



RMN

RELATIONSHIPS
MATTER NOW

Bring Your Brave Face **We're Talking Race, Equity and Bias in Advocacy**

Voices for Healthy Kids Summit
September 20, 2022

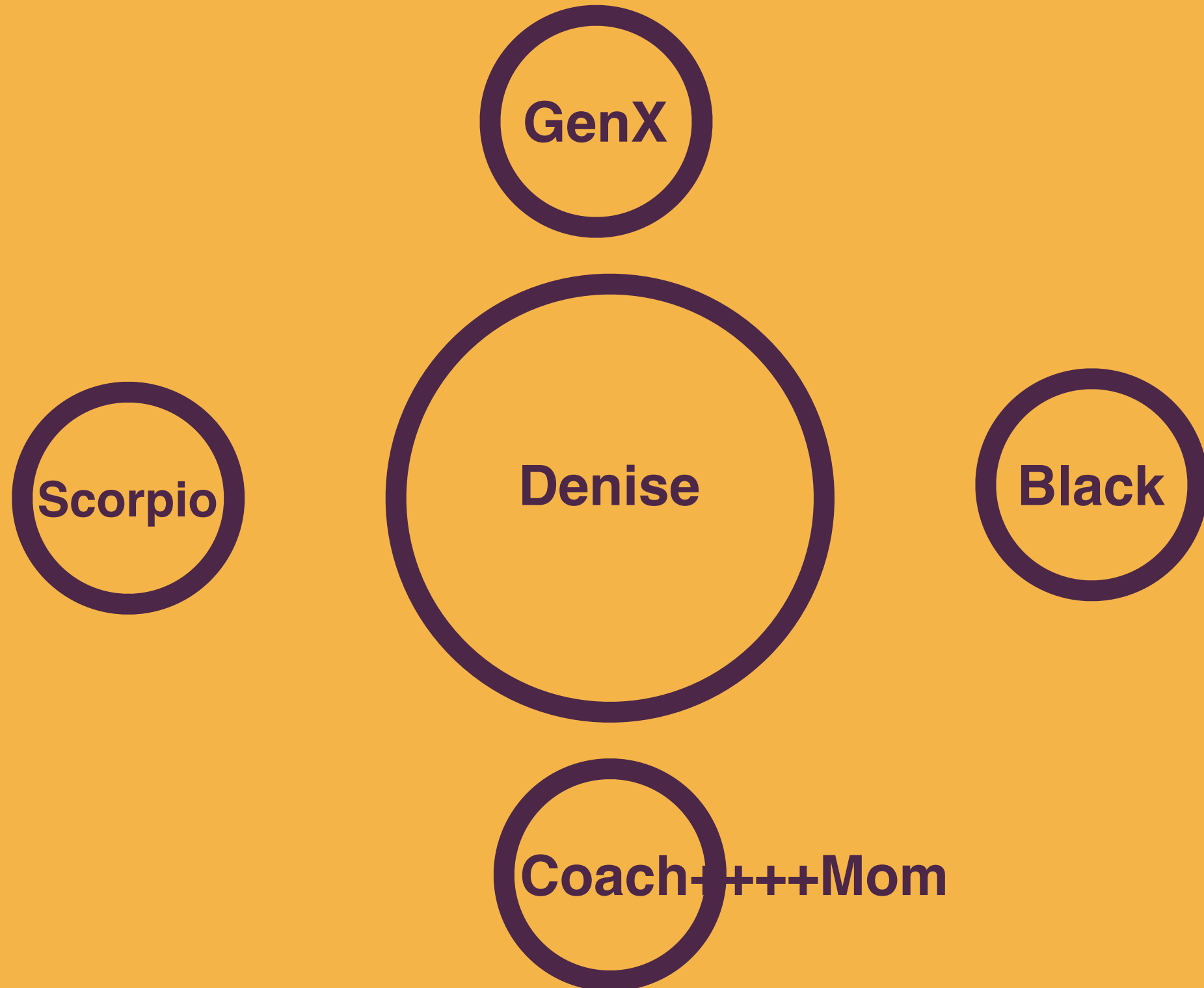


Who I Am & My Purpose

- Mom
- Entrepreneur
- Public Servant



Who Are You? No, Really.



**Our Circles (identities) inform
inform how we act and behave,
consciously and unconsciously**

We don't see
things as they are,
We see them as
WE are

– Anaïs Nin



5 Ways Organizations (and People) Resist Racial Equity Work In Advocacy

*and solutions to build
resilience and courage
to buck the status quo*



Photo Credit: Thomas de LUZE

Definition Olympics

SOLUTION:

Drive alignment—
not agreement—
for common
language



Photo Credit: Nathan Dumlao

“Where are the ‘othered’?”

SOLUTION:

Own the work
across identities
and structures of
power

Photo Credit:
Anna Shvets



Photo Credit:
Rachel Claire



Photo Credit: Judita Tamošiūnaite

It's Not About Race

SOLUTION:

Push for bravery
and
acknowledgment
of trauma and
treatment

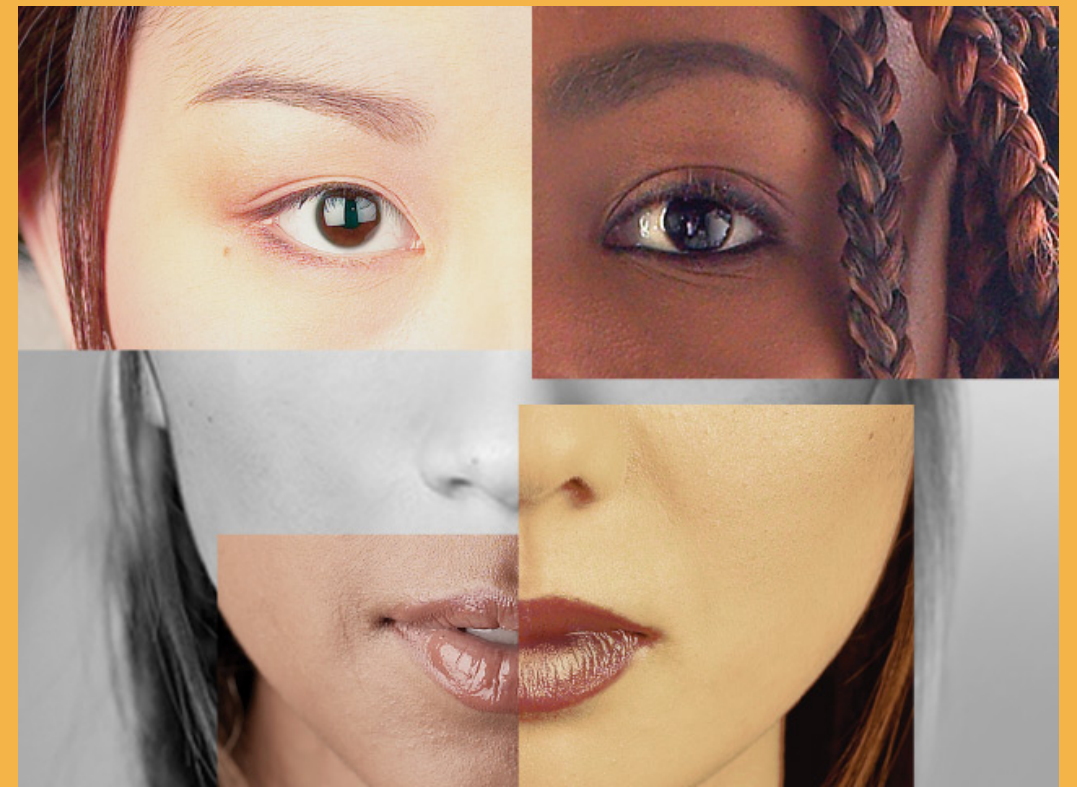


Photo Credit: Unknown

“Find the Racist!”

SOLUTION:

Acknowledge—
racism doesn't
always look racist



Photo Credit: cottonbro

Pressure to Act or Slack

SOLUTION:

Be unwaveringly
anti-racist



Photo Credit: Brett Sayles

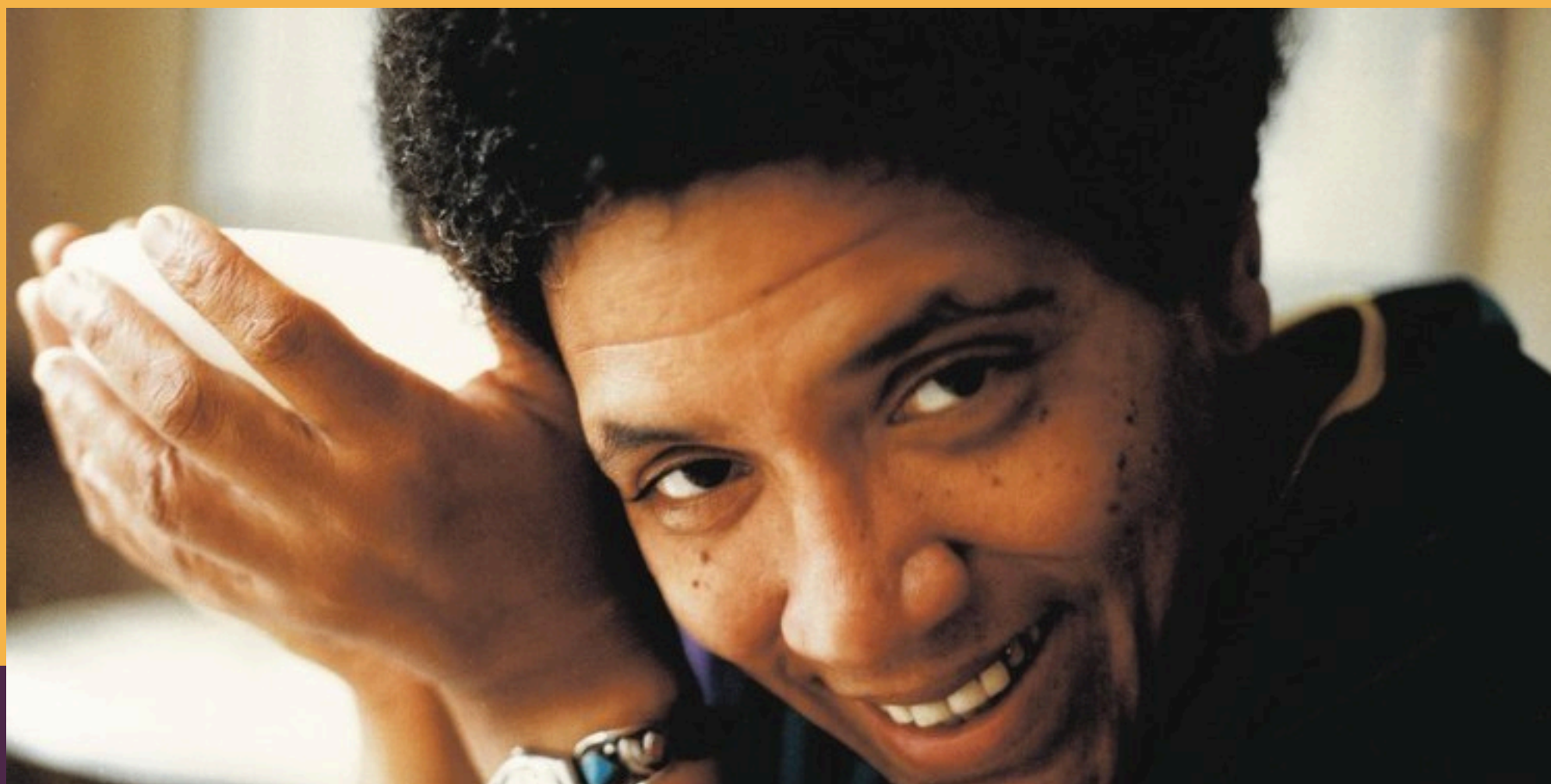


Photo Credit: Dagmar Schultz

Emotional Fortitude.



Denise Wilmer Barreto

Managing Partner, Relationships Matter Now

denise@relationshipsatternow.com



@denisewbarreto

