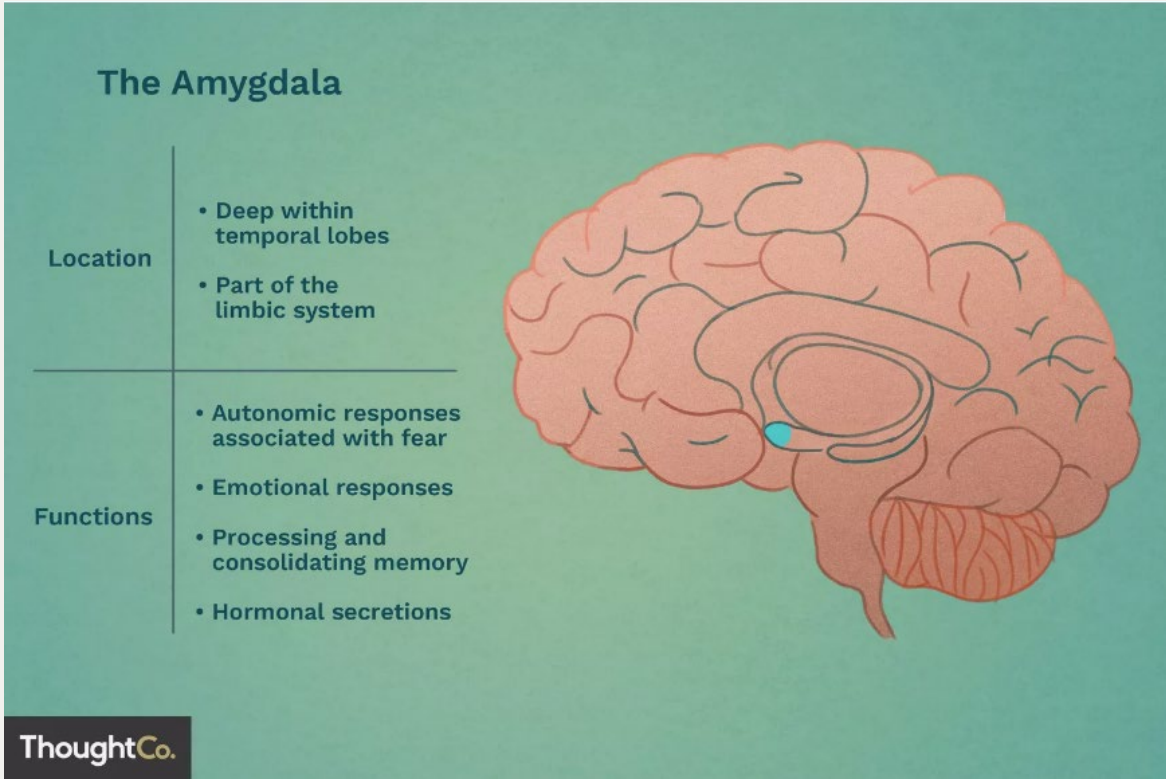

Don't Let Reactions to DEI Blindside You

Terri Dautcher

September 23, 2023

-
- Brains
 - Dynamics
 - Techniques
 - Resources

Our brains are
designed to keep
us safe, not
happy.



The limbic system is the part of the brain involved in our behavioral and emotional responses, especially when it comes to behaviors we need for survival: food, physical safety, caring for loved ones, and fight or flight responses.

<https://www.thoughtco.com/amygdala-anatomy-373211>

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- Amygdala hijack – an emotional overreaction response to stress that activates the flight-or-fight response, overriding or disabling rational, reasoned response.

<https://www.simplypsychology.org/amygdala-hijack.html>

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 - Triggers can cause the amygdala to ‘disable’ the frontal lobes and take control of emotional responses.
 - A hijack can result in inappropriate thoughts or behaviors.

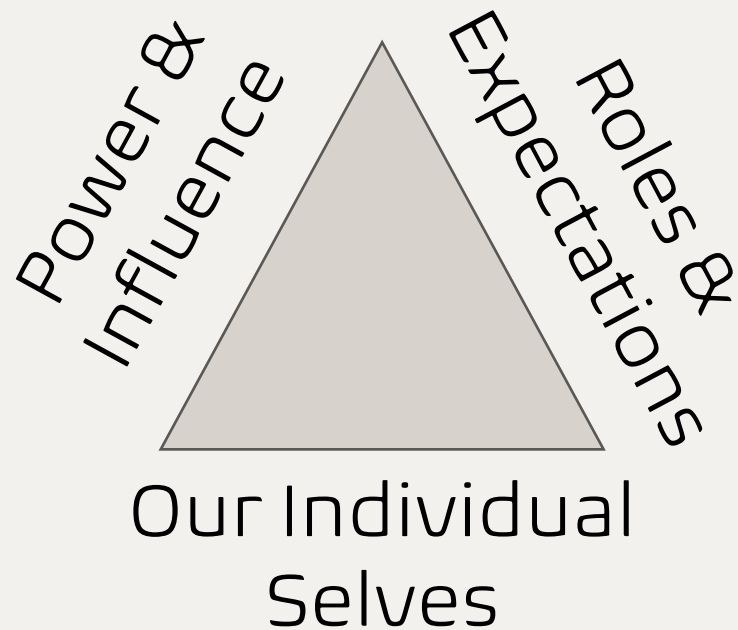
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- Amygdala hijack – an emotional overreaction response to stress that activates the flight-or-fight response, overriding or disabling rational, reasoned response.
 - Triggers cause the amygdala to ‘disable’ the frontal lobes and take control of emotional responses.
 - A hijack can result in inappropriate thoughts or behaviors.
 - After the hijack people sometimes feel a loss of control, shame, frustration, and those emotions can further interrupt rational response.

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- And sometimes the limbic system is 'right'. A response is completely rational.

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- And sometimes the limbic system is 'right'. A response is completely rational.
 - Our brains are trained by our:
 - Life experiences
 - Primal need to feel safe
 - Deeply held beliefs
 - Need to be understood
 - Need to be affirmed

— Dynamics

Honoring the diversity of our fellow humans, and the need for equity and inclusion in the workplace.



—— Techniques

- Take a view from the balcony

—— Techniques

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- Foster curiosity, and minimize judgement

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—— Techniques

- Take a view from the balcony
- Foster curiosity, and minimize judgement
- Use inquiry to build understanding
- Build capacity to tamp down amygdala hijacks
- Tap into the power of personal agency

Resources to Start With

Videos

How to Have a Voice and Lean Into Conversations About Race

<https://youtu.be/IF--2vGj7Tg?si=cTBanW4ME0Vy3kRk>

We Need Difficult Conversations – A model to follow

https://youtu.be/8p7U0Ji67UU?si=046a27_eDI-dy2RI

Are Emotions Contagious in the Workplace?

<https://youtu.be/Le9Isb03RY8?si=w2EhqwYBziKl5t2n>

Crucial Conversations – Summary & Review

<https://youtu.be/Q2yG142cyNg?si=Eds1DqZ6hpwjDwRw>

Key Concepts to Search & Learn More About:

- Amygdala Hijack
- Personal Agency at Work
- Racial Trauma
- Long-term Impact of Poverty Trauma

Keep connecting with each other!

Practice in safe spaces, with transparency to others.

Watch the video resources I've shared. They are really good IMO.

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