

# Finding Joy

Presented by Ky Sargeant (she/they)

Irving K. Barber Library



# Land Acknowledgment

We are gathered here today on the traditional, ancestral, and stolen (unceded) lands of the x<sup>w</sup>məθk<sup>w</sup>əyəm (Musqueam), Sk̓w̓x̓w̓ú7mesh (Squamish), and səlilwətəʔ (Tsleil-Waututh) Nations.

How can we uphold Indigenous ways of knowing?

# A story

**Meet Lee**



# Finding Joy & Staying Alive: Balance in the Push for EDI

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# Intro

Why you shouldn't  
listen to me



Ky Sargeant (she/they)

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▶ I'm not a scholar!



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## Why you shouldn't listen to me

- ▶ I'm not a scholar!
- ▶ I'm have limited "real" experience



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- ▶ I'm not a scholar!
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- ▶ I recently stopped doing EDI fulltime



Ky Sargeant (she/they)



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## Why you shouldn't listen to me

- ▶ I'm not a scholar!
- ▶ I'm have limited "real" experience
- ▶ I recently stopped doing EDI fulltime
- ▶ Truthfully, I'm growing skeptical of whether EDI is really where efforts to make impact are best spent



Ky Sargeant (she/they)

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Why you might consider  
my perspective



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## Why you might consider my perspective



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- ▶ I have done some things related to EDI
- ▶ I am a trans woman living in 2023

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## Why you might consider my perspective



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- ▶ I'm not a scholar!  
AKA I can actually research things that interest me
- ▶ I have done some things related to EDI
- ▶ I am a trans woman living in 2023
- ▶ I at least sound like I know what I'm talking about



# Setting expectations

- ▶ I'm not talking about "how to do" EDI today



# Setting expectations

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- ▶ I'm not even going to try and defend the EDI industry



# Setting expectations

- ▶ I'm not talking about "how to do" EDI today
- ▶ I'm not even going to try and defend the EDI industry
- ▶ I'm here to hopefully make you laugh at least once today and have a good time



# Community Agreements

- ▶ Respect the privacy and humanity of each other
- ▶ Listen openly with compassion now  
Think critically about things later
- ▶ Be here now



# What the heck is Joy??

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**B**

**B**

**B**

# What the heck is Joy??



**Brené Brown B**

# What the heck is Joy??



Researcher with over two decades studying courage, vulnerability, shame, and empathy.

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*“A sudden intense feeling of deep spiritual connection and appreciation”*



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*Adapted from Atlas of the Heart*

# Brené Brown & Buddha

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*"A sudden intense feeling of deep spiritual connection and appreciation"*

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*"A boundless state of abundant pleasure from the wellbeing of others, even in our suffering"*

*Adapted from C.F Knight  
Mudita: The Buddha's Teaching on Unselfish Joy*

# Brené Brown & Buddha

# What the heck is Joy??

## For our purposes today:

▶ Not self-centered:  
Stems from a sense of connection

▶ Deeply felt:  
You “lose yourself” in it

▶ Immediate:  
Is “pulled out” from you

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# Exercise: Finding Joy

**Find at least 1 condition you have for possible joy in your life right now**

Imagine and share a sentence that includes the situational environment, the events taking place, and the subject that is “pulling” out your joy

**Not self-centered**

Stems from connection  
to a subject

**Deeply felt**

You “lose yourself”  
in it

**Immediate**

Is “pulled out”  
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# What kills joy?



# What kills joy?

## Joy as an “approach” emotion

*Development of the differentiated early action patterns -  
Michael Lewis, 2014*

*“Reflecting engagement with  
social/object environment”*



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- ▶ Joy is associated with “novelty”, “social stimuli”, “mastery/success”
- ▶

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- ▶ Joy is associated with “novelty”, “social stimuli”, “mastery/success”
- ▶ Anger is associated with “blocked goals” or desires

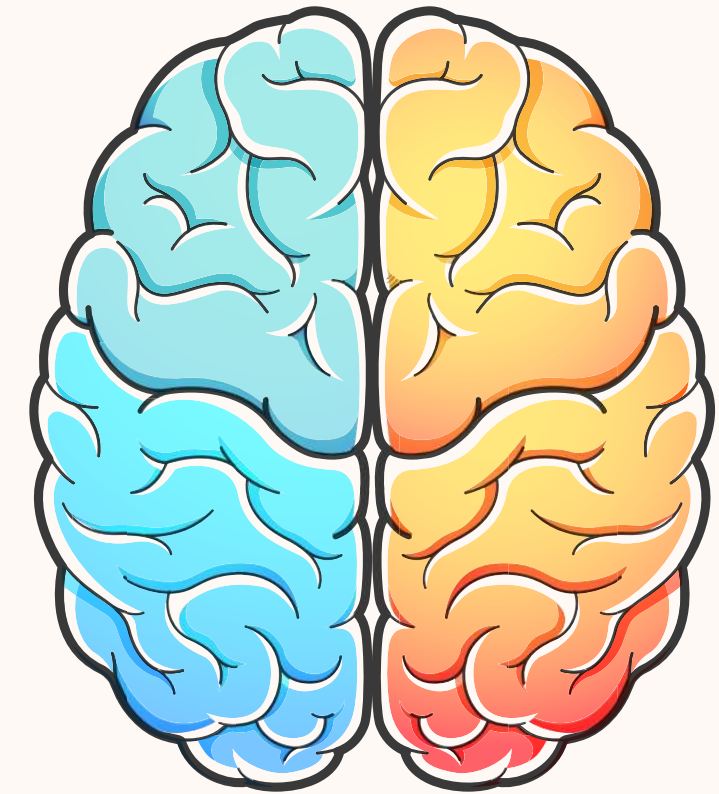


# What kills joy?

## A very brief note on brain hemispheres and emotion

*Taken from The Master and his Emissary Pg. 63*

*From Ian McGilchrist*



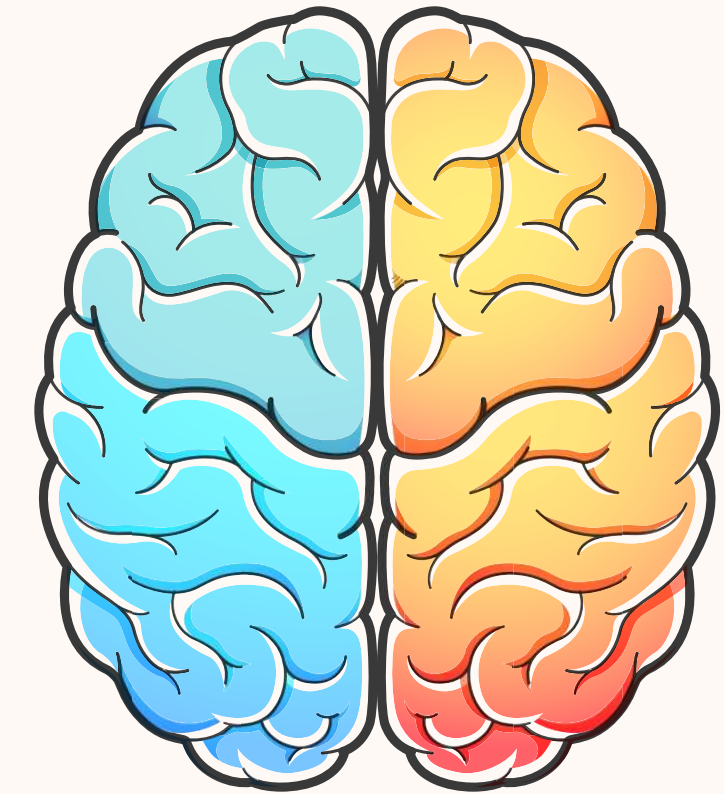
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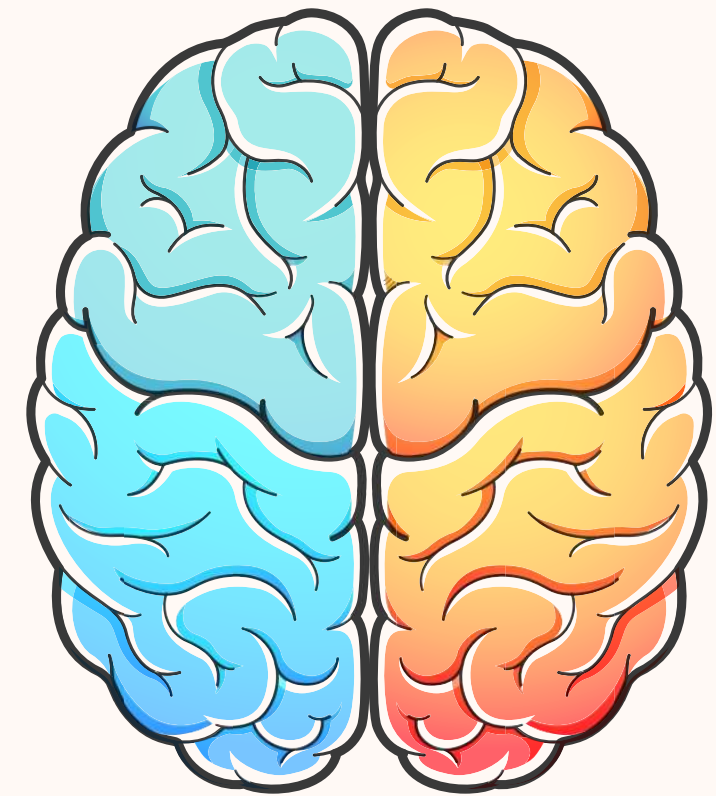
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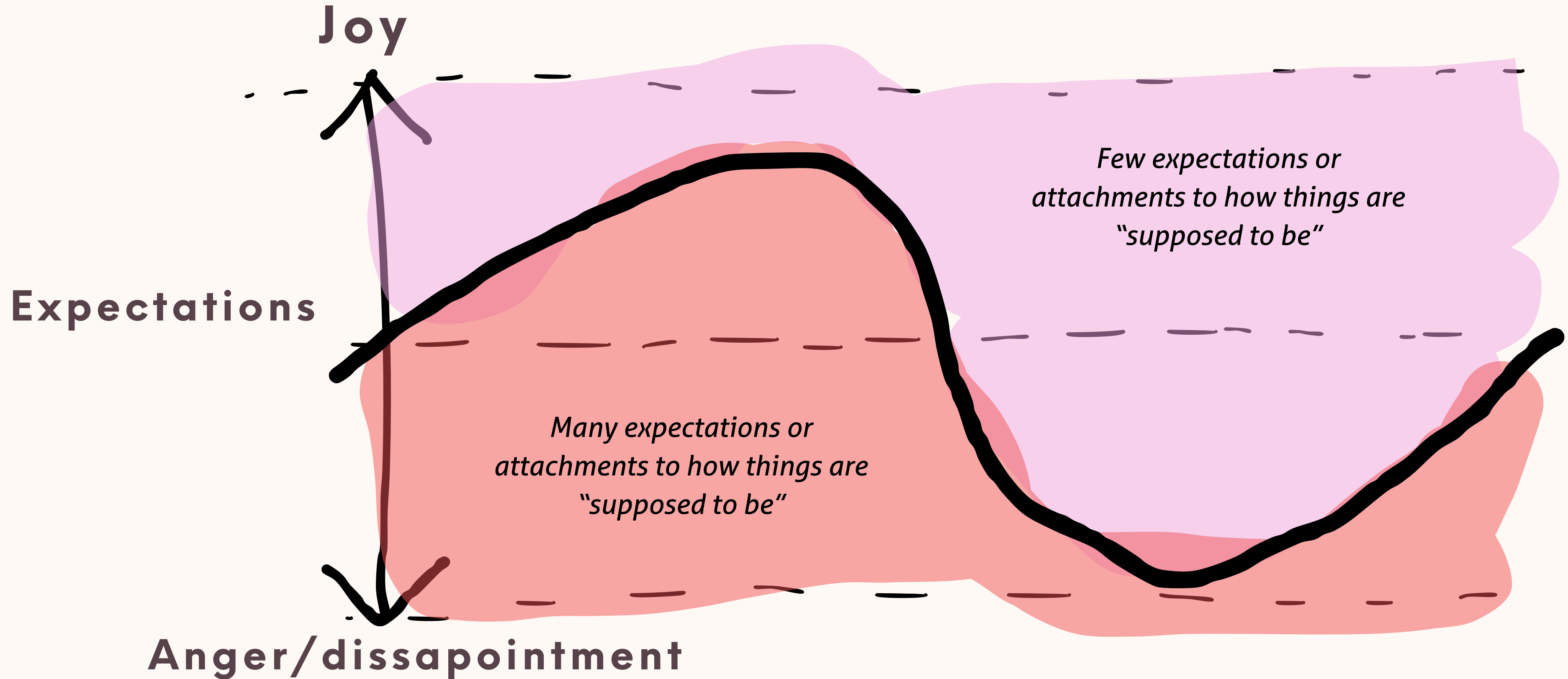
- ▶ The right hemisphere is more involved in experiencing phenomena vs. the left in evaluating phenomena
- ▶ Anger is one of few left dominant emotions
- ▶ Is entangled with ideas of competition, rivalry, egostic beliefs, judgement



# What kills joy?

**Okok whats the point..**

# What kills joy?





# What kills joy?

## A cross-cultural perspective emotional appraisal

*Antecedents of and Reactions to emotions in the US and Japan*

*-Matsumoto et. al. 1988*

- ▶ When the source of joy, fear, shame were externally attributed, Americans attribute people, Japanese attributed chance/fate



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- ▶ When the source of joy, fear, shame were externally attributed, Americans attribute people, Japanese attributed chance/fate
- ▶ For all emotions, Japanese participants were less likely to attribute blame/responsibility on anyone
- ▶ Notions of control were a central aspect of negative emotions for US. In individualistic cultures, control is “chronically accessible”

**What do I take away from this?**

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- ▶ Anger can be something that drives behaviour to meet our expectations
- ▶ How much we believe we can control future outcomes, affects how we approach situations

**What do you take away from this?**



# What do you take away from this?

## Some prompts

**Think of a time when your expectations  
for inclusion were let down**

**Who benefits when we are angry  
and/or miserable?**

# What do you take away from this?

## Some prompts

**What happens if we keep getting  
let down?**

**What happens if our anger fails to  
result in meaningful change?**

**Can we have joy without hope?**

# Can we have joy without hope?

**For the sake of exploration:  
Lets abandon the idea of hope**

# Can we have joy without hope?

**How do we stay alive and keep moving forward if we stop believing that things are going to get better?**

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She simply wants to be in the world with others,  
to watch as we make the world anew.

# Can we have joy without hope?

## Another quote because I love Stefano Harvey and Fred Moten

“We cannot say what new structures will replace the ones we live with yet, because once we have torn shit down, we will inevitably see more and see differently and feel a new sense of wanting, being, and becoming”

“What we want after “the break” will be different from what we think we want before the break and both are necessarily different from the desires that issues from being in the break.”

# With what do we replace hope?

Hope



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- ▶ **When internalized:**  
Can inspire passion and drive
- ▶ **When externalized:**  
“Hoping” for something to change
- ▶ Lost when expectations are unmet



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To trust; To have confidence in truth,  
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- ▶ Present oriented; Trusts process
- ▶ **When internalized:**  
Provides a place of grounding
- ▶ **When externalized:**  
Provides a “truth” to believe in
- ▶ Let’s go of expectations

# Anchoring ourselves in Joy

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**What do you put your faith in?**

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*Adapted from Ron Heifetz:  
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People

Places

Practices



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# Thank you!

"I don't think we have any alternative other than remaining optimistic. Optimism is an absolute necessity, even if it's only optimism of the will and pessimism of the intellect."

**Angela Davis**