



**November Seminar Day
Wednesday, November 4th Zoom Chat
Leadership Quest Class of 2021**

- 08:08:32 From John Bolton : Does no more political ads on TV count as good news?!?
- 08:08:46 From Ryan Melcher : Surely it does.
- 08:08:57 From LaShawanda Moore : job well done, Gena!
- 08:08:58 From Cindy Blanton : yes John - my thought was that the phone calls would stop
- 08:09:29 From Korinn Carter : I'm so sorry I missed the Connector Gena! But I have been telling everyone about Degy World, I want to do an event with them soon. Sounds so cool!
- 08:10:09 From Virginia Interfaith Center for Public Policy : congrats gena!
- 08:10:28 From Korinn Carter : YESSSSSSS!!!! Go Patricia!!!
- 08:10:31 From suedavies : Congrats Patricia
- 08:11:00 From Patricia Bradby : Thank you :)
- 08:11:07 From Ryan Bouldin : Congratulations Patricia!!!
- 08:11:09 From Korinn Carter : I love your background vibe Anna :)
- 08:12:03 From Gena Reeder : Happy Bday to your Mom Anna - btw she'd love that cake no matter how ugly it was... ;-)
- 08:12:31 From Anna Strahs Watts : Thanks Korinn and Gena... I am not so sure!!
hahahahahaha
- 08:14:15 From Valaryee Mitchell : Congratulations Patricia!
- 08:14:42 From Virginia Interfaith Center for Public Policy : Patricia!! you are awesome. congrats

- 08:15:12 From Anna Strahs Watts : Korinn that is awesome!
- 08:15:21 From Anna Strahs Watts : Salt and Forge has awesome avocado toast
- 08:15:55 From Korinn Carter : Congratulations!!!
- 08:16:07 From Roberta Oster : myra!!!! bravo
- 08:17:45 From Susan Winiecki : On Saturday, fireflourfork.com will host the co-founder of the national Bakers Against Racism Campaign. Plus you can order and pick up a box on Friday afternoon

at VMHC. Check it out. Virtual programming also includes Richmond's Regina Boone, too!
www.fireflourfork.com

- 08:19:52 From Valaryee Mitchell : Congratulations Myra!
- 08:20:29 From Kenneth Ragland : Congrats everyone on the good news :-)
- 08:21:06 From Patricia Bradby : <https://lmronline.org/speaker-series/>
- 08:21:13 From Roberta Oster : what's the date
- 08:21:41 From Patricia Bradby : November 17th 9am - 10:30 Nikole Hannah-Jones
- 08:23:14 From Vikki Keszey : Bryan - can you post a link about the event in chat?
- 08:25:47 From Bryan Wallace : Yes.. here is the list of events. If you are interested in participating in the video just shoot me a message. <https://www.codevirginia.org/event/computer-science-education-week-2020/>
- 08:26:00 From Patricia Bradby to Colleen Garrison-LMR Operations
- 08:27:25 From Vikki Keszey : Discuss: What are the top 5 items that need to be addressed for the new administration straight out of the gate?
- 09:22:37 From Jerry Howard : Covey's classic 7 habits does a great job of discussing our "paradigms"
- 09:33:08 From Cathy Vrentas : I am in Richmond CASA!
- 09:37:13 From Patricia Bradby : Quiz 1 (Poverty): <https://www.quiz-maker.com/Q7KWIE5K7>
- 09:37:26 From Patricia Bradby : Quiz 2 (Middle Class): <https://www.quiz-maker.com/QKGHZPK2M>
- 09:37:39 From Patricia Bradby : Quiz 3 (Wealth): <https://www.quiz-maker.com/QU4VC7OVJ>
- 09:39:36 From LaShawanda Moore : Can we get the rooms and which quizzes we will discuss?
- 09:39:50 From LaShawanda Moore : thanks
- 09:39:58 From Susan Winiecki : Where are the quizzes? I lost Zoom for a bit.
- 09:40:08 From LaShawanda Moore : Quiz 1 (Poverty): <https://www.quiz-maker.com/Q7KWIE5K7>
Quiz 2 (Middle Class): <https://www.quiz-maker.com/QKGHZPK2M>
Quiz 3 (Wealth): <https://www.quiz-maker.com/QU4VC7OVJ>
- 09:40:09 From Andrew Town : Quiz 1 (Poverty): <https://www.quiz-maker.com/Q7KWIE5K7>
Quiz 2 (Middle Class): <https://www.quiz-maker.com/QKGHZPK2M>
Quiz 3 (Wealth): <https://www.quiz-maker.com/QU4VC7OVJ>

09:40:20 From Susan Winiecki : Thank you

09:40:28 From Patricia Bradby : Rooms 1 & 2: Poverty (Quiz 1)

09:40:37 From Patricia Bradby : Rooms 3 & 4: Middle Class (Quiz 2)

09:40:48 From Patricia Bradby : Rooms 5 & 6: Wealth (Quiz 3)

09:52:30 From Cathy Vrentas : I lived in rural Maryland, though, and I think it's an interesting assertion since I also felt like services were sparser and farming-heavy areas were not necessarily connected to ownership of land by everyone or ability to grow food by everyone

09:53:07 From Cathy Vrentas : For example, when I lived in Iowa food security was a major issue even though the whole state is farmland and rural food pantries were a major need

09:54:25 From Jerry Howard : Individual personal choices on a daily basis drive poverty or not

09:55:13 From Adrienne Wright : @Jerry- Is that a question or a statement?

09:55:25 From Jerry Howard : statement

09:55:40 From Gena Reeder : Polarity, Jerry. But a great topic to deep dive into

09:55:46 From Cindy Blanton : I don't think it's that simple Jerry

09:56:34 From Jerry Howard : today--people tend to blame a system and insist they do not have a choice, but they do, every day.

09:56:48 From Cindy Blanton : "First time" leads me to believe there have been more trips!
haha

09:56:58 From Anna Strahs Watts : I think not everyone has the same choices available to them every day.

09:57:08 From Rebecca Ivins - Hourigan Construction : I agree with many of the things you say, Jerry, but this one is hard for me.

09:57:14 From Jerry Howard : not following your comment Geena

09:57:22 From Eric Steigleder : Jerry - I doubt my parents chose to struggle monetarily. It was lack of access of resources, lack of education about opportunities, lack of familial wealth. Blaming the poor, I don't think, gets us where we need to be.

09:57:39 From Kate Faina : They don't always know they have a choice or what the choices are or access to supports to make different choices

09:58:04 From Bryan Wallace : @Jerry valid point. However, personal choices are based on something.. typical a paradigm shaped in part by the "hidden rules" of the class/group you are existing.

09:58:08 From Cathy Vrentas : Generational wealth has a major impact on opportunity

09:58:09 From Jerry Howard : most of my family continues to make poor choices, daily.

09:58:15 From Kate Faina : at least mine didn't

09:59:02 From Jerry Howard : of course I'm biased to that, but we all are... however, most of today's success and thought leaders agree that daily habits determine situation

09:59:22 From Jerry Howard : I agree also that training and education are the primary tools for change

09:59:43 From Eric M. Shoenfeld : Access to and education is critical to aspiring to change ones experience and having the tools and knowledge to do so. Just the desire to not be in the poverty level is not enough. No one wants to be hungry or worry about prioritizing life saving medicine over paying rent.

09:59:57 From Eric Steigleder : If we claim it's all down to personal responsibility, it makes it easier for us to draw a line between "ourselves" and "those people who make bad choices." It makes us feel more comfortable and safe I we can separate ourselves as the "smart ones" as opposed to the "ignorant ones" who make poor choices. But as usual, these things are far more complicated and many of us are only one illness, job loss or accident away from being in that difficult situation.

09:59:59 From Gena Reeder : @Jerry - it's not either/or - Here's the example I give my kids: You make A's in school because you're smart, you're motivated..but you also have a home that's supportive, parents who can advocate for you, be involved in school, heat, air conditioning, food, electricity, both parents live with you....That plays a role in the head start you have toward success. So it's their own choice, yes, bc they could be defiant or lazy, whatever, but the system they live in sets them up for getting ahead...

10:00:23 From Anna Strahs Watts : Plus, if your day is spent prioritizing getting access to food and water and/or life saving medicine, that doesn't leave the time available to make progress in other area

10:00:34 From Kenneth Ragland : True leaders research and attempt to understand the root causes of status in order to effectively address problems that centers around equity.

10:00:42 From Jerry Howard : Geena, my wife literally had NOTHING and she DECIDED to make it, and change her future

10:01:18 From Eric Steigleder : I think we all owe the folks struggling in poverty, both rural and urban, more grace than what some of the comments here have been.

10:01:49 From Anna Strahs Watts : Agree, Eric.

10:01:54 From Jerry Howard : if you blame a system, you prevent people from gaining a perspective that they CAN change their environment

10:01:56 From Rebecca Ivins - Hourigan Construction : Agree Eric

10:02:21 From Valaryee Mitchell : Agree Eric.

10:02:24 From Kate Faina : Yes Eric!

- 10:02:35 From Jerry Howard : I thin we are encouraged to be rebels in leadership are we not?
- 10:02:49 From Ryan Bouldin : We have to look outside of our immediate spheres of
- 10:02:57 From Andrew Town : @Jerry, not mutually exclusive. Systems/institutions can be improved upon without eliminating individual responsibility.
- 10:03:02 From Ryan Bouldin : influence and be compassionate for others
- 10:03:04 From Eric Steigleder : My mother had nothing, and she struggled, got jobs with the county, worked as a cafeteria worker, babysat, now works at a florist. She provided the best we could for my sister and I. Her contributions aren't any less important, she worked just as hard, but by your definition Jerry, she was simple irresponsible. We owe the folks in our community better than that.
- 10:03:17 From Valaryee Mitchell : We have to remember that one person's experience is not everyone's experience. I grew up in poverty and I no longer live in poverty but I can point to the opportunities that were afforded to me to help me out of poverty.
- 10:03:18 From Cathy Vrentas : I think two things can be true at the same time; first that personal choices influence outcomes in life, and second, that there is a deep and pervasive impact of family, social, and institutional variables on opportunities and outcomes
- 10:03:19 From Jerry Howard : what about victr frankl?
- 10:03:25 From LaShawanda Moore : It's not that easy or simple, Jerry. Inconsistencies, biases, injustice, access, etc all play a part in changing the paradigm for individuals.
- 10:03:28 From Jerry Howard : Frederick douglas?
- 10:03:35 From Jerry Howard : martin luther king jr
- 10:03:40 From Jerry Howard : kay james
- 10:04:47 From Cathy Vrentas : we talk about this a lot in public health---there are individual interventions, but they are not always as successful as they can be due to social or environmental factors, or institutional structures
- 10:05:15 From Andrew Town : Victor Frankl didn't suggest everyone was on their own. He actually benefitted from support from others and helped as many as he can. And he benefitted from a great deal of luck. He chose a mindset, but did not control his circumstances in the least
- 10:05:18 From Cathy Vrentas : the typical examples are things like physical activity or healthy eating
- 10:05:20 From Rebecca Ivins - Hourigan Construction : What happens if lack of healthcare and healthy diet, lifestyle impact ones ability to choose with the same mental fortitude as someone who had a pediatrician, a bed to sleep in, food to eat, clean water etc.....
- 10:07:48 From Anna Strahs Watts : I think it's ineffective and somewhat cruel to assume that people who are in poverty are there because they smoke pot

10:08:05 From Anna Strahs Watts : For one thing, lots of wealthy people smoke pot or do far more expensive drugs

10:08:07 From Jacque Vaughan : Fredrick Douglas is amazing, and one of my favorite people in history! He is also considered an outlier!

10:09:04 From Anna Strahs Watts : Thank you, LaShawanda. Well said.

10:09:11 From Ryan Melcher : "The Danger of a Single Story"

10:09:22 From Jacque Vaughan : I loved that TED talk

10:09:30 From Theo : @ Ryan. Repeat that!!

10:09:33 From takiyahleeallen@gmail.com : Gatekeepers!

10:09:34 From Anna Strahs Watts : Jerry, did you watch The Danger of a Single Story??

10:09:35 From Korinn Carter : There are more examples of the debilitating effects of the stagnation of poverty. Mental health has not been discussed.

10:09:35 From Amy Singleton : Well said LaShawanda

10:09:58 From Korinn Carter : Poverty is a mindset! I was typing It while you said it

10:10:10 From takiyahleeallen@gmail.com : Well-said Lashawanda! Hidden Rules have to be seen first to even know that you have a mindset/paradigm.

10:10:27 From Charmaine Mitchell : Well said LaShawanda

10:10:31 From shannon wray : Perfectly said LaShawanda!

10:10:36 From Theo : I work with individuals with mental health and substance use disorders @ Jerry - It's easier said than done. There is more to the issue

10:11:11 From Natisha (Nuh-tee-shuh) Knight : Thank you LaShawanda. Very well said.

10:11:50 From Jerry Howard : this is great!!

10:11:53 From Andrew Town : What system "educates and trains" people out of poverty?

10:12:01 From Jerry Howard : no one was talking and now we are, awesoe

10:12:03 From shannon wray : I do not believe the power of choice is available to everyone.

10:12:08 From Anna Strahs Watts : Jerry - you're saying that you don't want to be polarizing while being very polarizing.

10:12:31 From shannon wray : Choice to many is a luxury

10:12:47 From Anna Strahs Watts : Exactly Shannon - Choice in itself IS a luxury

10:13:01 From Adrienne Wright : We can define poverty as the “lack of relationships” too. So sometimes, the ability to collaborate or work with “others” isn’t there

10:14:23 From Kenneth Ragland : Jerry....though I respect your opinion however I disagree with it in many ways and would like to chat with you to address root causes.

10:14:57 From Korinn Carter : Worked for me!

10:15:13 From Jacque Vaughan : Thank you Jerry for your thoughts! I agree there are a lot of cry babies! At the same time, there are a lot of people that want to be acknowledged. Unfortunately everyone has different challenges. For example, taller people are received more positivity. We can go further to discuss the disadvantages of every groups. Everyone wants to be acknowledged that things are not the same for everyone :-)

10:15:57 From Jerry Howard : I'm happy to discuss with everyone individually feel free to email me to arrange a time, very excited to finally have people speak up this morning, glad I woke you

10:18:12 From Valaryee Mitchell : Richmond poverty is over double that amount

10:18:36 From Christa Donohue : By percent or head count?

10:18:49 From Eric Steigleder : So is the assumption that 822,775 Virginians are all in the poverty category due to bad decisions making? The law of averages being what it is, that just seems overly simplistic to me.

10:19:00 From Gena Reeder : Jerry I'm grateful for you and your candor. This is issue is fundamental and drives how people view the role of government and of course their vote. I would love others that are grappling with the issue of individual choice vs. system to speak up as well!

10:19:17 From Jacque Vaughan : Wow!

10:19:48 From Patricia Bradby : Source of data provided by Virginia Community Action Network: <https://talkpoverty.org/state-year-report/virginia-2020-report/>

10:20:05 From Andrew Town : NOVA

10:20:26 From Jacque Vaughan : C-Ville too!

10:21:04 From Jerry Howard : glad I could inspire a candid dialogue, i felt like we were lacking it this morning quite frankly, we need to be leaders

10:21:39 From LaShawanda Moore : Thank you, Jerry! Got me warmed up! LOL!

10:22:00 From Jerry Howard : I don't agree with most of what Bill Martin says, but being a rebellious individual tends to help one bring about change, so be rebellious leaders!

10:22:18 From Kenneth Ragland : Jerry, you actually got me heated but thank you LOL

10:22:38 From Jerry Howard : Lashawanda I REALLY enjoyed what you said earlier too btw

10:22:44 From Eric Steigleder : I'm still heated, but that's what should happen when discussing these issues :)

10:22:48 From LaShawanda Moore : LOL Kenneth

10:22:56 From LaShawanda Moore : Eric, I can tell!

10:23:03 From Gena Reeder : Jerry I'm thinking you were a hellion for your mama...

10:23:23 From Rebecca Ivins - Hourigan Construction : Gena - HAHAHAHA! Right!!

10:23:24 From Jerry Howard : Lashawanda especially "we're all in our heads" so you actually inspired me to get out of mine, lol!

10:23:25 From Cindy Blanton : I wonder how the food insecurity definition (food for an active healthy life) compares against the poverty level definition that was "minimum nutrition" in food

10:23:48 From LaShawanda Moore : Cracking up at you, Gena!

10:23:59 From Jacque Vaughan : Then those pay day loans!

10:24:21 From Eric Steigleder : I've had these same debates with members of my extended family for years - Jerry, you would get along with a lot of my aunts and uncles lol

10:24:39 From Patricia Bradby : Simulation link: <http://playspent.org/>

10:24:48 From Jacque Vaughan : lol Eric, that is why you often seem ready, and prepared!

10:25:25 From Jerry Howard : Eric I'm pretty easy to get along with, Dove believe it or not, lol

10:25:34 From LaShawanda Moore : Agree, Jacque! Eric is always ready and prepared! Now we know why! LOL

10:26:15 From Patricia Bradby : Simulation link: <http://playspent.org/>

10:26:47 From Eric Steigleder : Haha! I get along with all my family, even though we bitterly disagree - we poke fun at each other for sure. And LaShawanda/Jacque - I try to be prepared!

10:27:03 From Jerry Howard : :-)

10:51:31 From Jacque Vaughan : Very helpful exercise!

10:52:31 From Jacque Vaughan : i realized how little credit I deserve for my success!

10:52:32 From Cathy Vrentas : yes that was a great simulation. I will be sharing with others

10:52:59 From Bryan Wallace : Really like this exercise.

10:53:18 From Korinn Carter : I really enjoyed the exercise! Definitely a good team building activity for staff or a Board

10:53:22 From Jacque Vaughan : Grace! People have it hard!

10:53:24 From Jerry Howard : I enjoyed this, both the surveys and the dialogue!

10:53:27 From Theo : I found myself living in the moment! Great exercise

10:54:16 From Jerry Howard : we should each give \$100 at the end of the exercise

10:55:09 From Jacque Vaughan : This non profit comes to mind <https://www.thegivingwall.org/>

10:56:20 From Korinn Carter : I would love to do the in-person poverty activity! We should reschedule :)

10:56:35 From Bryan Wallace : Yes @Myra Empathy is the starting place!

10:56:40 From Charmaine Mitchell : This was a very good exercise. I lived in the moment and found myself stressed out from decision to decision

10:56:50 From Jacque Vaughan : My mom died of MM too

10:56:50 From Bryan Wallace : I agree @Korinn

10:56:58 From Aesha Mehta : Agree with Korinn! Would love the full experience

10:57:28 From Keesha Trim : Agree with Korinn as well

10:57:55 From Nathan Hatfield : Agree with @Korinn. Let's hope the pandemic breaks our way for more in-person opportunities before our graduation.

11:00:05 From LaShawanda Moore : Great point, Ryan!

11:01:18 From Theo : Having some trouble hearing Walter

11:01:23 From Cathy Vrentas : me too

11:01:26 From Bryan Wallace : same

11:02:33 From Korinn Carter : I've never heard of The Giving Wall, I just went to the website... I love this!!!

11:02:47 From Cathy Vrentas : I had not been aware of it either!

11:02:56 From Rebecca Ivins - Hourigan Construction : @korinn, I just did the same thing. Agree!

11:03:29 From Kim Range : Yes! Yewande

11:03:51 From Walter Crenshaw : my point was that this was a good illustration of how much randomness affects people's outcomes, and that personal choice isn't the only thing that determines outcomes

11:03:54 From Jacque Vaughan : Love that, poverty is lack of absence of tools - and not hopeless!

11:03:55 From Amy Singleton : Thank you Yewande - yes!

11:04:10 From Gena Reeder : She's so freakin' smart...

11:04:18 From Theo : Totally agree Yewande!

11:04:31 From Korinn Carter : 100% Agree Yewande! Resiliency, resourcefulness... so many skills can be built from being in poverty!

11:04:47 From shannon wray : Very wise insight and perspective, Yewande

11:04:59 From Korinn Carter : I love when Yewande shares too Gena :)

11:06:26 From suedavies : Great session - many thanks

11:28:48 From Walter Crenshaw : Which employment measure is this based on (i.e. does it include workers who have left the labor force) and if not does that gap get much bigger if you do include those workers?

11:32:15 From Susan Winiecki : Is this data specifically for the region covered by the Bank of Richmond or nationally? Thank you

11:32:36 From Cathy Vrentas : what I like about this data so much (well, I don't "like" it) is that it really demonstrates that a lot of myths about gaps are not true

11:33:18 From Joe Piacentino : did your study just look at black/white? Hispanic?

11:34:49 From Jacque Vaughan : Wow! Victims of discrimination may invest less in themselves!

11:36:27 From Bryan Wallace : "Victims of discrimination may invest less in themselves!" This is a great point!

11:37:03 From Cathy Vrentas : do you find specific evidence of bias in terms of so-called "prestige" of schools and those sorts of informal social network or is that limited to certain fields that might be more sensitive to that

11:37:04 From Eric M. Shoenfeld : what were all of the contributing factors that your study considered?

11:37:24 From Kenneth Ragland : I don't believe victims of discrimination invest less in themselves but are often times faced with a lack of opportunity IE Glass ceilings

11:38:22 From Jacque Vaughan : Comment: The poverty exercise: "Go the the gym", or pay your rent are the choices some people who are being paid less may have to make

11:39:16 From Bryan Wallace : Comment: I was mentioning this same idea in our 5 important things conversation this morning. Concerning that not all schools are funded equally and there provides difference in the quality of Ed. provided. Also funding being connected to property taxes are more susceptible to discriminatory practices.

11:40:50 From Jerry Howard : I like the idea that we have a choice about what to do with what we actually have

- 11:45:02 From Anna Strahs Watts : Based on the single story that they have
- 11:45:15 From Cathy Vrentas : i review fellowship applications and this is one of the challenging things I see from folks. making some inferences based on educational institutions. but I have taught at multiple public institutions and there are great students at all of them. I feel like this does happen a lot, more in some fields
- 11:45:53 From Cathy Vrentas : for example, prestigious companies will only recruit at certain universities, almost exclusively private and extremely expensive
- 11:46:31 From Bryan Wallace : Question: Were you able to make a correlation of an inflection point (time range or age) that discrimination is most influential on ppl beginning to adopt the "...invest less in themselves.." mindset?
- 11:49:12 From Eric M. Shoenfeld : Does this graph also include two-parent vs. one-parent households?
- 11:49:23 From Susan Winiecki : I see that this data is from 2008. Anything more recent?
- 11:51:47 From Susan Winiecki : Can you remind us difference between mean and median?
- 11:52:09 From Eric Steigleder : Isn't the explanation a history of systemic racism? Red lining, lending practices, loan discrimination, and others activities that stalled Black wealth generation while boosting white wealth generation?
- 11:52:28 From Eric M. Shoenfeld : Could the wealth gap difference compared against income gap be due to a longer-term compounding effect?
- 11:55:19 From Eric M. Shoenfeld : So there is no silver bullet answer
- 11:56:39 From Kenneth Ragland : When black are 400 years behind this is expected!!!
- 11:59:11 From Korinn Carter : Adverse Childhood Experiences, ACES
- 11:59:42 From Susan Winiecki : Can you share a link to that study with Cleveland and UVa?
- 11:59:43 From Kenneth Ragland : The answer is providing access, exposure, and opportunity at the developmental stage of life. i.e. STEM exposure, financial literacy, emphasis and support with homework
- 11:59:57 From Susan Winiecki : Thank you!
- 12:00:15 From Valaryee Mitchell : Thank you, this is very informative.
- 12:00:51 From Kenneth Ragland : 75% of well paying jobs are and will be STEM related
- 12:01:00 From Jerry Howard : agreed Kenneth, training and education are the key!
- 12:01:23 From Gena Reeder : So then connecting this study to an earlier discussion re: personal choice in determining your circumstances...we can infer that if we invest in children early, then they will have the ability to make choices...

12:01:37 From Jerry Howard : Urvi you've done great thank you!

12:01:47 From Walter Crenshaw : Do you have a citation in the slides to the mobility study you showed?

12:01:55 From Bryan Wallace : This was great to see data around this, Thank You!

12:01:56 From Vikki Keszey : December Seminar Lunch Order Form:
https://lmronline.formstack.com/forms/lq2021_december_seminar_lunch_order_form

12:02:32 From Gena Reeder : Thank you Urvi and thank you for bringing empirical evidence to our discussion!

12:03:24 From Urvi : Thank you all! I will send links to studies you all were interested in to Patricia.

12:03:43 From Ryan Melcher : Thank you, Urvi. Great content and discussion.

12:06:36 From Cathy Vrentas : i would definitely be interested in the study links. thank you for sharing all of this info!!

13:08:23 From Cindy Blanton : Richmond city

13:08:30 From Cindy Blanton : And close in counties

13:09:56 From Anna Strahs Watts : We kind of all live close ish together

13:11:45 From Amy Singleton : Many working in Richmond City

13:12:03 From Jacque Vaughan : People leave the city after work

13:15:11 From carol adams : I don't see the slides

13:15:27 From Eric Steigleder : Same here, Carol

13:15:48 From Adrienne Wright : The deck looks like it's struggling to reconnect

13:17:36 From Amy Singleton : same Chris

13:17:52 From Christa Donohue : That's my sad reality too.

13:17:53 From Eric Steigleder : I can see the slides but it says there's "heavy traffic"

13:20:06 From takiyahleeallen@gmail.com : Budget!

13:20:52 From Walter Crenshaw : generally i go from chesterfield to richmond...usually more variety and quality

13:21:00 From Jacque Vaughan : Richmond Meal tax is real!

13:23:42 From Meg Garner : shopping online!

13:23:48 From Jerry Howard : look at all those short pump shoppers!

13:23:50 From Jerry Howard : wow

13:24:00 From Anna Strahs Watts : I am so sorry... I went online.

13:24:06 From LaShawanda Moore : Me too, Meg

13:24:42 From Anna Strahs Watts : swap.com!!! use the search bar wisely!!

13:24:45 From Eric Steigleder : Most of the retail shopping that I don't do online I do a lot of it in Carytown.

13:24:52 From Anna Strahs Watts : Eric me too

13:24:59 From Gena Reeder : I went to Pottery Barn and J Jill.

13:25:07 From Jerry Howard : love you Sandy!

13:25:18 From LaShawanda Moore : Never heard of swap.com. I need to check it out

13:25:34 From Shannon Wray : City is mostly for small business unique shopping.

13:25:49 From jvjohnson : I go to Williamsburg often cause I work in Charles City

13:25:57 From Anna Strahs Watts : LaShawanda it's the best thing ever... just make sure you use the filters!! Otherwise it's wildly overwhelming

13:26:45 From Shannon Wray : It's so important to support local small businesses for shopping

13:27:27 From Eric Steigleder : As a kid growing up in Henrico, I would go to Virginia Center Commons and later Short Pump. Today, living in the city, I haven't been to either of those spots for years.

13:27:37 From Kim Range : different

13:27:42 From Gena Reeder : different for me

13:27:44 From Christa Donohue : different

13:27:45 From Shannon Wray : similar

13:27:45 From Valaryee Mitchell : different

13:27:54 From Paul Drumwright : different

13:27:56 From Jerry Howard : different, we didn't shop or go out, lol!

13:28:02 From Pete McCourt : different - that was pre-kids. then it was all city only

13:28:08 From Andy Town : different

13:28:09 From ted.lansing : Different. 288 changed everything.

13:28:18 From Christa Donohue : Kids changed everything

13:28:20 From Adrienne Wright : Shortpump mass retail didn't exist 20 years ago ;)

13:28:25 From Valaryee Mitchell : 15 years ago I ate out closer to home.

13:28:30 From Theo : Yep! Kids will change it for you

13:28:32 From Kenneth Ragland : Similar

13:28:48 From Walter Crenshaw : similar , still didn't have a lot of options in Richmond

13:28:55 From Valaryee Mitchell : Kids definitely had an impact.

13:28:56 From Jacque Vaughan : Access to transportation

13:28:58 From Susan Winiecki : Choice and mobility

13:29:11 From Adrienne Wright : Access to retail and grocery

13:29:18 From Kim Range : housing options

13:29:28 From Kenneth Ragland : Perceived quality of life

13:29:37 From Jenn O'Rourke : Affordable housing options

13:29:51 From Walter Crenshaw : affects the tax base and services that the different counties
can provide

13:30:04 From Kenneth Ragland : Better options

13:31:03 From Jonathan Zur : "Class is a relative social ranking based on income, wealth,
status, and/or power." - Felice Yeskel

13:31:04 From Valaryee Mitchell : Socio-economic status has an impact on the choices you can
make in regards to shopping and eating

13:31:05 From Kenneth Ragland : Better schools and safer living environment

13:31:29 From Patricia Bradby : <https://classism.org/>

13:32:23 From Bryan Wallace : "relative" - Its subjective

13:32:51 From jvjohnson : Back in the day everyone shopped downtown. They had all of the
department stores that the malls had and it was on the bus line, so that meant people had excess if
they didn't have a car

13:33:44 From Bryan Wallace : power

13:35:38 From Rebecca Ivins - Hourigan Construction : POSSESSION. If you have it - you are higher class. If you don't.....then you are at the bottom. Sad.

13:36:35 From Jerry Howard : how were you treated?

13:36:55 From Kenneth Ragland : They just talked behind your back LOL

13:37:25 From Jerry Howard : I think we always notice our own shortcomings long before anyone else does

13:37:27 From cartermd : You're different, and different viewed as less than!

13:38:00 From Shannon Wray : I think that brings up an interesting parallel to school uniforms

13:38:13 From Cindy Blanton : Agree Jerry - most of us are our own worst enemy

13:38:42 From Jerry Howard : totally, i know i am

13:39:41 From Jerry Howard : Adrienne-that's a very good point

13:43:00 From Shannon Wray : I'm not seeing the pdf

13:43:13 From Patricia Bradby : <https://lmronline.org/wp-content/uploads/2020/08/Class-Background-Inventory.pdf>

13:43:22 From Valaryee Mitchell : I found it but cannot type in the document

13:43:23 From jvjohnson : cant find

13:43:55 From Colleen Garrison-LMR Operations Coordinator : Check your settings for the "fillable" option!

14:22:25 From Kim Range : anxiety

14:23:05 From Charmaine Mitchell : Very emotional

14:23:14 From Valaryee Mitchell : Easy to complete the inventory but a little anxiety around sharing

14:23:36 From Korinn Carter : I thought It was easy to reflect, It made me think about my relationship with money and how that paralleled with my upbringing

14:23:37 From Kenneth Ragland : Reaffirmed that despite growing up poor, I was rich in values instilled.

14:25:13 From Christa Donohue : It was nice to learn more about others on a personal level. Feels challenging to make those personal connections with so much work being done remotely.

14:25:43 From LaShawanda Moore : It just amazes me how different we are, yet how much we are alike.

14:25:55 From Cindy Blanton : Thanks for sharing Anna - I'm continuing to see that w my mother now and her assessments about other people's money.

14:26:56 From Anna Strahs Watts : It's so wild how perceptions of money can really affect your mental well being

14:28:15 From jvjohnson : I didn't grow up bad but I do feel blessed to be where I am today. I had two great examples growing up from my parents. They are both gone to heaven but I am constantly working to make them proud.

14:29:36 From Sandy Reynolds : jvjohnson that's exactly how I feel.

14:31:35 From Valaryee Mitchell : I was getting excited Korinn

14:31:43 From Anna Strahs Watts : GO KORINN GO

14:31:45 From Korinn Carter : LOL!!!!

14:32:15 From Korinn Carter : That was one of those things my daddy raised me on, to be President! Yeah right lol :)

14:32:45 From Jacque Vaughan : Love that Rebecca!

14:32:47 From Theo : We will vote for you. Go ahead! LOL

14:35:12 From Sandy Reynolds : Growing up I thought we didn't have a lot of money. But on reflection, we always had everything we needed and I can appreciate that. My dad instilled the value of working hard and getting an education. And given the modest salary he made, we were never in debt and he was able to save. He has always been my hero and I try to model myself after him.

14:35:41 From Rebecca Ivins - Hourigan Construction : @Jacque :)

14:51:39 From Patricia Bradby : Spotify Playlist:
<https://open.spotify.com/playlist/09ZpDVgO4BALCyiltlHktp?si=PnnJo4uHQz6vPZ6soWCrAg>

14:52:38 From Meg Garner : bias

14:52:40 From LaShawanda Moore : bias

14:52:41 From Jacque Vaughan : disadvantage

14:52:44 From Chris Kantner : racist

14:52:48 From Eric Steigleder : ignorance

14:52:48 From Ryan Melcher : ignorance

14:52:49 From Gena Reeder : white

14:52:49 From Shannon Wray : racist

14:52:49 From Anna Strahs Watts : misunderstanding
14:52:52 From Charmaine Mitchell : Negative
14:52:53 From Keesha Trim : discrimination
14:52:54 From Ryan Bouldin : Hatred
14:53:00 From Drew Melson : hatred
14:53:00 From Korinn Carter : exclusion
14:53:08 From Sandy Reynolds : Bias
14:53:24 From jvjohanson : hatred
14:54:24 From Korinn Carter : Parents
14:54:26 From Ryan Melcher : Family
14:54:29 From LaShawanda Moore : parents
14:54:30 From Joe Piacentino : teachers
14:54:33 From Shannon Wray : parents teachers
14:54:34 From Anna Strahs Watts : friends / peers
14:54:35 From Charmaine Mitchell : Family
14:54:38 From Valaryee Mitchell : media
14:54:40 From Adrienne Wright : Pastors
14:54:43 From Adrienne Wright : Educators
14:55:12 From Korinn Carter : both
14:55:12 From LaShawanda Moore : both
14:55:12 From Meg Garner : both
14:55:13 From Adrienne Wright : Both
14:55:13 From Kelly, Ashley W. : both
14:55:14 From Joe Piacentino : both
14:55:15 From Ryan Bouldin : both
14:55:16 From Kim Range : it depends

14:55:16 From Chris Kantner : both
14:55:16 From Sandy Reynolds : A little of both
14:55:16 From Valaryee Mitchell : both
14:55:18 From Gena Reeder : polarity
14:55:18 From Charmaine Mitchell : Both
14:55:19 From Keesha Trim : both
14:55:20 From Kenneth Ragland : Intentional
14:55:20 From Korinn Carter : both
14:55:21 From Chris Kantner : both
14:55:21 From Kelly, Ashley W. : both
14:55:21 From Meg Garner : both
14:55:22 From LaShawanda Moore : both
14:55:23 From Charmaine Mitchell : Bad
14:55:36 From Korinn Carter : good
14:55:36 From Jacque Vaughan : good
14:55:37 From Ryan Melcher : Good
14:55:37 From LaShawanda Moore : good
14:55:38 From Gena Reeder : good
14:55:38 From Theo : good
14:55:38 From Kenneth Ragland : Good
14:55:39 From Sandy Reynolds : Good
14:55:39 From Eric M. Shoenfeld : good
14:55:40 From suedavies : good
14:55:40 From Kim Range : good
14:55:41 From Valaryee Mitchell : good
14:55:42 From jvjohnson : good

14:55:44 From LaShawanda Moore : good
14:55:44 From Ryan Melcher : Good
14:55:45 From Korinn Carter : good
14:55:45 From Valaryee Mitchell : good
14:55:45 From Kenneth Ragland : good
14:55:45 From Paul Drumwright : good
14:55:45 From Eric M. Shoenfeld : good
14:55:46 From Gena Reeder : good
14:55:46 From Jordan Coles : good
14:55:46 From Kim Range : good
14:55:46 From Jacque Vaughan : good
14:55:46 From Sandy Reynolds : good
14:55:47 From jvjohnson : good
14:55:47 From Charmaine Mitchell : Good
14:55:48 From suedavies : good
14:55:54 From LaShawanda Moore : good
14:55:55 From Drew Melson : good

14:55:55 From Jacque Vaughan : depends
14:55:56 From Gena Reeder : both
14:55:56 From Kenneth Ragland : both
14:55:57 From Sandy Reynolds : Depends

14:55:57 From Charmaine Mitchell : Good
14:55:57 From Korinn Carter : Great question
14:55:58 From jvjohnson : bad
14:55:59 From Valaryee Mitchell : depends

- 14:56:02 From Korinn Carter : But definitely both
- 14:56:13 From Jacque Vaughan : What makes the neighborhood bad?
- 14:56:34 From Jacque Vaughan : People waiting at a bus stop isn't bad.
- 14:57:05 From Meg Garner : Is it perceived unsafe?
- 14:57:29 From Gena Reeder : I live in a 400K ish neighborhood but my neighbor is a sex offender so the definition is subjective...
- 14:57:47 From Cindy Blanton : Moot now that so many car doors lock automatically when you shift in to Drive
- 14:58:43 From Theo : Sometimes it's based on unpleasant events
- 14:58:51 From Adrienne Wright : I live near UofR and I've been told to lock my doors by my neighbors because of college students walking the alleys (could even be bias towards college students)
- 14:59:12 From ted.lansing : Always err on the side of safety...especially with kids.
- 14:59:44 From Kenneth Ragland : I've driven by so I would've know LOL
- 15:09:16 From Cathy Vrentas : I wonder if the size of the school makes a difference
- 15:09:32 From Korinn Carter : I wasn't able to see real diversity until I went to George Mason for college
- 15:09:35 From Cathy Vrentas : my school was very large and very split between groups
- 15:12:10 From Keesha Trim : @Cathy, my school was very large and multicultural. We had splits in many ways...race, shared activity (athletes, band, etc.), neighborhood groups...
- 15:13:03 From Cathy Vrentas : it's quite interesting because probably many of us didn't have multiple high schools to compare across. although folks who moved during high school would! it is interesting to hear about different experiences.
- 15:15:56 From Ryan Melcher : I went to two elementary schools, three middle schools, and two senior high schools.

I can say that cliques are created in a number of ways. For instance - I went to school in Orem, Utah. In this cafeteria there was essentially ZERO racial diversity; however, the tables were separated by those who were members of the church, and all other kids. Sometime prejudices and unintentional biases exist beyond racial boundaries.

- 15:16:00 From Andrew Town : fire
- 15:16:00 From LaShawanda Moore : n word
- 15:16:03 From Keesha Trim : Fight

15:16:03 From Cathy Vrentas : fight
15:16:05 From Ryan Melcher : Fight
15:16:07 From Eric M. Shoenfeld : fire
15:16:07 From Korinn Carter : gun
15:16:08 From takiyahleeallen@gmail.com : gun
15:16:08 From Kate Faina : fire
15:16:09 From Theo : Gun
15:16:13 From Kristen Williams : chik-fil-a
15:18:20 From LaShawanda Moore : colleges
15:18:22 From Ryan Melcher : Religion
15:18:24 From LaShawanda Moore : churches
15:18:26 From Meg Garner : religious orgs
15:18:28 From Natisha (Nuh-tee-shuh) Knight : banking
15:18:30 From Cathy Vrentas : government
15:18:31 From Valaryee Mitchell : government
15:18:36 From Andrew Town : Realty
15:18:41 From Valaryee Mitchell : business
15:18:49 From Ryan Bouldin : prison
15:19:32 From Jacque Vaughan : Nothing -
15:19:34 From Keesha Trim : nothing
15:19:35 From LaShawanda Moore : nothing
15:19:36 From Eric M. Shoenfeld : nothing
15:19:36 From Korinn Carter : nothing
15:19:37 From Rebecca Ivins - Hourigan Construction : nothing
15:19:38 From suedavies : nothing
15:19:39 From Valaryee Mitchell : Not one thing

15:19:40 From Kate Faina : nothing

15:19:40 From Paul Drumwright : nothing

15:19:41 From Kelly, Ashley W. : nada

15:19:42 From Charmaine Mitchell : nothing

15:19:44 From Ryan Melcher : Strap on a bag

15:19:45 From FRANCES WILKINSON : nothing

15:19:48 From Anna Strahs Watts : My sister is left handed - growing up my mom would take the pencil out of her left hand and make her try with her right hand

15:20:20 From Andrew Town : using scissors

15:20:21 From Cindy Blanton : scissors

15:20:22 From Eric Steigleder : This binder I'm taking notes in :)

15:20:38 From Chris Kantner : Tired of getting ink on my hand

15:20:39 From Andrew Town : hard to say, since most things are geared toward righties

15:20:40 From Cindy Blanton : The attached stylus at checkout

15:20:45 From Eric Steigleder : ink is the worst

15:20:45 From Patricia Bradby : Not recently, but sports

15:20:51 From Rebecca Ivins - Hourigan Construction : had massive shoulder surgery last year. for 3 months could only use left hand. I can remember feeling so bad for lefties

15:21:01 From Patricia Bradby : Top Golf for example

15:21:11 From Korinn Carter : right

15:21:11 From Rebecca Ivins - Hourigan Construction : right

15:21:11 From Cindy Blanton : right

15:21:12 From Jacque Vaughan : Easier

15:21:12 From Eric M. Shoenfeld : right

15:21:13 From Cathy Vrentas : right

15:21:13 From Paul Drumwright : right

15:21:14 From Ryan Melcher : Right, for sure

15:21:15 From suedavies : right

15:21:15 From Valaryee Mitchell : right

15:21:16 From Sandy Reynolds : right

15:21:16 From jvjohnson : right

15:21:16 From Kenneth Ragland : right

15:21:18 From Kelly, Ashley W. : right

15:21:22 From Cindy Blanton : no

15:21:23 From Theo : Nope

15:21:26 From Rebecca Ivins - Hourigan Construction : born into it

15:21:28 From Andrew Town : I wasn't invited

15:21:31 From Andrew Town : I'm a lefty

15:24:51 From Vikki Keszey : LMS --> November Seminar Day --> Lived Experience of Social Class and Decision Making --> Materials Tab

15:54:05 From LaShawanda Moore : town hall

15:56:42 From carol adams : Listening Sessions

15:58:37 From Kim Range : Experience it yourself: Ride the bus

15:58:55 From Valaryee Mitchell : I love that Kim.

15:59:54 From Andrew Town : @Kim, good advice.

16:00:23 From Valaryee Mitchell : Trust building is so important.

16:00:39 From Vikki Keszey : November Seminar Evaluation Form:

16:02:45 From Vikki Keszey : November Seminar Evaluation Form:
https://lmronline.formstack.com/forms/lq2021_november_seminar_evaluation

16:02:47 From Kim Range : Great session Jonathan

16:02:53 From LaShawanda Moore : Thank you, Jonathan

16:02:56 From LaShawanda Moore : Great session

16:03:13 From Sandy Reynolds : Thank you Jonathan.

16:03:22 From Gena Reeder : Jonathan is our Spirit Animal. Thank you Jonathan!!

16:03:47 From Korinn Carter : Thank you Jonathan!

16:04:19 From Ryan Bouldin : Thank you Jonathan!!

16:05:15 From Valaryee Mitchell : Thank you Jonathan!

16:05:43 From suedavies : Thank you all

16:07:00 From LaShawanda Moore : Thanks, Jerry, for the stimulating conversation today!

16:08:19 From Jerry Howard : LaShawanda, you are most welcome! I valued your feedback, patience and simultaneous diligence... :-)

16:09:50 From Korinn Carter : Love baby boy's Amber teething necklace :)

16:11:33 From Vikki Keszey : November Seminar Evaluation Form:
https://lmonline.formstack.com/forms/lq2021_november_seminar_evaluation