What is your secret super power for racial equity?

My secret superpower…

My secret superpower for racial equity.

My patience, my belief to work with others and really to connect everyone together to unite for the work.

One of the best ways to really try to advocate for people is to really listen to them, listen to what their needs are what their stories are, and the ways that they feel like they can create change.

I think the secret to all of our superpowers is to be fully who we are to express our identity and what we bring to the field as a result of our upbringing, our values, and our histories.

We are trailblazers.

We are having difficult conversations — we’re starting them, make friends with all the other superheroes in this work.

What’s one thing in your racial equity action plan that you wouldn’t have put there before participating in REAI?

How to reach out to other communities.

How to reach out to my peer group within this cohort and how we can sort of galvanize this movement to make change

within San Francisco and in the larger community.

To really have clearly defined language and a shared language.

I had no clue how to actually measure outcomes when it comes to equity and so this institution has allowed me to really explore options that we can really measure success over a long period of time as well as a short period.

Be really empathetic and listening deeply when working with people who see situations different than myself and sometimes I need to just step back and really think about what the other person brings to the table and where they’re coming from to help hopefully come together for a resolution.

I don’t know the racial equity efforts are working when I see a stronger commitment across sectors, across the people that I’m engaging with to really build and think and center equity at the heart of the work.

Being part of this racial equity cohort allowed us to kind of talk about the commonalities and find solutions that we can bring back to the workplace.

When you’re with like-minded people who are rooted in social justice it can actually be joyful and it should be joyful.

[Music]

The Racial Equity Action Institute is a multi-sector space connecting and supporting racial equity leaders to create conditions for action.