

DEAI & Empathy Learning Group Series Event #1

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SPEAKERS

Emily Bernhardt (Woodland Park Zoo), Katie Elam (ZooMontana), Marta Burnet, Isabelle Herde, Ivel Gontan



00:30

Hello. You know, you're already recording



Emily Bernhardt (Woodland Park Zoo) 00:34

Yes, I'll just trim this way. Because I, yesterday, I forgot to record the beginning part of the learning group. But like I got it once people started presenting, and I was like, I don't want to mess this up tomorrow. So I'll just start recording right away. And then from the beginning bits,



00:50

how did yesterday go?



Emily Bernhardt (Woodland Park Zoo) 00:52

We had a smaller turnout than I thought Hi, though. We had like 21 people registered, but only like, good 11 people, including the presenters in the room. So ended up being a lot smaller than I thought, but we already have five people in the waiting room for this one. So I don't think that this is gonna happen that way.



01:14

But was it a good conversation? Oh, yeah, it was.

 Emily Bernhardt (Woodland Park Zoo) 01:17

Yeah. And I said, I was like, yeah, when I post the recording, like, I'll put any of the supplementary resources that people are willing to share up with it as well. So a lot of the like, a lot of people like Becca and pointed out defiance folks, and then Liz, were the presenters. And they were all like asking each other questions in addition to the couple people who attended. So it was a very lively conversation. I only had to ask, I think two questions to kind of stimulate Jeff going, which was good.

 Marta Burnet 01:47

Yeah, I mean, they don't all have to be huge, you know, as long as it's a value for people, right. Oh, God.

 Ivel Gontan 02:01

Oh, I can hear that. Um, can you? Sorry, can you make me co host? I started to thought before you said

 02:15

I was like, What is she gonna say? It's like, like, can you clean that up? I'm like, What

 Ivel Gontan 02:22

are so nice transition. You know, sometimes Chuck vomits and he cleans it up.

 Katie Elam (ZooMontana) 02:28

probably eat it. Yeah, it's all goes. Nor long enough.

 02:34

I made you guys both.

 Emily Bernhardt (Woodland Park Zoo) 02:36

Thank you. Okay, she's done. I made you. CO hosts. I just wanted to make sure before I like stayed on muted because it's the worst out so

 02:47



02:17

kids do not clean up their pee. I guess that's a positive of pets.



Emily Bernhardt (Woodland Park Zoo) 02:56

Yeah, there's been many times like, I've been gone or something, come back and I walk into my apartment and I step in a spot that's wet. And there's nothing there. And I'm like, Oh, I know exactly what happened. This is just gonna stay. So well, I have the slides up and ready. The Mentimeter is up and ready. And then I currently have four groups already made but if we have more people attend, I can just make more of those groups while you're presenting. And then any committee chairs like if Adriana attends for example, I'll ask her to be the kind of note taker person and assign her to a group beautiful, thank



Ivel Gontan 03:39

you so much. I was just checking the share screen to find that okay, there it is. Like because of my my internet was yesterday, which continued by the way, like into my second meeting it was and it was so weird because like, like the internet was punking me because like, like they were talking about ACA like stuff I had already heard about and then it's like okay, though, now share your thoughts on this. Don't I was like, I was like that. I was like it was so enraging. Anyway. So I'm glad to be



04:13

home now. And did not have to worry about that.



Emily Bernhardt (Woodland Park Zoo) 04:19

All right, well, fingers crossed for good technology today. Are we ready to start letting people in? Absolutely. All righty. Let's do this. Hi, everybody, welcome. Welcome.



04:41

Good morning.



Emily Bernhardt (Woodland Park Zoo) 04:47

Feel free cameras on or off whatever you're comfortable with below the level. Please share my screen do you guys all see that blue screen with the title of today's learning group on it?



05:17

Yes. Okay, amazing. Thank you. Just making gallery, continue to see people come in.

 Emily Bernhardt (Woodland Park Zoo) 05:29

All right, and I am anticipating today, having quite a few people attend today's meeting. So usually when we start these, we kind of do introductions, but if you just want to drop your name, and your organization chat, we can kind of do our introductions that way. All right. Okay, so I do want to make sure that we have plenty of time to kind of have discussions and get to all the content that we have planned for today. So I will go ahead and get started. And then as any other folks come in, pick up where we are. So before we begin, I do want us to start with our ACE for Wildlife land acknowledgments, because we are joining from all over the US. So across the region of this network, ACE for Wildlife members recognize that we are all tribal people, we acknowledge their stewardship of these places, and then it continues to this day. And that's our responsibility to join them to restore the relationship with the living world. Now, before we delve into the kind of the meat of today's session, we have a mentee pool for all of these. So this was anonymous. So if you go ahead and go to mentee.com, and I'm typing this in the chat as well, in case you need it. And then once you get there, enter the code 7500 8343 and answer the prompt that comes up there, which should say How are you feeling very general? I'll keep this up for a couple of moments before I go ahead and share that empty slide.

 07:31

Emily, could you share that code again?

 Emily Bernhardt (Woodland Park Zoo) 07:33

Totally. Yes, it is menti.com 7500 8343. And I just dropped it in the chat too. All right, let me pull this bird cloud up so we can all see.

 07:48

Let's see. All right. Hopeful, exhausted. I'm sorry. Excited, pumped. Open, jittery.

 Emily Bernhardt (Woodland Park Zoo) 08:09

I also didn't realize that the colors of this changed when I made the mentees so that's kind of fun.

 08:15

Happy, hopeful, shocked. It's been a year. Same.

 Emily Bernhardt (Woodland Park Zoo) 08:24

Respected, anxious, nervous, inspired, Proud, Awesome. Well, thank you everybody for

reserved, anxious, nervous, inspired. busy. Awesome. well, thank you everybody, to contributing to this. And if you would like I can share out the results of these later. That's totally fine, too. But it looks like people are still putting stuff in. So I'll keep it up for a couple more minutes. And for folks who are just joining, if you want to go to [mente.com](https://www.mente.com), and enter and enter that code and answer this prompt that's on the screen, which was about a minute or two to get the temperature of the room. And feel free to have your camera's on or off whatever is comfortable for you. Awesome, all right, that code should still be live. But I'm gonna go ahead and stop the sharing right now. So I can turn it over to our presenter. So I'm going to hand it over to Yvonne tan. She's the director of empathy initiatives over here at Woodland Park Zoo. And augmente is like a mood right here. So I'm going to go ahead and turn the rest of today's discussion over to her so Abell The floor is yours



09:57

All right. Hello.



Ivel Gontan 10:00

Thank you, Emily, it was rad to see the Mentimeter. And folks, different mood like a mood ring like Marty said, That's really interesting. like Emily said, my name is Val, my pronouns are she and they and I work at the Woodland Park Zoo. I'm going to share a broad overview of our agenda today. And then launch into a discussion. So I've done land acknowledgement, this world word cloud, welcome and introductions. That's where we are right now. And then we'll go into my own D AI, and sometimes J journey. And then I'll ground us in the context of zoos and aquariums, and then we'll do breakout. So in terms of timeline timewise, it'll be about half an hour of the first part of it, and about 20 minutes, group discussion, and then 10 kind of bringing us all back together wrap up. Okay, so I wanted to share some notes about this session. Um, just to kind of set a little bit of common ground and, and ground us in the space wanted to acknowledge that this is or can be a sensitive, sensitive and emotionally charged topic, as we saw in some of the mentees, books, emotions can range where you are coming from when you come into this space. And so wanted to acknowledge that also, we're all learning. You know, we may not know all the jargon all the acronym letters, the right order to say them. So just wanted to articulate and acknowledge that we are in this space as CO learners in the spirit of a learning group. This is a phrase that I'm I brought back from ACA conferences here, break space as opposed to a safe space. So some of that will entail being present, listening with respect and humility, trusting intent, but acknowledging impact, and expect and accept non closure. This is all kind of part of this journey and being in community with each other. And so treat us with kindness and respect is sort of like a grounding in that. Okay, so this bee is here for no reason other than I thought it was cute as heck. So no, I just didn't even match the content. But, um, so I wanted to share some goals that I have for sharing my story. One of them is to illustrate that everyone has an entry point into this work. And this will just give you some insight into what mine was, dei can take on many different embodiments and trajectories. So as you hear my story section did in sort of three distinct chapters, if you will. And those chapters will include sort of like how the roles that I was engaging in changed as my understanding of the work and nuance and evolution of my trajectory also changed. And then at the end, I'll share some takeaways, and maybe some of these things can be useful to you in your journey. So that's, those are my goals for sharing. Okay, so now I'm going to stop share, so that I can be in community with you all, again, you can stay on the camera or off whatever you desire, I this is like sort of my mental version of sitting in a circle. So if you were all here, and my apartment

would be very cramped, but we would be sitting in a circle. So So as I mentioned, I'm going to share my trajectory in three, three portions, and starting with the motivations for engaging in this work. They started very simply, and, and the motivations were to do good. Like, that's, that's where it started, I just wanted to do good in the world, visa vie my job and career. And that is why I am here and not a professional chef, which was my other option that I could have gone with. So I share that because motivation is can come from all sorts of places, and that's where mindless think. And so, you know, at this point didn't have a very articulated view of what that good was what it meant. And figured that museums, which is where I'm coming from science museums would be a fun place to work. So I also share that to share that there's there was some selfishness that was built into that I wanted like a fun place to work. Um, I think that so I started volunteering at a local science museum, and then eventually went to grad school to pursue a master's in museum studies. This kind of trajectory. I like leveled up in my thinking in a big way around the nuance of diversity, equity access and inclusion and what these terms mean within the space of informal science learning in general. So I had the opportunity to intern at the Exploratorium, which is the Science Museum in San Francisco, really awesome place really lucked out with a really powerful mentor, and worked on a study that looked at QR codes, that translated exhibit labels into multiple languages. And so that was one of the first sort of experiences I had in the space, thinking about access as it relates to language. In particular, I then went on to write my master's thesis on a successful strategies for engaging Latino girls and STEM programs. And, and that really launched me into the next chapter that I'm going to share, which is this more refined view around gender equity in science. And so my first sort of professional job was at the Oregon Museum of Science and Industry where I was a researcher and an evaluator. That was also my first shift into the professional realm from I come from a working class, first generation background and



16:06
the



Ivel Gontan 16:10

the experience of transitioning into a professional space was a hard one. And I think that there wasn't as much support as now I would have liked in terms of being a person of color in this space, like I didn't know how to dress it didn't know how to act Was I being too loud, it turns out I was, but maybe one of as one of my mentors along the way, told me like, maybe other people need to be louder, you know, so it was like, I definitely was really blessed and supported with really amazing people on my path. And so, at this point, the vision around EI is gender equity, I was working on a study that looked at girls in STEM, and I really like uncanny like, followed my thesis very clearly. And looking at how engineering identities shaped for girls in STEM, and then also looking at doing a culturally responsive study on how families learn math, in exhibits. And so, throughout that, like I was there for three years, and throughout that experience definitely continued that trajectory and that evolution of thinking in terms of the role of dei in this space. At that point, when I was thinking about career opportunities, I was thinking about progress in the way that it relates to access to careers and access to economic mobility, that was sort of like my lens to progress. And so at the, at the tail end of my time, with OMSI, I worked on a evaluation, wrapping up an evaluation study for an exhibit called Roots of wisdom that incorporated indigenous perspectives and Western science together. And that, again, like I kept, like having these opportunities and experiences that helped refine the way that I thought

about the work and inclusion in the work. After that, I moved on to the fleet Science Center and moved from evaluation and research into program management. So more hands on more like interacting with people. And at that place, I worked with a program managing, managing a program of girls in STEM, which was just very natural segue for me. And then another program that was that was looking at Community science and community engagement on a, like a broader level. And that I think, sort of led me to the next phase. Third Chapter of the story is the refinement of the perspective around Dei, through a community focused lens, and a more holistic way of looking at our interface with with community right. So what are the opportunities not only the opportunities that science can afford different communities, but how are communities active agents in prioritizing their own futures, visa vie, the construct of science that led me into a fellowship. So I was a fellow with the Association of Science and Technology Centers and the Rita Allen Foundation, looking at the role of informal science education institutions, in the sort of civic space. You know, and it was an amazing opportunity. I got to interface with, you know, science museum in Missoula, Montana and New York, Queens and Pensacola, Florida and really got an appreciation for the sort of impact and influence that the geographical location of an institution has on the way that we are able to do this work. And I think that it was definitely a one of the practices that sort of emerged as being very promising was this asset based approach. And I think that throughout the, the, throughout the process of learning and engaging as a fellow, I really came to embrace this asset based approach to community science and community engagement. And then that led me into wanting to shift into conservation and to the present day.



20:40

And really, this



Ivel Gontan 20:42

articulation it for myself, in my mind that conservation is an endeavor of all of us. And if it doesn't have multiple perspectives woven in, it will not be successful. And so I think like, you know, it, the evolution sort of became refined from wanting to do good in the world to our survival as a species depends on, which is intense, you know, in a lot of ways. But I think it's something that is fundamental to our work. And incorporating those diverse perspectives is something that I try very hard and in the work that we do now with the Woodland Park Zoo, and, you know, ACE for Wildlife network. So that is a very quick whirlwind of my trajectory. And I'm gonna go back into screen sharing mode to like, share some takeaways. But before I do that, I wanted to pause for a moment for reflections or questions or comments, just to create a little bit more of a shared space between us if you have them no



21:50

pressure, if you don't. You fell I just



22:01

have to say, I really loved how you phrase that conservation is an endeavor of all of us, right, just and the ways that you ended up coming to that lens?

just and the ways that you ended up coming to that lens.

 22:13

Yeah, I feel like it's a good way to frame bringing in all the different perspectives.

 22:25

That you Karen,

 Ivel Gontan 22:26

one of the one of my favorite stories on on that kind of an idea came from my friend Amanda, who works in shorts for us tech now. But she's just talking about the creation of airbags and for the design of airbags for cars, like they didn't have women in their sample size. So it ended up but airbags crushed a lot of people. It's a very morbid story inside, but like, that's where it was like, Oh, we needed a, you know, a broad representation in our sample in order to make this like relevant and effective. So that yeah, it's also this incorporating multiple ways of knowing is something that's very important, and that we focus a lot on this empathy work, I think is like, these, these boundaries that we have between ourselves and others, and nature and animals are all just sort of made up.

 23:20

And the other reflections or thoughts, love hearing. Yes,

 E Emily Bernhardt (Woodland Park Zoo) 23:25

I do want to call out, Katie just put a comment in the chat in case you didn't see it. She said I love how your journey shows how interconnected we all are slash everything is. And then back. I'm curious how critical ecology was.

 23:40

Can you tell me what that is?

 23:43

So it's a new concept for me too. But more or less critically, child ecology talks about the ways that we structure our communities like the physical structures, our communities, and how that plays into environmental justice. What how that has a big component into environmental justice. I don't want to butcher any more of it.

I Ivel Gontan 24:08

But yeah, yeah. Thank you so much for sharing that term. It's new to me, so I'm excited to dig into it. I think that the place that it showed up the most for me was as my time as a fellow. Oh my gosh, I do love orange cheese. With the with the Association of science and technology centers. We came into contact and partnered with an association an organization called thriving Earth exchange. Have you heard of them? They are stinking amazing. And they work on connecting scientists with local communities to solve a community problem or issue and then they facil We'll take this experience through offering the support of a fellow that that manages the relationship between the scientists and communities, which can, as we know, sometimes be contentious and or two different languages speaking to each other. And some of the work that they do has to do with flood mitigation, you know, climate change in a variety of ways. And I think that I can see the, the connection with critical ecology, another program that I had the opportunity to just learn more about was RV air in Virginia, and the scientists, Jeremy Hoffman, who's doing a lot of work. Jeremy Hoffman and Devin Jefferson, who's a community Callidus catalyst at the Science Museum of Virginia, they do a lot of work doing heat mapping. And so I think it's kind of similar, like, you know, how are these urban densely packed areas, you know, void of trees and shade and thus more exposed? And, you know, yeah, well, thank you. Thus, you know, so I think that, that there's definitely some overlap in those kinds of spaces.

👤 26:19

Any other thoughts or questions or anything?

I Ivel Gontan 26:24

And also, you can put them in the chat as we go.

👤 26:28

So I'll move back into share screen. And I will share,

I Ivel Gontan 26:33

okay, cool. Okay, so I'll share five key takeaways. From my time in DEA work. The journey is the destination. So everyone has everyone in the organization has a role and role to play in advancing this work? Frontline staff, janitor, janitorial staff, CEO, direct everyone, finance department. And so I think that that is something that I I encourage people to treat others as if they have a role in this work, too. And the more that you treat people, like they have a role, the more they will feel that they actually do have one. I think that it could happen and often does happen that this work gets siloed. And so it's like, I'm not the ZTE AI advisor, I don't have any, you know, say in this. So you know, there's different ways that you have opportunity to, to express this. But you know, that's just the takeaway. It is a journey that will never end take good care. So this is probably one of my hardest lessons to learn early on. I think actually, the

title of my first ever conference session was the point of no arrival, and it was about cultural responsive research is like, you will never get there. And so it's okay. I think that when I say take good care, it could mean that you have to pause and recuperate. We hear often about self care, you have to connect with others. I think that one of the lessons that has helped me the most survive in this space is if I'm not well enough to do the work, then I can't be of service to anybody. And so I think that that is something that I definitely take with me in my journey. Three form coalition's and Ally ships with people who resonate with your cause. So you know, starting now you have another person that you're connected to doing this work. And I invite you to reach out to me with whatever questions support or whatever it is that you need. So your allies don't always have to be in your same organizations, they could be spread across the network, such as the ACE for Wildlife network, or any of your other peers, and also, in your organizations. Step out of your comfort zone, and meet people and talk to them because those coalition's are really, really important and help in getting the work advanced. Don't be afraid to speak your truth, even if your voice shakes. This one's easier said than done. And I've definitely been in situations where I have not been able to, but it's just like a reminder and an encouragement to do it. I think that we'll we'll all or maybe not all of us, many of us will be in circumstances where we don't feel safe to do that. And so obviously, don't if you're not safe, stay safe, because that's the take good care one. But also don't be afraid to speak truth to power. I think that that you never know where our comments or or An email or you know, some expression of yours will take you. And I think that if it lands, that, it might be that the person who is hearing it is ready for it for what you have to say. And you'll never know that when you say it. The fifth, the AI is liberation work at its core, and it's deeply personal. So when I say liberation work, I am talking about liberation from oppressive structures from systemic racism from, you know, the the spaces that we are operating under. And it's, it's not just in these institutions, obviously, this is in the broader context of society. And so, but no one is going to be ready to go on the journey, no one's gonna be forced into into this work if they're not ready to get there. And it's like, growing up, my mom, would, I mean, fat shaming wasn't a thing and Latino culture. And she would always kind of like, you know, tell me that I needed to exercise more and go to the gym. And guess what worked really well to not motivate me to go to the gym and exercise more. That kind of rhetoric. And so, you know, it wasn't until I found someone who valued me for who I was, and didn't care if I exercise or not, I had a really great model of a fitness routine. And I was able to find the joy in it, that I actually started taking it up. And so it's the same with this kind of work. It's really hard. Even though everyone has a role, not everyone is ready to embrace that role. And that I think has to be okay. Even we can be encouraging, but we can't like, force anyone to do it.



31:44

I can stop again, if there's any thoughts on any of that. Okay,



Ivel Gontan 31:56

okay, so now it's your time. Cool. Um, so, now I wanted to kind of shift from my story more into like, the bigger picture on ACA, and our collective work in zoos and aquariums. And these are quotes that are pulled from an AZ a position statement on Dei, you can find it on their website, it was released in November 2020. And I pulled these quotes, because I thought they were pretty relevant. And really grounding in like, you know, the case for why it matters, that we do this work. You know, this recognition that, as I was saying earlier, that these are, the missions

of these institutions are sort of inextricably tied to issues of environmental and social justice. And these are cultural institutions within our communities that can really serve as beacons to help society sort of like Usher forth a new era and progress. And, and recognizing, you know, like, I was mentioning earlier, these these systems of oppression, the impacts of colonial history and conservation and the way that people can relate or not to conservation endeavors, and acknowledging, you know, that, that it's going to take time and your commitment to sustain the change that will dismantle these barriers, ultimately. And that is part of the work. And then also this, this piece around conservation. On the kind of the global scale, and recognizing, like I mentioned earlier, the importance of different perspectives, both in business and in conservation practices. So like it takes, it's going to take many different



33:51

types of people



Ivel Gontan 33:53

to develop innovative solutions and innovative ideas. And those won't be generated unless we have diverse representation.



34:06

So what is



Ivel Gontan 34:08

the role of empathy and all of this? So I was preparing for this session, and I was marteau is like, our mission is for wildlife and people and I was like, yeah, so this is the people portion of it, right? Like how, how can we foster spaces to connect with each other spaces like this one that can inspire compassion for, you know, wild spaces, animals, and wild and tame humans alike? And so I think that connecting to our feelings, connecting to empathy, what motivates and sustain us, there's also the science of caring. So like the neurological shifts that happen in your mind when you're feeling empathy, and how that is connected to motivation to do do things better do things differently? I think it comes down to this sort of like, how can we create spaces where we can connect. And so to that end, I will stop talking and shift it over into the group space. And really, we'll be going into breakout rooms. There's in about 19 people.



35:25

So I think we'll probably do four. Cool.



Ivel Gontan 35:29

And there's just two questions that we'll be chatting about in the breakout rooms. So firstly,

introduce yourself. This is also a space for CO learning and CO community building. And so that's part of it. And then the two questions that you'll be thinking about is what do you want to learn from a DEI and empathy space? So this is the first in a series and hopefully this series will be of use to you. So what would you want to learn from it? And then what resources would help you show up better in this space at work? So we'll spend around 20 minutes in these breakout rooms. And then we'll come back and do some broader share outs, maybe some closing thoughts and final reflections on our time together. Emily, Did I forget anything about the instructions for the breakout

 E Emily Bernhardt (Woodland Park Zoo) 36:25

room? Nope. I also I just dropped the link in the chat and just said, Hey, like put your notes underneath the breakout room that you are assigned. So about if you think we are good to go, I will go ahead and open the rooms.

 36:37

Yes,

 E Emily Bernhardt (Woodland Park Zoo) 36:38

thank you. Okay, open the rooms. Oh, I need to assign people It looks like that is not what I expected to happen but I'll just randomly do that. Okay, here we go

 37:00

sorry, go through the list. Okay, that should be

 E Emily Bernhardt (Woodland Park Zoo) 37:07

oh, oh, no. Are you guys not assigned to

 37:15

here we go. Let me see if someone was recorded.

 E Emily Bernhardt (Woodland Park Zoo) 37:28

Everybody, welcome back. I hope valuable conversations and those are rooms. I was very fun to watch the mirror board. So I'm excited to look at it all later. Thank you.

 37:44

 37:44

Yes, thank you, everyone. Pretty your hair is bluer than it was before. I haven't seen it. Sorry.

 Ivel Gontan 37:52

Ah, okay, so now we have about 10 minutes left in our time together. And I would love if a representative from the group that or is a dork in this day and age would share out some of like, kind of like, top things that you took away that were really valuable or insightful or just kind of any impressions that you walked away from with those groups. Okay, Katie?

 Katie Elam (ZooMontana) 38:23

Um, well, we I don't know if it was by Emily's awesome design or not. But all three of the organizations except for MARTA in our group. Were folks who are from small institutions, in places that often have smaller minds and less willingness to do this kind of thing. To help us work with bi concepts. And all of us were kind of expressing Well, I was mostly listening and commiserating. But there was a lot of frustration around how can we do this while not being shut down by I think both of the other organizations are city run or county run or park run. So like they have to navigate a lot more structure, which, in small places makes that extremely difficult. So we were trying to we were expressing frustration and figuring out how, if at all, we can circumvent those power structures in a way that we can still show up in small ways because the surrounding public and or structures is not conducive to that kind of support right

 39:29

now. Isabel,

 Isabelle Herde 39:41

I was in a group of other Wisconsinites so the Henry Vilas Zoo are seen zero are in mine. Thanks for doing that. I really don't know if it was on purpose. But that was fun. For us and I'm in Milwaukee. We were curious as to how the social science research agenda or how do we get updates on it? So we can see how it informs this work. And I bring that up again, because I'm curious as to what zoos roles are, what zoos role is in environmental justice work. In our group, we talked about some programs where kids do like a river cleanup and how you can connect to that. But kind of doing more local conservation action with kiddos and connecting it to environmental health and justice. And then we were also talking about how you know, money makes the world go round. So when we think about resources that would help us do a better job at this work, you know, will there be future funding through the ACE for Wildlife network? are we considering expansion? And so how are we doing that equitably? And also, keeping in balance, maybe a grants program too. So folks jump in the chat if I left anything out. Just to

 40:59

echo Isabel statement, we also spoke about the need for money and time to do this. Those are the two resources that I think are often in short supply, but required to do this work really well

the two resources that I think are often in short supply, but required to do this work really well. And with good intention.

M

Marta Burnet 41:24

One thing that I just wanted to mention that I sort of got cut off when we got pulled from a group, but at the at ACA, they did at the D. Ai committee roundtable, we did talk about breaking up, or like creating these regional structures to help. And because some of these differences, like, as Katie said, our group was, you know, mostly smaller zoos that we're talking about, you know, and just how different their states are from, you know, what they were hearing at the conference, and just, you know, big states with small populations spread out. And so I do wonder if that is something that's going to that could be a helpful way to connect to this work of like being able to have conversations with other zoos from at similar communities who might be at a similar stage in their journeys. So I would definitely look out for that in terms of

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42:41

a possible way to also engage with the circle. I think I could

I

Ivel Gontan 42:52

have asked for a better segue does have a first Does anyone else have any other kind of maybe overarching reflections from the whole session or anything from your group that you want to share out or any? Anything else? Working on my teacher, pause, I don't think I quite made this seven seconds. But anyway. Okay. So thank you so, so much for being here for participating for bringing your thoughts perspectives, into the space and for listening to me in my little journey. And then we have a postman tea would just how are you feeling? Now? You have a link for that Emily?

E

Emily Bernhardt (Woodland Park Zoo) 43:40

Yep. So it's the same code as earlier? Yeah. No worries. So if you go to my t.com, and enter that same code and putting it in the chat right now, reports, nope, that's not the right code. 7500 8343. There we go. And I will go ahead and share my screen. And we can see kind of what the temperature of the room is now that we've had at this first discussion and the first event of this series. And

I

Ivel Gontan 44:08

as we're thank you so much, as we're seeing those come up. Again, wanting to express gratitude. And also, in terms of follow up and post this first session steps. We will be working on figuring out sort of how we take all of the notes that were captured, as well as some research findings from catalyze has been doing evaluation with us and figure out what what might this series look like, who might we bring in to share different perspectives, different practices that

they're working on? And, okay, and then, yeah, so you'll hear from us moving forward. It's cool to see. Still a vast array of feelings and emotions, and that's good. That's kind of how it goes.



45:02

Thank you again, everyone. I'll see you next time.



Emily Bernhardt (Woodland Park Zoo) 45:07

I will also sorry, before you guys leave, I will be sending out a quote survey link to an email to everybody who attended. Please, please, please, please, we'd love to get your feedback for how you think this event went. It'll really help us guide the scope and how we host the future events in this learning series. So be on the lookout for that I have to meet later today as well as a plug for our diversity and inclusion Working Group on if you would like to be a part of that as well. For me later saying please, please, please give us your feedback. Be honest. Thank you