



SVCN!

Takeaways & Reflections

November 2023

Sticky notes exercise



What is one action you commit to taking to advance racial equity in your community?

- Hope / connecting with a group
- Being intentional on who is leading the conversation
- *Create a more welcoming environment and inclusive. Build a trust with family that come to be help or be heard.*
- Constantly remind myself who is missing?
- Outreach to youth. Lower barriers for people new to our org
- Pushing for human stories and disaggregated data in all of our work
- Connecting w/ the humanity of actual people in the community
- To go back to our main constituents (justice involved youth + their families + again ask what they need us to do

What is one action you commit to taking to advance racial equity in your community?

- Being conscious of taking space and sharing space. Keeping space for joy, love, rest
- Step back, allow others to explore their advocacy
- Start building reciprocal relationships w/ partner organizations
- I am committing to staying involved in this space! So many great minds & hearts. This atmosphere breaths commitment to justice
- Make sure I am creating teachable moments to folks who do not understand racial justice
- Naming the parts + challenges to advance joy + democracy for everyone
- I will share what I learned today with my org

What has been a pleasant surprise in your organizational racial justice journey?

- Housing. Helping foster kids get homes
- A lot of white people involved
- I have a voice in DEI
- Seeing a collective effort towards sustaining public health and equity
- Providing resources to community members who do not know where to find them
- Meeting inviting folks who spread love or compassion to those we meet
- Meeting & working with folks who want to see others lead change
- Seeing families and students uplift themselves in shared spaces
- Momentum built by engaging others
- Value of art in the community!

What has been a pleasant surprise in your organizational racial justice journey?

- During my experience working on a nonprofit it's been great working w/ families to find resources and educated them about their rights
- A focus on personal accountability, sustainability, strength, + growth
- The supportive culture and respect for each individual's journey + potential to contribute to our objectives
- That my voice matters!
- How to model change, etc. Learning. What's the real focus.
- How invested people were in the idea of change
- Actually alleviating some of my anxiety about our future through action
- A beginning of awareness in our county that justice for all would include neurodiverse/disabled people of color as well



SVCN!