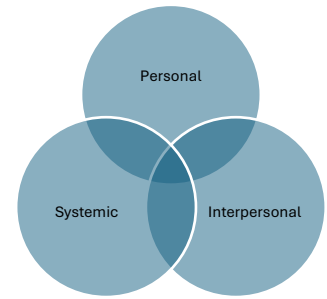


From Domination To Mutuality

United States

Kathy Maire

Table 1



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Each one recognized her need to take risks in speaking the truth, especially with the sisters and those in authority.

Reevaluate the leadership structure to respect language and cultural differences with the goal of creating unity and inclusion.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

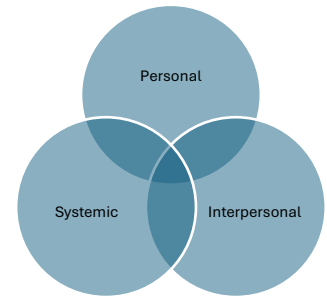
What is the **systemic** work you need to do to transform your experience of dominating others or being dominated by others in your structures (e.g., Leadership, Chapter, Committees and the processes and procedures used, such as voting and minutes)?

From Domination To Mutuality

In-House

Teresita DeSouza

Table Table #7



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Personal work--listening deeply--beyond the words spoken..using the CARE skills especially that of paroting and paraphrasing.

It is important to allow time in any given conversation for listening and responding.

There is need for honesty and trust in any given conversation.

In the interpersonal work, it is important to engage one another toward a deeper and clearer understanding of words that are spoken.

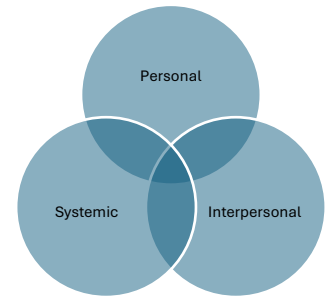
As a table we shared our experiences of domination and differences within each one's culture. As we face the present challenges, we are prepared to face the future with hope.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

What is the **systemic** work you need to do to transform your experience of dominating others or being dominated by others in your structures (e.g., Leadership, Chapter, Committees and the processes and procedures used, such as voting and minutes)?

From Domination To Mutuality

United States
Bernadette Schuler
Self



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

I personally need to be in touch with times I may push my idea wanting things to go my way. Also check myself for any prejudices I may have and grow in awareness. with others, I would hope to listen as objectively as possible, being open to various viewpoints seeing them as different not better or worse than my own, or my culture's way of seeing it. Sometimes in trying to be "helpful", I have experienced other sisters seeing it as trying to take over(dominate?). In CARE I am learning to be more tentative in offering possibilities for help.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

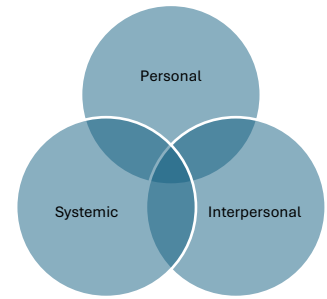
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From Domination To Mutuality

United States

Rosemary Higgins

Table



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

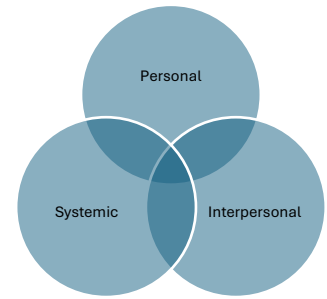
1. *Be open when you come to a conversation.
*Sharing of idea, not an ownership.
*Humility to recognize that our idea may not be the best or only idea.
2. *Personally responsible for sharing my thoughts.
*Not rushing into a decision that is not satisfactory.
*Explore with everyone and speaking my truth.
*Be willing to learn something new and accepting the new.
*Slow down so everyone can speak.
3. *Reaching consensus instead of by vote. It is more inclusive. Change created by everyone.
*It takes time to reach consensus.
*Don't accept the minutes until they are agreed upon.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

What is the **systemic** work you need to do to transform your experience of dominating others or being dominated by others in your structures (e.g., Leadership, Chapter, Committees and the processes and procedures used, such as voting and minutes)?

From Domination To Mutuality

United States
Dolores O'Brien
Table 2



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

PERSONAL

Accept responsibility for my actions

Acknowledge that we have dominated and have been dominated

Need to be patient with self

Don't allow guild to set in

Become aware of my feelings when I dominate or allow myself to be dominated

INTERPERSONAL

Trust self, others (find the goodness in each)

Check for clarity

Honesty

Communication is an artform and is not easy; be sensitive and pay attention to the conversation

Important is the way I say something

What's important for some may not be important for someone else

Examine my own motives, not someone else's

Invite God into the conversation and also with the other person

Immediacy of addressing issues

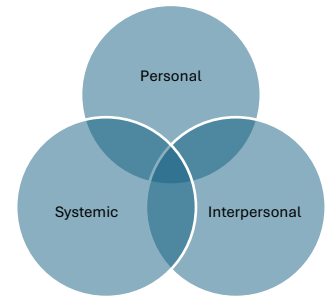
Confront the behavior not the person

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

What is the **systemic** work you need to do to transform your experience of dominating others or being dominated by others in your structures (e.g., Leadership, Chapter, Committees and the processes and procedures used, such as voting and minutes)?

From Domination To Mutuality

In-House
Pat Klemm
Table 3



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Personal: We need to practice how to speak without being overly definitive; how to listen for the feelings below the words; take the time that is needed - be patient; and have courage of our beliefs.

Interpersonal: Clarify - checking for understanding; getting 'under' the words for feelings, etc; have the courage to confront lovingly; practice mutuality; slow down the process

Systemic: Look at the process used at the synod (Ref Maria Cimperman's report)for discussions; practice contemplative listening; actually do the processes; take the necessary time; be sure all are included.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

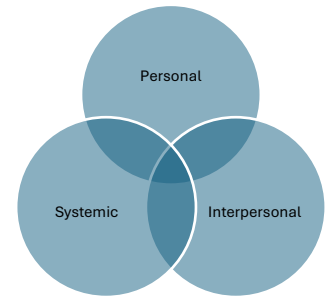
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From Domination To Mutuality

In-House

Helen Roberts

5



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Come with open minds Speak with integrity PERSONAL
Listening to self and others Balance between speaking and listening Be curious
INTERPERSONAL Enter conversations as equals Capacity to confront in a struggle No
preconceived decisions
ORGANIZATIONAL CHANGES Be open to Leadership from Brazil remaining in Brazil
Individual countries making own decisions
Structures to be flexible and accessible.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

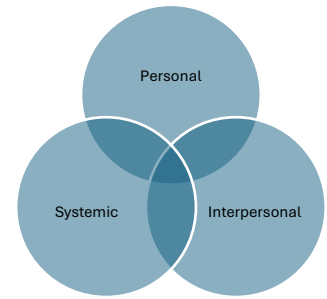
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From Domination To Mutuality

In-House

Barbara Bartkowiak

Table 10



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Victim of Dominance: Be confident and trust your idea. Be persistent.

Dominant: Listen and respond to others so as not to dominate. Don't tell someone what to do just present the other side of the decision.

Interpersonal: Require a response from each person in writing and then decide.

Slow down and be assured that all understand the issue. Talk. Summarize.

Record ideas.

Systemic: Attend meetings with an open mind putting your ideas to rest.

Write or voice your concerns for the agenda. Group discussion brings out other aspects of the decision or results.

At chapter make efforts that all will be heard.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

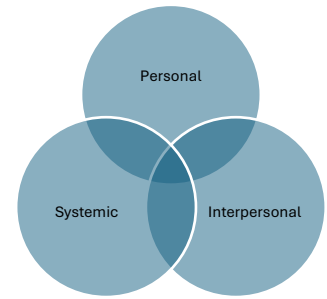
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From Domination To Mutuality

In-House

Mary Ellen Tucker

Table 8



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Personal Response: find your voice and speak up

Interpersonal Work: deal with problems in the present as they occur

Systemic: not be passive

open forum

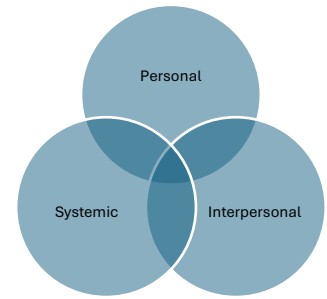
courage to speak

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

What is the **systemic** work you need to do to transform your experience of dominating others or being dominated by others in your structures (e.g., Leadership, Chapter, Committees and the processes and procedures used, such as voting and minutes)?

From Domination To Mutuality

In-House
Carole Ann Hoppe
Table



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

- Listen attentively
- Have patience with self and others
- Slow down and recognize task-oriented tendencies
- Seek clarity
- Ask important questions
- Allow others to speak for themselves
- Leave room for differing views
- Suspend judgement and criticism
- Be respectful of each other
- Engage skilled secretaries for minutes

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

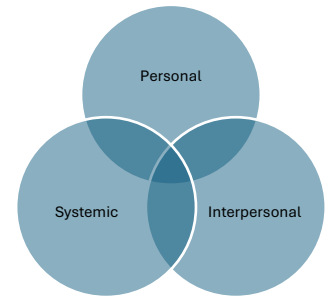
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From Domination To Mutuality

In-House

Mary Lou Lafferty

Table 12



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Personal - Self Awareness/Self Knowledge

Interpersonal - Initially, mutual respect in listening and sharing

Systemic - Did not finish

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

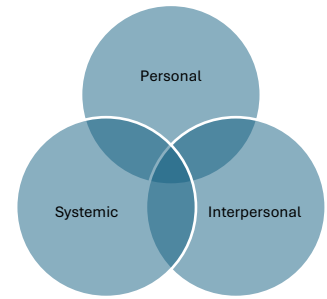
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From Domination To Mutuality

In-House

Avril Chin Fatt

Table Table 4



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Careful in projecting a strong personality onto others so as not to be perceived as domineering.

Respect and appreciate opinion of others and ensure clarification when necessary.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

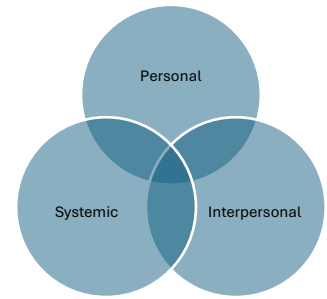
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From Domination To Mutuality

In-House

Margaret Magee

Table 13



What is the **personal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., find your voice and speak it; come out of hiding; not be a victim, muster the courage)?

Grow in respect, and confront when needed.

Be gentle with one another.

Need to spend time together.

When feeling put down or dominated, let the other know how you are affected.

What is the **interpersonal** work you need to do to *transform* your experience of dominating others or being dominated by others (e.g., be mutual in listening and sharing; understand and ensure you are understood; confront and stay in the struggle; slow down or ask others to slow down; give and receive olive branches; reconcile and heal, etc.)?

What is the **systemic** work you need to do to transform your experience of dominating others or being dominated by others in your structures (e.g., Leadership, Chapter, Committees and the processes and procedures used, such as voting and minutes)?