



**Fall Retreat
Sunday, September 13th Zoom Chat
Leadership Quest Class of 2021**

- 07:50:41 From John Bolton : Good Morning!
- 07:51:37 From Patricia Bradby : Good morning :)
- 07:56:54 From Meg Garner : Good morning!
- 07:57:53 From Natisha : Good morning!
- 07:58:26 From Kate Faina : Good morning!
- 07:59:49 From Natisha : What is the name of the song playing?
- 07:59:55 From suedavies : Good morning - excited for Day 3
- 08:00:26 From jvjohnson : Good morning
- 08:00:49 From Patricia Bradby : #nowplaying "That's Love" by Oddissee
- 08:01:14 From Patricia Bradby : Playlist link:
<https://open.spotify.com/playlist/09ZpDVgO4BALCyiltlHktp?si=5NRre4TNSw2kir7pEW3sLw>
- 08:10:14 From Jerry Howard : About Podium

Established in 2008, Podium RVA brings the vision of Richmond area youth to life by giving them new avenues to share their voice—in print, on the web, on stage, and in their classrooms. Podium RVA programs, which are delivered free of cost, reach over 400 youth aged 10 to 19 each year in the metro Richmond area. Podium RVA has been featured as a Best Practice in the U.S. Mayor newspaper for outstanding nonprofit collaboration and has been recognized by the Richmond City Council and Richmond School Board for outstanding service to improve youth literary achievement. For more information, visit www.podiumrva.org.

- 08:10:17 From Susan Winiecki : Podium started as a way to foster writing and spoken word through printed journals and spoken word performances in all RPS high schools a little more than 10 years ago!
- 08:11:02 From LaShawanda Moore : Launch Toastmasters Open House September 14 at 7pm - Virtual Event - http://bit.ly/launchtm_openhouse
- 08:13:30 From Eric Steigleder : Good morning all! Here's the link to nominate your Richmond History Maker (covers folks across the region Matthew discussed yesterday): www.RichmondHistoryMakers.com
- 08:15:42 From Jenn O'Rourke : The link to register for the VAFRE Virtual Awards Luncheon is: <https://vafre.org/event-3948852>
- 08:16:19 From Patricia Bradby : Please use the #communityopportunities channel
- 08:16:49 From John Bolton : Link to Market Woods virtual tour and ribbon cutting <https://events.r20.constantcontact.com/register/eventReg?oeidk=a07ehae5djv4eca0322&oseq=&c=&ch>
- 08:16:49 From Bryan Wallace : 5th Annual Afrikana Film Festival Sept. 17-20 <https://www.afrikanafilmfestival.org/>
- 08:16:52 From Anna Strahs Watts : Yoga tonight 5:30pm virtual! <https://tinyurl.com/letsflow1>

08:17:16 From Cindy Blanton : do you know that Slack stands for something? "Searchable Log of All Conversation and Knowledge"

08:17:36 From Jacque Vaughan : Didn't know that @cindy!

08:21:52 From Cindy Blanton : if you are finding hard to find the speakers in the sea of LMR Quest faces, you can change to Speaker View

08:22:46 From Vikki Keszey : @Cindy Blanton yes! in the top right hand corner of your zoom screen - Click Gallery View to switch to Speaker View

08:25:47 From Jerry Howard : The "hard wired" statement assumes that NO ONE has immigrated to the US since then

08:30:32 From Jerry Howard : The outrage of the graveyard is through the lens of today, what about the paradigm through which they viewed the world and themselves?

08:32:21 From Jerry Howard : Slavery was a common worldwide, still horrible, practice of the time

08:32:44 From Jerry Howard : I would not call it Oligarchy, not even close

08:33:32 From Eric Steigleder : I don't know if "everyone did it" is an entirely convincing argument regarding the evils of enslavement.

08:34:16 From Jerry Howard : Why wouldn't the inhabitants plant trees?

08:34:44 From Jerry Howard : I read that "study:"

08:34:51 From Cathy Vrentas : I noticed that there are some cool new community gardens in Gilpin Court

08:34:52 From Andrew Town : Not to mention that not everyone did enslave people.

08:34:57 From Julian Hayter : Look up the definition of oligarchy— it's defined by a very rich business class that controls political influence. At the time of secession, Virginia was the wealthiest of the Southern states. Elected officials were almost entirely linked with slavery. It's impossible to divorce that wealth from enslavement

08:35:01 From Jacque Vaughan : <https://www.nytimes.com/interactive/2020/08/24/climate/racism-redlining-cities-global-warming.html>

08:35:15 From Jerry Howard : Subsidized housing does not afford a budget for improvements

08:35:27 From Jerry Howard : the tax payers pay for that

08:36:23 From Andrew Town : I lived in Barton Heights

08:36:24 From Theo Appiah-Acheampong : I work in highland park

08:36:35 From Jerry Howard : oligarchy-VA was also one of the oldest and the south had not been developed

08:37:50 From Jerry Howard : I grew up in Highland Springs when Richmond's murder rate was third highest in country, I have a bit of perspective on being a minority

08:37:53 From jvjohnson : I grew up on 5th ave in this area

08:38:27 From jvjohnson : a lot has changed and a lot has stayed the same

08:39:25 From jvjohnson : I also worked at fire station 15 in that area

08:39:35 From Andrew Town : Book recommendation on the subject: The Color of Law by Richard Rothstein

08:39:42 From Charmaine Mitchell : Gentrification is economical.

08:39:48 From Roberta Oster (she/her) : that is a great book!

08:40:48 From Jerry Howard : wrapping back around to the electoral college comment, how does redlining, outlawed almost 50 years ago mean that the electoral college is flawed?

08:41:16 From Jerry Howard : subsidized housing pushes away investors

08:42:17 From Jerry Howard : in the last 50 years, why is that demographic still present?

08:42:19 From Eric Steigleder : I think the overall implication is that our shared history still has an impact on where we are today. That idea shouldn't be threatening - we should see it as an opportunity to address the missteps of the past.

08:42:33 From Andrew Town : @Jerry, that's mythology about it having a detrimental impact on home values

08:43:25 From Natisha : Slavery by Another Name: The Re-Enslavement of Black Americans from the Civil War to World War II is also a good read to take a deeper dive into this conversation.

08:44:06 From Patricia Bradby : We will be saving the chat today so if you all cannot keep up with both this and the conversation, you can read the chat at a later time.

08:44:36 From Eric Steigleder : @Jerry - based on your comments, it seems there's some discomfort with the idea that what happened in the past still impacts our present. Correct me if I'm wrong - pulling from our conversations on Friday and yesterday, I think it's important that I not assume where you stand.

08:45:07 From Cathy Vrentas : This is very interesting to learn more about this neighborhood. I've only lived here about 2 years but I recently started exploring this area since I took a shot put lesson in the park here. I find it really interesting to see the buildings which you can see have definitely gone through multiple reiterations/been multiple businesses. I know we are in times of COVID. In "normal" times are there any walking tours through the Valentine? (Sorry, I am pretty new to the area)

08:45:44 From Korinn Carter : Richmond Community High School is my alma mater!

08:45:47 From melvin carter : Andrew I agree. Some investors may decide skip that area however others see the untapped potential of that community.

08:45:57 From Jerry Howard : LBJs policy perpetuated and still today the lack of incentive to improve ones circumstances

08:46:04 From Korinn Carter : Barton Heights is my neighborhood that I'm from!

08:46:10 From Korinn Carter : OMG! My building! :)

08:47:40 From Andrew Town : @Jerry, are you referring to the Civil Rights Act of 1964?

08:48:38 From Cathy Vrentas : Very cool Korinn. Do you have any recommendations on your favorite places in the neighborhood? I.e. your favorite businesses you recommend

08:52:31 From Valaryee Mitchell : We are currently learning about how policies and systems were put in place to keep people in the circumstances they are in today.

08:53:25 From LaShawanda Moore : So awesome to see your school in the tour, Korinn!

08:54:33 From Valaryee Mitchell : Yes Korinn, how exciting to be in that building today knowing the history.

08:55:15 From Ryan Bouldin : Shout out to Korinn Carter and St. Luke's Legacy Center 🏰

08:56:12 From Walter Crenshaw : A good book that I found a good survey of some of these issues was Richmond's Unhealed History by Benjamin Campbell...a lot of things I never knew...if anyone has other books that are similar I'd love to get good recommendations

08:56:53 From Jerry Howard : I love how Richmond especially in the last 20 years has led the way in diversity

08:57:35 From Korinn Carter : Thank you so much everyone!! So cool to be a part of the tour.

08:59:07 From Aesha Mehta : @Walter, thanks for sharing! I second that, would love more book recommendations, specifically focused on Richmond and Virginia

09:00:49 From melvin carter : YES, Maggie L. Walker, my high school and my childhood and current neighborhood!!!

09:01:18 From LaShawanda Moore : Hi Julian, do you know much about the cemetery and history of the duPont Spruance plant off jeff davis hwy?

09:01:37 From Susan Winiecki : Reconstruction history through that 1901 Virginia Constitution is one of the least taught/understand eras of American history. I recommend Eric Foner's "The Second Founding: How the Civil War and Reconstruction Remade the Constitution"

09:01:50 From Carol Adams : Melvin- it ours:)

09:01:52 From Julian Hayter : LaShawanda, <http://richmondfreepress.com/news/2020/mar/06/one-womans-crusade-brings-attention-long-forgotten/>

09:02:23 From melvin carter : Yes Carol, with love and affection!

09:03:45 From Susan Winiecki : CARITAS used historic tax credits to help create its amazing new 150,000-square-foot center in South Side.

09:04:21 From Jerry Howard : scotts addition maybe trendy, but it attracts graduates and youth to the work force

09:04:39 From Bryan Wallace : Great Point @Julian!

09:05:31 From jvjohnson : Yes I remember when houses in Churchill was selling for \$1 and now since people are moving back into the city, those houses are selling for \$300,000 - \$500,000

09:06:08 From Jerry Howard : isn't that good for Churchill?

09:06:48 From jvjohnson : Yes I guess

09:07:26 From jvjohnson : It also is pushing the Minority out of that area

09:07:34 From Eric Steigleder : John Mitchell Jr. has a tremendous quote at the time of the installation of the Lee Monument. He wrote in the Richmond Planet that Black labor "put him up, and should the time come, he will be there to take him down." He wrote that as a Black newspaper editor in 1890.

09:07:50 From Adrienne Wright : https://www.nationalgeographic.com/history/2020/07/origin-story-monument-avenue-america-most-controversial-street/?fbclid=IwAR1V_BgmtJw93q-XrEoA8PdUAxTZyKVjvL9bzFYZU4RZEEH1mi2mA-KefA8#close

09:07:52 From Cassandra Reynolds : Church Hill is probably the oldest neighborhood in the city. While development is good, we have to consider that property values are increasing for long-term residents and pushing them out.

09:08:06 From Jerry Howard : @Eric, that's awesome that it came full circle

09:08:21 From Cindy Blanton : It could be good for Church Hill if it resulted in a mixed, socio-economically diverse neighborhood. I agree with Julian's point that we need to figure out how to make that possible

09:08:36 From Eric Steigleder : @Jerry Indeed! There's a great book about John Mitchell called "Race Man" that just came out.

09:09:07 From melvin carter : Overall It's good for the city. Rising home prices will force some to lose their generational property because they not afford the taxes and related expenses.

09:09:22 From Jerry Howard : glad I love to read, bc this presentation has presented tons of books!

09:10:04 From Korinn Carter : Same can be said about the Battery Park, Barton Heights area. Another buzz neighborhood pushing long-term residents out. My family has owned their house for over 50 years in the area, but so many weren't able to keep their residences.

09:10:10 From Julian Hayter to : If you can provide tax credits to allow people to move in, why not create tax havens that preclude senior citizens, etc. from being pushed out? No one's arguing against growth (at least, I'm not). I'm interrogating the type of growth

09:10:33 From Jerry Howard : @Korinn, was it taxes that pushed them out?

09:11:05 From Bryan Wallace : Was just talking about this period and the Re-adjuster Party the other day. This period of the first 10 or so years after Reconstruction so some of the most politically and economic gains for Blacks across the south. Elected positions, businesses, commerce.

09:11:08 From Gena Reeder : Remember that "good" is subjective. It's healthy to examine what collectively we value as good. Perhaps we can discover that what is truly good for the city may in fact challenge our current definition :-)

09:13:11 From Eric Steigleder : @Bryan - it was fascinating! What's crazy to me is that the Re-adjuster Party was made up of former Confederates and recently-freed enslaved people, headquartered in Petersburg and developed their own Constitution that really focused on equity in education.

09:14:05 From Jerry Howard : who thinks that slavery was benign?

09:14:18 From Walter Crenshaw : i missed that acronym ...UDC?

09:14:30 From Eric Steigleder : United Daughters of the Confederacy

09:14:32 From Susan Winiecki : United Daughters of the Confederacy

09:14:38 From Walter Crenshaw : ty

09:14:39 From Korinn Carter : Honestly, @Jerry I don't know! I know that in the 40s when my great grandfather bought the house the neighborhood was predominately middle class Blacks, and It changed over the years... My great grandfather had a 3rd grade education and was on a block with principals, judges, and administrators.

09:14:44 From Eric M. Shoenfeld : There is nothing benign about slavery. Jews were slaves in ancient Egypt and we still get together every year to talk about it.

09:15:24 From Carlyle : I saw two book recommendations and only caught 1....I saw Race Man and there was another more closely aligned to Richmond history.....? Can you re-share the title?

09:15:53 From Jacque Vaughan : Maybe a Slack hash tags books to read?

09:16:17 From Jerry Howard : @Jacque great idea!

09:16:17 From Bryan Wallace : @Eric yes! It is fascinating and telling that it is possible to have systems that collectively include diversity

09:16:17 From Eric Steigleder : @Jerry - it sounds odd, but there's a "review of the debate" text that was written following a General Assembly debate about enslavement and there were a fair amount of elected officials at the time who made the case that enslavement was indeed a moral obligation because Blacks were unable to govern themselves.

09:16:20 From Ryan Melcher : Agreed, @Jacque. I was going to suggest the same thing.

09:16:25 From Nathan Hatfield : I second Jacque's request for a #bookstoread

09:16:46 From Bryan Wallace : @ Julia Very interested in some of those pictures of text books

09:16:58 From Keesha Trim : Great idea @Jacque!

09:16:58 From Ryan Bouldin : Richmond's Unhealed History by Benjamin Campbell

09:17:00 From Cathy Vrentas : I am finding the Slack overall to be really nice. I like the Community Opportunities tab. I am learning about so many events and resources

09:17:00 From Eric Steigleder : "The Review of the Debate" I think, is still in print. It's illuminating and kind of horrifying. Also check out "Dominion of Memories"

09:17:01 From Jerry Howard : @Eric, that is nuts

09:17:01 From Carlyle : 👍👍👍

09:17:19 From Jerry Howard : education and training, always has been the answer

09:18:03 From Jacque Vaughan : Created!

09:18:05 From Theo Appiah-Acheampong : There are pros and cons to gentrification. How is the community addressing the cons? Are we only concerned about the economic benefits? I work in Highland Park at the RBHA North Campus, formerly RUBICON. I see homeless individuals everyday in my line of work. There needs to be some kind of balance.

09:18:06 From Korinn Carter : My dad talks about how his elementary text book had slaves skipping in the fields, talking about how happy they were to pick cotton for their owners... He went to visit his family in Philly and they taught him the real history of slavery! This was 1960.

09:18:32 From Carlyle : Thanks @Jacque - I'm sure it will be used frequently!

09:18:50 From Julian Hayter : Take a look at those depictions, folks.

09:19:02 From Eric Steigleder : "Dominion of Memories" is probably one of the most impactful books I've read that explains how the idea of enslavement went from "our peculiar, unfortunate institution" to "our burden as white leaders". So so troubling.

09:19:39 From Bryan Wallace : The way slavery and the transatlantic slave trade are presented in textbooks (if at all) is often sanitized to the point of distortion.

09:25:22 From Valaryee Mitchell : @Bryan agreed

09:25:33 From Andrew Town : @Bryan, thank you and I agree. In my experience it was a chapter (no more than two) and nothing touching the unfathomable human toll during the practice, let alone the legacy of it

09:26:03 From Yewande Austin : Very true @Bryan Wallace. The impact of this deliberate attempt to rewrite America's sins is not only dangerous, but will continue to affect generations to come.

09:26:18 From Valaryee Mitchell : This was my experience also Andrew. The schools did not cover slavery extensively or accurately.

09:27:13 From Nathan Hatfield : 2 other items about the WWI Carilion. The large lawn in front was supposed to be a reflecting pool like that in front of the Lincoln Memorial in DC. It is one of the only spots available to hear the 1812 Overture (think RVA fireworks!) in full as written - orchestra (in the Dell), cannons, and bells played by the Carillonneur!

09:28:01 From Jordan : We only took the time to highlight black leaders on month of the year (Black History Month) which I always felt was weird

09:28:22 From Frances Sterling : Try a state UK education - colonialism, empire... big glossy paint brush

09:28:50 From Yewande Austin : More importantly, our history books never acknowledged the significant contributions of Africans and African-Americans. Think about how many youth have grown up in the last 400 years in American history only looking our ancestors as slaves. Slavery was a horrific disruption to our history, but it's not hardly the entire story.

09:29:27 From Andrew Town : @Frances, fair enough. The UK has a far more expansive history of much the same

09:29:28 From Jordan : Exactly Yewande!

09:30:07 From Jerry Howard : @Yewande agreed!

09:30:20 From Korinn Carter : That's very true @yewande, never knowing the excellence we have always had definitely set us back.

09:30:27 From LaShawanda Moore : Slavery is not benign in my opinion. I am a victim of the impact of slavery that has been embedded in the psychology of human beings for over 400 years. It peaks its ugly head out without permission because of the indelible impression it has made on humanity. The psychological slavery is perhaps just as dangerous as the actual slavery times experienced in our history. It oscillates between subtle and blatant actions/behaviors that impacts people in many different ways. It can be a cause and trigger for some of the mental instability that many face today.

09:30:35 From Julian Hayter : I think those history books were not only tainted by the sin of omission; but when they wrote of African Americans, they wrote about them as dehumanized and powerless historical actors.

09:30:57 From LaShawanda Moore : Agree, Yewande

09:31:51 From Jacque Vaughan : Anthony T. Browder speaks to the African-American experience beyond Slavery

09:31:52 From Julian Hayter : "Workers"— that's it, Bryan. History is a high stakes game. We're really struggling to recognize the difference between heritage and history

09:31:53 From Valaryee Mitchell : @Bryan "workers" - smh.

09:32:23 From Korinn Carter : Are there any textbooks written by African Americans?

09:32:45 From Ryan Bouldin : Well said Yewande and LaShawanda

09:33:08 From Frances Sterling : Yes Yewande and LaShawanda

09:33:21 From Cathy Vrentas : I think the challenge is that you can't simply fix the history books by adding in a few extra focus stories or highlights of key figures--you have to go back and redo the narrative such

that you are fundamentally changing the way the story was written by a single segment of the population. So while highlighting case stories is fine, it would require a shift in who is writing the full story. This is similar to Korinn's comment that I now see in the chat

09:34:09 From Bryan Wallace : Exactly @Yewande! This lack of attention on the breadth of the contributions of non - white populations is detrimental to all students.

09:35:44 From Jerry Howard : @Julian I LOVE your passion for this material! it makes it very exciting

09:37:22 From Julian Hayter : Thanks, Jerry! It's early, so I've got to wake up somehow

09:38:41 From Yewande Austin : Yes @Frances Sterling! I pursued my Masters in Ethnomusicology at the University of Sheffield in England. I wanted to explore the indigenous use of music in social movements. My professors failed more than a handful of my papers because they didn't "agree" with the connections that I made in musical compositions to the undeniable relationships that transpired between the enslaved and colonizers. They really flipped over my research about White Gospel music! As soon as I removed any historic facts about slavery....they would give me a passing grade.

09:38:50 From Jerry Howard : @Julian your great energy is awesome!

09:38:52 From Gena Reeder : "Fancy girls" LOL

09:39:32 From Bryan Wallace : @Cathy You are exactly right. There has to be adjustment to the larger narrative to be inclusive and expressive of the African- Americans and Africans experience.

09:39:41 From Julian Hayter : That's what they called them—it's a dressed up way to refer to young women being sold into prostitution

09:39:53 From Frances Sterling : @yewande I'm so sad and not surprised

09:40:35 From LaShawanda Moore : Wow, Yewande! Way to press, though!!!

09:40:39 From Charmaine Mitchell : Slavery is not taught in Ethiopia nor Jamaica. I didn't believe my teachers after I immigrated to America. My foster daughter was crying when I introduced her to black American history.

09:41:43 From Korinn Carter : Wow @charmaine, so interesting how we all have different experiences in different places but have the same underlining premise

09:41:43 From Bryan Wallace : Teaching Hard History Project, Hasan Kwame Jeffries w/ SPLC - great podcast and curriculum and resources to learn more

09:41:45 From LaShawanda Moore : The lack of attention to the breadth of non-white contributions is such a miss for our children. And standardized tests that dictate whether children are eligible for scholarships, college entry, etc. misses the boat. The curriculum and the tests need to be rewritten to include all of American history.

09:42:21 From Walter Crenshaw : Is there a way to point out where Lumpkins Jail was on the map?

09:45:13 From Theo Appiah-Acheampong : Wow @ Charmaine - In Ghana racism is taught in cultural and social studies.

09:46:07 From Theo Appiah-Acheampong : Just to clarify - We learn about it.

09:46:50 From Cathy Vrentas : In relation to LaShawanda's comment--I remember when I was in AP history there was a discussion (back in the day, 1998, has it really been that long?) about trying to shift the way both AP American and AP European history was taught to include more diverse voices in the narrative. Not exactly a shift in the narrative so more would need to be done (i.e., change the idea that the current narrative is the "right" narrative), but the concept was to include additional investigation of different perspectives. But

anyway, I am curious to know what else has been done, if anything, with these AP curricula and tests 20 years later.

09:46:55 From Eric Steigleder : @Lawshawnda - that's fascinating and reminds me. I'm a fan of heavy metal music, and I watched a documentary several years ago that argues that the very basis of any heavy music all goes back to Black musicians that introduced blues riffs, guitars and sad/intense lyrical themes.

09:46:59 From Ryan Bouldin : Bryan Wallace thanks for the pod recommendation!

09:47:38 From Walter Crenshaw : thanks!

09:48:45 From LaShawanda Moore : @Eric, that is interesting! A first i'm hearing that, I will look into that.

09:48:47 From Jacque Vaughan : Didn't the mortgage come from financing of slaves?

09:49:04 From LaShawanda Moore : Thanks for sharing, Cathy. I wonder, as well.

09:49:07 From Charmaine Mitchell : My foster daughter, Cali, was not taught anything about Slavery. She was born in Ethiopia 17 years ago. I was born in Jamaica. My comment specifically stated Ethiopia nor Jamaica.

09:49:11 From Jerry Howard : @Julian-wow!

09:49:23 From Bryan Wallace : Yes! @Bill it not just a "southern thing" at all!!

09:51:42 From Bryan Wallace : @Eric, I have seen and heard arguments that make that connection about rock and heavy metal.

09:51:58 From Susan Winiecki : Re the entire's nation complicity: read "Complicity: how Connecticut Chained Itself to the Slave Trade." It ran in 2014 in The Hartford Courant

09:52:36 From Jacque Vaughan : My home state! Eli Whitney thought he was helping? @susan winiecki

09:52:36 From Roberta Oster (she/her) : My office at Virginia Interfaith Center is around the corner.

09:52:52 From Roberta Oster (she/her) : ironic that we are fighting for social justice in the heart of the slave trade.

09:53:31 From Theo Appiah-Acheampong : @ Charmaine - Sometimes we assume that certain things such as race issues are taught to everyone. We really DK what we DK.

09:53:40 From Eric Steigleder : @Bryan - yes! The documentary was put together by a Canadian anthropologist who's also a metalhead - he did that doc and a series about the history of metal, and he argues that it all goes back to "heavy" classical music blended with American jazz and blues, which all are derived from the work of Black musicians.

09:55:05 From Yewande Austin : Wow @Charmaine. That must have been traumatic for her. If I'm not mistaken, while slave trade was present within Ethiopia, European slave trade was outlawed, so the practice of slavery wasn't significant to their history.

09:56:02 From Bryan Wallace : @Jacque That's really interesting about the mortgages coming from financing slaves. I had never heard that! However, I can make the connection.

09:57:42 From Jacque Vaughan : @bryan I would like @julian to fact check that, lol

09:58:06 From Theo Appiah-Acheampong : @ Jacque lol

09:58:42 From Eric Steigleder : The 1619 podcast did a deep-dive into the international financing of the trade and how there were Europeans making financial bets and trades based on American enslavement. The podcast gives specific numbers and it's both surprising and horrifying when the breadth is further expanded.

09:58:48 From Bryan Wallace : @Jacque Fair. lol

10:00:12 From John Bolton : I'd like to thank everyone that has dropped their personal stories and testimony in the chat. It's been extremely informative and a wealth of information to digest.

10:00:39 From Jacque Vaughan : Awesome information @Eric!

10:00:45 From Charmaine Mitchell : My comment was only that...a comment based on MY personal experience and my foster daughter's... to echo the dialogue about the lack of slavery education.

10:01:08 From Jacque Vaughan : <https://www.jstor.org/stable/27919281>

10:01:32 From Jacque Vaughan : Eric made a comment too!

10:02:59 From Roberta Oster (she/her) : Here's the Q & A with Bill Martin in today's Richmond Times Dispatch! great piece.
https://richmond.com/opinion/editorial/editorial-a-q-a-with-the-valentines-bill-martin/article_ed180baa-2144-5872-ab81-acb928d0a078.html

10:03:00 From Frances Sterling : Yes @Julian

10:03:09 From Gena Reeder : Yes, @John.. me too. I am so glad we're recording the chat so I can go back and take it all in.

10:03:19 From Adrienne Wright : @Julian Yes!

10:03:52 From Kim Range : I would suggest the podcast "Seeing White" by Scene on Radio

10:04:07 From Andrew Town : @Kim, yes!! That's an excellent series

10:04:13 From Adrienne Wright : @Kim- Great Resource!

10:04:29 From Jacque Vaughan : <https://www.forbes.com/sites/pedrodacosta/2019/09/01/americas-first-bond-market-was-backed-by-enslaved-human-beings/#1f67cd4e1888>

10:04:58 From Bryan Wallace : @Julian great analogy " Race bouillon cubes"

10:05:45 From Roberta Oster (she/her) : thank you Jacque for that link OMF

10:05:46 From Susan Winiecki : What's the latest status of Devil's Half Acre/museum telling the story of the enslaved in Shockoe Bottom? How can we as an LMR class help move that project forward?

10:05:47 From Roberta Oster (she/her) : OMG

10:05:57 From Walter Crenshaw : You talked about how redlining defined some of the development of the geography of the city..what impacts do you see active resistance to desegregation that lasted into the 70s having on the development of the city

10:06:52 From Yewande Austin : Wow @Jacque Vaughan! This would be completely unbelievable if it weren't true. I had to look it up. Check out this article.
<https://www.forbes.com/sites/pedrodacosta/2019/09/01/americas-first-bond-market-was-backed-by-enslaved-human-beings/#49e8e9831888>

10:06:59 From Susan Winiecki : Is anyone working on memorialization of the Second African Burial Ground?

- 10:07:23 From Cathy Vrentas : As a geneticist this is a really notable part of the history of genetics and evolution (use of these principles to try to justify) that only gets discussed in some courses but should be discussed in more detail
- 10:08:32 From Jacque Vaughan : Thank you @Yewande!
- 10:09:50 From Cathy Vrentas : There is a lot of debate but I believe it's generally accepted that Darwin himself did not believe in applying the evolutionary approach to a eugenic mindset but many scientists, including his cousin Galton, seized on this as a way to justify a variety of very terrible things including violence against people with differences in physical and mental abilities
- 10:09:51 From Bryan Wallace : Does it also speak to the idea white exceptionalism as well?
- 10:11:02 From Cathy Vrentas : However if I recall correctly there were racist elements to Darwin's texts as well in terms of white superiority but I would have to fact check
- 10:11:37 From Jerry Howard : @Cathy I agree totally that evolution lends itself to racism
- 10:11:44 From Andrew Town : @Cathy & Bryan, if I remember correctly, the podcast Kim referenced talks about this very subject in some detail
- 10:12:05 From Kim Range : I would suggest the following resource to understand the complexity around the construct of race and how the founding fathers rationalized slavery in their early writings.
<https://www.racialequityinstitute.com/new-events>
- 10:12:21 From Adrienne Wright : @Julian TRUTH!!
- 10:12:31 From Jerry Howard : @Julian agreed!
- 10:13:21 From Bryan Wallace : Completely agree @Julian! Thanks @Andrew
- 10:14:25 From John Bolton : Amen on the tax credits Julian. Millions given towards market rate housing. A fraction of that effort towards stabilizing and preserving housing for low/ mod households would go a long way. Some changes are in the works for tax incentives on affordable housing but much more work to be done in that regard.
- 10:15:12 From Theo Appiah-Acheampong : Absolutely agree @ John
- 10:16:08 From Jerry Howard : @Roberta agreed! Wonderful!
- 10:18:52 From Cathy Vrentas : Well I guess as a scientist, the concept of evolution itself to me is very much a scientific principle related to gene frequencies. I think of it as a microbiologist in the context of bacterial genes for example. It is when we try to use the scientific principles to fit to biases and schema that we have an issue--i.e., when we try to use science to justify the social injustices. To me genetics supports the idea that we are all incredibly similar across our genome, with small differences in many types of genes that make us all unique. Science is a human endeavor and there is a complex mix between the scientific principles and then how humans take these principles to apply technology or understanding to what is good or bad. I guess that's just the way I think about it, just my own perspective
- 10:19:52 From Frances Sterling : Symphony doing this right now!
- 10:20:57 From Valaryee Mitchell : Bill I am appreciative for the internal work you are doing. The internal work (in all of our organizations) is important to change.
- 10:21:23 From melvin carter : Richmond Fire Department is reviewing all polices and our budget through an equity lens,
- 10:22:49 From Valaryee Mitchell : @Melvin this is great and very important
- 10:22:54 From Cindy Blanton : the best of all classes

10:22:55 From Jerry Howard : @Bill should the listening be based on skin tone though?

10:23:17 From Roberta Oster (she/her) : Bill I greatly appreciate the internal and external work you are doing! thanks for your thoughtful response.

10:23:42 From suedavies : Completely agree - this is what we have learned from our employee networks - listen and learn before taking well intended but may be inappropriate actions

10:24:25 From Kim Range : Agreed Sue ! :)

10:24:29 From melvin carter : Yes Val, all aspects of service delivery. We'd love to have someone from your office to be on our steering equity and inclusion steering committee.

10:24:54 From Theo Appiah-Acheampong : Thank you @ Bill and Julian!! Great presentation.

10:25:03 From Adrienne Wright : Bill and Julian- Thank you!!

10:25:10 From Cathy Vrentas : thanks for discussing this Julian!

10:25:15 From LaShawanda Moore : thank you!!

10:25:15 From Valaryee Mitchell : Melvin I would love to have someone on your steering committee. We will talk soon.

10:25:19 From Carol Adams : thank you both

10:25:19 From Bryan Wallace : Thank you @Bill and @Julian

10:25:28 From Roberta Oster (she/her) : thank you @bill and @julian

10:25:29 From Valaryee Mitchell : Thank you Bill and Julian!!

10:25:31 From Natisha (Nuh-tee-shuh) : This was amazing and very informative. Thank you @Bill and @Julian!

10:25:38 From Jerry Howard : Thank you gents! Great job today!

10:25:39 From melvin carter : Thank you!

10:25:46 From Bryan Wallace : Would we be able to get contact info for bill and Julian ?

10:25:49 From Susan Winiecki : Julian and Bill, far better than CBS Sunday Morning. The small-screen is too small for this duo.

10:25:50 From Cassandra Reynolds : Thanks you @Julian and @Bill. Fascinating and informative conversation.

10:25:51 From suedavies : Many thanks - very informative

10:25:56 From Jordan : Thank you for today!

10:25:57 From shannon wray : Fascinating session! Thank you Bill and Julian!

10:26:01 From Gena Reeder : Fascinating and Riveting, thank you so much!

10:26:26 From Keesha Trim : Thank you!

10:29:27 From Yewande Austin : Wonderful presentation. Thank you so much!

10:48:54 From Jerry Howard : to confirm, the complete paper is only 2 pages?

10:49:57 From Patricia Bradby : Yes 2 pages. As leaders, we must also learn to be concise :)

10:51:15 From Jerry Howard : thanks, pretty short tho

10:51:50 From Jerry Howard : 12 point font too! :)

10:52:07 From Frances Sterling : Is that per person or a 2 pager for the group?

10:52:11 From Colleen : For anyone who would like to see last year's abstracts:
<https://lmronline.org/leadership-quest/immersion-teams/>

10:52:26 From Colleen : Per group/Immersion Team!

10:52:45 From Cathy Vrentas : that is really helpful to have a chance to see the samples

10:53:13 From Yewande Austin : Is there a specific number of hours that we're expected to commit to our group or is that just up to the group?

10:53:51 From Charmaine Mitchell : Great assignment! The format will reduce "long windedness"

10:53:57 From Yewande Austin : Myra mentioned submitting the abstract in May. What's the exact date?

10:54:05 From Jerry Howard : June 2

10:54:14 From Vikki Keszey : The abstract is due in June

10:54:23 From Colleen : Due date for abstracts is June Closing Session and Graduation Day! May will be presentations.

10:54:54 From Vikki Keszey : https://lmronline.formstack.com/forms/lq_immersion_topics_preferences

10:55:00 From Jerry Howard : with 4 kids, I have a big car if anyone needs a lift!

10:55:21 From Vikki Keszey : Jerry's Carpool!

10:55:30 From LaShawanda Moore : Is the abstract different from the report? I see three deliverables: presentation, abstract and report...please confirm.

10:55:41 From Cindy Blanton : can you put the survey link in slack?

10:55:45 From LaShawanda Moore : OK, two deliverables

10:55:47 From LaShawanda Moore : thanks.

10:55:49 From Walter Crenshaw : when will we know the teams

10:55:56 From Colleen : Immersion ranking survey:
https://lmronline.formstack.com/forms/lq_immersion_topics_preferences

10:57:14 From Christa Donohue - Read to Them : Can you expand on the Regional Identity group?

10:57:41 From Bryan Wallace : Thanks @LaShawanda!

11:00:02 From Carlyle : not seeing the weekend survey link.....just the topics

11:00:47 From Vikki Keszey : Retreat Evaluation Link:

11:00:50 From Vikki Keszey : https://lmronline.formstack.com/forms/lq_september_retreat_evaluation

11:04:50 From Anna Strahs Watts : Will we be able to watch a recording of today's session?

11:05:12 From Anna Strahs Watts : Thanks!

11:05:23 From Kim : Great Job LMR team!

11:05:36 From Theo Appiah-Acheampong : Yes! Great job @ LMR team

11:05:39 From Susan Winiecki : I hope that we can have more in-person sessions!

11:05:58 From Christa Donohue - Read to Them : Great to meet everyone this weekend! That's for a great opening session.

11:06:06 From Christa Donohue - Read to Them : *Thanks

11:06:38 From Paul Drumwright : Thank you LMR team! It was a great retreat weekend.

11:06:57 From Adrienne Wright : My nieces :)

11:07:41 From Adrienne Wright : Thai Food!

11:08:12 From Cassandra Reynolds : Thanks for a great retreat!!

11:08:20 From Jacque Vaughan : What an awesome experience, thank you!!

11:08:28 From Rebecca Ivins - Hourigan Construction : Adrienne - what is you fav Thai place to eat?

11:08:30 From suedavies : Thanks for a great weekend

11:08:35 From asingleton : Thanks everyone. It was a great weekend!

11:08:37 From Eric Steigleder : Thanks everyone! So good to interact with fellow classmates.

11:08:40 From Adrienne Wright : Thai Dinner

11:08:44 From Natisha (Nuh-tee-shuh) : Kudos to the LMR team! This was a great start to the experience.

11:08:44 From Adrienne Wright : Diner*

11:08:48 From Frances Sterling : Thank you all!!

11:08:57 From Ryan Bouldin : Thank you so much everyone. this weekend was incredible!!!