Cohort 4
Convening 3:
Transformational Leadership Development

VISUAL RECAP

Los Angeles, CA
October, 2018
TRANSFORMATIONAL LEADERSHIP DEVELOPMENT

PURPOSE

Continuing our leadership journey by stepping more powerfully into our own strengths and purposes as leaders.

OUTCOMES

- Connect to core strength of purpose as leaders
- Move from our center; integrate embodiment as individual & collective practice for liberation
- Deepen authentic relationships rooted in healing, joy & accountability
- Deepen practice & develop plan for radical self/collective care
We reviewed the Community Agreements from our last two convening and looked at the intersections between them. Our goal was to get to fewer agreements that could guide our work together and reflect the essence and sentiment of prior community agreement conversations.
Transformational Leadership Development
LEADERSHIP/ORGANIZATIONAL DEVELOPMENT

STRATEGY

VALUES

VISION

CORE STRENGTH

SELF CARE

SPACIOUSNESS

STRATEGIC THINKING

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MOVE TO END VIOLENCE
A program of the NoVo Foundation

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On The Right Mind

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Self Care: for sustainability & impact

We discussed what self care meant for each of us.

Framing of “self-care” as: “Full Power”, “Self-Nourishment”, “Resourcing” or “Soul-care” - was more resonant for us.
VALUES and PRINCIPLES

1. The word **self-care** sets up a paradigm of **selfishness** that must be shifted in order for people to actually **self care**

2. Self care is based on what we value and cherish.

3. You can’t care for others if you haven’t cared for your self.

4. It is not enough to just survive.

5. There is a difference between self and selfishness.

6. Self care is in every moment. Self care cannot be sustained as a compartmentalized activity.

7. **REST**(oration) is critical to self care, and RE*S**T**(oration) in not just a matter of stopping.

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SELF CARE PLAN

- **Radically Do-Able**

- **A Good Stretch**

- **Specific** (HMBW)

- **Rule of the Hand**

- **What support/challenge is needed?**
**Transformational Leadership Development**

- **Self Care Nourishment**
  - Full Power, Resourcing Self
  - WE NEED EACH OTHER.
  - WE NEED STRATEGIC THINKING.
  - WE NEED THE SPACE + TIME.

**Values and Principles**
- Living in Our Values
- Learn + Lead

**Resilient People**
- It’s Not Enough to Just Survive
- How Do We Speak Out If We Don’t Believe It

**Central Ideas**
- Ground in What We Love: Cherish
- Self Care vs. Experience
  - as a Privilege
  - for Some of Us
  - Who Don’t Hold That Privilege

**Urgency of Work & Competition**
- Makes Self Care Challenging for Some of Us

**Practices and Habits**
- Intentional Repetitive Acts/Conscious
  - They Strengthen Us Over Time
  - They Require Attention + Tending

**Work Accountability Buddy**
- Work with Accountability Buddies

**Invitations to Change**
- Practices That Support Us

**Our Bodies Know How to Be Resilient**
- It Takes Time
- They Require Attention + Tending

**In Our Organizations**
- Restore to What Should Be

**When One Part is Tired or Depleted**
- All Parts Are Tired or Depleted

**By Working on Restoring One Part All Parts Benefit**

**When We Work Together**
- Each Impacts Each Other

**Spiritual, Physical, Mental, Emotional**

**Self Care**
- Nourishing Ourselves Increases Our Capacity to Be Strategic
Reflection on habits & practices in our cohort
Feedback is information

- Investment in our leadership & humanity
- Forwarding the conversation & people
- Create new possibilities
- Deepen & ground relationships
- Course correction - restore - repair - transform

La retroalimentación es información

- Inversión en nuestro liderazgo y humanidad
- Mueve la conversación y la gente hacia adelante
- Crea nuevas posibilidades
- Profundizar y enfatizar conversaciones
- Mejorar la trayectoria - reestablecer - reparar - transformar
FEEDBACK

INFORMATION

FEEDBACK

CREATE NEW POSSIBILITIES

DEEPEN + GROW

RELATIONSHIPS + BUILDING TRUST

INVESTMENT IN OUR LEADERSHIP + HUMANITY

FORWARDING THE CONVERSATION + PEOPLE CALLING FOR: THE GUTS + PEOPLE

POWER STRUCTURES THAT WANT TO KEEP US DIVIDED

POWER PLAYS

RESOURCES

SECRETS + LIES

COMPETITIVE

SCARCITY

INEQUALITY

DESMOAKENMENT

BLAMING OTHERS

COOPERATION

ENOUGH

EQUITY + EQUALITY

RESPONSIBILITY

BEHAVIORS

FULL USE OF STROKES

RESERENTS + SHARED

FANTASIES CHECKED OUT

ACCOUNTING

COMMUNICATING EFFECTIVELY TO MOVE TOGETHER

CHECKING OURSELVES

PRACTICE ACCOUNTING

DIFFERENTIATION

SHARING SPACE

UNDERSTANDING OUR OWN PRIVILEGES

BEING HONEST, SHARING, CHECKING INFORMATION, FEELINGS + STORIES

ROLE OF IRO IN FEEDBACK

DOUBT + ANXIETY: DONT PROTEST ONTO OTHERS

WHO GETS WHAT FEEDBACK INFLUENCED BY IDENTITY + GENDER

CURRENCY ACCOUNTING

SAY WHAT YOU MEAN, MEAN WHAT YOU SAY

SHARE OPTIONS TO DO DIFFERENTLY

CHECKING OURSELVES

PRACTICE ACCOUNTING

DIFFERENTIATION

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SHARE OPTIONS TO DO DIFFERENTLY
FEEDBACK

STROKES = UNITS OF RECOGNITION

AFFIRMATION
You handled that situation well!

NEGATIVE INVITATION
You impacted people negatively

How to shift to?
Never OK:
You are a bad person
How could you be so stupid!

I like your style!
I like working with you!

DOING/HAVING CONDITIONAL
BEING UNCONDITIONAL
Our core strengths

What are the facets of my core strength(s)?

Strength Finder Themes

Achiever
Arranger
Belief
Consistency
Deliberative
Discipline
Focus
Responsibility
Restorative

Activator
Command
Communication
Competition
Maximizer
Self-assurance
Significance
Winning others over

Adaptability
Developer
Connectedness
Empathy
Harmony
Includer
Individualization
Positivity
Relator

Analytical
Context
Futuristic
Idea
Input
Intellect
Learner
Strategic

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Cohort
Storytelling
Circles
I will tell you something about stories [he said] they aren’t just for entertainment. Don’t be fooled they are all we have, you see, all we have to fight off illness & death. You don’t have anything if you don’t have the stories. Their evil is mighty but it can’t stand up to our stories. So they try to destroy the stories, let the stories be confused or forgotten. They would like that, they would be happy, because we would be defenseless then.

— Leslie Marmon Silko
Our cohort broke into groups to talk about the following themes through story circles:

- Base building, organizing approaches
- Anti-criminalization and mass incarceration
- Spirit & faith in movement building
- International movement building & immigrant rights

We used the prompts on the right to guide our stories.
Courageous conversations between Black & Indigenous communities
A Conversation Between Black & Indigenous Communities

Being a Partner When We Don’t Identify With Black and Indigenous Communities

It’s okay to be silent witnesses. We can hold space, lean in, and love.

Where ever you land, we land.

Importantly, it’s us. So we use words wisely.

Honoring land and ancestors.

For Indigenous communities include those native to this land and those brought to it.

Our relationship to ancestors is complicated, yet they pushed us to do this work.

How can we transform our rage and grief from disconnection into solidarity?

Freedom is possible

We can’t win if we are just allies. We need to be family and show up.

Build trust

Validate each other and honor our pains and our stories.

We are facing resistance. Putting it against each other, while working to resist the system.

We have an opportunity to draw the wisdom and strength from each other.

We have the power to create traditions and what life can look like.

What if we reclaimed traditions, from our lands that we inherently have?

Feeling not wanted in our own lands both as Black and Indigenous folks.

And signal to each other when we are contributing to oppressive anti-blackness.

We are out of step with our values if we don’t work in collaboration.

We are facing oppression against each other.

How do our struggles relate and what do we do?

How do we create a space we call home?

A dream, a space, a place to live together.

And experience of anti-blackness?

It’s hateful when it happens.

Where does it come from?

A lack of the experience of Black folks and hyper invisibility of Native folks.

How do we reconcile hyper-invisibility and hyper invisibility of Native folks?

If it were invisible, would it still be here?

Important to acknowledge that the land stolen from Indigenous people is also the land where many people were harmed and murdered.

Difficult when we can’t claim traditions as Black people.

Racialized people.

When there is shame in doing so.

Do important in us so we use words wisely.

Tight hug.

Siting, listening.

“Cuantas cargas, amistades extrañas.”

Blessing, good.

Offering readings, co-pace.

Feeling not wanted in our own lands both as Black and Indigenous folks.

Omi, think.

Winding path.

A space we call home.

A dream, a space, a place to live together.

What will we do?

What if we don’t win if we are just allies. We need to be family and show up.

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Forward Stance & Embodiment
Language Justice & International Exchange
Interpreters from Antena Los Angeles helped us deepen our understanding of Language Justice.
We were able to connect and learn more about the International Exchange in MesoAmerica from the faculty, JASS and the Convening 4 Cohort Design Team.
It's important that we live lives worth fighting for.

How can we create a United Front and move together?
Memories
## Cohort 4

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<thead>
<tr>
<th>Afua Addo</th>
<th>Saida Agostini</th>
<th>Sarah Curtiss</th>
<th>Ne’Cole Daniels</th>
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<tbody>
<tr>
<td>Tanisha (Wakumi) Douglas</td>
<td>Rufaro Gwarada</td>
<td>Monica James (MJ)</td>
<td>Tonya Lovelace</td>
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<td>Nadiah Mohajir</td>
<td>Monique Nguyen</td>
<td>Robina Niaz</td>
<td>Isa Noyola</td>
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<td>Ana Orozco</td>
<td>Deleana Otherbull</td>
<td>Cassandra Overton Welchlin</td>
<td>Anisah Sabur</td>
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<td>Mily Treviño-Sauceda</td>
<td>Cristina Tzinzún</td>
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<td>Kristen Wyman</td>
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## C3 team & staff

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  - On The Right Mind

### MEV team:
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- Jesenia Santana

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- Tatiana Zamir
  - Heavenly Healing - Massage & Reiki
  - [www.tatianazamir.com](http://www.tatianazamir.com)
- Selome Araya
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