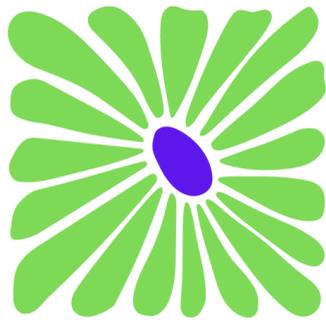


# *CONFLICT'S GIFTS*

*31 DAYS OF CALLING IN*



SHARON YOUNG



# ABOUT CONFLICT RESOLUTION MONTH

We are a dynamic volunteer group of conflict resolution advocates, restorative justice practitioners, mediators, non-profit representatives, educators, college students, elected officials, and community members called "Synergizers."

We aim to inspire our Colorado communities to find ways to celebrate and participate in productive problem solving in all aspects of our lives. The sky is the limit in terms of the possibilities — we rely on the creativity of everyone involved to determine the ways we support and celebrate constructive problem solving across the state.

[www.conflictresolutionmonth.org](http://www.conflictresolutionmonth.org)



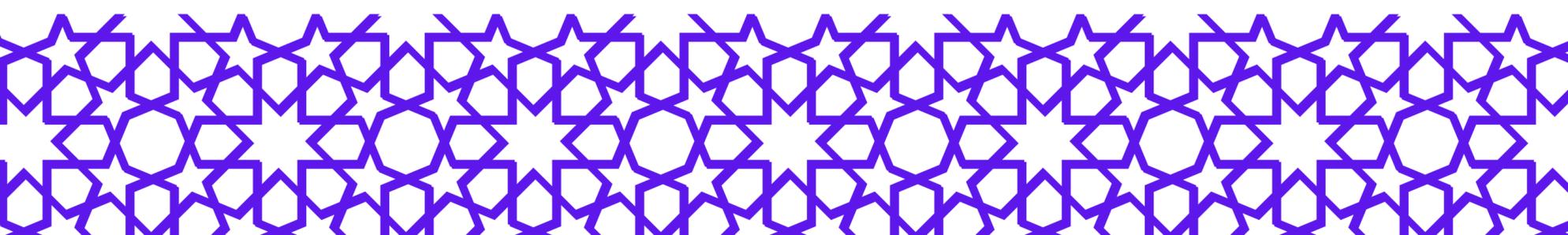
**CONFLICT RESOLUTION  
MONTH IN COLORADO**  
*Listen. Talk. Work it Out.*

# Introduction

“Everything is dependent on everything else, everything is connected, nothing is separate. Therefore, everything is going in the only way it can go. If people were different, everything would be different. They are what they are, so everything is as it is. In order to do, it is necessary to be. And it is necessary first to understand what BE means.”  
(from “In Search of the Miraculous” by P.D. Ouspensky)

In her book *Calling in* Loretta J. Ross encourages us to pursue constructive problem solving, building relationships, and practicing self-regulation to build skills in caring for ourselves. We will explore the tools of Calling in that she describes as an organizing practice and as a way of life.

We will also peer into the wisdom of the school of meditation which is aimed at awakening our consciousness to the laws and forces which are at work beneath the intellectual, moral and phenomenological surface to help us know ourselves from the viewpoint of being, a way of life where our doing will begin to proceed from our being.



# October 1

**Calling in** can help us model the world we want to achieve: a world with more joy and forgiveness and less shame and cruelty, a world where people don't need to feel afraid and can feel empowered to pursue the common good, even if we make mistakes along the way.

Loretta shares, "Incarcerated people are rarely listened to. Society does not want to hear what happened to them, only what they've done to others... I learned to see the humanity of those I had only previously seen as predators. They had seemed nothing but evil to me until they helped me see them in all their complexities, with all their challenges and contradictions."

See the humanity in everyone.

"Negative thoughts stick around because we believe them, not because we want them or choose them." –  
Andrew J. Bernstein

"When I have these negative thoughts and feelings, I like to dig into them because I like to get under them and see what's in there." –Baron Vaughn

"The true nature of reality is that we are one, but that oneness is both inward and outward. My invitation to see no stranger also begins within. *Oh, my pain! Oh, my shame! Oh, my rage!* You are a part of me I do not yet know. Instead of banishing you or exiling you or suppressing you, can I be curious about you? Can I love you like a mother would?" – Valarie Kaur



# October 2

**Calling in** depends on the rigorous practice of self-reflection and critical thinking... it requires entertaining contradictory thoughts at the same time... and to question my assumptions and generously consider other viewpoints.

Loretta shares, “I’ve learned that my first thought reveals my instincts. My second thought reveals my values.”

Are you aware of this duality in you? As you go through your day, note how often you respond by instinct or habit. Note what takes you out of autopilot, to a different space of awareness, presence, and engagement so that self-reflection, critical thinking, questioning assumptions and generously considering other viewpoints can occur.

“Man is a machine. All his deeds, actions, words, thoughts, feelings, convictions, opinions, and habits are the results of external influences, external impressions. Out of himself a man cannot produce a single thought, a single action. Everything he says, does, thinks, feels—all of this happens.” (from “In Search of the Miraculous” by P.D. Ouspensky)

“Concentration is the willed silence of the automatism of the intellect and imagination.” (from Meditations on the Tarot)

“Wholeness is not achieved by cutting off a portion of one’s being, but by integration of the contraries.” –Carl Jung



# October 3

**Calling in** depends on the rigorous practice of self-reflection and critical thinking... it requires entertaining contradictory thoughts at the same time... and to question my assumptions and generously consider other viewpoints.

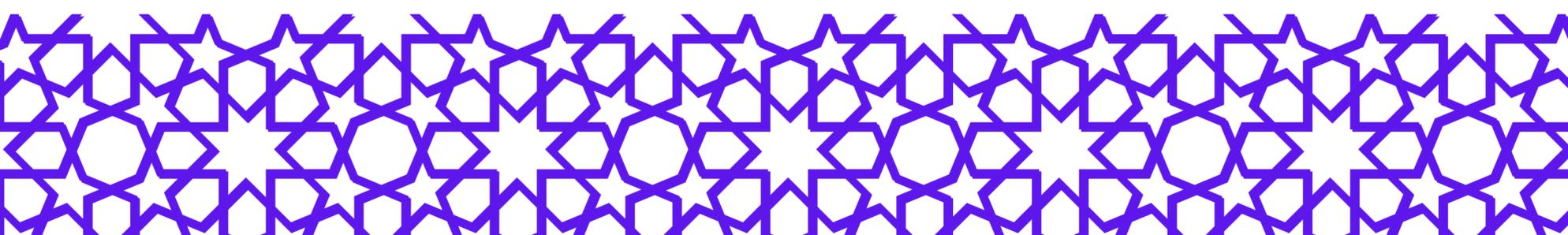
Loretta shares, “I’ve learned that my first thought reveals my instincts. My second thought reveals my values.”

Are you aware of this duality in you? As you go through your day, note how often you respond by instinct or habit. Note what takes you out of autopilot, to a different space of awareness, presence, and engagement so that self-reflection, critical thinking, questioning assumptions and generously considering other viewpoints can occur.

“Man is a machine. All his deeds, actions, words, thoughts, feelings, convictions, opinions, and habits are the results of external influences, external impressions. Out of himself a man cannot produce a single thought, a single action. Everything he says, does, thinks, feels—all of this happens.” (from “In Search of the Miraculous” by P.D. Ouspensky)

“Concentration is the willed silence of the automatism of the intellect and imagination.” (from Meditations on the Tarot)

“Wholeness is not achieved by cutting off a portion of one’s being, but by integration of the contraries.” –Carl Jung



# October 4

“I picture ‘Calling In’ as a practice of pulling folks back in who have strayed from us...a practice of loving each other enough to allow each other to make mistakes, a practice of loving ourselves enough to know that what we’re trying to do here is a radical unlearning of everything we have been configured to believe is normal.

–Ngoc Loan Tran

Loretta shares, “Loan’s essay transformed how I saw many of the techniques I had stumbled upon over the decades. These weren’t just tools for healing my relationship with hate, insecurity, and anger. They were tools that everyday folks needed to be able to put into practice.”

What radical unlearning do you think we need to concentrate on?

“To attain knowledge, add things every day. To attain wisdom, remove things every day.” –Lao Tzu

“Learning is an external act. Unlearning is an internal one.” –Jack Uldrich

“You must unlearn what you have been programmed to believe since birth. That software no longer serves you if you want to live in a world where all things are possible.”

–Jacqueline E. Purcell

“Listen to the wind, it talks. Listen to the silence, it speaks. Listen to your heart, it knows.” –Native American Proverb



# October 5

**Calling in** begins with healing our relationships with ourselves and others, which requires radical forgiveness and love.

Loretta shares, “Calling in asks us to call on our better and braver selves, even in the most painful and hateful situations. It’s a chance to decide how you’re going to live your life, as part of deciding what is a life worth living?”

Heal our relationships with ourselves and others.

“The aim is liberating action, i.e., the restoration of freedom to beings who have partially or totally lost it, including freeing from the imprisonment of doubt, fear, hate, apathy, and despair.” (Meditations on the Tarot)

“When we bottle up our rage, it can go in two different places. One is to go inward, and that leads to all of the damage it can wreak inside of our nervous systems, our psychological health, our spiritual health. We’re basically severing ourselves off from parts of our own hearts. We make ourselves sick. The other direction it can go is out to explode, creating harm, creating violence, the rage that drives the hatred and cruelty. My invitation is to honor our rage, to name it, to find safe containers to process it, because it’s also a way that we love ourselves. In Sikh wisdom, the very heart of the Sikh cosmic vision is Ik Onkar, oneness ever unfolding. It’s an invitation to look at anyone or anything and say, “You are a part of me I do not yet know.” Separateness is an illusion....” –Sikh activist Valarie Kaur



# October 6

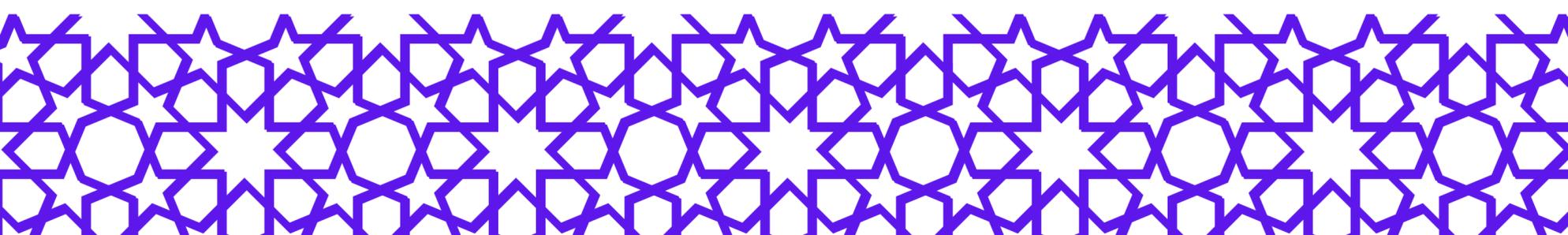
Calling out is a short-term fix, whereas **calling in** is a long-term remedy.

Loretta shares, “Many call outs today stem from a place of real pain and hurt, but they mask the initial hurt, not heal the harm. We are traumatized as a country, not just individually—from gun violence, terrorism, climate change, COVID-19, a failing economy, and bitter political partisanship that impairs our ability to build trust with one another.”

Unmask the initial hurt. Heal the harm.

“Before you contemplate becoming immersed in the collective, make sure you become immersed in the liberation of your own individualism. Rescue yourself from seeking refuge in group think, or from being transfixed on the false security of cooperative agendas, and first master the essence of your own individuality. Only then will you really be a valuable part of a collective.” –James Knight

“Concentration is the willed silence of the automatism of the intellect and imagination. True concentration is a free act in light and peace. It presupposes a disinterested and detached will. It is the state of consciousness where the center directing the will has “descended” (in reality it is elevated) from the brain to the rhythmic system, where the “oscillations of the mental substance” are reduced to silence and to rest, no longer hindering concentration.”  
(from Meditations on the Tarot)



# October 7

**Calling in** is not practicing respectability politics by insisting on civility at the expense of justice... We can appreciate the strategic use of anger without giving in to meanness or disrespect.

Loretta shares, “We need to learn the power of forgiveness. How else do people learn? Without grace and mercy, asking for accountability is just revenge and punishment. To punish someone for a mistake without helping them atone or change their behavior is little more than bullying. I try to treat people as if I’m holding the person’s heart in my hand and don’t want to squeeze too tight.”

Learn the power of forgiveness. Hold other’s hearts gently.

“Forgiving does not erase the bitter past. A healed memory is not a deleted memory. Instead, forgiving what we cannot forget creates a new way to remember. We change the memory of our past into a hope for our future.” –Lewis B. Smedes

“Rage is information. Rage is not an action plan. Rage holds no answers for what’s next. And it can quickly galvanize action. Yet, if we act only from that rage, if we move the way rage wants us to move, we will cause harm to ourselves and others. So when we go to take action, we must first intentionally return to love. Rage informs us about what we love, and love moves us to act in ways only love knows.” –Meggan Watterson



# October 8

A **call in** is a call out done with love. It's also a strategic choice. There's a difference between collective power and power through domination. Between the power to build and the power to burn.

Loretta shares, "...we're socialized to want simple binaries to help make sense of a complicated world: right/wrong, good/evil, with us/against us. We don't accept information that contradicts what we already believe. We don't question our certainties."

True connection. Are we stuck in the mechanics of doing rather than the mystery of being?

"There is no power for change greater than a community discovering what it cares about." –Margaret J. Wheatley

"The most powerful force ever known on this planet is human cooperation – a force for construction and destruction." –Jonathan Haidt

"Manpower without Unity is not a strength unless it is harmonized and united properly, then it becomes a spiritual power." –Vallabhbhai Patel

"There are two kinds of darkness in the domain of consciousness. One is that of ignorance, passivity, and laziness. The other is the darkness of higher knowledge, intense activity and endeavor still to be made. Prudence is constant awareness of being between two darkneses. He who seeks synthesis, i.e., true peace, can never take part for or against opposing things." (from Meditations on the Tarot)



# October 9

**Calling in** is the practice of synthesis, working across differences and diversities to co-create a new understanding and a new way of being together.

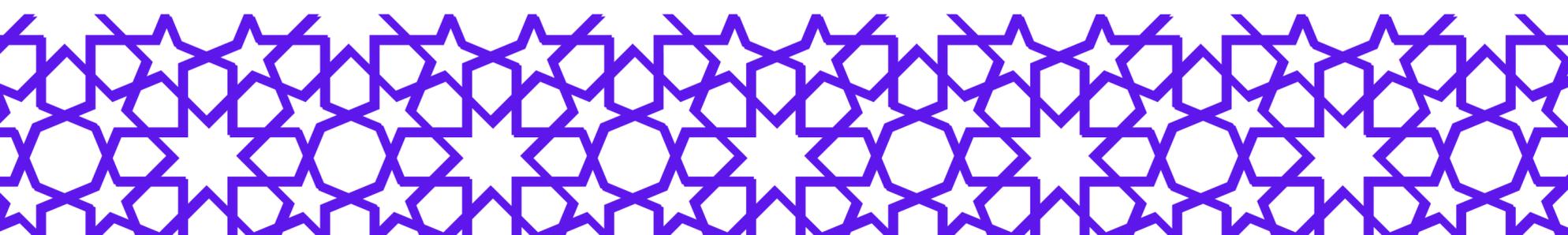
Loretta shares, “People who don’t believe in verifiable facts are the most impossible people to argue with. Logic will not persuade them to change their minds because they did not use it to form their opinions in the first place. Transitional demands acknowledge that all-or-nothing linear thinking frequently offers no road maps for progress, especially none that are nonviolent.”

The practice of synthesis.

“Truth is found neither in the thesis nor the antithesis, but in an emergent synthesis which reconciles the two.” – Georg Wilhelm Friedrich Hegel

“It is in vain that we search for an essential difference between good and evil, for their constituents are the same. The crucial distinction lies in their structure, i.e., the manner in which the pieces are assembled. Evil is disintegration, an angry juxtaposition of alienated opposites, with parts always striving to repress other parts. Good is the synthesis and reconciliation of these same pieces.” –Charles Hampden-Turner

“Good ‘combats’ evil by the sole face of its presence. Just as darkness gives way to the presence of light, so does evil give way before the presence of good.” (from Meditations on the Tarot)



# October 10

**Calling in** is a rare tool that can build rather than break.

Loretta shares, “It [calling in] helps me understand other people’s negativity so that I don’t reactivate my own trauma. How we handle their mistakes (and our own) can build trust by exposing and allowing us to treasure vulnerability and human fallibility. If we ever want people to admit to those mistakes and do better, we need to create room for growth... The press always called it hate because that’s what it became. But it often seemed to start as something else: shame, fear, alienation, anger.”

Build rather than break.

“In every forest, on every farm, in every orchard on earth, it’s what’s under the ground that creates what’s above the ground. That’s why placing your attention on the fruits that you have already grown is futile. You cannot change the fruits that are already hanging on the tree. You can, however, change tomorrow’s fruits. But to do so, you will have to dig below the ground and strengthen the roots. —  
T. Harv Eker

“Whatever affects one directly affects all indirectly. Pull a thread here and you’ll find it’s attached to the rest of the world.” —Nadeem Aslam

“A human being is a part of the whole called by us universe, a part limited in time and space. Our task must be to free ourselves from this prison by widening our circle of compassion to embrace all living creatures.” —  
Albert Einstein



# October 11

**Calling in** means selecting kind practices. We can build human connections, solve common problems, and create the beloved community Dr. King wanted, a community based on human rights.

Loretta shares, “We can all struggle with compassion for others who don’t appear deserving of it. When I first witnessed how civil rights activists practiced nonviolence, I didn’t think I’d have the emotional control to withstand what they endured.”

“Psychologist Adam Grant has said that many of us live in a personal echo chamber where few people disagree with us, which makes us intolerant of anything that doesn’t match our opinions. He advises us to intentionally seek out diverse perspectives both in real life and on the internet. If we have debates and discussions with others, we strengthen our abilities to defend our points of view and learn things we may not have considered. Instead of closing our minds to different information, we may perhaps reveal some blind spots. At the least, we’ll improve our listening skills and recognize that there’s lots more to learn.”

Be hopeful and empathetic, willing to learn.

“The nature of humanity, its essence, is to feel another’s pain as one’s own, and to act to take that pain away. There is nobility in compassion, a beauty in empathy, a grace in forgiveness.” –John Connolly

“Compassion is the keen awareness of the interdependence of all things.” –Thomas Merton



# October 12

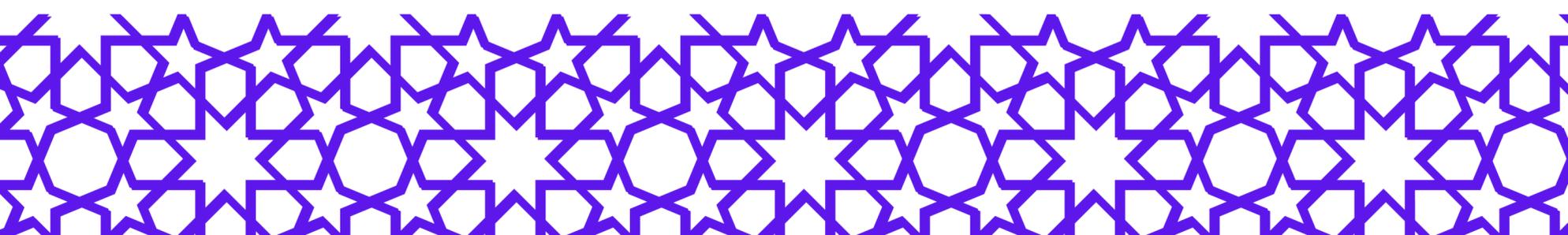
**Calling in** is a moral choice to learn and practice the social skills that reflect our ethics and our compassion for each other.

Loretta shares, “We exist in a society in which we’ve forgotten how to be empathetic with one another. Contempt for the unfortunate is distorting our political views and public policies. But it’s not always this way. I admire how Americans generously respond to natural disasters by reaching out to help without thinking to ask if victims deserved what happened to them. I want us to feel that way in response to man-made tragedies as well.”

Learn and practice social skills that reflect our ethics.

“The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them.” –Ralph G. Nichols

“Hope is what moves and directs spiritual evolution in the world. We are invited to overcome dualism through the magical and alchemical operation of nailing opposites to one another, the marriage of opposites; the marriage of contemplation with activity, which is the antithesis that ‘there is nothing new under the sun’. This marriage is hope, proclaiming to the world: ‘What has been is that which prepares what will be, and what has been done is that which prepares what will be done; there is only that which is new under the sun.’ (from Meditations on the Tarot)



# October 13

**Calling in** seeks to replace shame and fear with a sense of joy and purpose. It's a way of thinking brilliantly together about the possibilities of making a difference in the world. It's a way of advocating for the human right to joy.

Loretta shares, "Making my life meaningful beyond providing for my family's needs helped me transform my trauma into transcendence and make sense of all that I had been through. As civil rights activist Rev. William Barber said about the joy of serving others, 'You do it because you've got to take the life you're handed and make a difference with the life you have.'"

The possibilities of making a difference together.

"The moment you accept what troubles you've been given, the door will open." –Rumi

"There are two principles which one has to understand; the principle of the serpent and that of the Virgin. The former is opposition from which there proceeds friction which produces electricity-fatigue, exhaustion, death, i.e., the price of the knowledge of good and evil. The latter is concordance from which comes fusion of polarities which engenders force. 'Overcoming' is to change the enemy into a friend." (from Meditations on the Tarot)

"Tell me and I'll forget. Show me, and I may not remember. Involve me, and I'll understand." –Native American Proverb



# October 14

**Calling in** is about choosing our path toward human rights instead of letting the future just happen to us.

Loretta shares, “We have to learn to be more forgiving of strangers and more understanding of our allies. It’s a matter of morality. It’s a matter of strategy. It’s a matter of ushering in growth, joy, and fellowship... modeling the world we desire.

Strategy. Usher in growth, joy, and fellowship.

“There is ‘created’ animality and there is ‘evolved’ animality. The former had its origin before the Fall and the latter owes its existence to evolution since the Fall, i.e., to the work of the serpent. ‘Holy animality’ means ‘spontaneous obedience to ‘divine instinct.’ The other instincts are summarized by the term ‘beastiality’.” (from Meditations on the Tarot)

We must find sources of strength and renewal for our own spirits, lest we perish.... First, we must learn to be quiet, to settle down in one spot for a spell. Sometime during each day, everything should stop and the art of being still must be practiced. If possible, find a comfortable chair or quiet spot where one may engage in nothing at all except being still. At first one may get drowsy and actually go to sleep. The time will come, however, when one may be quiet for a spell without drowsiness, but with a quality of creative lassitude that makes for renewal of mind and body. We must, each one of us, find [our] own time and develop [our] own peculiar art of being quiet. –Howard Thurman



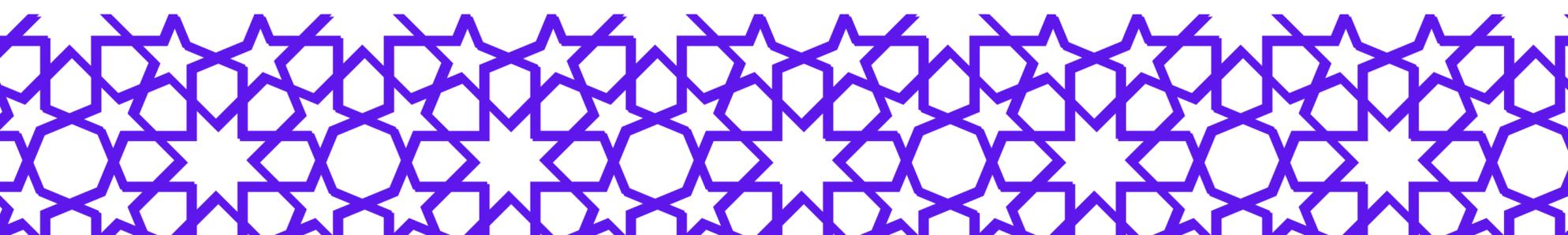
# October 15

**Calling in** is the process of finding out who you really are in the midst of the stress that's compelling you to be someone else, someone less kind and more cruel.

Loretta shares, “We must renew our connections with ourselves.” I believe that the only identity that really matters is our moral identity—who we are in relationship to the truth, to honesty, to compassion, and to others. It takes courage to be true to your own integrity, especially when there are benefits to doing otherwise. We cannot be indifferent to the sufferings of others. And so, we cannot be indifferent to the suffering of ourselves.”

Renew your connection with yourself.

While the waters of the pond might be still on the surface, there is much life moving within. Life is within. Love is within! Being still allows for you and I to notice... the love is there within us... Yet sometimes the waves of life rage so incessantly that it is difficult to see or feel that love. Pausing and being still enough to notice love within and around is a deeply powerful and countercultural act.... In the case of most of contemporary society, stillness is a prophetic act, defying that which demands that we move quickly and move upward. It challenges the notion that it is better to be busy and occupied. It refuses the call to be constantly distracted and perpetually plugged in. –  
Charles Lattimore Howard



# October 16

One of the benefits of **calling in** is that it goes both ways. It can help all parties open up and heal their wounds through self-forgiveness.

Loretta shares, “Once I started to talk more about my trauma, I was surprised at how often I found a certain recognition in others. Even if it manifests differently—not as anger but as fear, not as aggression but as avoidance—I saw how often each of our weaknesses is tied to some past point of pain. We all tend to see the world through the pain we’ve experienced.”

Practice self-forgiveness.

“The wound is the place where the light enters you.” –  
Rumi

“Love is a fire of transformation that constantly needs wood to keep the fire alive. Real fire is destructive; throw yourself into a fire and you will be destroyed. God’s fire is destructive too because it can swiftly eliminate all self-illusions, grandiose ideas, ego-inflation, and self-centeredness. Throw yourself into the spiritual fire of divine love and everything you grasp for yourself will be destroyed until there is nothing left but the pure truth of yourself.” –Ilia Delio

Christian morality at its best seeks a harmony of goodness. We harmonize and balance necessary self-care with a constant expansion beyond ourselves to loving others. Love is seeking the good of as many as possible. –John Duns Scotus



# October 17

**Calling in** is not a one-and-done event. Learning these practices is an active engagement with the self in service to others. It's a dynamic process of inquiry, exploration, and growth.

Loretta shares, “Most conflicts are born out of some combination of miscommunication, ignorance, and error. If none of those fit the bill, I can speak from experience in saying that pain and insecurity make up plenty of the difference.”

Inquire. Explore. Grow.

All of nature is endowed with the energy of love (which is grace), and yet only by being open to love...can one know love as the precious gift of nature itself. In this receptivity of love, I began to let go of my fixed ideas and narrow definitions of God, church, and world, and I invited into my heart and mind a new universe of life and a new way of seeing the world. I did not seek a new worldview; rather I went in search of truth and found love at the heart of all things. I have come to realize that all knowledge is true knowledge—whether in the sciences or in the humanities—if it moves one to fall more deeply in love.” –Ilia Delio

“A joyful rebellion is you living differently not because you're mad at how things are but because you are swelling with joy at the thought of how things could be.” – Brad Montague

“The truth—that love is the ultimate and highest goal to which man can aspire.” –Viktor Frankl



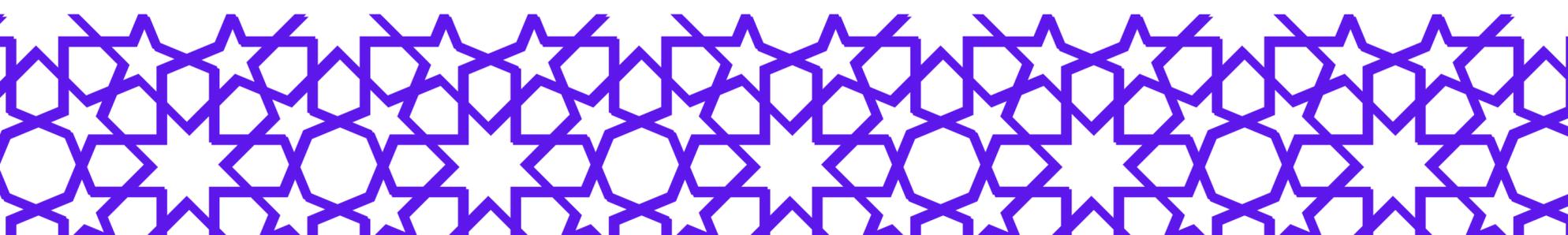
# October 18

**Calling in** is radical imagination work that offers true revolutionary potential for changing our relationships with ourselves and the world.

Loretta shares, “It requires emotional intelligence, the courage to overcome your fears, and an investment in another’s growth without proof of return. The goal is not to assume the magical power to fix other people. It’s to try to become your best self by offering love, respect, and compassion to those with whom you disagree.”

“Just as the moon reflects the light of the sun, so does human intelligence reflect the creative light of conscience, and the latter is eclipsed when ‘materialistic intellectuality’ prevails. Just as the crayfish moves backwards in swimming, so does human intelligence move backwards. Intelligence concentrates only on the harvest, i.e. on the product. It is always the result to which it aspires. It is oriented towards facts, accomplished things, and not towards the process of creation, or that of becoming. The intuition of faith invites us to transpose from autumn to spring, from harvest to sowing, from things made to the creative Word, from vivified things to Life itself, from illumined things to Light itself, in order to accomplish the birth of the new, i.e., that which is not.” (from Meditations on the Tarot)

“Who is wise? One who learns from every man... Who is strong? One who overpowers his inclinations... Who is rich? One who is satisfied with his lot... Who is honorable? One who honors his fellows.” –Ben Zoma



# October 19

A large part of the challenge of **calling in** lies in the baggage and assumptions that each of us brings to any conflict. That's why we start with the self. But we're also approaching others who have their assumptions and baggage, and who may not always be in the best place themselves.

Loretta shares, "Conflict is like an iceberg: there's the obvious disagreement. But there are also—inevitably—complicated dynamics lurking below the surface. I check in with myself. 'What is in my heart? When I peer inside, do I see only anger, frustration, stress, and exhaustion? Or can I also find empathy, curiosity, patience, or love?'"

"Inaction sometimes is the greatest action we can take. Stillness is sometimes the most important move we can make." —Charles Lattimore Howard

"Freedom is a miracle, and man is only free in so far as he is not a machine – physical, psychic, and intellectual. We have no other choice than between the machine and slavery on the one hand, and the miracle and freedom on the other. The Sermon on the Mount is the teaching of doing and of the triumph over functioning." (from Meditations on the Tarot)

"It is dangerous to take human freedom for granted, to regard it as a prerogative rather than as an obligation, as an ultimate fact rather than as an ultimate goal. It is the beginning of wisdom to be amazed at the fact of our being free." —Abraham Joshua Heschel



# October 20

It's important to see **calling in** conversations as exchanges of perspectives.

Loretta shares, “True change is hard, and it takes time. So we should stand up for our values—without anger or reproach. But it isn't realistic to expect to win even a handful of converts through brilliant debating. A conversation gets a lot easier—for all parties—if it's running on an obvious agenda of empathy and respect.”

“If we lose love and self-respect for each other, this is how we finally die.” –Maya Angelou

“It is significant that the term ‘the Fall’ is borrowed from the domain of gravitation, the concept of the Fall of Adam as the passage from a spiritual gravitational system, whose center is God, to a terrestrial gravitational system, whose center is the serpent. Terrestrial gravitation, ‘the flesh,’ pushes mankind toward the ideal of enfoldment, i.e., possession, power, and enjoyment, while celestial gravitation, ‘the spirit,’ draws mankind towards the ideal of radiation, i.e., poverty, obedience, chastity, effected by love.” (from Meditations on the Tarot)

“When we focus on ourselves, our world contracts as our problems and preoccupations loom large. But when we focus on others, our world expands. Our own problems drift to the periphery of the mind and so seem smaller, and we increase our capacity for connection—or compassionate action.” –Daniel Goleman



# October 21

**Calling in** works best when we embrace listening.

Loretta shares, “An engaged, active listener seeks to absorb another person’s ideas and then offer them back in our own words, to make sure we understand. An engaged, active listener is also attuned to context, body language, and silences, which contain stores of meaning when conflict is in the air. This helps us to figure out what’s behind the person’s words.”

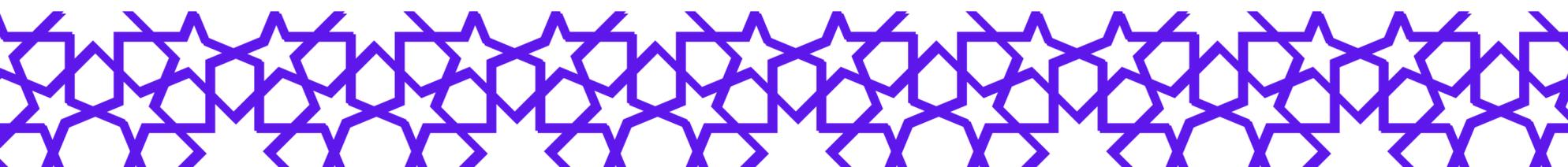
“A tower is built; a tree grows. Growth is flowing (sap in a tree) while construction proceeds by leaps and bounds. Just as there is Fire and fire, i.e., the celestial Fire of divine love and the fire of electricity due to friction, so there is Water and water, i.e., the celestial Water of the sap of growth, progress and evolution and the lower water of instinctivity, the ‘collective unconscious,’ engulfing collectivity, which is the water of floods and drowning.” (from Meditations on the Tarot)

“Awakening is not changing who you are, but discarding who you are not.” –Deepak Chopra

“Only if we understand, will we care. Only if we care, will we help. Only if we help shall all be saved.” –Jane Goodall

“At any moment, you have a choice, that either leads you closer to your spirit or further away from it.” –Thich Nhat Hanh

“The spiritual life does not remove us from the world but leads us deeper into it.” –Henri J.M. Nouwen



# October 22

**Calling in** moves slower than calling out, but more reliable. It aims to help people understand how they're causing harm, why that's an issue, and how they can improve.

Loretta shares, "One of the underlying assumptions of a call out is that the damage has been done and nothing can fix it—which is why we sometimes seek to punish or cancel the perpetrator. When we move to the restorative framework of calling in, we can move beyond that."

Seek restoration and transformation.

"Having studied the work of French priest and scientist Pierre Teilhard de Chardin (1881-1955), Delio writes: Teilhard thought that love is the most mysterious and unknown energy in the universe. It is this center drawn to that center; this person drawn to that person. There is no logical explanation for this core energy of life; it is deeply personal and yet whimsical; ... an energy field that is somehow entangled with an infinite energy of divine love—for God alone, who is absolute love, is completely personal and ineffable intimacy. Love is rooted in the fundamental nature of reality itself.... Love forms every star, atom, leaf, daffodil, bird, earthworm, cat, giraffe, tiger, and human; everything that exists is born from love. Even consciousness is born of love so that mind is not intellect alone but includes the body and senses and emotional life. Love makes the world go around because love makes the world; matter is formed by love." – Richard Rohr



# October 23

Underlying **calling in** are the notions of restorative justice and transformative justice.

Loretta shares, “Restorative justice seeks to make the person who has experienced harm whole again while transformative justice goes deeper, examining root causes and seeking to address the context under which the harm occurred. Transformative justice deindividualizes responsibility, suggesting that the entire community shares the responsibility for preventing harm, and helping those who are harmed be “restored” without causing more harm to the community.”

“We need to hold people in their humanity and their possibility to transform even when they’ve done incredible amounts of violence.” –Micah Hobbes Frazie

“Just as the body cannot function without the heart, a life without love is incomplete.” –Rabbi Jonathan Sacks

“Discard yourself and thereby regain yourself. Spread the trap of humility and ensnare love.” –Rumi

“We’ve failed to communicate the unique nature of divine love. Divine love is infinite, but the notion of infinity cannot be conceived by the human mind. Once we dive into infinity, which is God, any notion of adding, subtracting, meriting, losing, being worth is all a waste of time. The divine notion of perfection isn’t the exclusion of imperfection, but the inclusion of imperfection. That’s divine love.” –Richard Rohr



# October 24

When we move from a call out culture to a **call in** culture, we seek to embrace our ability to hold power with one another, not over one another.

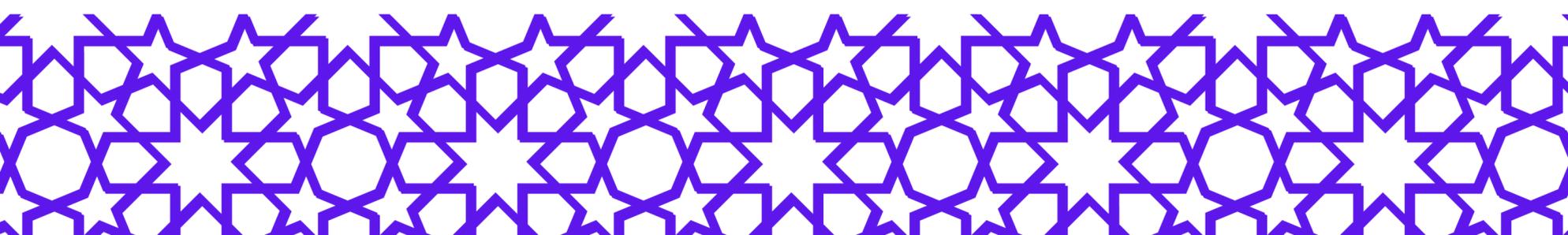
Loretta shares, “Self-awareness is important when acting from a place of power. As managers, we should learn to strategically use our vulnerabilities to model how to call each other in. Don’t be afraid to show your pain and challenges.”

Embrace our ability to hold power with one another.

“What happens when people open their hearts? They get better.” –Haruki Murakami

“Spirituality emerged as a fundamental guidepost in Wholeheartedness. Not religiosity but the deeply held belief that we are inextricably connected to one another by a force greater than ourselves—a force grounded in love and compassion. For some of us that’s God, for others it’s nature, art, or even human soulfulness. I believe that owning our worthiness is the act of acknowledging that we are sacred. Perhaps embracing vulnerability and overcoming numbing is ultimately about the care and feeding of our spirits.” –Brene Brown

“Vulnerability really means to be strong and secure enough within yourself that you are able to walk outside without your armor on. You are able to show up in life as just you. That is genuine strength and courage. Armor may look tough, but all it does is mask insecurity and fear. –Alaric Hutchinson



# October 25

A **calling in** mindset should make us braver and less likely to ignore the injustices around us. Calling in works on the assumption that people want to work well together but need more skills to do so.

Loretta shares, “If you’re not in a mental space to intervene constructively, it may be better that you don’t try. But if you’re just anxious to get involved, consider whether you may be causing a bigger problem by not saying anything. The problem with not standing up to injustice is that it normalizes it.”

“Where you see wrong or inequality or injustice, speak out, because this is your country. This is your democracy. Make it. Protect it. Pass it on.” –Thurgood Marshall

“He that would make his own liberty secure, must guard even his enemy from oppression; for if he violates this duty, he establishes a precedent that will reach to himself.” –Thomas Paine

“It is from the numberless diverse acts of courage and belief that human history is shaped. Each time a man stands up for an ideal or acts to improve the lot of others or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current that can sweep down the mightiest walls of oppression and resistance.” –Robert Kennedy



# October 26

**Calling in** campus communities to stand together in defense of one another is part of the solution.

Loretta shares, “Students must have opportunities to learn about free speech issues... learn how to balance sensitivity and the robust exchange of ideas. An education should teach students how to question their beliefs, determine their stances on issues, challenge conformist groupthink, and grow in the knowledge vital to the functioning of a liberal democracy.”

“In religion and politics people’s beliefs and convictions are in almost every case gotten at second-hand, and without examination, from authorities who have not themselves examined the questions at issue but have taken them at second-hand from other non-examiners, whose opinion about them were not worth a brass farthing.” –Mark Twain

“Where thinking is isolated without free exchange with other minds and can no longer expand, delusion may follow. Whenever ideas are compartmentalized, behind and between curtains, the process of continual alert confrontation of facts and reality is hampered. The system freezes, becomes rigid, and dies of delusion.” – Joost A.M. Meerloo

“The discovery of truth is prevented more effectively, not by the false appearance things present and which mislead into error, not directly by weakness of the reasoning powers, but by preconceived opinion, by prejudice.” –Arthur Schopenhauer



# October 27

**Call in** practices are fundamentally about learning, encouraging growth, curiosity, and a willingness to be challenged.

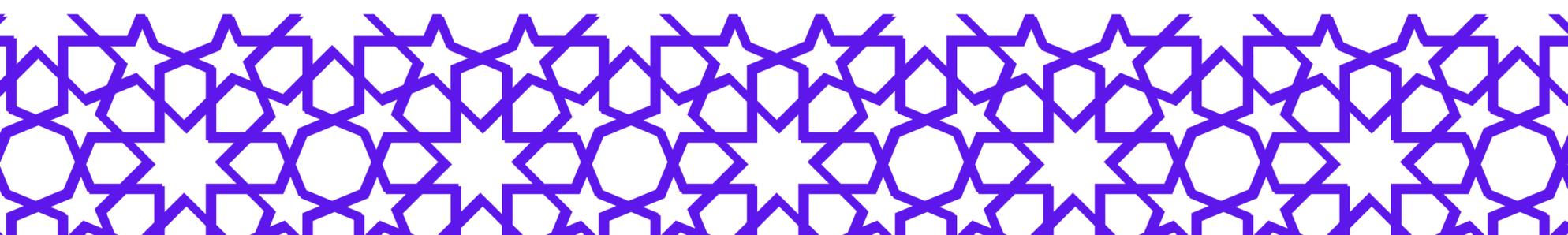
Loretta shares, “Most of my strategies for calling in are focused on in-person conversations, happening within dedicated groups, and with people we know. But many of the call outs and cancellations that attract the most attention in our culture occur online, often involving strangers, celebrities, or politicians. Tweeting or shouting outrage is not the same as activism. For 99 percent of public call outs, it’s just not worth engaging.”

“The most important thing to remember is this: To be ready at any moment to give up what you are for what you might become.” –W.E.B. Du Bois

“Life is a process of becoming, a combination of states we have to go through. Where people fail is that they wish to elect a state and remain in it. This is a kind of death.” –Anais Nin

“In any given moment we have two options: to step forward into growth or step back into safety.” –Abraham Maslow

The important thing is not to stop questioning. Curiosity has its own reason for existing. One cannot help but be in awe when he contemplates the mysteries of eternity, of life, of the marvelous structure of reality. It is enough if one tries merely to comprehend a little of this mystery every day. Never lose a holy curiosity.” –Albert Einstein



# October 28

At the heart of **call in** culture is that simple act of love.

Loretta shares, “The words of civil rights lawyer Bryan Stevenson helped me understand what I learned from my public shame: ‘There is a strength, a power even, in understanding brokenness, because embracing our brokenness creates a need and desire for mercy, and perhaps a corresponding need to show mercy. When you experience mercy, you learn things that are hard to learn otherwise.’”

“Power is of two kinds: one is obtained by the fear of punishment and the other by acts of love. Power based on love is a thousand times more effective and permanent than the one derived from fear of punishment.” –Mahatma Gandhi

“Your ordinary acts of love and hope point to the extraordinary promise that every human life is of inestimable value.” –Desmond Tutu

“To tell the truth is an act of love. To withhold the truth is an act of hate. Or worse, apathy.” –Gene Kim

“Prayer is an invitation to grow in love: as we grow into God’s life, God’s life grows in us. We are reborn in the Spirit through the power of love, entering into the chaos and uncertainty of the world. Love does not retreat from suffering and pain but enters into the darkness of life with energy and hope that the future will be different; love creatively empowers life toward more life. Only when we weep at what is not yet loved can we live into a new reality; for love is waiting to be born.” –Ilia Delio



# October 29

Close out a **calling in** conversation with a meaningful apology.

Loretta shares, “If I’m going to close out a calling in conversation with a meaningful apology, I want to be able to show the other person that I now understand (1) how they feel hurt, and (2) what I did to cause that wound. You can only avoid those same mistakes if you do the work to understand where they really came from. We fix the surface-level issue without looking deeper into ourselves, where the more important fixes lie...”

“Work on understanding forgiveness as a shareable practice. Understand your fear of feeling unforgiveable and commit to not making anyone else feel that way. We too frequently judge other people or groups by the worst examples of their behavior while going easy on ourselves because we know our good intentions. Honor them by acknowledging they are also a work in progress.” –Loretta J. Ross

“Forgiveness is man’s deepest need and highest achievement.” –Horace Bushnell

“Love truth, but pardon error.” –Voltaire

“Forgiveness is choosing to love. It is the first skill of self-giving love.” –Mahatma Gandhi

“Forgiveness is the fragrance that the violet sheds on the heel that has crushed it.” –Mark Twain

Freedom requires detachment. Growth requires change. Healing requires forgiveness.” –Maxime Legace



# October 30

We start with ourselves, and we end with ourselves.  
That's the funny loop of **calling in**.

Loretta shares, “Because when we forgive ourselves, we can find that forgiveness for others. Because when we grow within ourselves, we create a place where others can grow. Because when we cultivate our spark of joy, we can pass it along.”

Forgiving ourselves. Growing within ourselves. Joy.

“Healing doesn't mean the damage never existed. It means the damage no longer controls our lives.” –  
Akshay Dubey

“The practice of forgiveness is our most important contribution to the healing of the world.” –Marianne Williamson

“What happens to us becomes a part of us. Resilient people do not bounce back from hard experiences; they find healthy ways to integrate them into their lives.” –Eric Greitens

“The most important healing – realizing who you are. The healing on the outer level is fine, but it's not the essence of healing.” –Eckhart Tolle

“It's when we start working together that the real healing takes place... it's when we start spilling our sweat, and not our blood.” –David Hume

“Eventually you will come to understand that love heals everything, and love is all there is.” –Gary Zukav



# October 31

“We must use the weapon of love.”—Martin Luther King Jr.

In a time of great danger, where the life of all beings seems to hang by a frail thread, is the time of the coming of the Kingdom of Shambhala. You can't go there, because it is not a place. It exists in the hearts and minds of the Shambhala Warriors.

Now there comes a time when great courage is required of the Shambhala Warriors; moral courage and physical courage, because they are going to go into the heart of the barbarian powers and they are going to dismantle the weapons. Weapons in every sense of the word. They're going to go where the armaments are made and deployed. And they're going to go into the corridors of power where the decisions are made. The Shambhala Warriors know that these weapons can be destroyed. Why? Because they are Mano-Maya – they are made by the human mind, and they can be destroyed by the human mind.

The problems we face today arise from our ways of seeing and understanding our world. They come from our habits and our fears and our fear of facing our fears. So now the Shambhala Warriors go into training. They train in the use of two weapons, one is compassion, and the other is insight into the radical interdependence of all phenomena. And you need both. You need the compassion, because that provides the fuel, the motive force to get you to go out, to do what needs to be done. It boils down to not being afraid of the suffering of your world. If you're not afraid of suffering, you can bring the world to other conditions.



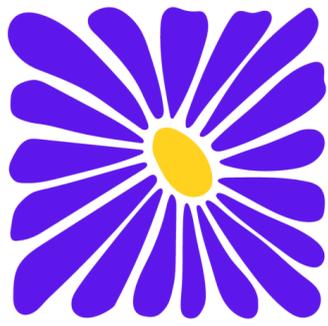
# October 31 (cont.)

But compassion is not enough because by itself, that weapon is very hot. It can burn you out. So, you need the other as well, this understanding of the interconnectedness of all things. And then you know, this is not a war between good guys and bad guys, for the line between good and evil runs through the landscape of every human heart. And we know that the web of life that brings us forward connects us with all things. Even the smallest act with a clear heart and good intention has results rippling through the whole web of life. That's a kind of cool knowledge, so you need them both, the heat of the compassion and the cool understanding of our inter-existence. (from a 1200-year-old Tibetan Buddhism Shambhala Prophecy)

Have you entered into training with the tools of love?

Are you willing to model the world we want to achieve at the end of our efforts, from the very center of our being, our essence? A world with more joy and forgiveness and less shame and cruelty, a world where people don't need to feel afraid and can feel empowered to pursue the common good, even if we make mistakes along the way?





**OCTOBER  
2025**