kleinschmidt: Chicago

00:11:54 Leslie Sison: Toronto, Canada

00:12:05 Kaleigh Smolinski: Hi from nj

00:12:06 Lisa Junker: Hello from Arlington, VA!

00:12:08 Bill Kramer: DC

00:12:11 Kelly Turner: Fenton, MI

00:12:13 Meagan Roloff, CAE, AAiP (she/her): Chicago

00:12:44 Lowell Aplebaum: Hi from Salt Lake City today  
(just briefly!)

00:12:49 Tyus Price, CAMT: How goes it all - Loveland,  
Colorado

00:13:02 Andrea Maurey: Chicago!

00:13:28 Kristen Speer: Hello from Nashville

00:13:57 Al Rickard: Chantilly, VA, home of "Chantilly  
lace!"

00:14:18 Taylor Lovas: Hello from Milwaukee!

00:18:55 Angela Richardson: confidentiality

00:18:58 Jennifer Gladis: neutrality

|          |                                     |                                      |  |
|----------|-------------------------------------|--------------------------------------|--|
| 00:18:59 | Rachael Lord:                       | Neutrality                           |  |
| 00:19:02 | Nick Marzano:                       | Neutrality                           |  |
| 00:19:12 | Christa Morris-Stone:               | Neutrality                           |  |
| 00:19:12 | John Emrich:                        | Transparency                         |  |
| 00:19:14 | Deb Macon:                          | neutrality                           |  |
| 00:19:15 | Tyus Price, CAMT:                   | confidentiality                      |  |
| 00:19:16 | Amy Beckrich:                       | transparency                         |  |
| 00:19:16 | Judy Gawczynski:                    | neutrality                           |  |
| 00:19:18 | Ashley Williams:                    | Transparency                         |  |
| 00:19:19 | Courtney Goll:                      | Transparency                         |  |
| 00:19:23 | Laura Bullard:                      | Neutrality                           |  |
| 00:19:23 | Maria Brogan:                       | Transparency                         |  |
| 00:19:24 | Melissa Castan:                     | Neutrality                           |  |
| 00:19:28 | Caitlin Halloran Edwards:           | transparency                         |  |
| 00:19:31 | Lisa Junker:                        | Trust                                |  |
| 00:19:36 | Meagan Roloff, CAE, AAiP (she/her): | Transparency                         |  |
| 00:19:40 | Anabel Martinez:                    | trust                                |  |
| 00:19:42 | Cynthia Mills:                      | Trust                                |  |
| 00:19:42 | Katie Gadulka:                      | Neutrality                           |  |
| 00:19:43 | Charmaine Osborne:                  | Inclusion                            |  |
| 00:19:46 | Britt Nagy:                         | Confidentiality                      |  |
| 00:19:48 | Taylor Lovas:                       | Trust                                |  |
| 00:19:49 | Tracy Kleinschmidt:                 | Trust                                |  |
| 00:19:54 | Rebecca Wright:                     | transparency and inclusion           |  |
| 00:19:58 | Kelly Cox:                          | Trust                                |  |
| 00:20:01 | Charmaine Osborne:                  | Trust                                |  |
| 00:20:03 | Keith Price:                        | trust                                |  |
| 00:20:09 | Maunda Land:                        | Neutrality                           |  |
| 00:20:10 | Alicia Karwoski:                    | Transparency & Neutrality            |  |
| 00:20:23 | Amanda Fulk:                        | trust                                |  |
| 00:20:25 | Jackson Pineau:                     | Trust & transparency                 |  |
| 00:20:29 | Kaleigh Smolinski:                  | Trust me                             |  |
| 00:20:45 | Elizabeth Spruill:                  | neutrality                           |  |
| 00:21:47 | Nicole Racadag:                     | trust                                |  |
| 00:22:16 | Jade Miller:                        | Trust me                             |  |
| 00:23:40 | Sarah Mercer, CAE, CMP:             | trust                                |  |
| 00:26:16 | Courtney Goll:                      | 2 & 4                                |  |
| 00:26:20 | Keith Price:                        | 1                                    |  |
| 00:26:20 | Katie Gadulka:                      | 2                                    |  |
| 00:26:22 | Ashley Williams:                    | 4 & 6                                |  |
| 00:26:23 | Jackson Pineau:                     | Building a participatory environment |  |
| 00:26:28 | Lisa Junker:                        | 2 & 7                                |  |
| 00:26:29 | Jennifer Gladis:                    | 6                                    |  |
| 00:26:30 | Angela Richardson:                  | 1                                    |  |
| 00:26:31 | Amy Beckrich:                       | 1                                    |  |
| 00:26:32 | Andrea Maurey:                      | 2                                    |  |
| 00:26:33 | Caitlin Halloran Edwards:           | 1                                    |  |
| 00:26:34 | Meagan Roloff, CAE, AAiP (she/her): | 4 & 7                                |  |
| 00:26:36 | John Emrich:                        | 4 and 7                              |  |
| 00:26:36 | Judy Gawczynski:                    | 2 & 7                                |  |

00:26:36 Bill Kramer: 6  
 00:26:38 Rachael Lord: 1  
 00:26:39 Maria Brogan: 1 & 7  
 00:26:43 Alicia Karwoski: 1 & 2  
 00:26:45 Christa Morris-Stone: 2  
 00:26:47 Nicole Racadag: 2 and 6  
 00:26:49 Taylor Lovas: 1&4  
 00:26:51 Nick Marzano: 2 & 4  
 00:26:51 Melissa Castan: 4, 5  
 00:27:03 Deb Macon: I don't Know  
 00:27:03 Elizabeth Spruill: 1 & 2  
 00:27:05 Keith Price: Developing relationships builds the  
 groundwork for trust  
 00:27:06 Al Rickard: 6 - try to give a creative example to  
 spark thinking among the group.  
 00:27:09 Tracy Kleinschmidt: 7  
 00:27:09 Adrienne Bryant, CAE, ICE-CCP, DELP Alumni: 1 & 2  
 00:27:18 Ryan Wilkinson: 4  
 00:27:19 Charmaine Osborne: #4  
 00:27:27 Cynthia Mills: 1, 2, 4, 5  
 00:27:33 Britt Nagy: 1, 2, 3  
 00:27:39 Deb Macon: 1  
 00:27:40 Sarah Mercer, CAE, CMP: 1 and 4  
 00:27:53 Courtney Goll: Alignment  
 00:27:57 Kelly Turner: 2- ensuring everyone is comfortable  
 sharing and doesn't feel targeted. 7 is also important in  
 documentation and follow through as it could be easy to take some  
 liberties in shaping and framing the outcomes/action items  
 00:28:08 Amy Hager: 2  
 00:28:39 Nick Marzano: 2 - transparency about where  
 divergent, exploratory, convergent thinking will happen in an agenda  
 or plan, how and who will participate in decisions and stages of  
 decision  
 00:28:55 Tyus Price, CAMT: 4 I feel it shows up by me  
 doing my best to ensure clear assignments and everyone has their roles  
 defined and understood before moving forward, so we can all move  
 forward together as 1 unit rather than a bunch of individuals in  
 random directions. I find most teams need less meetings and more  
 clarity.  
 00:30:28 Tyus Price, CAMT: Reacted to "2 - transparency  
 about where divergent, exploratory, convergent thinking will happen in  
 an agenda or plan, how and who will participate in decisions and  
 stages of decision" with 🙌  
 00:30:30 Jade Miller: 4  
 00:30:33 Deb Macon: 4  
 00:30:37 Tyus Price, CAMT: Reacted to "2- ensuring  
 everyone is comfortable sharing and doesn't feel targeted. 7 is also  
 important in documentation and follow through as it could be easy to  
 take some liberties in shaping and framing the outcomes/action items"  
 with 🙌

00:30:38 Angela Richardson: 7  
 00:30:40 Christina Schlenger: 1  
 00:30:42 Keith Price: 5  
 00:30:42 Amy Beckrich: 5  
 00:30:43 Jennifer Gladis: 1 & 2  
 00:30:46 Christa Morris-Stone: 5  
 00:30:49 Tracy Kleinschmidt: 5  
 00:30:51 Maria Brogan: 5  
 00:30:53 Adrienne Bryant, CAE, ICE-CCP, DELP Alumni: 4, 5,  
 8  
 00:30:53 Deb Macon: 7, too  
 00:30:55 Charmaine Osborne: 8  
 00:30:55 Kelly Turner: 1,5,8  
 00:30:58 Judy Gawczynski: 1 & 5  
 00:31:00 Caitlin Halloran Edwards: 4 & 5  
 00:31:00 Elizabeth Spruill: 4 & 5  
 00:31:05 Melissa Castan: 2  
 00:31:06 Courtney Goll: 5 & 8  
 00:31:06 John Emrich: 6  
 00:31:13 Meagan Roloff, CAE, AAiP (she/her): 1 & 2  
 00:31:18 Alicia Karwoski: 3 & 6  
 00:31:25 Nick Marzano: 6, 8  
 00:31:34 Kaleigh Smolinski: 6 3  
 00:31:39 Maunda Land: 4  
 00:31:49 Al Rickard: 5 – I need more information from  
 sessions like this to formulate the design and plan.  
 00:32:02 Jackson Pineau: 4 – I struggle with this one. They  
 feel predetermined often.  
 00:32:47 Lowell Aplebaum: F – Facts &  
 Stakeholders  
 •What is actually happening, and what is my role?  
 •Who is impacted? Who holds power?  
 •What information is confidential, sensitive, or incomplete?  
 A – Alignment with Domains  
 •Which of the eight domains are touched?  
 •Which ethical values are at play (e.g., neutrality, transparency,  
 confidentiality, inclusion, trust)?  
 C – Choices & Consequences  
 •What are the possible actions you could take?  
 •What is the potential harm or benefit to individuals, relationships,  
 and/or the group?  
 •What risks exist if you act—or don't act?  
 I – Integrity-Based Response  
 •What response upholds trust, fairness, and psychological safety?  
 •Can you respond while staying within your role and boundaries?  
 •Who should you consult? What documentation or follow-up is needed?  
 00:34:00 Tyus Price, CAMT: Replying to "5 – I need more  
 information from sessions like this to formulate the design and plan."

Al, I found that letting A.I. note taking do my notes during these

types of meetings and then going back and supplementing my knowledge with what it has down as well as going off what stood out to me, and what I remember really helped in that area.

00:38:13 Lowell Aplebaum: •What is actually happening, and what is my role?

•Who is impacted? Who holds power?

•What information is confidential, sensitive, or incomplete?

00:38:30 Maria Brogan: All members are impacted by decisions made by the Board. The power remains with them as a group.

00:38:35 Jackson Pineau: The Board Chair holds moderating power, you hold an informal power with the board. The officer is exerting power.

00:38:41 Amy Beckrich: Impacted – other board members, membership/audience served by board

00:38:59 Jennifer Gladis: The board officer is trying to dominate the meeting and my role would be to redirect the meeting according to the board's governance rules/bylaws.

00:39:00 Al Rickard: Who is impacted? Certainly the entire Board, but also the larger membership that could be impacted by a decision made through a rushed process that does not follow ethical guidelines.

00:39:01 Nicole Racadag: board is affected, as well as the members

00:39:17 Courtney Goll: Impacted = board members & larger membership

00:39:19 Alicia Karwoski: One participant trying to dominate the outcome

00:39:19 Tracy Kleinschmidt: whole org is impacted

00:39:23 Elizabeth Spruill: The full membership is impacted.

00:39:27 Cynthia Mills: Default to questions of what would happen if we...to the stakeholders in the room. To empower all – in the room as stakeholders – and those they represent who are not in the room.

00:39:36 Maunda Land: The new idea is incomplete information because no one has had time to review and consider it.

00:39:40 Amy Hager: Who is impacted? The members, the org, the industry/community. It goes further than the room

00:39:41 Sarah Mercer, CAE, CMP: impacts the full membership for sure

00:39:45 Jennifer Gladis: Unfortunately, this happens a lot on my organization's board.

00:39:50 John Emrich: Board and members are impacted by the decision, so is the organization's staff who works with the board and carries out their decisions

00:39:52 Tyus Price, CAMT: What is actually happening is you're in an integrity check situation, and the fact that you know and are directly being approached, attempted to be influenced and effected. you have a duty to the group to bring it forward. That is the neutral position, because the board is to move as 1 self needs to

be non-existent which this is all egotistical and sets up a poor precedent if allowed and you're just as guilty and responsible if you don't speak up and bring it forward and therefore allow it to happen or continue.

00:39:57 Taylor Lovas: Agreed full membership, this happens too often :(

00:40:21 Lowell Aplebaum: •Which of the eight domains are touched?

•Which ethical values are at play (e.g., neutrality, transparency, confidentiality, inclusion, trust)?

00:40:29 Leslie Sison: We try to provide a comment on how the governance process works and how this conversation comes into play and how we can make it work

00:40:48 Jennifer Gladis: Definitely domain 2.

00:40:49 Kelly Turner: You muddy the governance versus management factor and would undermine a legitimate, deliberative process

00:40:55 Lowell Aplebaum: •What are the possible actions you could take?

•What is the potential harm or benefit to individuals, relationships, and/or the group?

•What risks exist if you act—or don't act?

00:41:38 Kelly Turner: you risk concealing advocacy inside a supposedly neutral facilitation process

00:42:11 Kelly Turner: Our job today isn't to get the board to agree with a particular answer. Our job is to make sure the board has a good enough conversation to make a good decision.

00:42:28 Nicole Racadag: domain 2 at stake, def transparency

00:43:09 Lowell Aplebaum: •What response upholds trust, fairness, and psychological safety?

•Can you respond while staying within your role and boundaries?

•Who should you consult? What documentation or follow-up is needed?

00:43:11 Tyus Price, CAMT: I feel the 8 domains are a proper checklist of self regulation to ensure proper facilitation is being conducted both self and fellow board members or people in general.

00:43:23 Lowell Aplebaum: Reacted to "I feel the 8 domains are a proper checklist of self regulation to ensure proper facilitation is being conducted both self and fellow board members or people in general." with 🙌

00:43:30 Lowell Aplebaum: Reacted to "domain 2 at stake, def transparency" with 👍

00:43:33 Tyus Price, CAMT: all should apply all the time. if not why

00:44:06 Nicole Racadag: Reacted to "all should apply all the time. if not why" with 👍

00:44:07 Deb Macon: Reacted to "domain 2 at stake, def transparency" with 👍

00:45:29 Aaron Wolowiec | Event Garde: F – Facts &

## Stakeholders

- What is actually happening, and what is my role?

- Who is impacted? Who holds power?

- What information is confidential, sensitive, or incomplete?

00:47:46 Jennifer Gladis: These would be considered microaggressions and need to be addressed, I would suggest privately at first, but if they continue at subsequent times, then more publicly.

00:47:46 Jackson Pineau: Your role is to facilitate the discourse in the group. Part of that responsibility is to allow discourse while maintaining a safe space for the participants.

00:47:47 Cynthia Mills: Why is the group not demonstrating courage, addressing the issue and living their values in the moment (assuming their values are not what is being demonstrated?) How can I understand this and then determine what actions are appropriate as a facilitator?

00:47:54 Britt Nagy: Agree – I feel like I would suggest that we take a break so that I can address the commentary privately.

00:48:09 Courtney Goll: Whole group impacted but definitely bleeds into wider organization (staff, members, etc.). If I'm facilitating I believe my role to intervene immediately and/or privately. I would feel as a facilitator I need to make sure address happens quickly so as to alleviate for everyone.

00:48:26 Leslie Sison: Live chat to the chair to remind them of the code of conduct and to remind the group

00:48:30 Lowell Aplebaum: •Which of the eight domains are touched?

- Which ethical values are at play (e.g., neutrality, transparency, confidentiality, inclusion, trust)?

00:48:36 Maria Brogan: By sharing these comments, this individual is trying to share a personal conviction and potentially trying to onboard others to their perspective. My role would be to keep the agenda on track and remind all stakeholders that a member is a member, regardless of their differences, especially if it is making others uncomfortable.

00:48:47 Al Rickard: Each time the person engages in such conduct, you as the facilitator should proactively engage those being marginalized to give them space to participate and re-enter the space to feel safe.

00:48:58 John Emrich: Reacted to "Each time the person engages in such conduct, you as the facilitator should proactively engage those being marginalized to give them space to participate and re-enter the space to feel safe." with 👍

00:49:05 Christa Morris-Stone: Address privately. And, by being sure I support safety in the way I speak and act in the meeting.

00:49:09 Tyus Price, CAMT: Praise in public chastise in private, people called out publically will always be defensive and typically play victim or become hyper aggressive, and in those situations you unintentionally place a target on your back. I feel

there is no 100% right way to handle this scenario, but there are thousands of ways to make it worse. I feel you have to just move in a way that minimizes damage and protects the committee's public reputation. Typically calling that behavior out immediately nips it in the bud though. 1 on 1 though of course. Simply saying "hey that's not okay and I find your comments very rude and insensitive."

00:49:15 Lowell Aplebaum: •What are the possible actions you could take?

•What is the potential harm or benefit to individuals, relationships, and/or the group?

•What risks exist if you act—or don't act?

00:49:16 Jennifer Gladis: Lay ground work, behavioral guidelines for the meeting.

00:49:30 Amy Beckrich: Reacted to "Each time the person engages in such conduct, you as the facilitator should proactively engage those being marginalized to give them space to participate and re-enter the space to feel safe." with 👍

00:49:39 Kelly Turner: Is there a recurring pattern rather than an isolated awkward remark? Intervening briefly and appropriately in the moment that way the person whose contribution was diminished sees that the facilitator noticed and that the behavior is not simply being permitted.

00:49:52 Alicia Karwoski: Being able to point to community agreements could be helpful along with ties to meeting psychological safety with the full group

00:49:57 Nicole Racadag: allow conversation while maintaining a safe environment for the participants

00:50:17 John Emrich: If you don't take action members might be skeptical of the final policy. Not sure something like this remains private within the marginalized community

00:50:38 Jackson Pineau: Should accountability be done peer to peer? I'm considering a member-level committee.

00:50:41 Jennifer Gladis: I often see this in meetings when members with advanced degrees subtly talk down to those with lesser degrees.

00:51:20 Christa Morris-Stone: Replying to "Should accountability..."

In our dynamic, peer-to-peer would be the avenue vs. staff-to-member.

00:51:43 Tyus Price, CAMT: Agree! They established they didn't care about others comfort or feelings. Meet them where they are and see if the behavior changes.

00:51:44 Jackson Pineau: It's okay to respectfully confront someone

00:51:44 Kelly Turner: what i hear Aaron saying: You don't have to decide whether the person is prejudiced. You don't have to prove discriminatory intent. You don't have to take the targeted person's side in the policy debate. You do have an ethical responsibility to protect the conditions under which all committee members can participate meaningfully.

00:51:45 Britt Nagy: 100 and how do you bring trust back into the room?

00:52:00 Courtney Goll: Yes, I agree Aaron!!! They created discomfort with the whole group. I want to be mindful/tactful in my response but my overall responsibility would be to the group and goal working to be achieved.

00:52:13 Tyus Price, CAMT: Reacted to "what i hear Aaron saying: You don't have to decide whether the person is prejudiced. You don't have to prove discriminatory intent. You don't have to take the targeted person's side in the policy debate. You do have an ethical responsibility to protect the conditions under which all committee members can participate meaningfully." with 🙌

00:52:22 Amy Beckrich: Reacted to "Yes, I agree Aaron!!! They created discomfort with the whole group. I want to be mindful/tactful in my response but my overall responsibility would be to the group and goal working to be achieved." with !!

00:52:28 Tyus Price, CAMT: Reacted to "It's okay to respectfully confront someone" with ❤️

00:52:34 Judy Gawczynski: Reacted to "Yes, I agree Aaron!!! They created discomfort with the whole group. I want to be mindful/tactful in my response but my overall responsibility would be to the group and goal working to be achieved." with !!

00:52:35 Nick Marzano: Publicly addressing the action/comment as a violation of established norms and agreements laid out up top, without implying intent, is already being generous to microaggressor

00:52:39 Maunda Land: That's you adhering to the ground rules that were set at the beginning and protecting everyone in the room. It is about trust and keeping a safe space.

00:54:16 Jennifer Gladis: Reacted to "That's you adhering to the ground rules that were set at the beginning and protecting everyone in the room. It is about trust and keeping a safe space." with 👍

00:56:40 Jennifer Gladis: 5

00:57:06 Kelly Turner: 6

00:57:07 Judy Gawczynski: 6

00:57:07 John Emrich: 6

00:57:12 Angela Richardson: 6

00:57:12 Jackson Pineau: 6

00:57:17 Caitlin Halloran Edwards: 8

00:57:17 Charmaine Osborne: 3 & 8

00:57:21 Ryan Wilkinson: 6

00:57:22 Al Rickard: 8

00:57:27 Britt Nagy: 5, 8

00:57:27 Ashley Williams: 8

00:57:29 Amy Beckrich: 3 and 8

00:57:30 Courtney Goll: 3 & 6

00:57:31 Tracy Kleinschmidt: 6

00:57:34 Maria Brogan: 3

00:57:35 Amy Hager: 6  
 00:57:37 Christa Morris-Stone: 6  
 00:57:42 Deb Macon: 6  
 00:57:45 Leslie Sison: 1  
 00:58:04 Tyus Price, CAMT: 7 for sure I just assume  
 people take it to heart and personally like I do and will just  
 incorporate that in how they do things, but the actual changes being  
 documented and ensuring that its being stuck isn't my strong point  
 00:58:05 Nick Marzano: 3 & 6  
 00:58:05 Alicia Karwoski: 8  
 00:58:32 Cynthia Mills: Courage  
 00:58:43 Angela Richardson: Intentionality  
 00:58:47 Courtney Goll: Yes, courage & confidence  
 00:58:49 Rebecca Wright: Reacted to "Courage" with 👍  
 00:58:50 Judy Gawczynski: Reacted to "Courage" with 👍  
 00:58:53 Deb Macon: Reacted to "Courage" with 👍  
 00:58:54 John Emrich: Power dynamics  
 00:58:55 Kelly Turner: fear of conflict  
 00:59:02 Emily Ega: Power  
 00:59:03 Jennifer Gladis: Reacted to "Power dynamics"  
 with 👍  
 00:59:05 Tracy Kleinschmidt: Confidence  
 00:59:07 Judy Gawczynski: Reacted to "Power dynamics"  
 with 👍  
 00:59:10 Deb Macon: Reacted to "Power dynamics" with 👍  
 00:59:16 Caitlin Halloran Edwards: Reacted to "Courage"  
 with 👍  
 00:59:16 Courtney Goll: Reacted to "fear of conflict" with !!  
 00:59:16 Jennifer Gladis: Acceptance of change  
 00:59:16 Jackson Pineau: time & intention  
 00:59:18 Elizabeth Spruill: follow up and intentionality  
 00:59:20 Amy Beckrich: power dynamics and conflict avoidance  
 00:59:21 Courtney Goll: Reacted to "Power dynamics" with !!  
 00:59:25 Courtney Goll: Reacted to "Courage" with !!  
 00:59:31 Courtney Goll: Reacted to "Acceptance of change" with  
 !!  
 00:59:43 Courtney Goll: Reacted to "power dynamics and  
 conflict avoidance" with !!  
 00:59:46 Al Rickard: The need to learn more about best  
 ethical practices  
 00:59:46 Tyus Price, CAMT: People encountering any amount  
 of resistance or difficulty in doing the new thing and immediately  
 falling back into the attempted at getting corrected previous  
 behaviors or actions.  
 00:59:54 Caitlin Halloran Edwards: Trust  
 00:59:55 Alicia Karwoski: Time & courage

01:00:05 Britt Nagy: Power dynamics and "midwest nice" aka desire to not step on toes

01:03:12 Christina Schlinger: I appreciate the 1 action. Easy to commit to

01:03:38 Lowell Aplebaum: As we start to wrap up, we know that this could easily be a 90 minute or 2 hour session! Its our hope that there is a piece of framing, learning, knowledge or application that speaks to you and ups your facilitation game.

01:03:39 Anabel Martinez: Transparency

01:03:56 Christina Schlinger: I will be intentional to let them know this is something I am working on and encourage them to do the same.

01:03:58 Angela Richardson: Stronger preparation

01:04:04 Lowell Aplebaum: Reacted to "Transparency" with 

01:04:05 Jackson Pineau: Have the group agree on norms for conversation and collaboration

01:04:07 Lowell Aplebaum: Reacted to "I will be intentional to let them know this is something I am working on and encourage them to do the same." with 

01:04:08 Nicole Racadag: fostering more transparency

01:04:11 Lowell Aplebaum: Reacted to "Stronger preparation" with 

01:04:12 Britt Nagy: Meeting norms – establish as a group

01:04:13 Courtney Goll: Transparency & trust.

01:04:15 Christina Schlinger: I have been doing a lot of tranings prepping for CAE this december and wanted to commend your organization and design! This was super engaging, and I can tell how prepared you both were! Thank you!

01:04:18 Deb Macon: Reacted to "Stronger preparation" with 

01:04:20 Lowell Aplebaum: Reacted to "Have the group agree on norms for conversation and collaboration" with 

01:04:22 Sarah Mercer, CAE, CMP: preparing better and building trust

01:04:22 Tracy Kleinschmidt: transparency

01:04:24 Jennifer Gladis: Increase the level of equal participation.

01:04:25 Amy Hager: Pausing and giving more time for them to answer

01:04:25 Charmaine Osborne: Transparency and preparation

01:04:26 Britt Nagy: Offer varying ways to participate

01:04:26 Alicia Karwoski: Talk to facilitation mentors more after the meetings to process/reflect

01:04:28 Al Rickard: Conduct a short icebreaker to immediately engage everyone in the room.

01:04:30 John Emrich: Transparency and trust.

01:04:31 Elizabeth Spruill: encouraging inclusion in

participation

01:04:33 Christa Morris-Stone: Building participation  
01:04:33 Taylor Lovas: Transparency and preparation  
01:04:40 Ryan Wilkinson: Conscious inclusion of introverts  
01:04:41 Judy Gawczynski: transparency  
01:04:46 Cynthia Mills: Thank you so much for elevating this topic in facilitation and our community. We all have examples of being in uncomfortable experiences and conversations, and it really helps to see so many people participating in thinking about this – and how much it matters.  
01:04:46 Maria Brogan: Practicing scenarios with other AEs would be very helpful.  
01:04:47 Tyus Price, CAMT: Be more willing to listen 1st and not worry so much about being heard. When we are talking we aren't listening and if I listen more I feel I would know what the real issue is a lot sooner.  
01:04:57 Courtney Goll: I am new to facilitating and this session was so impactful. Thank you!  
01:05:01 Nick Marzano: Establishing ground rules, together, to guide trust and creativity  
01:05:04 Kelly Turner: focus on building space where everyone feels trust  
01:05:20 Nicole Racadag: this session was super helpful thank you  
01:05:36 Lowell Aplebaum: feel free to connect with us for more information and conversation: <https://www.linkedin.com/in/lowellaplebaum> <https://www.linkedin.com/in/aaronwolowiec>  
01:06:10 Tyus Price, CAMT: Never before have I needed something so badly and not known till I received it. Thank you guys.  
01:06:18 Sarah Mercer, CAE, CMP: thank you!!  
01:06:30 John Emrich: Thank you. Very helpful!  
01:06:34 Bill Kramer: ty!  
01:06:36 Lisa Junker: Speaking as someone who has taken the course, it's practice-changing for sure. Can't speak highly enough about it.  
01:06:36 Taylor Lovas: Thank you!  
01:06:36 Nick Marzano: Thank you both for this session  
01:06:48 Lowell Aplebaum: Reacted to "Speaking as someone who has taken the course, it's practice-changing for sure. Can't speak highly enough about it." with ❤️  
01:06:56 Angela Richardson: Reacted to "Speaking as someone who has taken the course, it's practice-changing for sure. Can't speak highly enough about it." with ❤️  
01:06:57 Lowell Aplebaum: Reacted to "Never before have I needed something so badly and not known till I received it. Thank you guys." with 👍  
01:07:02 Jetaun Mallett: Reacted to "Speaking as someone who has taken the course, it's practice-changing for sure. Can't speak highly enough about it." with 👍

01:07:07 Amy Beckrich: Reacted to "Speaking as someone who has taken the course, it's practice-changing for sure. Can't speak highly enough about it." with ❤️

01:07:15 Amy Beckrich: Reacted to "Never before have I needed something so badly and not known till I received it. Thank you guys." with 👍

01:07:32 Christina Schlenger: Thank you!

01:07:49 Jennifer Gladis: Love a good book club!

01:08:04 Angela Richardson: Thank you. This was outstanding.

01:08:06 Amy Beckrich: Thank you!

01:08:12 Caitlin Halloran Edwards: Thank you so much!

01:08:13 Al Rickard: Great job!

01:08:14 Kelly Turner: Thanks!

01:08:22 Jennifer Gladis: Thank you for this taste of facilitator ethics.

01:08:29 Rachael Lord: Than you

01:08:36 Elizabeth Spruill: Thank you!

01:08:36 Charmaine Osborne: thanks

01:08:42 Kelly Cox: Thank you!

01:08:43 Judy Gawczynski: Thank you! Very insightful!

01:08:45 Britt Nagy: This was great! Thank you!

01:08:49 Taylor Lovas: Thank you! I'll be joining the book club

01:08:50 Deb Macon: Thank You!!!

01:08:51 Laura Bullard: Thank you!

01:08:52 Maria Brogan: Many thanks!