

# Interpretations

safe places don't exist in this workplace setting	KLC has to do the work for the individuals and we need to keep doing training to build capacity	There's an interpretation I'm trying to find the words for... around generational differences. But I'm not sure what it is. Just seems a factor.	I value being liked and comfortable more than pushing	focused on DEI without paying attention to belonging	without understanding of the inequities in the system it's hard to know what progress looks like
we are asking those who have experienced the inequity to do the heavy lifting on repairing them	I stay busy doing "things" rather than trying to learn about the inequities associates experience	people fear they might be penalized if they say what they think	One interpretation is I have done too much to support those effected with inequity.	don't know each other well enough to speak from the heart	One interpretation is I'm loyal to what KLC used to be, not to what it could be.
I get defensive, I react, I seek a solution (we're not listening for loss)	associates feel they are the only ones that feel inequities in the system	I am more afraid of disruption than I am to doing difficult disruptive work	pressure to be seen as welcoming to the "right" puts some of us in the closet about who we really are	One interpretation is we are scared to name that we have done wrong. KLC does not do internal conflict openly.	I create workarounds, but don't challenge the system to improve
without specific examples it's hard to get motivated when you haven't experienced it	KLC does not know how to interact with protection, direction or order.	if we push further, we'll alienate support	KLC is not okay with any casualties	inequalities vs inequalities i've been programmed to see	we need more training internally to understand DEI
we have not talked openly enough to know who's feeling what.	staying quiet means less risk and unforeseen outcomes/ maybe we'll just move on	I know that staff are feeling inequity, but choose safety over their justice.	everyone leads ignores the hierarchy of status with the regard to the work we do	I'm not as disadvantaged as I think I am	those of that are new don't see it as our mess
employees are more protected than they think they are.	One interpretation is that I'm more loyal to protecting myself than helping the group make progress	KLC is not concerned with protecting anybody - we value leadership in a system that privilege certain people	I have too high expectations and unrealistic in the context of our world..	KLC is not okay with having some casualties	one interpretation is that I/we don't know the system well enough to feel comfortable speaking on it.
One interpretation is that we have too much other work going on at KLC to do DEI work well	one interpretation is that I need to be honest about my part of the mess	I know that staff are feeling inequity, but have seen negative consequence in their advocacy	employees do not feel protected	I am the wrong person to work this challenge.	one interpretation is that its a people of color issue. or an age issue. or a level of role issue and not an all issue.
One interpretation is I am the right person to work this challenge	One interpretation is that as a person of color, I'm exhausted of being looked to find the solution, just for it to remain a conversation.				

# Possible Interventions

