

Building Communities

Small changes
that have a positive impact are possible.
Find inspiration daily.
Be more positive.
Find the positive in others.
Take something positive from every interaction.
Keep moving forward.
Baby steps are good.
Collaborate with others to make lasting change.
Broaden your horizons to appreciate change in others.

A coordinated data system
is necessary to identify
population needs
and gaps in service.

Having a job that is a job is demanding and limiting
while the inspiration from youth and family members
is full of endless opportunities.

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Make equal access to treatment possible for all
no matter race, color, or economic situation.

Involvement of peers is essential
in the decision-making process
and the evaluation of outcomes.

Small differences can make a positive impact,
especially when we align positive intentions
with positive implications.

Sometimes we have the greatest intentions
and never identify or evaluate
possible negative implications.

But through considering implications
small changes can be made that generate positive impact.

Small / stars

Change / power

Positive / the fullness of space and time

Impact / we call forth our power

Possible / the collective, the "we"/"us"

can change the power of stars

in this place

to build power

and possibility.

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This is real life, has
always been real life.

The people living this reality
and the people who love them
must always inspire and give purpose
to the job. We work *for* them.

I am growing and learning
and getting better every day.
Only I am responsible for my actions.

I will never stop improving. I can
always expand my knowledge.

I can always be a better ally.

We all have room to grow.

Nothing is too small.

Multiple smalls make one big.

Love what you do.

I listen to you speak about the things that
impact me. I share with you but, at the
end of the day, I do not clock out.

I am always me. I do not switch hats.

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I do not shift gears.

The change must come from within us.

This is not my job.

This is our lives.

Every time I hear about equity

I am reminded of others

who have been missed before.

Think outside the box.

Be hopeful.

Find joy and meaning in everything.

There is a chain reaction.

There are ripple effects.

Though sometimes you're tired or distracted,

connect with people.

I come from a family where service

is everything – if we're not working or serving

others and our community, we're wasting

our potential and purpose.

I think a lot about today's page

in the history books. We're in a time

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of division, hate, and fear

and I want to know that,

while it happened, I was a part of the solution,

the resistance, one of the helpers.

Every time I dive into the word “equity,” it

expands with a different insight. So, it is

important for me to set aside time to dive in more frequently.

Inspiration comes from youth and family

members. This is not a job.

The most beautiful voice is the one

with the lived experience – strength, empowerment, worth.

Passion brings more purpose than money ever will.

Equity is multi-dimensional. It allows us to see each other

with compassion. It allows us to open doors

so that we support people to live as healthy and happy

as they can live, free of suffering and safe in their environments.

Equity points us to the work we need to do

to break down silos and barriers.

Equity is at the center of intersectionality.

Small changes that have a big impact are possible.

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That is why you eat an elephant one bite at a time.

It takes great effort but, eventually, you can measure your
success with nothing.

For me, the job is not a job.

It is my life.

I value the job of others.

I reflect on diversity, color, thought, love, expression, culture.

There is no equity when diversity
is marginalized and extinguished.

There is no equity when my insecurities block
the needs, hopes, and progress of others.

A butterfly flapping its wings has untold effects
on the world; small changes
in a complex system have profound impact – we need
only to observe them.

The job of others
impacts my life as a person, as a family member,
as a mother of struggling youth. For me,
this is not a job!

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I reflect on diversity.

In a world where diversity of stuff is embraced.

It is confounding that diversity of people is muted.

Equity. The more I explore, the more insights I gain.

I am responsible for opening doors

and creating opportunity for all voices

to be heard and to be accepted and not feared.

I can change the rules if I understand the impact.

Small changes that have a positive impact are possible.

We can do the optimistic mantra, keep desire alive,

and be open to possibilities. No effort is too small.

We can be free of constrictions.

We can be limitless.

We need those small wins to sustain ourselves

and chip away at the bigger win.

We all have something to give.

It is our duty to fight.

It is our duty to win.

Change is possible and inevitable.

We are all the authors of the future.

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Even if you uplift just one family or one child,

it can serve as an inspiration for thousands.

The smallest seed, you will see, can flourish beautifully.

You will see.

Inspiration comes from youth and family members.

This is not a job. It's their life. Let them always be able to share

their joys, heartaches, and worries freely. Let their voices

be heard. Let there be no cage on them.

This is not a job. Remember that it is their lives.

Keep hope alive!

I am inspired by you since you are my sister. Beloved.

It is a calling.

It is a privilege to be of service, to help people

and give them hope and reassurance that they

are not alone.

I am here to hold space, to listen... to sit close by.

I am here to stand by you

as I did for my beloved sister.

This is not a job because it's summertime

and they're shooting on my block.

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Community trauma shows up on a Sunday,
steals a 15-year-old boy
and sends me to my boy's bedroom at night
to chase away nightmares.

This is not a job. This is never a job.

This work is not work.

I do this work because it's part of who I am.

My ancestors speak to me and push me.

They reveal their suffering. It illuminates my own.

This is healing by doing. Healing by listening.

Healing by supporting families, youth, community.

This is not a job at all.

It is who I am.

I see the "other." They see me.

As both of our definitions of equity expand,

so does our fight.

Tomorrow we will all dive in deep waters

in search of our missing,

collective "others."

How small changes have positive impact

will be the north star of my passion and mission.

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I struggle with understanding and accepting
my privilege and power.

I can never have the lived experience
my peers do, so cannot fully know
how to achieve equity.

Even words of my childhood are tainted
now – white knight. Why white?

If we can't achieve equity
we will always have chaos.

Race, ethnicity, language, binary, spectrum, ability.

History, oppression, redlining, trauma.

New representation, reframed visions, revised structures.

OPEN SEATS AT EVERY TABLE.

Seeing our people, all people, FREE

AND THRIVING.

Shoot for the moon and,

if you miss,

you will be among the stars.

It's not money. It's not kudos. It's who you are.

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You pull your goals, your strength, and your everything
from youth and the family. Their voices need to flow
through us until their voices are heard and can
stand on their own. This is not work – this is LIFE.

This is a continuation of our communities and culture.

This is US. There is no individual – it's only US. One of US
cannot exist without all of US – no matter what our
“faux leaders” say.

Family is not YOUR family. Family is
not MY family. Family is just... FAMILY.

This is life.

This service is the rent we pay for living.

This is the burden of the exceptional human.

I am giving it my life, and what more
can you give to a cause than your life?

This is not a job.

Equity comes from within. It's not something
taught. (It's something learned.)

The lines drawn, based on social and racial equity,
are just lines. We have the ability to remove them.

Lines drawn that we have to cross.

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To make movement in this world,
in your world, you must first dream, fail, and try again.
Grow from every mistake, because failure
doesn't decide your fate. Sometimes, for small changes to happen
you have to be patient and just wait. Be kind to yourself
and know that progress is a journey.
As long as you keep trying, you will reach your definition
of success, even if parts of the experience were a mess.
To make movement in this world, you must first dream,
fail, and try again. If you remain strong, you will always win.

We must be humble in our knowledge and recognize that
there is always a moment of growth and learning
in every experience. If we do not challenge ourselves,
how do we know what our true capabilities are?

We spend most of our daily lives in squares (offices, trains,
rooms, even what we write on) and we stay thinking
within a box. Equity must not be seen through a square.

It is not compartmentalized to fit or fill such a restrictive shape.

Circles, on the other hand, have a way of
being stable. They are never ending, always giving birth to the new.

Imagination is what truly encircles the world.

Let us use this radical imagination

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in equity and create circles with our people

and come together with no hard

edges or barriers and expand our knowledge and love.

Love keeps you going!