



TCDIR December Member Meeting – NOTES *(what could be captured)*

December 15, 2021

~75 participants virtual/in-person

Agenda

Welcome from the MN Humanities Center and overview of Mission, Kevin Lindsey, CEO MN Humanities Center

- Curious connected and compassionate. Connect to heal, bridge, elevate accelerate.
- They work with scholars and other creatives. In person, giving out this book: Blues Vision, African American Writing from Minnesota, edited by Alexs Pate with Co-editors Pamela R. Fletcher and J. Otis Powell.
- Thank you to Dakota people for the land we are occupying.
- Today we're going to focus on fellowship and healing. We are story telling of how we can heal.

4:15 TCDIR Co-Lead of Executive Team Welcome, Philomena Morrissey Satre

4:20 Mental Health and Wellbeing Speaker, Kasim Abdur Razzaq, CEO and lead consultant of Abdur Razzaq Counseling & Social Architecture, PA

- Will share his expertise on what D & I professionals can do to manage their mental wellbeing on the backdrop of the global pandemic, as well as his perspective on how we can lead our organizations through this unprecedented time. Kasim is a psychotherapist from the historic "Black Rondo" neighborhood of St. Paul, Minnesota. He is the CEO and lead consultant of Abdur Razzaq Counseling & Social Architecture, PA a culturally responsive mental health clinic. He trains clinicians, organizations, and communities in Afrikan-centered approaches to modern day psychology.
- Introduction by TCDIR Todd Williams
 - Celebrate making it through 2021. How can we take care of ourselves?
- Kasim Abdur Razzaq – this discussion is to remind those that like to be reminded, remind those that don't like to be reminded (sometimes this is a protective factor, shared out of compassion), and to educate those that don't know.

Pandemic Adjustment

We've set in this space awhile. Every single person has had to adjust.

Mental Health Signs and Symptoms

Mental health professionals have seen an increase in each of these. Important to know these are all causing stress. Stress can shut us down. Those that have never had a mental health situation are now being seen. Others with preexisting symptoms are now exasperated. The system is taxed. Main symptoms he's seen an increase in people with ADHD callouts.

Pandemic Hacks

Self-care. He stopped saying this 5-6 years ago because they don't do it!!

He's now talking to people about being selfish. This creates a radical change. Selfless people need to be more selfish.

Find a way to create a routine!

Provides structure, reliability, predictably that can create calm.

This has created many problematic situations.

Routine should span from beginning of day, midday, to evening. Many skip the night routine. Remove the screens.

Building positive experiences daily.

Needs to bring a smile to your face. Maybe not able to see Grandma, but maybe driving by, screaming hello.

Daily mindful engagement

Present moment, one day at a time.

If you're trying to attend to all these things you don't do one thing well.

Black family Sunday dinners! Part of the reason this food is so good is because this food is made mindfully.

Allowing your senses to be mindful.

At work it can be difficult.

Check and connect

Communicate: emotions, capacity, needs

As leaders the people that come to you will have that pain point. Find the source of humanity.

Leaders need to do the difficult work. That is to stand in the gaps.

Keep in mind, women are socialized to fall on the sword, to self-sacrifice for humanity.

4:40 Intro of Virtual Broadway – Intro music heard from Kevin Ramessar and Presentation & Discussion from Laurel Harris, recently toured as Elphaba in Wicked (more in bio) and Roman Bank, first person of color young male understudy in Dear Evan Hansen (more in bio).

- Connect world class talent to people like you!
- Defying stereotypes one show at a time!
- Song heard from Laurel: Beautiful, by Carole King. It was created for Carol's first husband that was bipolar.
- Black community doesn't talk enough about mental health.
- We're told to walk it off and tough it up. This can create years of buildup.
- Many adjectives get shared such as strong black women. We're multi-dimensional! We're more than one thing!
- Shared, Broadway show called Jagged Yellow Pill that covers many heavy topics from addictions, gun violence, assaults, transgender.

Q & A

Need to talk about mental health to de-stigmatize. Talk with others when you need to.

How do you handle criticism?

Not taking it personal, not taking it out on that person. Can be many variables. Also, if majority have complimented you, steer away from people that comment when you're singing was off on one bite that was flat.

Technique before going in stage? Speaking /presentation out loud.

Reassuring himself that he's done this before, he knows this, this is a gift to perform.

Build your confidence, practice in front of someone first. Make sure you're ready. People want you to succeed!

How do you navigate on a world that fixates on skin color?

Through your gifts you show people you're more than that! Show up with everything you are! Everything God created you to be. You're more than skin color.

How do you practice self-care?

Meditation, yoga, being outdoors, being present, gym, eat good food, play video games.

Conclusion, song from Roman.

5:25 TCDIR Co-Lead of Executive Team Closing Dr. Tonya Jackman Hampton

Thank you!!!!!! Exec team, those in room, online, sponsors.

- Crash when you're alone. (reference from last song just heard from Virtual Broadway). Took tumble today when home alone. Similar to her son - said to herself: I'm okay!

- Thanksgiving, food was terrible. Wasn't made mindfully. Second day was better.
- ➔ Shared these stories because she was able to give herself grace. Give each other grace.

Recommendation, book: *It's ok not to be ok!*

Last meeting of the year, wrap with a big virtual hug!

Thanks,

Dr. Tonya Jackman Hampton and Philomena Morrissey Satre
and the remainder of the TCDIR Executive Team: Ellie Krug, Dave Walstrom, Patricia Izek, Todd Williams, Shamyne Braman, DJ Gohl Bergeron, Drinal Foster, Kevin Lindsey, Tiffany Orth, and Jenna Berneck

HUGE thank you to your hosts

