BLUEWATER FAMILY SUPPORT SERVICES

BluesNews

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"Your beliefs become your thoughts,
Your thoughts become your words,
Your words become your actions,
Your actions become your habits,
Your habits become your values,
Your values become your destiny."
— Mahatma Gandhi

Mea Culpa. Most of the time I don't really give any thought to the significance of my "white privilege". I have come to assume that those who look like me and talk like me share a view of the world that is similar in more ways than it is different. That is to say, I assume our fundamental understanding of our place in the world is pretty much the same: born white, I don't notice white, I notice color.

Not surprisingly, despite 'knowing' otherwise, having been born male, western, and Caucasian, I actually tend to think that my viewpoint is the only viewpoint, or respectfully, the only viewpoint that matters, or more genuinely, the correct viewpoint. "Clearly, untrue!" is the response that is screaming inside my head, but my behavior says something entirely different. I actually trust my behavior more than my words. The way I act says more about my character than my words do.

Recently, my words have been called into question. The recent changes to our governing legislation, the "Child, Youth and Family Services Act (2017)" has raised everyone's sensitivities to the apparent disproportionate child welfare intervention into the lives of indigenous families. In so doing, there has been a resultant move toward minimizing negative or pejorative stereotypes for all individuals and groups. It is as though the child welfare system has awoken from it's fog of sleep, shuddered, and realized that if we want to mobilize people's strengths, if we want to focus on assets instead of deficits, then we must do so consistently. You can't make someone strong by telling them they are marginal and insignificant. You cannot build someone up while supporting a context that holds them down!

Oddly, (at least for me), it is my choice of humor for BluesNews that drew attention, (not my sense of humor, but the humorous vignettes). It was brought to my attention that many of the vignettes I have reprinted rely on negative or pejorative stereotypes. The most recent instance cited was July's humor recalling a potion from an esteemed individ-

ual on government controlled land; had the humor been presented in this fashion, it is unlikely any concern would have been expressed. I t was not. Whitewashed by my ethnicity, it never occurred to me that ny swipe at a stereotype of a different ethnic origin might be offensive to those who shared that ethnicity.

My initial response was most telling: I wanted to be defensive. I wanted to scoff at the concern. I struggled to hear the truth unshielded from “white privilege". Gathering myself, my response became, “I will take it under advisement.” and, “I will give it some thought.” In truth, I was secretly planning to again do what I chose to do the first time my sense of appropriate humor was challenged: ignore it (or quote Lenny Bruce). But truth is pernicious…

I drove home listening to a radio broadcast that concerned “#livingwhileblack”. And that was when it struck me: my perception of my benign behavior wasn’t necessarily shared by others. While I struggled occasionally to appreciate the anger from ethnic communities, I failed to see or experience even a small measure of the handicaps, impediments, and barriers placed in their way for which they were blamed. In short, it dawned on me that if I were an indigenous person I might not see the humor in a joke that made the world associate all indigenous people with the reservation or medicine man.

So, I will take responsibility for my choices and commit to choosing humorous vignettes in the future that are more sensitive to these issues than I have been. I suspect there will still be occasions in which I will get it wrong. I do think it is relatively difficult to get out of your own head and skin long enough to see it from the other’s perspective. Nonetheless I think it is worth the effort to try and commit to doing exactly that.

I do not believe this to be an issue of political correctness; inclusivity is not liberalism gone mad. It may not be possible to neutralize the offense to which our individual heritage blinds us, but that does not diminish the need to do so whenever possible.

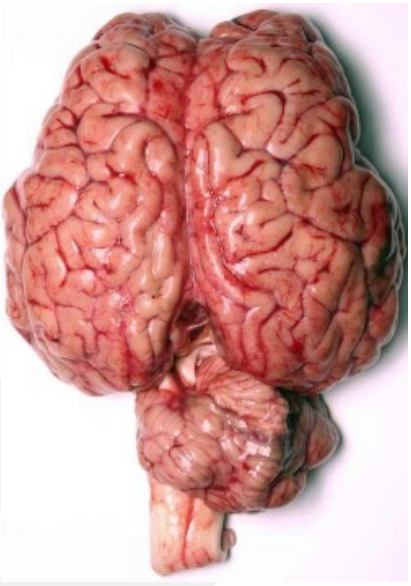
Finally, a shout out to Ms Katie G who most respectfully brought this to my attention.

Polyvagal theory in therapy…

I find it somewhat curious that, with all we know about the impact of trauma on the brain, body, and behavior, it has been very difficult to organize that knowledge in a consistent manner to direct therapeutic intervention. There is a brief passage in a small book, The Snow White Soliloquies, that I’ll paraphrase, “The past is a story I tell myself to explain my present.” I have often felt that such is the way we invoke trauma or trauma stories: a past to explain a present (ad hoc and without a significant organizing principle). Recently, I have had an opportunity to revisit that conception and I am beginning to think Polyvagal Theory may, in fact, be the organizing principle that has been so sorely lacking. At this point, I think many of these ideas are still in their infancy but there are increasing links being made between trauma theory and polyvagal theory. After such a long period of stasis in theory, I think the future is looking brighter and more fruitful.

> “With a move into sympathetic response, there is a corresponding change in our hearing. The muscles of the middle ear control the ability to focus on human voice. When in ventral vagal state, these muscles work to regulate frequencies and support listening to, and for, voices. When the sympathetic nervous system takes over, the middle ear regulation shifts away from listening for human voice toward listening for low-frequency sounds of predators or high-frequency sounds of distress. The system is now tuned to sounds of danger and not to the sounds of connection.”
>
> from D. Dana, The Polyvagal Theory in Therapy, (Norton: 2018, p. 24-25)

Human Memory - Part Four



In all vertebrates and most invertebrates, the brain is the centre of the nervous system. It allows them to collect information (sensory system), act on that information (motor system) and store the result for future reference (memory), thus effectively making life possible.

The human brain is perhaps the most complex living structure known in the universe. Although it has the same general structure as the brains of other mammals, is over three times as large as the brain of a typical mammal with an equivalent body size, and much more complex.

The adult human brain weighs on average about 1.5 kg (3lbs), and is about the size of a small head of cauliflower. It is very soft (having a consistency similar to soft gelatine or firm tofu) and, despite being referred to as "grey matter", the live brain is actually pinkish-beige in colour (although it may turn grey after death) and slightly off-white in the interior. The interior white matter provides most of the brain's structure and communications, while the grey matter that surrounds the white matter provides most of the actual computation and thinking functions (although this is, of course, a simplification).

Almost 80% of the brain consists of water (mainly in the cytoplasm of its cells), with a further 10-12% being fatty lipids and 8% protein. Although it accounts for just 2% of body weight, it uses fully 20-25% of the body's oxygen supply, nutrients, and glucose (as fuel), all of which are supplied by constant blood flow. It is protected by the thick bones of the skull, suspended in cerebrospinal fluid, and isolated from the bloodstream by the blood-brain barrier, but the delicate nature of the human brain nevertheless makes it susceptible to many types of damage and disease.

It is a hugely complex organ, with an estimated 100 billion neurons passing signals to each other via as many as 1,000 trillion synaptic connections. It continuously receives and analyzes sensory information, responding by controlling all bodily actions and functions. It is also the centre of higher-order thinking, learning and memory, and gives us the power to think, plan, speak, imagine, dream, reason and experience emotions.

The human brain is hugely interconnected but three major components can be identified: the cerebrum, the cerebellum and the brain stem.

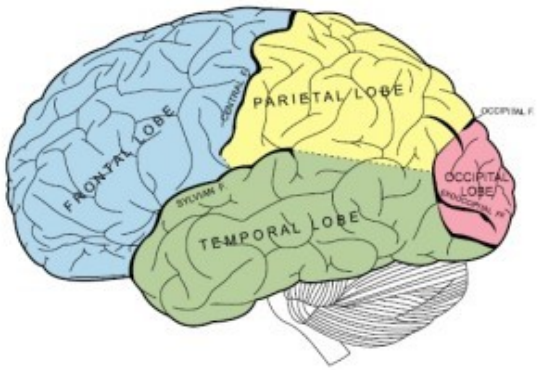
The brainstem which includes the medulla, the pons and the midbrain, controls breathing, digestion, heart rate and other autonomic processes, as well as connecting the brain with the spinal cord and the rest of the body.

The cerebellum plays an important role in balance, motor control, but is also involved in some cognitive functions such as attention, language, emotional functions (such as regulating fear and pleasure responses) and in the processing of procedural memories.

The cerebrum (or forebrain), which makes up 75% of the brain by volume and 85% by weight, is divided by a large groove, known as the longitudinal fissure, into two distinct hemispheres. The left and right hemispheres ("left" and "right" refer to the owner's point of view, not an outside viewer's) are linked by a large bundle of nerve fibres called the corpus callosum, and also by other smaller connections called commissures.

Most of the important elements of the cerebrum, are split into symmetrical pairs in the left and right hemispheres. Thus, we often speak of the temporal lobes, hippocampi, etc (in the plural), although this website generally follows the convention of speaking of the temporal lobe, hippocampus, etc (in the singular), which should therefore be taken to mean both sides, within both hemispheres. The two hemispheres look similar, but are slightly different in structure and perform different functions. The right hemisphere generally controls the left side of the body, and vice versa, although popular notions that logic, creativity, etc, are restricted to the left or right hemispheres are largely simplistic and unfounded.

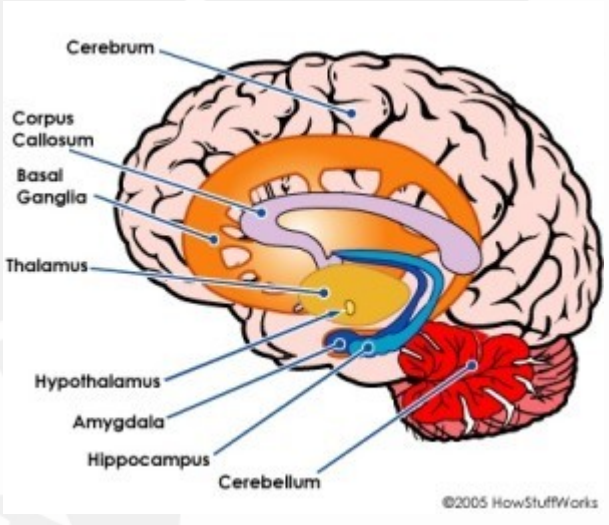
The cerebrum is covered by a sheet of neural tissue known as the cerebral cortex (or neocortex), which envelops other brain organs such as the thalamus (which evolved to help relay information from the brain stem and spinal cord to the cerebral cortex) and the hypothalamus and pituitary gland (which control visceral functions, body temperature and behavioural responses such as feeding, drinking, sexual response, aggression and pleasure). The cerebral cortex itself is only 2 - 4 mm thick, and contains six distinct but interconnected layers. It is intricately grooved and folded into the familiar convoluted pattern of folds, or gyri, allowing a large surface area (typically almost 2m2) to fit within the confines of the skull. Consequently, more than two-thirds of the cerebral cortex is buried in the grooves, or sulci.



About 90% of all the brain's neurons are located in the cerebral cortex, mainly in the "grey matter", which makes up the surface regions of the cerebral cortex, while the inner "white matter" consists mainly of myelinated axons, over 170,000 km of them. As many as five times that number of glial cells exist to support the active nerve cells.

The cerebral cortex plays a key role in memory, attention, perceptual awareness, thought, language and consciousness. It is divided into four main regions or lobes, which cover both hemispheres: the frontal lobe (involved in conscious thought and higher mental functions such as decision-making, particularly in that part of the frontal lobe known as the prefrontal cortex, and plays an important part in processing short-term memories and retaining longer term memories which are not task-based); the parietal lobe (involved in integrating sensory information from the various senses, and in the manipulation of objects in determining spatial sense and navigation); the temporal lobe (involved with the senses of smell and sound, the processing of semantics in both speech and vision, including the processing of complex stimuli like faces and scenes, and plays a key role in the formation of long-term memory); and the occipital lobe (mainly involved with the sense of sight).

The medial temporal lobe (the inner part of the temporal lobe, near the divide between the left and right hemispheres) in particular is thought to be involved in declarative and episodic memory. Deep inside the medial temporal lobe is the region of the brain known as the limbic system, which includes the hippocampus, the amygdala, the cingulate gyrus, the thalamus, the hypothalamus, the epithalamus, the mammillary body and other organs, many of which are of particular relevance to the processing of memory.



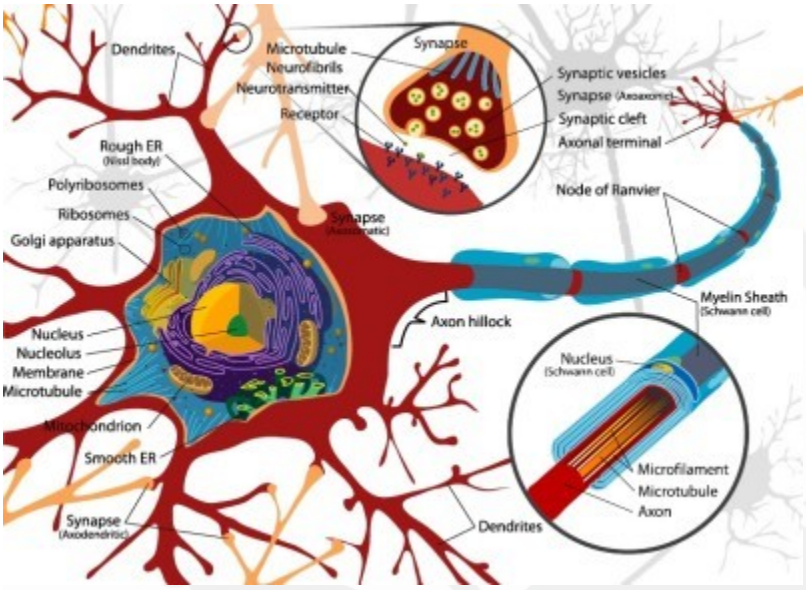
The hippocampus, for example, is essential for memory function, particularly the transference from short- to long-term memory and control of spatial memory and behaviour. The hippocampus is one of the few areas of the brain capable actually growing new neurons, although this ability is impaired by stress-related glucocorticoids. The amygdala also performs a primary role in the processing and memory of emotional reactions and social and sexual behaviour, as well as regulating the sense of smell.

Another sub-cortical systems (inside the cerebral cortex) which is essential to memory function is the basal ganglia system, particularly the striatum (or neostriatum) which is important in the formation and retrieval of procedural memory.

The core component of the nervous system in general, and the brain in particular, is the neuron or nerve cell, the "brain cells" of popular language. A neuron is an electrically excitable cell that processes and transmits information by electro-chemical signalling. Unlike other cells, neurons never divide, and neither do they die off to be replaced by new ones. By the same token, they usually cannot be replaced after being lost, although there are a few exceptions.

The average human brain has about 100 billion neurons (or nerve cells) and many more neuroglia (or glial cells) which serve to support and protect the neurons (although see the end of this page for more information on glial cells). Each neuron may be connected to up to 10,000 other neurons, passing signals to each other via as many as 1,000 trillion

synaptic connections, equivalent by some estimates to a computer with a 1 trillion bit per second processor. Estimates of the human brain's memory capacity vary wildly from 1 to 1,000 terabytes (for comparison, the 19 million volumes in the US Library of Congress represents about 10 terabytes of data).



Information transmission within the brain, such as takes place during the processes of memory encoding and retrieval, is achieved using a combination of chemicals and electricity. It is a very complex process involving a variety of interrelated steps, but a quick overview can be given here.

A typical neuron possesses a soma (the bulbous cell body which contains the cell nucleus), dendrites (long, feathery filaments attached to the cell body in a complex branching "dendritic tree") and a single axon (a special, extra-long, branched cellular filament, which may be thousands of times the length of the soma).

Every neuron maintains a voltage gradient across its membrane, due to metabolically-driven differences in ions of sodium, potassium, chloride and calcium within the cell, each of which has a different charge. If the voltage changes significantly, an electrochemical pulse called an action potential (or nerve impulse) is generated. This electrical activity can be measured and displayed as a wave form called brain wave or brain rhythm.

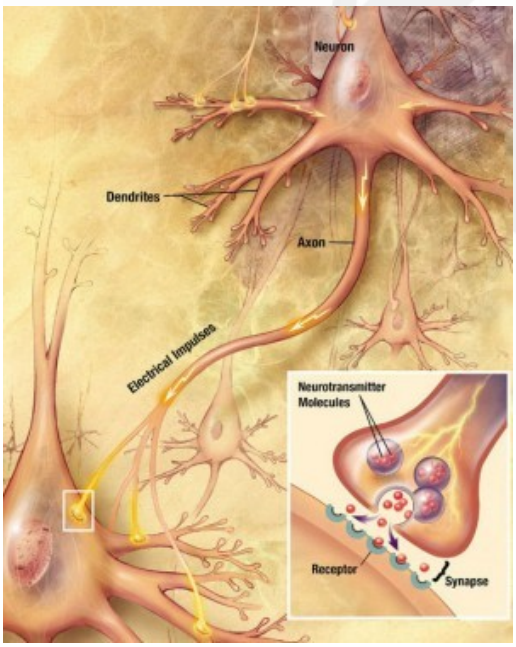
This pulse travels rapidly along the cell's axon, and is transferred across a specialized connection known as a synapse to a neighbouring neuron, which receives it through its feathery dendrites. A synapse is a complex membrane junction or gap (the actual gap, also known as the synaptic cleft, is of the order of 20 nanometres, or 20 millionths of a millimetre) used to transmit signals between cells, and this transfer is therefore known as a synaptic connection. Although axon-dendrite synaptic connections are the norm, other variations (e.g. dendrite-dendrite, axon-axon, dendrite-axon) are also possible. A typical neuron fires 5 - 50 times every second.

??? Did You Know ???

Unlike other body cells, most neurons in the human brain are only able to divide to make new cells (a process called neurogenesis) during fetal development and for a few months aThese brain cells may increase in size until the age of about eighteen years, but they are essentially designed to last a lifetime.

Interestingly, the only area of the brain where neurogenesis has been shown to continue throughout life is the hippocampus, an area essential to memory encoding and storage.

fter birth.



Each individual neuron can form thousands of links with other neurons in this way, giving a typical brain well over 100 trillion synapses (up to 1,000 trillion, by some estimates). Functionally related neurons connect to each other to form neural networks (also known as neural nets or assemblies). The connections between neurons are not static, though, they change over time. The more signals sent between two neurons, the stronger the connection grows (technically, the amplitude of the post-synaptic neuron's response increases), and so, with each new experience and each remembered event or fact, the brain slightly re-wires its physical structure.

The interactions of neurons is not merely electrical, though, but electrochemical. Each axon terminal contains thousands of membrane-bound sacs called vesicles, which in turn contain thousands of neurotransmitter molecules each. Neurotransmitters are chemical messengers which relay, amplify and modulate signals between neurons and other cells. The two most common neurotransmitters in the brain are the amino acids glutamate and GABA; other important neurotransmitters include acetylcholine, dopamine,

adrenaline, histamine, serotonin and melatonin.

When stimulated by an electrical pulse, neurotransmitters of various types are released, and they cross the cell membrane into the synaptic gap between neurons. These chemicals then bind to chemical receptors in the dendrites of the receiving (post-synaptic) neuron. In the process, they cause changes in the permeability of the cell membrane to specific ions, opening up special gates or channels which let in a flood of charged particles (ions of calcium, sodium, potassium and chloride). This affects the potential charge of the receiving neuron, which then starts up a new electrical signal in the receiving neuron. The whole process takes less than one five-hundredth of a second. In this way, a message within the brain is converted, as it moves from one neuron to another, from an electrical signal to a chemical signal and back again, in an ongoing chain of events which is the basis of all brain activity.

??? Did You Know???

During childhood, and particularly during adolescence, a process known as "synaptic pruning" occurs.

Although the brain continues to grow and develop, the overall number of neurons and synapses are reduced by up to 50%, removing unnecessary neuronal structures and allowing them to be replaced by more complex and efficient structures, more suited to the demands of adulthood.

The electro-chemical signal released by a particular neurotransmitter may be such as to encourage to the receiving cell to also fire, or to inhibit or prevent it from firing. Different neurotransmitters tend to act as excitatory (e.g. acetylcholine, glutamate, aspartate, noradrenaline, histamine) or inhibitory (e.g. GABA, glycine, seratonin), while some (e.g. dopamine) may be either. Subtle variations in the mechanisms of neurotransmission allow the brain to respond to the various demands made on it, including the encoding, consolidation, storage and retrieval of memories.

As has been mentioned, in addition to neurons, the brain contains about an equal mass of glial cells (neuroglia or simply glia), the most common types being oligodendrocytes, astrocytes and microglia. Because they are so much smaller than neurons, there are up to 10 times as many in number, and different areas of the brain have higher or lower concentrations of glia. It used to be thought that the role of glial cells was limited to the physical support, nutrition and repair of the neurons of the central nervous system. However, more recent research suggests that glia, particularly astrocytes, actually perform a much more active role in brain communication and neuroplasticity, although the extent and mechanics of of this role is still uncertain, and a substantial amount of contemporary brain research is now focused on glias cells.

HUMOR

Oxymorons

1. Why is the third hand on the watch called the second hand?

2. If a word is misspelled in the dictionary, how would we ever know?

3. Why does "slow down" and "slow up" mean the same thing?

4. Why does "fat chance" and "slim chance" mean the same thing?

5. Why do "tug" boats push their barges?

6. Why do we sing "Take me out to the ball game" when we are already there?

7. Why are they called "stands" when they are made for sitting?

8. Why is it called "after dark" when it really is "after light"?

9. Doesn't "expecting the unexpected" make the unexpected expected?

10. Why are a "wise man" and a "wise guy" opposites?

11. Why do "overlook" and "oversee" mean opposite things?

12. If work is so terrific, why do they have to pay you to do it?

A NEUROSCIENTIST SAYS THERE'S A POWERFUL BENEFIT TO EXERCISE THAT IS RARELY DISCUSSED

By Wendy A. Suzuki
January 13, 2016

When I was about to turn 40, I started working out regularly after years of inactivity. As I sweated my way through cardio, weights, and dance classes, I noticed that exercise wasn't just changing my body. It was also profoundly transforming my brain—for the better.

The immediate effects of exercise on my mood and thought process proved to be a powerful motivational tool. And as a neuroscientist and workout devotee, I've come to believe that these neurological benefits could have profound implications for how we live, learn and age as a society.

Exercise improves our ability to shift and focus attention.

Let's start with one of the most practical immediate benefits of breaking a sweat: exercise combats stress. Exercise is a powerful way to combat feelings of stress because it causes immediate increases in levels of key neurotransmitters, including serotonin, noradrenalin, dopamine and endorphins, that are often depleted by anxiety and depression. That's why going for a run or spending 30 minutes on the elliptical can boost our moods immediately—combatting the negative feelings we often associate with chronic stressors we deal with every day.

In my lab, we have also demonstrated that exercise improves our ability to shift and focus attention. Even casual exercisers will recognize this effect. It's that heightened sense of focus that you feel right after you've gotten your blood flowing, whether it be a brisk walk with the dog or a full-on Crossfit workout. These findings suggest that if you have a big presentation or meeting where you need your focus and attention to be at its peak, you should get in a workout ahead of time to maximize those brain functions.

But my favorite neuroscience-based motivation for exercise relates to its effects on the hippocampus—a key brain structure that's critical for long-term memory. We all have two hippocampi: one on the right side of the brain and the other on the left. The hippocampus is unique because it is one of only two brain areas where new brain cells continue to be generated throughout our lives, a process called adult hippocampal neurogenesis.

Studies in rodents demonstrated that increased levels of physical exercise can result in improved memory by enhancing both the birth rate and the survival of new hippocampal brain cells. Exercise encourages the long-term growth of hippocampal cells by immediately increasing levels of a key growth factor in the hippocampus called Brain Derived Neurotrophic Factor (BDNF). Now, when I exercise, I imagine BDNF levels surging in my hippocampi, encouraging all those new hippocampal cells to grow.

Exercise could help students better absorb everything from history lessons to chemistry experiments–and they'd be happier too.

All this should serve as a powerful motivator for regular physical activity. But the immediate and long-term benefits of exercise on the brain have even bigger implications.

Just consider how the educational system might be altered if we acknowledge exercise's ability to brighten our mood, decrease stress, and improve our attention span and memory. The growing evidence that exercise improves these key brain

functions should encourage schools around the world to increase—not decrease—students' physical activity. Not only would this help students to better absorb everything from history lessons to chemistry experiments, they'd be a lot happier too.

The positive brain-based effects of exercise for education are just as relevant for very young children. The growing popularity of outdoor preschools are a promising sign that this message is starting to get through. These brain effects of exercise also have implications for our search for that magic "smart" pill we hope will make us more productive, successful, and—if you believe the Bradley Cooper film "Limitless"—a lot sexier as well. What if the real magic does not come in the form of a pill, but in the form of an exercise regimen?

That's exactly what the neuroscience research suggests. In fact, my lab is focusing on identifying how we can use exercise to optimize brain function for people of all ages, fitness levels and abilities. If regular exercise becomes routine for the vast majority of children and adults, we could have a population that's not only healthier and less stressed, but also more productive.

The good news doesn't end there. Recent findings have suggested that the brain's hippocampus is also involved in giving people the ability to imagine new situations. Since we know that exercise enhances the birth of new hippocampal brain cells and can improve memory function, this discovery suggests that exercise might be able to improve the imaginative functions of the hippocampus as well.

Exercise could make students more imaginative at school and adults more creative at work.

This idea has not yet been tested in people. But the hypothesis raises the exciting possibility that exercise could make students more imaginative at school and adults more creative at work, with broad benefits for society as a whole.

It is also worth noting one of the most profound long-term benefits of exercise on the brain. That is, the longer and more regularly you exercise through your life, the lower your chances are of suffering from cognitive decline and dementia as you age. Part of this effect can be attributed to the build-up in the numbers of healthy young hippocampal cells as you exercise over the years.

Granted, this is a very long-term benefit that may not be seen for decades to come. But if more people were to join the gym this month and actually stick to it, more of us will be able to avoid debilitating cognitive decline, which could save society billions of dollars as we enter old age. This problem is even more relevant for countries with particularly large aging populations, including the US, Japan and Germany.

In these ways, neuroscience gives us a framework to understand exercise as a tool for better education, increased productivity in the workforce and combating cognitive decline. It's time for us to stop using the looming prospect of beach season as the motivation for exercise—and instead shift the conversation to a discussion about how staying active can change the way we live.

TED

[And this is Ms Suzuki on TED Talks]

Political correctness, humor, and manners*

*Marita Meier, December 2017, "Athena Talks " on Medium.com

I'm really, genuinely, bored with the impertinent "people of the social media" making it sound like it's so hard to sort out the difference between being appropriate and being a dick. Not sorting this out for yourself is just an excuse to not contend with being a human living in society.

On Christmas Eve I saw a male FB friend of mine put this post up on his wall:

My first reaction was really? Seriously? In 2017 are you really making a joke about females and driving cars? Then of course came the immediate questioning that women often go to. I said to myself: ah, don't make such a big deal about it. Then I am reminded that it is 2017 — the year women actually get to say when something is stupid and lame, abusive or assaulting. We don't have to make excuses for inappropriate men anymore.

I would never call the statement abuse or assault, but it is stupid and it is part of the same network of male mediocrity that allows for the abuse and assault to take place.

This man has a master's degree from a prestigious University, and he has a young daughter. I always new him to be jovial and good spirited. I don't even know what to think of him anymore.

What makes something funny, the heart of humor, is when somebody can point something out that is ironic and meaningful. It is particularly relevant when it is a person making commentary about others they live with. Self-irony, and a form of social criticism you could say. When one highlights something poignant, yes, it's funny! Having someone point out what you see every day, but, never actually articulated — is the nature of humor, and it is a joy to participate in that.

His post is disappointing because it is dumb. If you can zing me, or a group I identify with — with a poignant joke, I will gladly laugh along. There is nothing inherently humorous about calling women bad drivers because it's just statistically not accurate, therefore not true and not funny.

All this former coworker of mine did is make himself look like a middle-aged Bro.

If you exchange the word wife for any ethnic group, or any other gender, this would have been considered an inappropriate post by many of the same people who gave it a "like" or laughing approval. He gets a free pass because it's just about "the wives."

Yes, "we women" keep complaining because it is so common to treat the case of being female differently than any oth-

er classification.

I consider myself left-of-center. I am absolutely appalled when I hear that in some of today's University settings, professors have to provide trigger warnings for students. I am emphatically against this. I don't believe in protecting people from truth.

Suffer the pain of reading hard history. It is the way you learn and the way you grow — the way you understand where you came from.

Essentially the whole "confusion and upset" today is stupid because we're conflating manners with political correctness.

Manners are about the outward display of appreciation, and not berating someone just because you can. It is the cultural demonstration of the golden rule.

Political correctness stemmed from taking a philosophical look at manners, and how we can apply them to our diverse society today.

The outgrowth from this endeavor that has not been helpful is the stifling of communication.

People should not be afraid to say something for fear that they will offend, if it's coming from a genuine and honest place.

For example, if you genuinely and honestly would like to ask somebody about their heritage, I am willing to bet you would just like to learn more about that person, and maybe you want to learn something about other cultures.

It is this outgrowth that fuels the rhetoric of the right. Basically, everyone walks around like a nutcase today. Almost everyone is afraid to ask questions to one another: who they are — where they come from. People are afraid to use the wrong pronoun or say the wrong greeting. This is not productive to society. It would behoove us all to be more forgiving and let people just try and connect. If someone addresses you with unintended inaccuracy, then have a conversation with them, and have them learn who you are.

Cracking meaningless jokes about women this year is particularly inappropriate. With the year we have had it is in really bad taste to do so. Timing is everything. We are in a shifting era, we are learning to respect each other's diversity, and we are finally giving women the credit that they might actually be telling the truth about the disgusting and horrific events that occur in their lives. Cracking a stupid joke about women in this environment is massively tone-deaf.

I believe in free speech. I believe that it is only in very extreme cases that speech should be qualified as hate speech and therefore curtailed. I do not consider anything I've talked about today to be hate speech. You are welcome to be an ass-hat all over your Facebook page. What we don't see enough of today are people actually openly responding to dumb behavior. Troll a stranger, but don't embarrass your tone-deaf friend?

I think we are all smart enough to conduct that momentary internal audit that will tell us when something is appropriate. Let's stop blaming political correctness, and take on mastering the art of being thoughtful.

Professional Development / InService	
Leamington 1st and 3rd Wednesday	Parkhill 2nd and 4th Wednesday
Sept 19	Sept 26
Oct 3	Oct 10
Oct 17	Oct 24
Nov 7	Nov 14
Nov 21	Nov 28
Dec 5 (Christmas Luncheon— tentatively)	Dec 12 (Christmas Luncheon— tentatively)
2019	
Jan 16	Jan 9
Feb 6	Jan 23
Feb 20	Feb 13
March 6	Feb 27
March 20	March 13 (March Break)
April 3	March 27
April 17	April 10
May 2	April 24
May 15	May 8
June 5	May 22
	June 12

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