

BE PREPARED:
BUILD INNER RESILIENCE
&
BUILD RESILIENT HUBS
"A GUIDE TO RESILIENCE FOR THE NEW '20s"

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Link to share this document with others:

https://docs.google.com/document/d/19_FN35O6Cf6_82Q1lhPiy_KCMu34VQVgdJOkeFcCRRl/edit?usp=sharing

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Suggested Next Steps:

Host a Neighborhood Barbecue in July or August of 2021 - National Nite Out. The smoke might start in August, so frontload in July?

Host a Conversation about Disaster Prep, with an Information Table at that Barbecue about:

- Vulnerability Assessment Studies of your zip code
 - At [Cal State Chico](#), students (sometimes as young as 10th graders) use the easy-to-understand data set produced by [Cal-Adapt](#) and the [California Adaptation Planning Guide](#) to help municipalities prepare for disaster by creating vulnerability assessment studies.
- [Neighborhood Mapping Tools](#)
 - It's important to know who your neighbors are
 - Who has accessibility issues?
 - Are there any health care professionals?
 - Are there plumbers?
 - Preparing a phone tree / communication directory
- Skill Shares
 - Preparing an [Emergency Bag](#)
 - How to [organize your neighborhood](#). Notes are [here](#).
 - In California, recommend that everyone prepare a [clean room in their house](#)
 - Doing a vulnerability assessment studies, by zip code (CA only) [NXTerra](#) - [here's a page on how to do vulnerability assessment studies](#)
 - Soil care / composting / carbon-sequestration
 - Water purification / water catchment systems
 - Gardening / stewarding

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- Music
- Neighborhood discussions
 - [Transition Streets](#)
 - [Coolblock.org](#)
 - [Ready Together](#)
- [CERT trainings](#) with the fire department
- Contact your local American Red Cross
- Resilient Hubs
 - See [Guide to Developing Resilient Hubs](#) by the Urban Sustainability Directors' Network
 - Skill Shares
 - Emergency community kitchens
 - Conflict resolution services
 - Solar panels to charge phones when grid is down
- Resources
 - Mental Health Resources
 - [iChill](#) can help with teaching the [Community Resiliency Model](#), a set of self-help skills
 - [Findhelp.org](#) - all sorts of resources - financial assistance to mental health practitioners by zip code
 - Legal Resources - [Disaster Legal Assistance for Californians](#)
 - [Mutual Aid Disaster Relief](#)

Be Prepared: Build Inner Resilience & Resilient Hubs

Inner Resilience

- **In Disaster, Keep Families Together.**

- Create safety and peace-of-mind by keeping those we care about close by and nurtured together. Keeping families together moves people from an automatic state of fear to one of solution-finding, together.

- **Inner Resilience and the importance of connecting to Community Purpose**

- The International Transformational Resilience Coalition ([ITRC](#)) is a coalition of 350 mental health, trauma specialists, climate activists and faith leaders sharing best practices. Their message is:

- Everyone will be traumatized. This realization helps everyone understand each other more fully.
- Show up within the resilient zone (with grace).



- Our “resilient zone” is the zone in which we are feeling optimal. If we are above our resilient zones, we might be experiencing anger. If we are below our resilient zones, we might be experiencing depression.
- It’s essential to recognize trauma in ourselves and in others.
 - When we are triggered, our executive functioning brain - the frontal cortex- goes off line, and our reptilian brain - the amygdala - takes over for the sake of survival. Led by our reptile brain, we go into fight, flight, freeze mode - which are reactions that are outside our resilient zone.
 - What does your brain feel like when it’s traumatized? Like a deer in headlights.
 - Practice checking-in with yourself: “Am I coming from my resilient zone right now?” If not, deploy the “self care” routine that works best for you.
- The [Trauma Resource Center](#) has created a free app called [iChill](#).
 - iChill can help with teaching the [Community Resiliency Model](#), a set of self-help skills. You will learn simple info about how stress affects the mind and body. iChill is also available in Spanish.

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- **Practice the “presencing” skill.** (aka self care)s
 - Self-care helps you be fully present to the situation, yourself, and others. Here are some effective and easy tools: Calm your nerves - Stretching, yoga, meditation, exercise, singing, dancing.
 - Breathe in four seconds, breath out 8 seconds - triggers the parasympathetic nervous system
 - Take care of our [happy hormones](#) for inner and outer resilience. Our bodies naturally produce hormones that can help brighten our resilience
 - Dopamine: getting things done, exercise, massage, meditation, sleep, listening to calming music.
 - Serotonin: exercise, good nutrition, respect by others.
Eat: Eggs, Cheese, Pineapples, Tofu, Salmon, Nuts, Seeds, & Turkey.
 - Oxytocin: triggered by relationship success - trust, verify, & repeat. Grow to trust yourself as well as others.
 - Endorphin: laugh, eat, stretch, exercise, sex. “Runner’s High”
 - Lots of others - google “[Happy Hormones](#)”
- **Practice the “purposing” skill.** When people have a sense of purpose, their focus and energy rises, helping them bring their best to the situation.
 - It helps to redirect yourself and others towards a purpose that engages the source of trauma – the most healing act to stay hopeful.

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Case Study: Sonoma County's [Community-led Inner Resilience Initiative](#)
with [Daily Acts](#)

Sonoma County, which is on the northside of the San Francisco Bay Area, has faced record setting fires, floods, droughts and now, a global health pandemic. After the fires in 2017, the [Center for Mind-Body Medicine](#) stepped in to help with the inner resilience of local residents. Three of Daily Acts' staff completed advanced training in integrating Mind-Body Medicine into personal and professional practice and trauma healing, in partnership with [Sonoma Community Resilience Collaborative](#) and the Center for Mind-Body Medicine. All Daily Acts' staff participated in an 8-week training in Mind-Body Medicine for stress management and resilience in 2019. "Transforming the world begins with transforming ourselves – a process of being and becoming that we refer to as personal ecology."

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Outer Resilience

Be informed

- What are the most likely disasters you could face? If you change your focus of attention (timeline, location), does your answer change?
- How could time of day affect you or your family?
- How would you be notified of an emergency? If normal systems no longer work, do you have a backup method for staying well informed as the situation changes?
- How would you maintain your situational awareness, not just of the facts, but of who and how various people are affected?

Make your plan

- [Template](#) for a Family Disaster Plan
- Evacuation Plans for every household

Make a Kit

- A kit is specific to your area
- Can we survive for a week or two?
- What is in your disaster to go bag?
- Plan for 1 gallon of water per person per day - 2 weeks supply



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Following a Disaster

At home:

1. Take care of your loved ones
2. Dress for safety
3. Check for natural gas or propane at home
4. Shut off water at the house main
5. Place the HELP or OK sign (Have a HELP or OK sign prepared)
6. Put your fire extinguisher on the sidewalk

With Neighbors...

7. Go to the Neighborhood Gathering Site
8. Form Teams at the Neighborhood Gathering Site:
 - Team 1 will listen to the Emergency Alert System
 - Team 2 will check on neighbors who are elderly, disabled, and children
 - Team 3 will check on natural gas meters and propane tanks and shut off if necessary
 - Team 4 will check on all homes with the "HELP" or no card displayed (Be prepared to give first aid)
9. Return to Neighborhood Gathering Site and report to neighbors

Preparing Organizations

- If you have 10+ people in your org, then you need a [Emergency Action Plan \(EAP\)](#) for your org, as outlined by OSHA (Occupational Health and Safety Administration)
 - Equipment?
 - Training & Exercises to practice the plan once a year (fire drill)

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- Phone tree / communication directory
- How does your organization operate within your community?
- Schedule meeting with local American Red Cross
- [Guidance to Protect Volunteers](#) From COVID-19 During Natural Disaster Response and Recovery.

Preparing Neighborhoods

- [Transition Streets](#) - A seven-session handbook (loaded with 100+ pages of actions, tips, and facts) that empowers neighbors to improve household energy efficiency, reduce waste and water use, explore transportation options, and eat healthy, local food. (Focus is on resilience under all circumstances, not disaster.)
- [Coolblock.org](#) - cool videos to prepare your home and organize your neighbors to become more resilient
- [Ready Together](#) - The handbook is organized around seven sessions. Near neighbors come together to go through each chapter. Between sessions each household does the preparedness homework they pledged to do. At the next session you can report on your progress. With the handbook, the homework, and the friendly support from those participating, you will have prepared your household AND, gotten to know your neighbors. Preparing Municipalities. (Coming soon)
- **Vulnerability Assessment Studies**
 - At [Cal State Chico](#), students (sometimes as young as 10th graders) use the easy-to-understand data set produced by [Cal-Adapt](#) and the [California Adaptation Planning Guide](#) to help municipalities prepare for disaster by creating vulnerability assessment studies.

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Be Prepared: Further Planning

○ **Resilient Hubs**

- See [Guide to Developing Resilient Hubs](#) by the Urban Sustainability Directors' Network

“Resilient Hubs are trusted community centers and spaces that serve as a gathering place to distribute resources, exchange information, and express community care during disasters; Resilience hubs are focused on shifting power to the community by providing services and programming to communities year-round, using their space to support permaculture-inspired climate solutions.

- Learn about water purification / water catchment systems
- Emergency community kitchens
- Conflict resolution services
- Solar panels to charge phones when grid is down

The Resilience Hubs Initiative was created in response to the urgent need to build resilience in our homes and communities in the wake of the Climate Crisis and social injustice. The Initiative supports neighborhood centers and neighborhoods that are transformed to become model sites for community resilience. It shifts the power to neighborhoods and residents, while prioritizing their development in Black, Indigenous and People of Color communities affected first and worst due to history of marginalization and disinvestment. Resilience Hubs and spaces support a trauma-induced response, are centered in equity, and rooted in three pillars:

- Community programs;
- Nature-inspired climate solutions; and
- disaster preparedness/response

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“Resilience hubs provide an opportunity to effectively work at the nexus of community resilience, emergency management, climate change mitigation, and social and racial equity while also providing opportunities for communities to become more self-determining, socially connected, and successful before, during, and after disruptions.” Urban Sustainability Directors Network¹

- Community Gardens as Resilient Hubs, especially in public schools:
 - Garden as a community hub, food pantry, & food distribution site - also, a disaster gathering place with a large kitchen if it is a school. Secure food safety and quality by producing locally, from garden to table. All ages of people gather.
 - Community gardens bolster access to organic, healthy produce in food deserts - localities in which there are no healthy produce markets
 - Access to large kitchens allow for food to be cooked and served in times of emergency
 - Teach children about regenerative soil and the interdependence of food systems
 - Provide emergency off-grid electricity by equipping resilient hubs with solar panels.

Case Study: Common Vision and Food Security

Common Vision is California's oldest and largest non-profit focused on planting orchards in public schools. “The California School Orchard Project provides 80,000 low-income children at 234 schools with the nutritional and educational benefits of a productive and engaging orchard of fruit trees, grown right on the school campus. Garden education not only provides clean organic food directly on the tables of children residing in food deserts (areas devoid of healthy food markets), they also teach

¹Source: [NorCal Resilience Network memo on Resilient Hubs](#)

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children about life cycles, how to respect nature, carbon sequestration, and a holistic relationship with our natural environment. Garden education not only provides organic food directly on the tables of children residing in food deserts (areas devoid of healthy food markets), they also teach children about life cycles, how to respect nature, carbon sequestration, and a holistic relationship with our natural environment.”² The Garden also serves as an emergency food pantry in times of disaster, and because the gardens are located at public schools, they have access to large kitchens to cook and serve the food directly to local residents.

Common Vision’s demonstration garden is at Hoover Elementary School in west Oakland, California. Once a week, the parking lot at Hoover Elementary School ignites as a mutual aid distribution hub. Sprung up in response to hard COVID times, the Hoover Garden is blessed with abundance.

A partial list of goodies being distributed at no cost to the community include:

- whole chicken,
- pasta, spaghetti sauce
- boxes of fresh produce containing squash, cauliflower, kale, onions, and garlic...
- toilet paper
- drinks like coconut milk, apple juice, ginger drinks
- coconut oil,
- fresh made lunches to go
- like salmon and roasted veggies,
- meat balls,
- cobb beet salad,
- loaves and loaves of bread,

² Source: [Common Vision’s page on the California School Orchard’s Project](#)

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- cans of chili,
- etc.

Local residents can pick up their week's staples and walk away with all they'd care to carry.

Next to the parking lot where much of the distribution takes place is the community garden - where there is an abundance of collard greens amidst a bunch of milkweeds which in turn attract butterflies.

After walking under a tall, earthy-green archway flanked with fruiting fig trees on either side - you'd find yourself in a magical salad bowl of fruits and vegetables, with a touch of fairy dust. The garden is often replete with monarch butterflies, as their caterpillars munch away on the milkweeds nearby. You can watch them grow and pupate, and see metamorphosis unfold, and then see the little fairies take flight. The place delights the soul with its bounty. The garden is host to artichokes, eggplants, some strawberries and ... chayote. Chayote was introduced to the garden after some community input. Chayote, also known as mirliton, choko, chouchou (Jamaica) and chuchu (Brazil), is an edible plant belonging to the gourd family. Chayote was one of the several foods introduced to the Old World during the Columbian Exchange. Also during this period, the plant spread from Mesoamerica to other parts of the Americas, ultimately causing it to be integrated into the cuisine of many other Latin American nations.

"Everyone walks away with something." declares Hoover Garden's green guardian Wanda Stewart. The fulfillment you receive here at the garden is not just tangible. This is holy ground that gifts sustenance to those of us who have been burnt by the depravities of our times.

Case Study: [Neighborhood Empowerment Network in San Francisco](#)

"The Neighborhood Empowerment Network's Empowered Communities Program (ECP) leverages a community development approach to advance a neighborhood's disaster resilience. By fusing together methods such as human centered design, collective impact and experiential leadership development, we've created a program that empowers neighborhoods to craft and implement

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culturally competent strategies that strengthen their capacity to negotiate times of stress and protect the health and well-being of all residents, especially the vulnerable.

The NEN is a cohort of government agencies, non profits, faith-based and academic institutions, foundations, private sector organizations, civic networks and residents who are aligned around the mission of empowering communities to achieve truly sustainable resilience.

Over the course of the last decade, The NEN has partnered with neighborhoods of all types to deploy the Empowered Communities Program.

The overarching initiative of the NEN is the Empowered Communities Program, which aligns the expertise, resources and capacity of our partner organizations to develop tools, programs and methods for community partners to leverage as they build stronger, more connected neighborhoods.

At the core of the Empowered Communities Program are a growing suite of programs and resources created for, and in partnership with, our community partners.

Programs include:

- Empowered Communities Program
- Hub Program
- NEN Heat Event Center
- Neighborfest
- Block Champion
- NEN Leadership Academy
- Vulnerable Populations Resilience
- The STRong Congregations Program
- Strong Home Program”³

³Source: [Neighborhood Empowerment Network homepage](#)

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Neighborhood Mapping

It is highly recommended that neighborhoods develop a map of the resources in their neighborhoods BEFORE a disaster. For example, a list of folks with accessibility issues would alert neighbors about persons with mobility issues in their neighborhood. Or a list of doctors and plumbers in the neighborhood might be life-saving.

- What is neighborhood mapping?
- ID of existing resources
- ID absent resources
- Building mutual aid networks
 - Why is it important?
- Builds and strengthens neighborhood relationships
- Offers support when needed
- Receive support when needed

The [Map Your Neighborhood program](#) guides you and your neighbors through simple steps to help enhance your preparedness for an emergency. These steps will help you to quickly and safely take actions that can minimize damage and protect lives. It is designed to improve disaster readiness at the neighborhood level, 15-20 homes or a defined area that you can canvas in 1 hour. It teaches neighbors to rely on each other during the hours or days before fire, medical, police or utility responders arrive.

- Neighborhood Disaster Lockers - water, food and medical kits

- [CERT trainings](#)

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The Community Emergency Response Team (CERT) program educates volunteers about disaster preparedness for the hazards that may impact their area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations. CERT offers a consistent, nationwide approach to volunteer training and organization that professional responders can rely on during disaster situations, allowing them to focus on more complex tasks.⁴

Other Ways to Prepare:

- [Inner Resilience Talk slides & 8 min video](#)
- [Mutual Aid Disaster Relief](#)

Mutual Aid Disaster Relief is a grassroots disaster relief network based on the principles of solidarity, mutual aid, and autonomous direct action.

"Our national network is made up of many eco-activists, social justice activists, global justice activists, street medics, herbalists, permaculturists, black liberation advocates, community organizers, and others who are actively organizing around supporting disaster survivors in a spirit of mutual aid and solidarity. It is a decentralized network, defined by the character and creativity of a multitude of communities and drawn together by our collective commitment to stand in solidarity with those impacted by disasters and turn the tide in favor of climate justice. We build our network through education and action, valuing both collective decision-making and autonomy. We are deeply moved by the Black Panther survival programs which served the aim of satisfying immediate needs while simultaneously raising people's consciousness. Rooted in our history and experiences of social movement organizing we see our disaster relief work in the context of social struggle and believe that

⁴ Source: <https://www.ready.gov/cert>

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we must simultaneously address people's immediate self-determined needs for survival and organize for fundamental shifts in the way we relate to each other and the earth."⁵

- Other Resources

- [Findhelp.org](#)

Find food assistance, help paying bills, mental health practitioners, and other free or reduced cost programs, including new programs for the COVID-19 pandemic by zip code.

- [Trainings by National Adaptation Forum](#) in Feb and March about Heat Stress

- Building Resilient Communities training videos with Cooperation Humboldt

Posted here: <http://huuf.org/building-resilient-communities/>

Notes are [here](#).

- [Disaster Legal Assistance for Californians](#)

On behalf of the American Bar Association's Standing Committee on Pro Bono and Public Service, attorneys and legal organizations throughout the nation have answered civil legal questions from income-eligible individuals free of charge.

⁵ Source: <https://mutualaididasterrelief.org/>

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- **Elevation of Spirit**

The work we do asks others to expand their viewpoint to include that of others. This in turn gives us hope, mental health and inner resilience.

- The International Transformational Resilience Coalition ([ITRC](#)) says getting connected to a purpose is the basis of long term inner resilience.
- “Living thru Service”
The Buddha’s secret teachings - once we have quelled (presenced) our minds, living through service (purpose) becomes the basis of enlightenment.
- [Transition US](#) /elevation of spirit and consciousness - to expand one’s view point. Climate Resilience practitioners recognize that our work is about transitioning from the “Me” paradigm (in which we see the world only thru our own myopic lens) to the “We” paradigm (in which we consider the viewpoints and experiences of others in our understanding of the World); and moving from championing self-interest only to finding a balance between self-interest and the common good.

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Resource Development

Given current government resources, we need to think creatively about how we will continue to support each other for disaster recovery needed for grassroots, community-based organizations, academia and others. So we need to re-think “resources” from a connections & engagement standpoint.

- Invite academia to help with disaster preparation / climate resilience / community organizing
 - “Civic Engagement” and “Service Learning” are two phrases that academia uses to refer to this work
 - [Edutopia](#)
 - High School Internships
 - Some more [links](#) about engaging youth
- Give academic credit to college students for getting involved in community work
 - [Cal State University system has an “Office of Civic Engagement”](#)
 - The Office of Civic Engagement helps foster relationships between academia and community orgs, government and other nonprofits needing assistance from academia.
 - [Cal State Chico](#)
 - At Cal State Chico, Professor Mark Stemen helps students (sometimes as young as 10th graders) use the easy-to-understand data set produced by [Cal-Adapt](#) and the [California Adaptation Planning Guide](#) to help municipalities prepare for disaster by creating vulnerability assessment studies. Here’s a [sample](#).
 - Here is a “how to” video for elementary courses with [a set of lesson plans for introductory courses](#) (including 2-3 hours of in-class instruction and activities; 4-14 hours of out of class assignments) and a [ready to use hand-out Introduction to Cal-Adapt](#).
 - Use Cal-Adapt is a model for other states - empower people to concretely envision future challenges, by zipcode.

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- [NXTerra](#) - [here's a page on how to do vulnerability assessment studies](#)
 - UC - CSU NXTerra is a resource for college professors from across all disciplines and anyone seeking to enhance their teaching and learning about the climate crisis, critical sustainability, and climate justice studies, both inside and outside the classroom. The NXTerra Digital Platform (DP) is an archive of educational resources for educators and students seeking to enrich their courses and education with an infusion of critical climate change, sustainability, and climate justice materials.
 - [Video](#) on how to model a free, highly participatory and permanent kind of conference.
 - A [video](#) on engaging high school and college students in designing and implementing systemic alternatives outside the classroom in their own communities.
- [EcoVista](#) at U.C. Santa Barbara as a model to teach organizing skills
 - EcoVista is co-managed by Professor John Foran and other UCSB undergraduates who live in Isla Vista (a subset of Santa Barbara with a high concentration of students from UCSB) and have an ecological, climate justice-grounded vision for the future.
 - EcoVista has a group of continuing students who are involved in studying, proposing, and then carrying out projects of all kinds aligned with their Mission. Examples of recent or active projects include:
 - Food: community gardening, farmers market, food waste, food insecurity in the community
 - Circular economy: a pop-up thrift shop for clothing, which we hope to expand to other items
 - Ecological and care services: yoga in the park, mental health, ride-sharing, other exchanges
 - Energy and transportation: bringing solar to IV, improving infrastructure for biking, busing, and walking
 - Self-governance for Isla Vista and a deeper, more participatory politics with public budgeting initiatives

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- Communications and culture: social media, website, cultural production (videos, zines, performance. etc)
 - Educational: building toward the launch of an Eco Vista U!
- EcoVista envisions establishing an ongoing, multigenerational, student-led community development project for an equitable and just transition in Isla Vista, where a large majority of the students who attend U.C. Santa Barbara resides. EcoVista aims to encourage and inspire the foundation of an eco-village in Isla Vista through renewable energy, a flourishing and regenerative agro-ecology of public urban gardens, cooperative, affordable eco-housing, a circular eco-economy based on solidarity and meeting the real needs of the inhabitants, a vibrant web of visionary cultural creativity, radical self-governance, and community priorities determined by all who reside here.
- See it here: <https://ecovistacommunity.com>

- Invite faith-based organizations, community-based organizations and service clubs like Kiwanis / Lions Club to help with disaster preparation / climate resilience / community organizing
- Support Biden's Climate Corp
 - Get youth involved!
- Think of other ways to build-up resources
 - Make polluters pay - this could be a source of funding.
 - <https://uspirg.org/feature/usp/make-polluters-pay>
 - <https://makebigpolluterspay.org/>
 - <https://make-polluters-pay.org/>
 - <https://greenpeace.good.do/polluters-pay/polluters-pay/>

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- **Moving beyond Capitalism:** the root cause of environmental injustices and climate disasters.

Capitalism - Economists state that the root causes for both [climate disasters](#) and [environmental injustices](#) are [capitalism](#). For example, [scholars call](#) for a [constitutional amendment to end corporate rule and personhood](#) and to move beyond capitalism to a more cooperative economic system in which the economic system is not bifurcated into capital owners and workers - one in which our planetary resources are not plundered and wasted for the sake of short-term profit.

- The [US Solidarity Economy Network is thriving](#).
- [Doughnut Economics](#) by Kate Raworth is [gaining support](#).
 - “As outlined in Raworth’s 2017 book, doughnut economics aims to ‘act as a compass for human progress,’ turning last century’s degenerative economy into this century’s regenerative one. ‘The compass is a doughnut, the kind with a hole in the middle. Ridiculous though that sounds, it is the only doughnut that actually turns out to be good for us,’ Raworth told CNBC via telephone. Its goal is to ensure nobody falls short of life’s essentials, from food and water to social equity and political voice, while ensuring humanity does not break down Earth’s life support systems, such as a stable climate and fertile soils.”

- **Inner Resilience & Social Justice**

The Anti-Racist Lens & Pivot

Everyday Racism thrives on our blind spots - the disconnect in our minds that race, identity and culture play no role in the present. To come into consciousness of the reality around us, preservation of comfort through politeness no longer becomes an option.

An effective anti-racist pivot requires us to unpack how our past plays a role in creating the present. To come into consciousness of the healing that needs to occur is to understand the depth of the work. Use privileges by giving back.

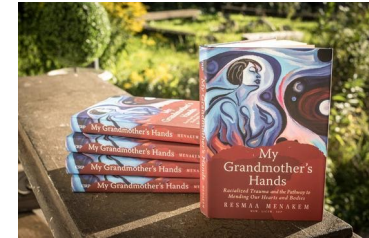
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“My Grandmother’s Hands” by Resmaa Menakem

My Grandmother’s Hands is about our human bodies; about how trauma affects them; about how that trauma is passed down through the generations, and about how resilience and trauma interact.

The same bodily forces that make us resilient can also encourage us to harm one another.

www.resmaa.com



- **Vernice Travis-Miller, Environmental Justice Leader, on [showing up with Grace](#)**

There is a call-out culture (also called cancel culture) that demonizes people who make mistakes, especially those doing social justice work. However, there are toxic personalities that we sometimes wish to turn away from. In this video, Vernice Travis-Miller, who is a longtime Environmental Justice advocate, speaks about showing up with “grace”- because after all, we are here to get things done by strategically building, not burning, relationships.

*This conversation about creating safe spaces, AND ALSO working towards creating bridges is an emerging and ongoing conversation that is receiving some attention and is currently being worked out through discourse. Stay tuned!