

## **JEDI Committee Meeting Minutes**

### **January 30, 2024**

Members Present: Alfred Twu, Annabella Acosta, Caroline Torosis, Daniel (Dan) Hall, Darwin Fishman, Deepa Sharma, Denise Penn, Eugene Fields, Fariba Hezar, Julie Geary, Marisol Rubio, Moina Shaiq, Moises Diaz, Steven Auclair, Tejinder (TJ) Dhami, Uma Krishnan, Wendy Bloom

Meeting called to order at 6:07pm

Alfred Twu volunteered to take minutes for this meeting

Motion to approve the meeting agenda was unanimously approved.

Compassionate Communications Training with India Thomas, CADEM Training Manager

Compassionate Communications / Nonviolent Communications can:

- increase empathy for self and others
- help when talking about difficult issues in politics
- be a tool to create cultural change

Many members of the committee have heard of NVC before.

Basics of NVC

1. Observe - without evaluation - what is happening that you don't like. Be objective, specify facts rather than opinions (for example, someone spoke for 5 minutes, rather than someone spoke for too long)
2. State how you feel. Feelings are different from thoughts, for example, "I feel hurt" vs. "I think you're mean."
3. Identify what needs are connected to the feelings
4. Make a request that help meets that need

[cadem.org/nvc](https://cadem.org/nvc) has a list of words that are good for expressing feelings and needs.

Some important needs people shared included:

- contribution
- belonging
- acceptance
- understanding
- calm
- grateful
- secure
- honesty
- meaning

- safety
- respect

Expressing yourself with Nonviolent Communication:

When I see that (observation), I feel (feeling), because my need for (need) wasn't met. Would you be willing to (request)?

Reflective Listening - how to give empathy with NVC:

I heard you say that when (observation) happened, you felt (feeling). Might you be needing (need)?

We then practiced this in pairs, and shared some of our experiences, which included:

- It feels nice to have someone listen, to feel seen and heard
- the NVC framework helps with breaking an upcoming tough conversation into easier parts
- know when to take care of self and move away from a person that makes you feel bad or takes away from your needs, taking space is fair.

For more info:

contact India at [india@cadem.org](mailto:india@cadem.org)

Book: Nonviolent Communication, a language of life - by Marshall Rosenberg

Center for Nonviolent Communication - [cnvc.org](http://cnvc.org)

Reminder to complete subcommittee survey:

[https://docs.google.com/forms/d/e/1FAIpQLSdjdiH9hnoOt4ASBrBwRRZHFiky7d2v5\\_qGdDQhugIghD07ng/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdjdiH9hnoOt4ASBrBwRRZHFiky7d2v5_qGdDQhugIghD07ng/viewform)