**Loveland AAUW Meeting**

December 7, 2020

Attendees: Kathy Wilson, Fran Feinerman,, Claudia Ward, Wanda Marker, Karla Marroquin, Teri Smith, Jan Witt, Martha DiCicco, Barbie Clark, Kari Gomez Smith, Linda Espanol, Linda Jaster, Kathy Reents, Jody Shadduck McNally, Di Worner

Alternative to Violence is our charity for this season. List of items for donation can be found on the Loveland AAUW website. If you do not feel comfortable shopping, cash or check can be given to Karla or Claudia to either shop or donate. All donations can be given to Karla or Claudia. Deadline for donations is Dec. 18th.

2021 budget was sent to membership for review. Budget approved by membership.

January meeting is the 18th. Program is Habitat for Humanity.

**Rebekah Shardy** (speaker) a writer, speaker and trainer.

Wrote a book called “98 Things a Women Should So in their Lifetime”.

**Program**

“From Discord to Dialog”

Goal: Not to change others but to change the way we communicate.

Open mind to consider, open heart to listen, discipline to speak and act intentionally

Feelings overpower facts.

Basic human needs: safety, belonging, esteem.

Values from family, culture, religion.

Experiences seem to confirm our feelings.

Biases

Opinion: we see what we see from where we stand

The need to be right. Feels good. Finding like-minded people feels even better; creates tribalism.

*Best way to influence is through building relationships.*

Don’t over identify (define) yourself by your opinions or ideas, because they move.

Likewise, don’t identify (define) someone else by their opinions or ideas.

Process:

Disarm yourself. Eliminate any assumptions of another person.

Good listening has no agenda, be present.

1. Verify:
   1. listen
   2. repeat/paraphrase
   3. if correct, re-state
   4. identify the feeling behind the facts
2. Validate
   1. acknowledge their feeling aloud
   2. if corrected, re-state
   3. identify the deeper need/value
3. Venerate
   1. identify common ground
   2. honor your common value aloud
   3. enjoy the mutuality you share and connect through it
4. Volunteer
   1. Ask, “May I share my experience?”
   2. maintain non-defensive position
   3. if they object, begin process again

Good Closure

1. Forgive me
2. I forgive you
3. Thank you
4. I loved getting to know you better (or express warmth)

When all else fails… “you may be right.” “I need to think about that.”

Sometimes the best answer is silence, then move on.