Land Acknowledgment

We are gathered here today on the traditional, ancestral, and stolen (unceded) lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwelthəɬ (Tsleil-Waututh) Nations.

How can we uphold Indigenous ways of knowing?
A story

Meet Lee

Presented by Ky Sargeant (she/they)
Intro

Why you shouldn’t listen to me

Ky Sargeant (she/they)
I’m not a scholar!
Intro

Why you shouldn’t listen to me

I’m not a scholar!

I’m have limited “real” experience

Ky Sargeant (she/they)
Intro

Why you shouldn’t listen to me

- I’m not a scholar!
- I’m have limited “real” experience
- I recently stopped doing EDI fulltime

Ky Sargeant (she/they)
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)
Intro

Ky Sargeant (she/they)

Why you might consider my perspective
Intro

I’m not a scholar!

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Ky Sargeant (she/they)
I’m not a scholar!
AKA I can actually research things that interest me
I’m not a scholar!
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I have done some things related to EDI
I’m not a scholar!
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Intro

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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I at least sound like I know what I’m talking about
I’m not talking about “how to do” EDI today
I’m not talking about “how to do” EDI today

I’m not even going to try and defend the EDI industry
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
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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Brené Brown

Created by Ky Sargeant
What the heck is Joy??

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

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What the heck is Joy??

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

Adapted from Atlas of the Heart

Brené Brown & Buddha

Created by Ky Sargeant
What the heck is Joy??

Reznor Brown & Buddha

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

“Boundless state of abundant pleasure from the wellbeing of others, even in our suffering”

Adapted from Atlas of the Heart

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

Brené Brown & Buddha

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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
What the heck is Joy??

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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” from you
What kills joy?
Joy as an “approach” emotion

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

“Reflecting engagement with social/object environment”
Joy as an “approach” emotion
Development of the differentiated early action patterns - Michael Lewis, 2014

Two approach emotions in babies are “Joy” and “Anger”

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

“Reflecting engagement with social/object environment”
Joy as an “approach” emotion

"Reflecting engagement with social/object environment"

Two approach emotions in babies are “Joy” and “Anger”

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*
What kills joy?

A very brief note on brain hemispheres and emotion

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The right hemisphere is more involved in experiencing phenomena vs. the left in evaluating phenomena.
What kills joy?

A very brief note on brain hemispheres and emotion

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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 what's the point..
What kills joy?

Few expectations or attachments to how things are “supposed to be”

Many expectations or attachments to how things are “supposed to be”
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
What kills joy?

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For all emotions, Japanese participants were less likely to attribute blame/responsibility on anyone
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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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Joy is tied closely to our ability to let go of expectations to allow connection.
What do I take away from this?

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Anger can be something that drives behaviour to meet our expectations.
What do I take away from this?

Joy is tied closely to our ability to let go of expectations to allow connection.

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?
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?

Adapted perspective from Stefano Harvey and Fred Moten by Jack Halberstam on the essay “The University and the Undercommons”
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“If we refuse to be for or against the system, and in fact, view the critical person as crucial to a “for and against” logic, we must be subversive.”
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The subversive person is not toiling in misery, and from misery expressing a ‘general antagonism’.
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She does not want a room of her own.
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She does not want a room of her own.

She simply wants to be in the world with others,
Can we have joy without hope?

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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?
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**Hope**

From Old English: Hopa
To have confidence in the future, especially in God/Christ;
“Expectation of something desired”
With what do we replace hope?

Hope

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Future oriented; Expects outcome

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, To pledge in loyalty to; With honesty
“Belief, even with incomplete evidence”
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Faith

From Latin: Fides
To trust; To have confidence in truth, To pledge in loyalty to; With honesty
“Belief, even with incomplete evidence”

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
Anchoring ourselves in Joy

What do you put your faith in?
Anchoring ourselves in Joy

What do you put your faith in?

If all else were to fail, what do you trust to keep you going?
Anchoring ourselves in Joy

What do you put your faith in?

- If all else were to fail, what do you trust to keep you going?
- What are you committed to, regardless of the outcome?
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What do you put your faith in?

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What anchors your joy?

Adapted from Ron Heifetz: Theories of Adaptive Leadership

People

Places

Practices
Anchoring ourselves in Joy

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- People
- Places
- Practices
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