

WEBVTT

1

00:00:00.520 --> 00:00:04.920

<v 0>Uh, a, a panel discussion on culture shifts.</v>

2

00:00:05.000 --> 00:00:07.480

So we're gonna learn about and experience the ways that racial equity and racial

3

00:00:07.481 --> 00:00:09.000

healing, uh,

4

00:00:09.310 --> 00:00:13.760

sets a foundation for meeting the challenges of all forms of oppression.

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00:00:14.320 --> 00:00:18.080

Uh, we'll take a quick break after that and then regroup to debrief, um,

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00:00:18.340 --> 00:00:20.400

on the day and probably the past couple of days,

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00:00:20.830 --> 00:00:23.430

cuz this is all really building on top of each other. Uh,

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00:00:23.490 --> 00:00:27.950

and then at the end of our time together, there is an optional, um,

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00:00:28.580 --> 00:00:32.590

opportunity for folks to gather in affinity spaces. Um,

10

00:00:32.690 --> 00:00:35.550

so if that is something that you would like to participate in, um,

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00:00:35.690 --> 00:00:38.870

and I just personally would encourage if you've never done that before, um,

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00:00:39.730 --> 00:00:42.300

try it out, see, um, how it feels. Um,

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00:00:42.301 --> 00:00:46.060

sometimes some surprising things can come out of those affinity spaces,  
uh,

14

00:00:46.061 --> 00:00:48.900  
that won't always be, um, uh,

15

00:00:48.901 --> 00:00:52.820  
brought into these larger group spaces. So, um,

16

00:00:53.200 --> 00:00:56.260  
if you're feeling brave, I say lean in and, and go for it.

17

00:00:57.810 --> 00:01:02.490  
<v 1>Awesome. Thank you very much, Alejandra. Uh, I do encourage that if  
you are,</v>

18

00:01:03.310 --> 00:01:08.090  
if it scares you in this space of compassion and courage,

19

00:01:08.230 --> 00:01:10.370  
go for it. If it,

20

00:01:10.610 --> 00:01:14.930  
if you are afraid in this space of compassion and of courage, go for it,  
right?

21

00:01:14.931 --> 00:01:18.810  
This is the perfect space for us to learn for us to bring our full self  
into

22

00:01:18.930 --> 00:01:22.250  
this space. I also appreciate all the food that's going through this chat,

23

00:01:22.251 --> 00:01:23.084  
right?

24

00:01:25.080 --> 00:01:29.000  
I purposely fit 45 minutes cuz I don't like 30 minutes and I'm a fat kid.

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00:01:29.060 --> 00:01:32.640  
We need more time for food. So also if you did not get to eat,

26

00:01:32.641 --> 00:01:33.920  
go ahead and do so.

27

00:01:34.300 --> 00:01:37.720  
We are going to be very honest and open in this space and meeting our needs.

28

00:01:38.020 --> 00:01:41.480  
So there's no problem with you eating during this panel. Um,

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00:01:41.810 --> 00:01:44.870  
discussion speaking of panel discussion,

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00:01:44.990 --> 00:01:47.990  
I would like to introduce our wonderful and amazing panelists.

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00:01:48.070 --> 00:01:50.830  
I know I say this about all of them that's cuz everybody really, really is.

32

00:01:50.890 --> 00:01:53.950  
We have so many wonderful people in the field,

33

00:01:54.050 --> 00:01:56.630  
so many wonderful people outside of the field. Um,

34

00:01:56.770 --> 00:01:58.430  
and just in community with us,

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00:01:59.030 --> 00:02:03.350  
I would like to bring back and introduce again, Diane home,

36

00:02:04.360 --> 00:02:08.260  
who was with us on Tuesday, uh,

37

00:02:08.480 --> 00:02:12.740  
and provided such wonderful opportunity for our working group.

38

00:02:12.760 --> 00:02:17.580  
And then as well as our affinity space, I would like to introduce, uh,

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00:02:17.600 --> 00:02:22.100

for the first time for the forum Ms and joy Pearson

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00:02:22.530 --> 00:02:27.140

into the space and the upcoming, uh,

41

00:02:27.141 --> 00:02:31.700

conversation that we'll have this particular conversation is about culture

42

00:02:32.140 --> 00:02:34.260

shift. We've heard a lot today about agency.

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00:02:34.261 --> 00:02:38.220

We've heard about what organizations need to do in order to actually enact, uh,

44

00:02:38.221 --> 00:02:41.420

racial justice in order to become anti-racist organizations.

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00:02:41.920 --> 00:02:45.380

And we've noticed, and we've shared that it is difficult to work.

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00:02:45.750 --> 00:02:47.890

We know there's difficult work. There are things that come up,

47

00:02:47.891 --> 00:02:49.610

we don't feel good, uh,

48

00:02:49.770 --> 00:02:52.970

emotions and things start to move into the space.

49

00:02:53.750 --> 00:02:57.120

And then that starts to create barriers. So we,

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00:02:57.320 --> 00:03:01.080

we want to be mindful of not just jumping to racial justice,

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00:03:01.380 --> 00:03:05.480

but being mindful of the building blocks in order for us to get to racial

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00:03:05.481 --> 00:03:09.480  
justice, which is a change in the structure and the function of a system,

53

00:03:09.900 --> 00:03:14.600  
not just ways to provide remedies to some of the, the problems in the  
system.

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00:03:15.540 --> 00:03:19.230  
So that is my introduction. And a, of course,

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00:03:19.700 --> 00:03:23.070  
I'll begin with questions for our amazing talents.

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00:03:23.071 --> 00:03:27.470  
This will go to both of you as everyone

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00:03:28.010 --> 00:03:30.870  
and everyone, right? Especially in this space within our organization,

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00:03:31.160 --> 00:03:34.590  
seeks to travel the path of justice because it is a path that is a  
journey.

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00:03:35.370 --> 00:03:40.140  
It is important that we consider equity and healing necess in dynamics,

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00:03:40.150 --> 00:03:41.900  
steps along the journey.

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00:03:42.520 --> 00:03:46.460  
Can each of you share your own personal journey through equity work

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00:03:47.320 --> 00:03:51.860  
and how healing and equity work, uh, has been a part of your journey?

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00:03:52.980 --> 00:03:56.900  
I will start with, uh, Diane, and then we'll go to Andrea.

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00:03:58.550 --> 00:04:03.410  
<v 2>Thank you, quo. And uh, thank you, Andrea. I'm so pleased to be,  
uh,</v>

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00:04:03.440 --> 00:04:07.250

with you today. It's a, it's a bit of a snowy day in Dallas, Texas.

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00:04:08.650 --> 00:04:10.250

Um, and speaking of eating, I don't know,

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00:04:10.251 --> 00:04:12.370

there's something about when you get this cold weather,

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00:04:12.540 --> 00:04:16.210

we're not used to it that makes me wanna eat every two hours. Like, you know,

69

00:04:16.270 --> 00:04:20.690

you need to say stove up cause it's cold outside. Um,

70

00:04:21.860 --> 00:04:26.680

so I just wanna, uh, be transparent on, uh, on the front end here.

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00:04:27.520 --> 00:04:32.210

Um, as I look out my window there's, uh, on the street that I'm on,

72

00:04:32.800 --> 00:04:35.250

it's kind of a curvy street. Um,

73

00:04:35.470 --> 00:04:39.130

and there's a caution sign that I can see from my window about, you know,

74

00:04:39.410 --> 00:04:40.450

a car swerving.

75

00:04:41.430 --> 00:04:46.160

And I just was looking at that before we started and thinking about the

76

00:04:46.161 --> 00:04:50.360

conversation and, uh, I get nervous every time. Uh,

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00:04:50.720 --> 00:04:52.760

I speak about, uh,

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00:04:53.650 --> 00:04:56.510  
racial justice and racial equity and um,

79  
00:04:57.890 --> 00:05:00.260  
so we're, we're,

80  
00:05:01.200 --> 00:05:05.730  
I'm personally learning all the time will continue to learn, uh,

81  
00:05:05.930 --> 00:05:09.970  
will continue to make mistakes, um, learn from the mistakes,

82  
00:05:10.160 --> 00:05:13.650  
make them again, uh, I'm uh, uh,

83  
00:05:14.400 --> 00:05:16.250  
married to a man of color, uh,

84  
00:05:16.251 --> 00:05:19.410  
that doesn't get my ticket punched when it comes to this work, uh,

85  
00:05:19.440 --> 00:05:22.650  
it's work within the marriage as well. Uh, so

86  
00:05:24.360 --> 00:05:29.160  
I guess in, in answering that question, I reflected, uh, on a memory I  
had,

87  
00:05:30.080 --> 00:05:33.590  
which was, uh, I was on the board,

88  
00:05:34.070 --> 00:05:38.430  
actually the president of a board of a nonprofit organization called the  
bridge,

89  
00:05:38.890 --> 00:05:39.910  
the bridge breast network.

90  
00:05:40.810 --> 00:05:45.300  
And the mission of that organization was to

91

00:05:46.520 --> 00:05:51.490  
help, uh, uninsured and underinsured women get the,

92  
00:05:52.130 --> 00:05:52.270  
uh,

93  
00:05:52.270 --> 00:05:55.610  
get into the system and get the treatment and support and help that they  
needed,

94  
00:05:56.330 --> 00:06:00.360  
uh, with a diagnosis or just the diagnosis and treatment of breast cancer.

95  
00:06:01.060 --> 00:06:05.600  
And I was called to that work because, um, when I was 32,

96  
00:06:06.000 --> 00:06:10.240  
I was diagnosed with stage three breast cancer. And,

97  
00:06:11.280 --> 00:06:15.760  
uh, I remember specifically one day, one of our board members,

98  
00:06:17.150 --> 00:06:18.190  
uh, uh,

99  
00:06:19.350 --> 00:06:23.550  
a really beautiful Latina woman who we were having a,

100  
00:06:23.710 --> 00:06:26.430  
a bit of a strategy conversation. And she,

101  
00:06:27.210 --> 00:06:30.350  
we were talking through anticipating, you know,

102  
00:06:30.351 --> 00:06:33.630  
what the volume of our work will be going forward. Being in Texas,

103  
00:06:33.680 --> 00:06:35.830  
being a border state, um,

104  
00:06:37.170 --> 00:06:39.740



with the migration of, uh,

105

00:06:41.210 --> 00:06:45.260

communities and families coming into, uh, the state. And

106

00:06:47.390 --> 00:06:51.790

she was describing her own mother's medical

107

00:06:52.970 --> 00:06:57.850

trauma of being diagnosed with breast cancer and then passed away.

108

00:06:57.950 --> 00:06:59.010

And I remember she,

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00:06:59.480 --> 00:07:04.330

she started crying and she really just kind of

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00:07:04.331 --> 00:07:08.650

beat the table and said, she did not have to die.

111

00:07:10.340 --> 00:07:11.920

She did not have to die.

112

00:07:13.760 --> 00:07:18.700

And we all sat there just kind of holding our breath and maybe some of

113

00:07:18.701 --> 00:07:23.560

us were stunned. I don't know, but I recognized,

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00:07:23.760 --> 00:07:28.440

I did not know near enough about, uh,

115

00:07:28.700 --> 00:07:32.790

why that was, why did her mother have that experience?

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00:07:33.010 --> 00:07:37.430

Why do women of color, um, come into or,

117

00:07:37.790 --> 00:07:41.590

or try to get medical help and get, uh,

118

00:07:42.360 --> 00:07:44.990

don't get what they need on all different levels.

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00:07:44.991 --> 00:07:49.700

And I have to say there's still a lot of that that continues to go on today.

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00:07:50.880 --> 00:07:55.580

So that was an early, um, rather shocking awareness that,

121

00:07:55.640 --> 00:07:59.940

of how little I knew and understood of, uh, what, what I was doing at the time.

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00:08:01.000 --> 00:08:04.500

And I'm, I made it a purpose to understand more of that.

123

00:08:06.020 --> 00:08:06.853

Um,

124

00:08:07.310 --> 00:08:11.960

and the other thing I would share is that being in an,

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00:08:12.300 --> 00:08:16.360

an organization, the, the Emry family foundation in Dallas, Texas,

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00:08:17.440 --> 00:08:19.720

uh, I, it will be, this is my 12th year with them.

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00:08:20.100 --> 00:08:24.680

And I think this has to do with leadership of course, that, uh,

128

00:08:24.960 --> 00:08:26.520

Lauren Emry. And when I started,

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00:08:26.770 --> 00:08:29.350

she was also in the foundation with her sister Gail Emry,

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00:08:30.340 --> 00:08:34.830

when they designed what the pillars of strategy of giving were gonna be for

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00:08:35.170 --> 00:08:39.270

the Emry family foundation, racial equity was one of those pillars.

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00:08:40.010 --> 00:08:44.910

And that requires you to do the work, to understand,

133

00:08:46.200 --> 00:08:49.270

uh, what that means in your community. What are you, you know,

134

00:08:49.271 --> 00:08:51.270

what's your intent. Um,

135

00:08:52.210 --> 00:08:57.170

and that means getting out of your comfort zone and starting your own

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00:08:57.171 --> 00:09:01.150

journey of learning and listening. Uh,

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00:09:01.151 --> 00:09:05.960

listening is a huge part of it. And then, uh, uh, affording opportunities,

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00:09:06.180 --> 00:09:07.120

not only for yourself,

139

00:09:07.140 --> 00:09:11.680

but others to learn more and come together as community to understand more so

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00:09:11.681 --> 00:09:14.440

personally, that's how my journey has been. And I've been very,

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00:09:15.090 --> 00:09:18.230

that's how I met quo and many others, um,

142

00:09:19.130 --> 00:09:22.150

in the Dallas community in regards to this work, um,

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00:09:22.650 --> 00:09:26.630

we recently posted on our website and I hope folks can get a chance to look at

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00:09:26.631 --> 00:09:30.670

it. Um, a 16 year retrospective of racial equity,

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00:09:30.890 --> 00:09:35.660

racial justice funding, and the learnings along the way. Um,

146

00:09:36.620 --> 00:09:37.540

uh, so that, you know,

147

00:09:37.541 --> 00:09:42.020

folks can kind of see where we started and where we ended up our last grant.

148

00:09:43.100 --> 00:09:45.340

We're sun setting. The other thing around that is we're sun setting.

149

00:09:46.510 --> 00:09:49.780

We're not making grants, um, new grants this year.

150

00:09:49.800 --> 00:09:51.940

And our last grant will be to Dallas truth,

151

00:09:51.941 --> 00:09:55.500

racial healing and transformation as part of their sustainability,

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00:09:55.970 --> 00:09:56.810

either endowment funds.

153

00:09:59.800 --> 00:10:00.633

<v 1>Thank you, uh,</v>

154

00:10:00.660 --> 00:10:05.640

for allowing us to witness and to participate in your retelling

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00:10:05.740 --> 00:10:09.720

of your journey for that. Diana, do you wanna take a moment, right.

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00:10:09.721 --> 00:10:12.600

As we spoke about witnessing earlier today, it's not,

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00:10:12.630 --> 00:10:14.240

when we get to hear people's stories,

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00:10:14.260 --> 00:10:16.680

we are not entitled to someone else's experiences.

159

00:10:16.681 --> 00:10:17.760

We're not entitled to stories.

160

00:10:18.980 --> 00:10:23.230

This is a part of the healing work that is necessary for our organizations.

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00:10:23.231 --> 00:10:26.070

We're not entitled to our communities to tell us what's going on.

162

00:10:26.180 --> 00:10:28.190

It's an honor when we do get to share space.

163

00:10:28.290 --> 00:10:32.910

So I wanna acknowledge that and express gratitude for that. Uh,

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00:10:32.911 --> 00:10:34.350

and then the same question,

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00:10:35.190 --> 00:10:40.060

Andrea what's what does racial equity and healing mean for you in your

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00:10:40.500 --> 00:10:43.500

personal professional journey? Whichever one you'd like to share.

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00:10:44.660 --> 00:10:48.350

<v 3>Yeah. Uh, so I, I wanna, I wanna start by saying, you know,</v>

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00:10:49.070 --> 00:10:53.190

the original question was as we're on the path of justice. Right.

169

00:10:53.570 --> 00:10:56.310

And that part is the part that stuck to me a lot, because to me,

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00:10:56.311 --> 00:10:59.510  
when I think of justice, you know, um, and this is just to me, right?

171  
00:10:59.660 --> 00:11:02.700  
There's a statement that comes to mind that I just remember hearing when I was

172  
00:11:02.701 --> 00:11:05.460  
younger and it's like that, that mindset of an I for an I, right.

173  
00:11:05.461 --> 00:11:08.860  
So you think it's something that is like the other side that kind of bounces out

174  
00:11:09.320 --> 00:11:11.060  
equals out, right. Um,

175  
00:11:11.440 --> 00:11:16.340  
and when you start really thinking about the injustice that has been done

176  
00:11:17.000 --> 00:11:21.770  
to show many people of color in this country, and like,

177  
00:11:22.170 --> 00:11:23.570  
uh, quote said earlier today,

178  
00:11:24.150 --> 00:11:28.690  
we are on stolen land that was built up by stolen people.

179  
00:11:29.230 --> 00:11:33.730  
And we have stolen lives, generations of lives of cultures,

180  
00:11:33.910 --> 00:11:37.850  
of languages, right. We have stolen people's past, right.

181  
00:11:39.710 --> 00:11:43.940  
I don't think we want the reality of what justice is to that,

182  
00:11:44.040 --> 00:11:48.660  
to happen in the now it would be a very bloody and wild space.

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00:11:49.080 --> 00:11:52.540

And that's something that we have to get comfortable with is that we have a very

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00:11:52.900 --> 00:11:57.520

bloody and wild history. This is America,

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00:11:58.540 --> 00:12:01.960

and it is what it eats. And it's that discomfort,

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00:12:02.070 --> 00:12:05.360

that space that you have to get comfortable sitting in. Why?

187

00:12:05.800 --> 00:12:09.520

Because you weren't there, I wasn't there. Right.

188

00:12:09.740 --> 00:12:11.960

But if the reality of what happened,

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00:12:13.240 --> 00:12:15.900

do we really want real justice, right?

190

00:12:16.010 --> 00:12:20.340

Because if you think about what Einstein said, right.

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00:12:21.240 --> 00:12:25.740

If you keep doing the same thing and expecting a different result,

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00:12:26.370 --> 00:12:29.200

that is the form of insanity, right.

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00:12:29.540 --> 00:12:33.160

So we have to combat that with something that's the exact opposite, right.

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00:12:33.910 --> 00:12:37.910

We know we have a tumultuous, bloody crazy wild past,

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00:12:38.370 --> 00:12:43.350

so we're gonna have to meet that in this space with love, truth,

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00:12:44.350 --> 00:12:48.820

learning, and growth and unity and unity.

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00:12:49.620 --> 00:12:54.410

Right. And so when I think of, of my path in the, the equity,

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00:12:55.840 --> 00:12:59.240

um, I think of, and this is just the equity space in general, right?

199

00:12:59.241 --> 00:13:02.080

Not even just in terms of like the operatic space equity terms in general.

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00:13:02.720 --> 00:13:07.550

I like to say this in every opportunity is an

201

00:13:07.551 --> 00:13:09.230

opportunity. I know, right.

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00:13:09.930 --> 00:13:14.730

In every opportunity is an opportunity in

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00:13:14.780 --> 00:13:18.440

every situation, there is an opportunity.

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00:13:19.600 --> 00:13:24.380

How can we find the opportunity in this particular situation?

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00:13:24.910 --> 00:13:25.261

Right?

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00:13:25.261 --> 00:13:29.980

Because if you think about what was done to my people as a black woman,

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00:13:30.190 --> 00:13:33.740

right. If I think about what was done, it,

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00:13:33.960 --> 00:13:37.850

it will make me angry, make me sad.

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00:13:38.470 --> 00:13:42.770

It will retraumatize me again and again and again.



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00:13:43.230 --> 00:13:47.330

And I feel a lot of the ways that equity work has been done in the past when

211

00:13:47.331 --> 00:13:50.530

people think they're doing equity work is to retraumatize people of color,

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00:13:50.780 --> 00:13:54.690

right. To, to keep dragging us through the trauma of our past,

213

00:13:54.870 --> 00:13:59.360

to try to get people to say, don't you see how this is? Look at what happened,

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00:13:59.630 --> 00:14:03.550

look at what is happening, right. And saying,

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00:14:03.690 --> 00:14:08.430

how do I, if I want something different, do something different.

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00:14:09.010 --> 00:14:11.070

So when I come into equity work,

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00:14:11.310 --> 00:14:15.070

I think how can I bring in more joy,

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00:14:15.380 --> 00:14:19.900

more unity and more community in the space while

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00:14:19.930 --> 00:14:24.740

acknowledging and identifying and articulating what has occurred and

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00:14:24.741 --> 00:14:28.820

what is occurring? Because what has has created, what is,

221

00:14:29.330 --> 00:14:33.660

they are one and the same, you cannot cut them off from each other.

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00:14:34.540 --> 00:14:37.840

You have to get comfortable in the here and the,

223

00:14:37.841 --> 00:14:41.110

now you are not responsible for what your ancestors did,

224

00:14:42.610 --> 00:14:47.470

but you are responsible for the reality that was created and how it is being

225

00:14:47.650 --> 00:14:52.640

upheld. So how can we get comfortable in a space that feels

226

00:14:53.070 --> 00:14:57.960

uncomfortable and find the opportunity to create impactful

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00:14:58.500 --> 00:15:03.440

change that can turn not only our lives around not only our community around,

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00:15:03.660 --> 00:15:08.400

but turn America into something that is a beacon of hope versus what it

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00:15:08.460 --> 00:15:09.680

has been historically.

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00:15:13.590 --> 00:15:16.260

<v 1>Thank you as well for,</v>

231

00:15:16.720 --> 00:15:20.100

for bullying us and ushering us into this space,

232

00:15:20.250 --> 00:15:23.340

both you and to Diane. Um,

233

00:15:24.000 --> 00:15:28.620

so that we know this is what this conversation is about today and the ways in

234

00:15:28.621 --> 00:15:32.420

which our organizations can benefit from prioritizing equity,

235

00:15:32.421 --> 00:15:36.410

prioritizing healing, and with healing work. As she just said,

236

00:15:36.560 --> 00:15:41.250  
it's traumatizing in many ways, uh, when the,

237

00:15:41.590 --> 00:15:44.050  
the shift in awareness that took place, uh,

238

00:15:44.110 --> 00:15:47.370  
in result of George Floyd's murder,

239

00:15:48.590 --> 00:15:53.530  
the shift in awareness started to target people of color,

240

00:15:54.080 --> 00:15:54.913  
very,

241

00:15:56.040 --> 00:15:59.200  
or an indigenous bipo and black individuals.

242

00:15:59.780 --> 00:16:03.760  
It started to target a lot of people within our own organizations.

243

00:16:03.761 --> 00:16:05.360  
And then it started to target a lot of artists.

244

00:16:06.060 --> 00:16:09.400  
The targeting took place to say,

245

00:16:10.730 --> 00:16:14.470  
is it really that bad to say, oh, I am so sorry. Right? The space of  
guilt,

246

00:16:14.850 --> 00:16:19.060  
the target, they also took place even with good intentions. Can you teach  
me,

247

00:16:19.160 --> 00:16:23.980  
can you, can you tell me how bad it is? Can you tell us what to do better?

248

00:16:24.880 --> 00:16:29.700  
And all of those approaches come from a very self-serving space of

249

00:16:29.720 --> 00:16:31.980

how do I make sure that I'm right going forward?

250

00:16:32.080 --> 00:16:34.420

How do I make sure that this discomfort,

251

00:16:34.421 --> 00:16:36.060

that I'm feeling and just now being aware,

252

00:16:36.460 --> 00:16:40.730

discomfort that I'm feeling and realizing what my organization has or has not

253

00:16:40.760 --> 00:16:42.370

done? How do I get rid of it?

254

00:16:42.550 --> 00:16:45.730

And how can you tell me about your trauma so that I can get rid of it,

255

00:16:46.200 --> 00:16:50.050

even though that was not the intent, that was definitely the impact. And again,

256

00:16:50.110 --> 00:16:52.250

we prioritize impact over intentions.

257

00:16:53.480 --> 00:16:57.520

What I'd like for us to consider is the of healing,

258

00:16:58.120 --> 00:17:01.400

because sometimes people learn that is how people learn. Uh,

259

00:17:01.420 --> 00:17:04.880

and then sometimes it's, again, unintentional, it will happen.

260

00:17:05.740 --> 00:17:08.640

So that's why we're having this conversation about equity in this conversation

261

00:17:08.641 --> 00:17:09.474

about healing.

262

00:17:10.100 --> 00:17:13.880

I'd like to share my next or ask my next question to Diane.

263

00:17:14.710 --> 00:17:17.630

Some people as, even as I'm right.

264

00:17:17.870 --> 00:17:22.310

Some people have negative responses to the concept of healing in the workplace.

265

00:17:22.970 --> 00:17:27.150

Can you speak to the importance and benefits of intentional healing for racial

266

00:17:27.151 --> 00:17:31.910

justice? And can you give us some ideas of what that can look like? Well,

267

00:17:32.150 --> 00:17:35.470

there's some ways that that shows up in this space for workplaces,

268

00:17:35.610 --> 00:17:38.020

and I'll also pass that to Andrea afterwards as well.

269

00:17:40.340 --> 00:17:43.820

<v 2>All right. Um, well,</v>

270

00:17:44.660 --> 00:17:49.520

in previous lives, I, I was an organizational development and, uh,

271

00:17:49.960 --> 00:17:51.520

uh, training and development, uh,

272

00:17:51.521 --> 00:17:55.760

person in the for-profit world and then had my own consulting practice.

273

00:17:55.860 --> 00:18:00.290

And I can say that, um, uh,

274

00:18:00.480 --> 00:18:02.930

there's this, uh, not talked about,

275

00:18:02.990 --> 00:18:06.730

but underlying belief that feelings do not belong in the workplace.

276

00:18:06.731 --> 00:18:11.280

So that's one thing, uh, we don't wanna have to deal with people's, uh,

277

00:18:11.281 --> 00:18:15.240

overall feelings, um, because, uh,

278

00:18:15.270 --> 00:18:19.720

that calls upon us, those people that are in a leadership position to,

279

00:18:20.400 --> 00:18:22.840

uh, have to perhaps do something,

280

00:18:22.990 --> 00:18:26.560

have to listen and potentially have to change. Um,

281

00:18:27.420 --> 00:18:31.350

so you can imagine, you know, if that's sort of the, the,

282

00:18:31.790 --> 00:18:36.070

the general and, and, and the reason I say that is I remember very specifically,

283

00:18:37.320 --> 00:18:39.930

um, that the,

284

00:18:40.130 --> 00:18:44.090

I was the director of human resources and training for a small healthcare

285

00:18:44.091 --> 00:18:44.924

organization.

286

00:18:45.190 --> 00:18:49.490

And this was a time of a lot of downsizing and mergers and acquisitions,

287

00:18:49.550 --> 00:18:52.640

and that kind of then going on, people were losing their jobs.

288

00:18:54.500 --> 00:18:56.200

And one of the things I, uh,

289

00:18:56.440 --> 00:19:01.250

I tried to coach the senior executives on what we have to think

290

00:19:01.251 --> 00:19:05.410

about not only the people that are being released from our organization  
and what

291

00:19:05.411 --> 00:19:06.070

their needs are,

292

00:19:06.070 --> 00:19:09.770

but we need to think about the people that are still here that are now  
missing

293

00:19:09.940 --> 00:19:14.880

their colleagues and friends. They're now feeling insecure, uh,

294

00:19:15.200 --> 00:19:18.320

unstable about their roles and their jobs. Um,

295

00:19:18.740 --> 00:19:21.720

so we need to have both of those plans in place.

296

00:19:21.940 --> 00:19:26.480

And one of the things that I said would be really helpful is that

297

00:19:26.900 --> 00:19:30.080

we have to find spaces to allow people to,

298

00:19:30.220 --> 00:19:32.150

to mourn their law losses,

299

00:19:33.400 --> 00:19:37.710

to collectively mourn their losses. Never.

300

00:19:37.780 --> 00:19:40.510

They never wanted to do that. They're like,

301

00:19:41.200 --> 00:19:43.910

let's just skip over to, you know, we,

302

00:19:44.100 --> 00:19:46.870

this is what happened and now we're moving forward.

303

00:19:47.330 --> 00:19:50.470

So let's talk about all the new things that we're going to be doing.

304

00:19:51.630 --> 00:19:55.880

And yet people are locked in the, in the present with their pain.

305

00:19:57.300 --> 00:19:59.760

So, so the idea of saying, all right,

306

00:19:59.930 --> 00:20:04.040

let's introduce racial healing into an organization. Me,

307

00:20:04.820 --> 00:20:06.280

you can imagine. Um,

308

00:20:08.780 --> 00:20:11.760

but I think it is. And, you know,

309

00:20:11.840 --> 00:20:15.510

I haven't been in those roles in a long time. I'm in, uh,

310

00:20:15.630 --> 00:20:20.630

a family foundation and, uh, a rather insular, um, organization.

311

00:20:22.080 --> 00:20:25.940

But we work with a lot of nonprofit organizations and our partners with a lot of

312

00:20:26.340 --> 00:20:30.700

nonprofit organizations and we fund them to do, you know, racial healing work.

313

00:20:31.790 --> 00:20:35.720

And it is a, you know,



314

00:20:36.220 --> 00:20:39.710  
the whole idea have a performative statement, um,

315

00:20:40.130 --> 00:20:43.700  
as a response to the George Floyd murders.

316

00:20:43.701 --> 00:20:45.660  
And we saw a lot of those things coming forward.

317

00:20:48.270 --> 00:20:52.100  
There needs to be a way for, uh,

318

00:20:52.101 --> 00:20:55.700  
proximity for people to come together, um,

319

00:20:56.400 --> 00:20:57.820  
and to be able to

320

00:20:59.640 --> 00:21:02.430  
share and talk and connect,

321

00:21:02.930 --> 00:21:07.510  
but not by re not by asking people of color to, uh,

322

00:21:07.670 --> 00:21:10.660  
retraumatize themselves, not by a long shot.

323

00:21:11.320 --> 00:21:15.220  
And that's one reason why we love, um, Dr. Christopher's our,

324

00:21:15.620 --> 00:21:16.540  
for racial healing work,

325

00:21:16.610 --> 00:21:21.580  
because the questions that people are asked are around agency, um,

326

00:21:22.320 --> 00:21:26.700  
and not about, uh, a time that they were traumatized or hurt.

327

00:21:28.390 --> 00:21:31.520

So it allows people to, to connect with one another,

328

00:21:31.750 --> 00:21:35.400

from a very humanity and humane way. Um,

329

00:21:36.180 --> 00:21:39.880

and to be able to listen and hear one another in a different way,

330

00:21:41.190 --> 00:21:44.960

well, this is the difference that organizations need to have,

331

00:21:45.100 --> 00:21:48.370

to be able to create a new, uh,

332

00:21:48.910 --> 00:21:52.280

and you have to start with, you know,

333

00:21:52.700 --> 00:21:57.640

the feeling side of organizations and to be able to,

334

00:21:58.120 --> 00:22:02.380

uh, allow space for that work to be able to take place.

335

00:22:02.440 --> 00:22:05.820

And we can talk more, uh, about, you know, the howtos of doing that,

336

00:22:06.440 --> 00:22:10.780

but to recognize that it's an important piece, uh,

337

00:22:10.920 --> 00:22:15.210

of the, and the organization's wellbeing, um, period.

338

00:22:17.720 --> 00:22:19.830

<v 1>Absolutely. Thank you for sharing. Go for it. Anja.</v>

339

00:22:20.460 --> 00:22:24.590

<v 3>Yeah. I, I wanted to pop in to, to talk about it. It's really interesting.</v>

340

00:22:24.591 --> 00:22:27.910

There are just so many positive aspects of

341

00:22:29.430 --> 00:22:32.070

creating a healing organization, right?

342

00:22:32.540 --> 00:22:36.940

Because let's start with this when you are your best self,

343

00:22:37.310 --> 00:22:37.760

right?

344

00:22:37.760 --> 00:22:42.500

You're able to apply yourself into situations in your

345

00:22:42.501 --> 00:22:46.740

life, in very different capacities, right? You're able to, to give more,

346

00:22:46.850 --> 00:22:50.460

give more intentionally and be able to achieve whatever it is that you're going

347

00:22:50.510 --> 00:22:55.210

after. Right. That same thing applies to an organization, right?

348

00:22:55.550 --> 00:22:58.810

So any business that we're in is a people business.

349

00:22:59.060 --> 00:23:03.210

We're dealing with people and people have feelings and people have past,

350

00:23:03.350 --> 00:23:07.890

and people have traumas and people have triggers that they deal with, right?

351

00:23:08.110 --> 00:23:12.210

And so when you are in the space as an organization, when you are saying,

352

00:23:12.211 --> 00:23:13.090

you wanna heal something,

353

00:23:13.091 --> 00:23:17.080

it's first acknowledging that that something needs to be healed, right?

354

00:23:17.320 --> 00:23:19.520

That that's the first thing that has already occurred, right?

355

00:23:20.020 --> 00:23:24.920

And when you are able to come in and create a space that is a whole space,

356

00:23:25.340 --> 00:23:29.680

it can then apply itself in a completely different capacity

357

00:23:30.260 --> 00:23:32.560

and in a whole new way.

358

00:23:33.240 --> 00:23:36.670

And so you have motivation.

359

00:23:37.290 --> 00:23:40.470

You have reduced stress, you have reduced burnout,

360

00:23:41.210 --> 00:23:46.000

you have increased commitment, increased organizational alignment,

361

00:23:46.950 --> 00:23:51.600

increased quality of the service that you're providing. And for us,

362

00:23:51.601 --> 00:23:52.920

we're in the community, right?

363

00:23:53.220 --> 00:23:57.480

So you may have stronger partnerships in your community spaces where they feel

364

00:23:57.481 --> 00:24:00.000

like they actually have a voice in what's being said,

365

00:24:01.570 --> 00:24:04.910

and you have an impact on what's happening in the space around you.

366

00:24:05.380 --> 00:24:09.060

You can apply yourself in a way that people are open to it because they know

367

00:24:09.061 --> 00:24:12.660

that you are coming to heal. And that will also be the impact.

368

00:24:13.120 --> 00:24:15.740

And not that you have an intention of healing,

369

00:24:16.080 --> 00:24:18.780

but the impact is harming the people that you're working with,

370

00:24:18.850 --> 00:24:23.450

because there is a high level of distrust that's there

371

00:24:23.510 --> 00:24:25.170

you'll have greater cohesion.

372

00:24:27.220 --> 00:24:30.500

And what it is that you're doing to really create change,

373

00:24:31.450 --> 00:24:34.320

there really are no negatives that are gonna come from a healed space.

374

00:24:36.660 --> 00:24:37.493

<v 4>Hmm.</v>

375

00:24:38.000 --> 00:24:42.520

<v 1>It will definitely be challenges. Challenges are not negatives,</v>

376

00:24:42.730 --> 00:24:44.400

right? Challenges are not negative.

377

00:24:44.800 --> 00:24:44.801

<v 3>Yes.</v>

378

00:24:44.801 --> 00:24:48.670

There will be challenges along the process because we are having to do you a lot

379

00:24:48.671 --> 00:24:52.310

of countercultural work and a lot of work that has been programmed. I,

380

00:24:52.350 --> 00:24:56.710

I like to ask people, well, is this you? Or is this your programming?  
Right?

381

00:24:56.711 --> 00:25:01.030

Because we have been told all kinds of things. Since we,

382

00:25:01.050 --> 00:25:03.430

we came out the womb, right? We have been told,

383

00:25:03.580 --> 00:25:06.310

this is the way certain things should work in society.

384

00:25:06.410 --> 00:25:08.190

And this is the way you should act in spaces. And,

385

00:25:08.260 --> 00:25:10.620

and this is what professional is and is not,

386

00:25:10.850 --> 00:25:14.620

this is the way you should speak when you're in this type of a space,  
right?

387

00:25:14.800 --> 00:25:19.660

And the power of your authenticity is the power that will unleash us. All

388

00:25:21.590 --> 00:25:23.030

authenticity, honesty.

389

00:25:24.460 --> 00:25:27.350

Honesty is the only thing that we can work with.

390

00:25:27.890 --> 00:25:29.750

And as Diane was talking about that,

391

00:25:29.751 --> 00:25:32.980

we need to get into spaces where people can listen and they can hear.

392

00:25:33.240 --> 00:25:35.740

And I think there's something really important about talking about the

393

00:25:35.741 --> 00:25:39.340

difference of listening and hearing. If you listen,

394

00:25:40.080 --> 00:25:44.060

you have the space to take in what it is that's being said to you. Right.

395

00:25:44.320 --> 00:25:46.500

You can talk to me and, and, and I'm listening to you say it,

396

00:25:46.980 --> 00:25:50.020

that doesn't necessarily mean I heard what it is that you said.

397

00:25:50.670 --> 00:25:52.050

If I hear what you're saying,

398

00:25:52.140 --> 00:25:56.370

we're generally gonna come to a space of shared understanding and meaning,

399

00:25:56.950 --> 00:26:01.770

and then you will actually see a change in behavior and impact from that point

400

00:26:01.830 --> 00:26:05.970

on, because I digested what it is that was said to me,

401

00:26:06.370 --> 00:26:10.930

I feel like there's a lot of times where companies and people within companies,

402

00:26:11.430 --> 00:26:14.950

they, they say, I want this one particular thing, and they'll let,

403

00:26:14.951 --> 00:26:17.150

they'll let someone come in to, to talk to them,

404

00:26:17.650 --> 00:26:20.670

but will they actually hear what was said to them?

405

00:26:20.930 --> 00:26:24.590

Or did they just provide the space to listen and then do exactly what they

406

00:26:24.591 --> 00:26:25.790  
wanted to do anyway,

407

00:26:26.050 --> 00:26:29.310  
but say they provided a space for someone to come in to say something.

408

00:26:31.160 --> 00:26:31.820  
<v 1>Right.</v>

409

00:26:31.820 --> 00:26:33.140  
<v 3>At getting into a space of hearing.</v>

410

00:26:33.680 --> 00:26:37.620  
And I would suggest for all of us to look into the principles of active

411

00:26:37.621 --> 00:26:40.350  
listening and ask ourselves,

412

00:26:40.410 --> 00:26:44.600  
are we doing it in the middle of conversations in the middle of meetings?

413

00:26:44.820 --> 00:26:47.480  
Are we repeating back what we think we heard the person say?

414

00:26:48.360 --> 00:26:49.193  
<v 1>Yeah.</v>

415

00:26:49.650 --> 00:26:54.430  
And then opening space for additional information

416

00:26:54.570 --> 00:26:57.950  
to process additional information. And that I heard you. I know now,

417

00:26:58.010 --> 00:26:59.950  
so you don't need to tell me anymore. I heard you,

418

00:27:00.210 --> 00:27:04.180  
I'm gonna go off and do what I need to do. I'm great. Uh, we are all  
great.



419

00:27:04.210 --> 00:27:08.660

What makes us great is our ability to learn and to adjust and to expand not our

420

00:27:08.661 --> 00:27:12.540

ability to be perfect. The first shot that's, that's not a thing. Uh,

421

00:27:12.720 --> 00:27:14.580

and so in this,

422

00:27:14.581 --> 00:27:19.060

you're already kind of giving us the benefits of this shift in

423

00:27:19.061 --> 00:27:21.580

organizational culture, because that's what it's going to require,

424

00:27:21.620 --> 00:27:26.570

requires a shift. I, I hear that you're saying that things are better.

425

00:27:26.750 --> 00:27:30.890

People work better under conditions when they know they matter. Yeah.

426

00:27:32.500 --> 00:27:36.140

Employees, board members, leadership,

427

00:27:37.020 --> 00:27:40.420

everyone works better communities when they know they matter, right?

428

00:27:40.850 --> 00:27:44.810

It's like being in any type of relationship. I don't trust you.

429

00:27:44.811 --> 00:27:47.530

If I know you don't really want anything from me,

430

00:27:47.531 --> 00:27:49.090

other than what you want from me,

431

00:27:49.960 --> 00:27:53.650

what do you want now that when you call me, what do you want now,

432

00:27:54.010 --> 00:27:55.370

I need you to complete this task.

433

00:27:55.400 --> 00:28:00.170

What do you want now approach as to this ongoing and this mutually

434

00:28:00.171 --> 00:28:04.690

beneficial space in knowing that we matter. And I love that you also meant,

435

00:28:05.160 --> 00:28:09.240

and the honesty necessary, we all have emotions.

436

00:28:09.500 --> 00:28:12.960

And just because someone, uh, is,

437

00:28:13.400 --> 00:28:18.240

is better suited in a space to ignore those emotions and then go somewhere else

438

00:28:18.660 --> 00:28:23.000

and find some catharsis and go somewhere else does not take away.

439

00:28:23.020 --> 00:28:27.670

The fact that we do have them. I'd like, uh,

440

00:28:28.250 --> 00:28:31.830

for Diane, you mentioned the RX racial healing,

441

00:28:31.890 --> 00:28:35.710

and we're both facilitators of this form of racial healing.

442

00:28:36.650 --> 00:28:41.150

Can you start to provide some examples of

443

00:28:42.210 --> 00:28:47.020

how, uh, people can start to incorporate simple theme? I say simple,

444

00:28:47.800 --> 00:28:51.660

but they're actually rather grand and complex. They're simple in grand.

445

00:28:52.240 --> 00:28:55.060

Can you start to provide some, uh,

446

00:28:55.090 --> 00:28:59.180

some ways that people can start to do this on a, a smaller scale, if you will,

447

00:28:59.600 --> 00:29:01.180

within their organizations.

448

00:29:02.880 --> 00:29:06.520

<v 2>Uh, that particular model, or just, um, specific to.</v>

449

00:29:08.860 --> 00:29:09.693

<v 1>Yeah.</v>

450

00:29:11.230 --> 00:29:14.680

<v 2>Well, uh, first with anything, I think, um,</v>

451

00:29:16.180 --> 00:29:20.040

we all have to do our own work and, uh,

452

00:29:22.930 --> 00:29:27.010

that means, you know, do your reading, uh,

453

00:29:27.830 --> 00:29:32.320

listen, watch, gather information, um, and,

454

00:29:33.260 --> 00:29:38.090

and, and process, uh, talk it out,

455

00:29:38.190 --> 00:29:42.960

but talk it out with, uh, you know, your white colleagues. Um,

456

00:29:44.060 --> 00:29:47.160

and, and I think if you're going to, uh,

457

00:29:47.350 --> 00:29:49.320

move into the idea of,

458

00:29:49.420 --> 00:29:54.040  
of enjoying racial healing circles within an organization

459

00:29:54.870 --> 00:29:59.580  
that, um, you know, Dr. Chris, well, I have the,

460

00:29:59.980 --> 00:30:04.530  
the work, her work book, it's the actual published book is now out  
through,

461

00:30:05.010 --> 00:30:09.850  
uh, American association of colleges and universities. Um, and

462

00:30:12.190 --> 00:30:13.030  
you really,

463

00:30:13.031 --> 00:30:16.190  
what works best is to bring a group of diverse folks together and have

464

00:30:16.220 --> 00:30:20.030  
conversations about what it would take to be able to,

465

00:30:21.230 --> 00:30:25.300  
uh, start racial healing within your organization. Um,

466

00:30:25.330 --> 00:30:30.100  
there's lots of different ways to do it. Um, we, uh,

467

00:30:30.170 --> 00:30:34.220  
have funded several different, uh, processes around racial healing.

468

00:30:35.180 --> 00:30:39.300  
Uh, the storytelling blanket is one, um, that I've mentioned,

469

00:30:39.520 --> 00:30:44.050  
and it is a much more embodied experience of racial healing,

470

00:30:44.100 --> 00:30:48.170  
where there is a, an actual, uh, blanket that people,

471

00:30:48.560 --> 00:30:51.090

individuals will stand on to tell their story,

472

00:30:51.390 --> 00:30:55.290

and others are there in this circle to listen and, uh,

473

00:30:55.291 --> 00:30:59.730

to be a part of that and to, and then to help, uh, guide. Um,

474

00:31:00.430 --> 00:31:04.960

and we also funded a program that we put together that was actually curated by

475

00:31:05.010 --> 00:31:08.360

other artists and practitioners called more than words,

476

00:31:08.550 --> 00:31:11.120

because a lot of healing, um,

477

00:31:11.990 --> 00:31:16.860

experiences tend to be very verbal, but, uh, we, you know,

478

00:31:17.380 --> 00:31:20.540

uh, Lauren is a former dancer. Son is a dancer. She,

479

00:31:20.600 --> 00:31:24.650

so she was very interested in understanding how do we use use our physical

480

00:31:24.670 --> 00:31:29.450

beings to move into, uh, a healing experience. Uh,

481

00:31:29.470 --> 00:31:30.690

but I think to get, uh,

482

00:31:30.691 --> 00:31:35.690

folks together and have a group that is committed to it within the organization,

483

00:31:36.450 --> 00:31:40.170

uh, the learning of it, and being able to, um, gather, uh,

484

00:31:40.171 --> 00:31:45.000

other folks into the circle, um, to be able to start that experience.

485

00:31:46.000 --> 00:31:50.320

Um, and I think, you know, you need to have folks that can help guide you in,

486

00:31:50.640 --> 00:31:55.600

in, in all those steps and policies of it. Um, but I think it has to be, um,

487

00:31:56.380 --> 00:31:59.760

it has to be a commitment from the top leadership that this is not,

488

00:31:59.830 --> 00:32:03.000

this is going to be supported in a lot of different ways through finance,

489

00:32:03.100 --> 00:32:07.830

you know, through support and resources, um, and, uh,

490

00:32:08.010 --> 00:32:12.190

you know, other ways that make it, give it an opportunity to, um,

491

00:32:13.350 --> 00:32:17.870

to at least begin and to know that, um,

492

00:32:18.410 --> 00:32:18.960

you know,

493

00:32:18.960 --> 00:32:23.700

especially with the RX model is already mentioned to be able to explain

494

00:32:23.701 --> 00:32:28.530

what it is and what it is not is important for people to begin

495

00:32:28.590 --> 00:32:32.290

to trust, you know, the experience of walking into that. Um,

496

00:32:33.610 --> 00:32:38.540

because when we first start all of it, it, it, it, uh, you know, there's fear,

497

00:32:38.570 --> 00:32:41.200  
there's anger, there's, uh, lack of trust.

498  
00:32:41.390 --> 00:32:44.240  
There's all those things that go into it. Um,

499  
00:32:45.060 --> 00:32:47.640  
and you have to recognize and speak to that. I think.

500  
00:32:50.190 --> 00:32:53.700  
<v 1>Thank you for hearing. Um, okay ahead.</v>

501  
00:32:55.530 --> 00:32:59.950  
<v 3>So really what I, I wanted to,</v>

502  
00:33:00.270 --> 00:33:01.670  
to talk about was

503  
00:33:05.790 --> 00:33:10.720  
when you're in these organizations and you are focusing on the healing

504  
00:33:11.030 --> 00:33:15.240  
that matters, what are some of the things that you can be focused on?

505  
00:33:15.780 --> 00:33:19.400  
And as we're talking about, um, anti-racism right,

506  
00:33:19.410 --> 00:33:21.440  
we're talking about anti-racism and healing,

507  
00:33:21.950 --> 00:33:26.920  
knowing that they are one in the right. They,

508  
00:33:27.160 --> 00:33:29.160  
they, they, they're not different. It's not okay.

509  
00:33:29.161 --> 00:33:31.440  
We're gonna focus on anti-racism boom.

510  
00:33:31.620 --> 00:33:36.320  
Now we're gonna focus on healing by focusing on one you are focusing on,

511

00:33:36.420 --> 00:33:37.560

on, all right.

512

00:33:38.220 --> 00:33:42.880

And it's saying you have to first acknowledge that every single person

513

00:33:43.260 --> 00:33:47.590

has a high level of intrinsic value. Right.

514

00:33:48.010 --> 00:33:52.830

And that means when you're bringing people into spaces that there's value.

515

00:33:53.180 --> 00:33:55.670

That is, that is naturally coming with them.

516

00:33:55.980 --> 00:33:59.510

That there's value in the people who are already in the spaces. Right.

517

00:33:59.850 --> 00:34:04.190

And so you have to know that yourself, you are one of those people, right?

518

00:34:04.330 --> 00:34:08.300

And so you don't have to have this fear of anytime you you're hearing something

519

00:34:08.301 --> 00:34:13.140

that is, is different or that's opposite from what it is that you think,

520

00:34:13.520 --> 00:34:17.140

or if someone's coming in at a different power differential, right.

521

00:34:17.170 --> 00:34:20.740

That you have to feel well, know, I am the top of this hierarchy.

522

00:34:21.160 --> 00:34:25.460

That's not a healed space, a healed space. Everyone knows that,

523

00:34:25.620 --> 00:34:30.090

that they have value and they're walking in confidence and they're,



524

00:34:30.091 --> 00:34:34.930

then therefore they're able to hear what other people are saying around them

525

00:34:35.110 --> 00:34:39.610

to be able to utilize the collective knowledge that the group has

526

00:34:40.150 --> 00:34:43.010

to move forward together. Because it,

527

00:34:43.011 --> 00:34:46.850

it's not about just you and it's not about just me, right?

528

00:34:47.030 --> 00:34:50.080

It it's about all of us in this space,

529

00:34:50.720 --> 00:34:54.200

in that focusing on how do we focus on the we more often,

530

00:34:55.240 --> 00:34:57.480

and making sure that everyone in your space is okay,

531

00:34:57.910 --> 00:35:00.480

listening to the voices of people, of color in your space,

532

00:35:00.500 --> 00:35:02.880

not just having them come into the space, right.

533

00:35:03.140 --> 00:35:06.560

So that you can feel like we checked off a box. Right.

534

00:35:06.620 --> 00:35:10.270

And the understanding that the same way when you're talking about healing from

535

00:35:10.271 --> 00:35:12.590

trauma, that it really never stops, right? You're,

536

00:35:12.591 --> 00:35:15.270

you're continually like healing from that all the time.

537

00:35:16.100 --> 00:35:21.070

It's the same when you're talking about racial equity work as well.

538

00:35:21.510 --> 00:35:22.343

And anti-racism,

539

00:35:22.920 --> 00:35:27.070

these problems came way before we did.

540

00:35:27.530 --> 00:35:31.510

And they are going exist on some level for a while.

541

00:35:32.270 --> 00:35:35.270

I hope it's sooner rather than later, but for a while. Right?

542

00:35:35.730 --> 00:35:39.760

And so knowing that take some of that pressure off of yourself,

543

00:35:40.790 --> 00:35:45.640

release yourself from that, while also still saying I'm going to,

544

00:35:46.080 --> 00:35:50.120

to run my race in a very intentional and poignant way,

545

00:35:50.540 --> 00:35:54.200

really doing a gold standard. And this is what I, I talked about in my,  
um,

546

00:35:54.600 --> 00:35:57.950

our breakout session a little bit earlier, the goal gold standard is not,

547

00:35:58.150 --> 00:36:01.990

I wanna treat people how I want to be treated. That's not the gold  
standard.

548

00:36:02.050 --> 00:36:06.950

The gold standard is I want to treat people how they want to be

549

00:36:06.951 --> 00:36:07.784

treated.

550

00:36:08.610 --> 00:36:12.510

If you listen to people and hear what they're saying to you,

551

00:36:12.770 --> 00:36:15.350

and then you respect what it is that they're saying to you,

552

00:36:15.810 --> 00:36:20.780

you will find so much healing and impact happens so much faster than you could

553

00:36:20.781 --> 00:36:21.860

ever imagine.