IL-NET, a project of ILRU presents

Disability, Diversity and Intersectionality
in Centers for Independent Living

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Intersectionality Discussion and Q&A

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KERI: Thank you. Okay, so there's a lot more to be said on all of this. And I definitely want to know ‑‑ I'll be around these next couple of days and a lot of us will be around to have more in‑depth conversation, but I do want to transition us at this time to do a little practice run, right?

So, we've been having conversations about a multitude of situations that occur, with different types of folks in our community to be aware about, right? So, what I'm curious about is, we're going to do an activity. Depending on how much time we end up having we'll do it two ways.

So, one, let's see, let's learn from each other, of what it looks like to have a staff meeting where we address what happens when our staff is like: We need to talk about race more. We need to address what's happening in our communities more and its intersections, right? So that could also be about women, that could be about queer folks, that could be about immigrants, that could be so many of our intersections. What does it look like to have that conversation? I'll bring a piece in this conversation that Lorrell talked about. So, the ideal situation would be that this conversation comes up and we're calm, we're collected.

[ Laughter ]

You know what I'm saying? We just trying to learn from each other and just be like: Hey, like, let's just figure this out. Ideally.

But... I don't know how many of y'all have heard of a concept called Black rage, you know?

[ Laughter ]

So, this concept essentially talks about, you can be hit with this magnitude of emotions that's just built up over time. Right? And it just comes out, right? And it looks like a situation where it's like: I'm done with all of the times in which we have attempted to talk about this conversation and it ain't gone nowhere. And it can just hit you. I would not be surprised if there's people in this room, and Black rage is a concept I'm referring to generally speaking, where it just hits you and you're talking about like: All right, I feel your emotions. How do we deal with that?

So, I need three volunteers. I need someone to talk about-- who can kind of serve as a CIL Director, whether you are one or not. I need a person who can institute rage. Kind of sort of. Don't take us to the utmost. This is a demonstration, right?

AUDIENCE: Black rage is no longer a legal defense.

KERI: And I need a person who is there and is like: Yo. What is happening? So, I have one volunteer, come up here. Could I have two other people who can help out with this? Okay, come on. All right. All right. Come on.

So, this is the first way we're going to do this.

So ‑‑ can I get a couple more ‑‑ this mic right here?

Okay, thank you.

You ready? I'm going to have you be the Director. Okay, you're ready. We gonna figure this out today.

[ Laughter ]

We need audience engagement and guidance throughout this, right? So, we're going to let them do their thing, but we need folks who will able to say: All right, here's some lessons I've learned in these types of conversations. Here's some things I've been through and I've experienced. Can you be a little angry for us?

PARTICIPANT2: I can be as angry as you want.

[ Laughter ]

KERI: All right, and then James? All right, so this is our staff right here. Color, I see y'all. You're going to have this conversation. So, you're going to be at the staff meeting. You're running the meeting and you're going to be talking about here are the initiatives we have coming up. Here's what's happening in our community. Here's what we're doing the next few days. Just be doing that.

You're going to interrupt her. And you're going to bring the emotions to the space, and we're just going to see what happens. We're going to try to learn together. All right. I'm going to give the mic to you and then we'll share. Let's go.

PARTICIPANT1: Good morning. So, today's staff meeting we're going to talk about these initiatives we have coming up. We want to reach out to people in different minority communities. We'll be focusing on race in this meeting.

PARTICIPANT2: Wait a minute. We already tried this many times. Why are we doing this direction again? It's over and over.

PARTICIPANT3: Oh, my God, we're going to be talking about this. How long is this going to take? I've got reports I gotta do and stuff like that.

[ Laughter ]

My Executive Director wants this done, that done, so we ain't got all day.

PARTICIPANT2: Yeah, can we just ‑‑ what have you got to say and then we can go, right? Is that what we have to do?

KERI: Let me pause you real quick: How should she respond?

What do y'all think?

What should be her reaction to this reaction?

[ Laughter ]

Thoughts?

AUDIENCE: That she should listen to what each of them said first, acknowledge that she's listening, and then go on with her objective.

KERI: So, let's try that. Ask them, what's going on, you know?

PARTICIPANT1: Okay, okay, I hear you. I understand you but what are your concerns?

PARTICIPANT2: We've done this already, and nothing's changed. We keep on going over the same thing over and over, and it's a waste of time. What do you think?

PARTICIPANT3: I think it's, you know, you're beating a dead horse. You keep talking about it all the time, you know. Instead of talking about it, we've got to be about it. We've got to get out, and not only talk amongst ourselves, but bring people in that have experienced this, not only us as staff members, but the consumers that we serve, because again, it's all about us as staff members, our consumers, that's who we are here for, our consumers.

PARTICIPANT2: But yet they've got other issues that they're dealing with. We don't need to deal with this anymore. I don't see the problem.

PARTICIPANT1: I'm sorry, could you repeat that last part again?

PARTICIPANT2: Okay, you weren't listening to me. We've got other issues. Let me say this one more time: Aren't we here about disability? Yes. So, we're focused on disability, but now you want to bring this other thing in there that I don't understand why. It's like we've got other priorities, right?

Yes, and then we're not doing it. We're wasting our time talking about this over and over and over again.

KERI: Let me pause you, right? Okay.

[ Laughter ]

Let's add support to our Director who's trying to figure this out. What are some ways ‑‑

PARTICIPANT2: I can run them.

KERI: Appreciate that. Start right here.

AUDIENCE: So, I guess you could start by talking about how I guess like race and inequality of race impact the kind of services your consumers may be receiving.

AUDIENCE: So from what I'm seeing from Ron, it seems like what you're portraying from my perspective is someone who's not really aware of some of these issues that minorities are facing and you're just kind of saying: We're a disability organization, and I believe that it seems like you're portraying more of a White person, and I'm wondering from my perspective as a queer Latina person, when I'm sitting in these rooms, I'm, like, over it. I just sit there and I'm just tired, and I don't say anything most of the time, because I don't want to be that one person who is constantly like, well this is a problem, we have a problem and constantly being that squeaky wheel, so I'm almost like tired. And the person I normally see in the meeting that's like well, I don't know why we're focusing on this, it doesn't seem important or we're in the whitest state in the country, so why do we have to focus on this? Those are things I normally hear from white staff members, not people of color. The people of color are like you're not going to actually do it, so why are we sitting here?

KERI: Something to think about.

AUDIENCE: This is like a real‑life SILC meeting. I had to gather myself. This conversation would literally actually happen.

[ Laughter ]

And the issue is, and I hear what you're saying, but it's even trippier when they're not all white, and it's a conversation that's still happening. I'm active with the Black Lives Matter group and this conversation has happened in our majority Black political communities as well. And that’s when it's like now I've got to get a drink, I've got to go. I can't do this. So, I guess how should it be addressed? Let's see, in my staff meeting I think, well, let's not say that. Let's say that the reservation that was used in trying to figure out what people's issue was, was great. Because you have to ask the question of where is this coming from, because these two folks almost seemed like they had the same position in the beginning, but they didn’t. One person was saying we’re tired of talking about it, let’s go out and do it. Let's move from talking about it to doing it, the other person is saying I don't want to deal with it. I don't know why this is an issue, I don't know why we have to deal with it. And that typical thing of trying to separate race from disability and I think that that's typically, could be the core ‑‑ it is the core of many situations that I am in, and I haven't gotten to that point yet where I don't say anything. I get kicked out. That's what I do.

[ Laughter ]

But I think it has to be addressed because sometimes people really do feel justified for seeing that difference. They feel that that is ‑‑ there is no marrying of race and racism and the needing to combat that in disability. They don't, because they're not of the group that experiences that particular additional hardship in terms of disability.

So, I think education, reconditioning? What's the term they use in Star Trek? Not assimilation. That's not it.

[ Laughter ]

I think that a certain amount of giving a person the benefit of the doubt for not knowing, but then once you do that, then it can go further into other things, because obviously then that person is voicing those views is not going to serve the community of people who are most underserved well, and then that's where the action comes in. Something also has to be done about that. In addition to action in terms of serving these communities in a real way, something actually has to be done about folks who actually feel that it shouldn't be done. And what is that? Is what I will leave off with the cliff‑hanger.

KERI: Had Anita up here.

AUDIENCE: Morning, everybody. Can you hear me? Everybody close your eyes for just a minute, please. Slow down and be a person. I have a 24x36 Post‑It note next to my desk and it says wise quotes. And, the first quote I put up there was: Slow down and be a person. Because we all don't know what each other is going through, but at the end of the day, we're all people. We all need to eat. We all need to be loved. We all need to just be.

And we can't control what we happen to have been born into or what we happen to have gone through. But we just need to understand that we're all people, and we all just need to live and connect with each other. And just take deep breaths when things get stressful and just breathe.

Just breathe.

KERI: Thank you.

AUDIENCE: Thank you. I wanted to go back to the statement earlier about sometimes it's people of color in disability organizations that may be resistant to intersectional justice or intersectionality issues. And unfortunately, I've found in my experience that that has been true, and maybe that we recognize that some of it may come from internalized racism, or their own proximity to privilege of some sort. And that maybe it takes kind of looking at that and acknowledging that and figuring out how ‑‑ in understanding where that's coming from that that person is no longer a barrier to that.

AUDIENCE: So a strong plurality of folks in the Independent Living Movement are coming to terms with the stunning realization that White is not the default setting for the Independent Living Movement. And I know that that's really challenging for many people to process, but it is what it is. I think with regards to what a CIL Director can do, to be a support to the CIL and to the staff with regards to coming to grips with this is ‑‑ I think frankly, tough love is needed. I think that we have to, as CIL directors, take a strong stance and say that this is a non‑negotiable. Because when we are serving women, we don't discard their womanness and say: Well, you're a disabled person and so we're just going to treat you like all other disabled people and treat men as the default setting. That would be ludicrous, but yet we're having these conversations with regards to race as if being intersectional and culturally competent to disabled people of color is still negotiable, and it's not actually.

And so, we need to be that broken record at CILs and in the community and say that this is where we're going. We have to do this in order to provide services to disabled people, because disabled people come in a variety of races, ethnicities, gender identities and so on and so forth. And I know that that can be very difficult for people who are in leadership positions to do, because we're at this juncture where many people think that this is a divisive topic and that people who speak with assertion and authority about this topic are toxic to the community.

And that is simply not true at all, and so we have to get over our discomfort, and we have to recognize that just because we're uncomfortable with the topic at hand doesn't mean that we're right, or that the topic at hand is not appropriate. It absolutely is.

AUDIENCE: I'm Susan Dooha, and I absolutely concur with what was just said. As a White woman, if I were leading that meeting, I would need to set some ground rules and some groundwork. I'd have to talk about who is our community? And what do we know about our community? And that we are here to serve all people with disabilities, and that means "all" means all. And because "all" means all, we're going to have to learn about, we're going to have to include, we're going to have to listen and we're going to have to work together to move forward in making sure that "all" means all at every level of the organization. And I would be very empathetic to the person who says, we have failed at this before, because many people do experience a sense of hopelessness, inadequacy, confusion about how to move forward, and so I would need to understand that we have failed before. And that if I were talking about behavioral health, I would say relapse is part of recovery. I would say that not knowing, but continuing to question and learn, is where knowledge can begin. And that it isn't optional, that this is the direction of the organization, that we're all going to go in together. And we're going to do it through action. We're going to have to walk the talk. We have got to show: What do we mean when we talk about diversity and intersectionality?

And I really want to hear your input about how are we going to do this together? Because we're going to do it.

KERI: So I'm going to take two more and then I'm going to transition us and we will actually have a little bit more time for conversation but I just need to wrap up this particular piece. So, Kim and then right here.

AUDIENCE: I'll keep mine real short. I want to point out that I heard the talking to, and one aspect is that we take a team approach in our organization. It's kind of funny, James, who was up there, what he said is what we preach at our Center. We're about it. We're not sitting at the table talking about it. We go out and do it, and so how that involves ‑‑ or how it comes to be, is it involves the team as a team and so how do you get the team members on Board and empower your staff to do that? I know I'll talk about some stuff, but I think that's the whole gist of it, that you're not preaching and you're not dictating to the staff, but you're involving the staff as a partner in this whole movement.

AUDIENCE: I was going to give a suggestion. So I spent the past year studying health disparities for minority communities, and one of the things that we focused on a lot was using something called cultural brokering. And what that was, was having someone, just like you'd think of an interpreter translating a language, a cultural broker translates a culture. And one of the ‑‑ so we worked with cultural brokers, and we were having people coming to doctors in the state of Vermont, which is a very White state, and you'd have a patient who is from I think the ‑‑ we have a lot of Nepali refugees in the state. And you would have someone coming in and someone would come in saying here's a vaccine we want you to take. The person would say I'm not sick. There's nothing wrong with me, so why do I need the shot? So, the concept of preventive medicine was something that was completely new to them.

So, in CILs, when we have people that are coming in from different cultures, the standard formula that we have for someone who's grown up in America in a Western society, might not be the same formula. So, it's not just respecting that people are LGBT and people have a different skin color than you. It's: You might be coming from a completely different life experience than I have, and finding ways to appreciate that difference, and not have this sort of: Well, your traditional medicine is useless. It's not Western medicine. It's not antibiotics so therefore it can't ‑‑ and having that superiority is something that we should work on.

But, yeah, it's not just about color, it's also about your entire life might have been very different.

KERI: Wow, y'all.

PARTICIPANT2: I just want to say: That's not me by the way. I was playing...

[ Laughter ]

KERI: Y'all, thank you so much for participating in that activity. So, for real.

[ Applause ]

For real, for real.

[ Applause ]

So, the reason I wanted to bring that activity up is because like has been mentioned in this space already, that's real life that happens, right? If you haven't experienced it already, I would not be surprised if it's coming, right? And I don't want to say that to, like, scare people, to overwhelm people, but everything we're doing around diversity, intersectionality, all of this goes back to the intentionality piece and preparing for it.

So, with more time there's two ways I would do this activity. There's a number of different scenarios that could happen. One is that, right? Where you're experiencing anger, rage, pushback, all of these different things, right? And, like, how do we position ourselves to be prepared to handle where that anger is coming from? How do we position ourselves to be able to listen adequately and to involve people in the process?

I think these are very intentional questions to be asking ourselves, and to be asking our team. The second way is the proactive piece, and it's like: How as someone who has some level of influence, regardless of your title and our network and our organization, are we able to bring this to the forefront and say, you know what? There are conversations we're not addressing. Are we addressing police brutality? Are we addressing immigration? Are we addressing all of the public charge? So many different things that impact our community 100%, when it comes to people with disabilities, but it absolutely has an intersectional lens to that. Right?

And so, the proactive piece is being able to come to our team and say: Here's some things that we need to do differently, and that we need to do more, and opening up a dialogue and conversation and saying that needs to happen. And what would that look like? And I would just encourage folks to literally practice this. You know? It doesn't have to be with your staff. Sometimes you need just a close group of people that you can trust, to get more comfortable with the conversation, to be able to allow it to flow without getting defensive, to be able to listen and correct, right? And then being able to take that to our staff and our network, and have those conversations. I really appreciate what Kim was saying about building our team, and it's obviously an involvement piece, right? So, what does that look like? How the we leverage the strength of the folks in our network who can bring different elements?

If they're good at recruitment, if they're good at programming. We didn't get through all of the slides but just going back and looking over: Are you a community expert? Do you create platforms? Can you make executive decisions? Are you an advocate? These are just a few examples of the roles that you can play within having this conversation and being intentional about bringing that into the space and being intentional about encouraging other people who have pieces that you may not have and bringing that into the conversation.

So, I'm just going to end with a quote. Just thoughts that I have, things that you can think about. So, for me, freedom is a journey that requires much sacrifice and an unrelenting confidence in your movement, even if you don't know your exact destination. Do we know where we're going with this? 100%? But we've still got to move, though.

I'm constantly thinking about freedom and the dream. Dreams that are bold enough to envision our communities and businesses as inclusive of ALL people. A dream that still calls for us to examine the content of our character and skill set rather than preconceived notions about our melanin curves and crip walks. This year I hope we bring back the wisdom that says to let go and let God. That's just my belief. If that's not yours.

I hope we let go of all of the baggage and all the haters that tell us our message and ideas are too loud. To all my people, hungry to showcase the beauty of your culture, never allow the struggles to break you. Let us come together on that.

So, I'm just going to conclude with you on that and thank you for your time.

[ Applause ]

STAN: I'd like to say Keri gave us a lot to chew on and she's still here for 15 minutes before lunch, so what questions do you have right now? We have 15 minutes, and I'm sure there's a lot of questions out there. Don't be shy.

AUDIENCE: So some of the remarks that were made, I'm Lorrell, were about making a plan so I think that's something that's of vital importance, so maybe that's something that could fuel people's conversations as we go on throughout the day. I heard a couple of people say they're in the same general area, but in terms of talking about making a plan, even if you're not in the same general area, what are people's thoughts about going forward with a plan of action? Conversation does need to happen in that, of course. You can't downplay the planning, but the active part of that, what is a solid Step 1 that could happen? I think that's something pretty dynamic that could come as a result of this conversation.

TIM: Lorrell doing a plug for the action plan. This is kind of always like an awkward point in these trainings, where we're introducing these big concepts, starting to have these conversations, but we haven't gotten specific yet. So that's coming too. The specifics of what to do, the specifics of how to change your organization, we will get into that, so we're going to talk about some of those tools in the next day or two.

AUDIENCE: My name is Chasidy. I'm with LIFE, as I stated earlier. I'm the Students for LIFE Coordinator, so I work with youth and adults that are in the process of transitioning to adulthood, employment, secondary education, that sort of thing. I was just thinking to myself, how can I include some of the information that was presented today and also do additional research because that's what I do. How can I provide that information to the youth that I work with?

Because it's important that they understand that intersectionality is important and it affects them, as well, to build that empowerment piece because that's important for all of the consumers that we work with to empower our community so that's just my take on today and this presentation.

TIM: Other questions?

AUDIENCE: Mike Magnant from CORD. Just a suggestion: One of the things that we work on and that's helped us, and this is just sort of a general business statement, because what I saw there was the meeting melting down, which is what you had set up for a scenario. I get that, but having an agenda ahead of time for your staff, because if you're the Director or the President or the CEO, whoever's driving that meeting, needs to be able to maintain the control over the why they brought those resources together, because when the staff is all sitting in the room, the cash register is still burning like crazy.

I try to make sure, we try to make sure, that we have an agenda sent out ahead of time. It's an imperfect science, but we try to get it out by Wednesday to Thursday so that everybody that has any questions, concerns, can come before the Monday‑morning meeting so we can talk in private or in public, but we use those meeting times and we tie of all those resources to make sure, just like here, that we stay on target with the agenda, and we plow through the very important issues that we need.

So just a basic administrative feedback would be a structure ahead of time, make sure people know what the topics are ahead of time. Because I don't like surprises any more than anybody else does when I show up to a meeting, but I also want to make sure there's control maintained, so that everybody on the staff benefits from why I pulled everybody together in the first place.

So just my two cents.

KERI: Tim, can I ask you a question?

TIM: Of course.

KERI: So I 100% agree with everything that you just said. At the same time, I think part of the activity was to acknowledge that these conversations, these issues, take us off‑guard, and in ways that we don't expect.

Tim, I know that you have some experience around that. I'm wondering if you have any tips or thoughts that came out of a situation that was like oh, crap, we were not prepared for, you don't have to get into specifics but I'm referring to Bruce. So, I'm wondering if you have any thoughts on that.

TIM: Yeah, absolutely. So, I think a lot of people are aware of the experiences that NCIL has had recently around this, and this is something that as an organization we've been trying, and I acknowledge there have been deficits ‑‑ sorry. I thought I was using it pretty good. There have been deficits along the way, there have been things we haven't gotten right, but we've been trying to do the long‑range work on this as an organization. Might not have always done it well. Might not have always done it perfectly, but we've been trying. We have a Board that I know cares, and we had really damaging remarks that were made, painful remarks that were made, by a sitting President, and we were thrust into that three days before our annual conference.

And in holding that conference, our reaction had its deficits as well, even though we came up with some things that we were thoughtful, they were quick, and we just had to let that happen. I think one of the things that's been really challenging about that is that as an organization, I think I can say that we were ready to ‑‑ we were in no position to be defensive. We wanted to listen, we wanted to learn and that even with that mentality, it was an imperfect solution.

I'm sorry about that. And it really for me illustrated the fact that even though we've been having these discussions for years, even though it is, and I say this, a truly a hallmark of our strategic plan, if we're not communicating that to folks, it comes as new, it comes as a reaction to what was said, rather than to us that are in the know, a continuation of the work that we've been doing.

So that really was, even though this might be part and parcel to you, it might be a top priority to you, if folks in your community don't feel that, then what good is it? And so, I mean, that is, that was a real lesson learned, something that we're still learning.

KERI: Yeah, appreciate that.

STAN: You know what? Has this been helpful?

[ Applause ]

Has this been helpful?

[ Applause ]

Is somebody going to take some of this stuff back to their Centers? What are you going to take? Somebody tell me. What are you going to take back? You can blurt it out.

AUDIENCE: No, need a mic please for access.

STAN: Okay, you're right.

AUDIENCE: Lorrell again. I think what I'm going to take back is the need to really take action as I keep saying because these aren't issues that just happen, right? These aren't issues ‑‑ it didn't start with Bruce, with this current incident. It didn't start with that at all.

And I think there has to be, as I said, a couple of comments before, a recognition that it didn't start with that. There has to be a recognition of the damage that was done before that, because people are really, really in favor of talking about moving on and moving past it, when honestly that's just a cop‑out. It usually means that folks don't want to take responsibility for what has happened, how that's affected what's going on right now, and how all of that has to be a part of the cumulative process and finally the thing that everybody keeps wanting to do so quickly, moving forward, you can't do that without a statement of the damage that's been done. You just can't. You cannot. You can't. You can't. You can't, you can't, you can't, it can't happen.

AUDIENCE: I want to go back to the staff meeting scenario real quick. And bring up ‑‑ follow up the comment that the gentleman in orange articulated. We should never be taken by surprise when we're presented opportunities to provide peer support. And that's really all we're talking about here. We're literally federally mandated, all of us, to provide peer support at our CILs. It's one of our five core services.

These conversations, as uncomfortable as they may be, to harken to what Ms. Lorrell said, this conversation is bigger than something that happened three days before the NCIL conference. What we're talking ‑‑ what we've been talking around and what we're finally starting to talk about is the fact that we have not been providing peer support to entire populations of the disability community. And so if you're uncomfortable with this conversation, or if you're totally comfortable with the conversation, but you work with a team that has people that are experiencing a cornucopia of feelings about things, center your conversations on, we're talking about peer support, folks. That's all we're talking about.

We have to provide peer support. This is a place where we have some gaps, and so we are going to be making changes so that we can finally provide peer support to populations that have been left behind, unfortunately, by our movement.

AUDIENCE: We've been talking a lot and we keep hearing how uncomfortable a lot of these conversations are, and I agree, and so I want to maybe take a little bit of a step back and say I think it's sort of a natural, unless you have done this a lot and you're familiar with it, sort of a natural sense is when you get hit with something uncomfortable, your body tenses up and you tend to naturally just back off a little bit. So, maybe we all need some resources to help us manage those uncomfortableness, how to figure out how to work through some of these uncomfortable conversations, and there's a lot of stuff out there, and it's just purely by coincidence, but well before this workshop and some of the other things going on I just happened to pick up a book about conflict resolution. There's tons of resources out there about conflict resolution, so if you're a person that's ‑‑ I would include myself in this as well ‑‑ that are not real comfortable with this, find people in your community that can help. Bring in mediators, bring in people who are help you learn some of those skills because it is a difficult task.

So, there's lots of stuff out there. I happened to be reading a book and I'm not getting any credit for this but it's one I happen to be reading on the plane over here called: Everything's Workable by Diane Hamilton. It's fairly readable, but there's tons of stuff out there so lean into it rather than shy away from it.

STAN: Take two more comments.

AUDIENCE: Hello, I'm Niusha from CIL North Central Florida, and actually that was so nice I'm hearing all the things that was very nice. I feel for everything, but I'm thinking the big problem that most of the CIL has and so we cannot serve a lot of people is money. Probably we should find a way to actually bring more money to our Center, because most of the time just we should find, okay, I should seek a grant and find a place to support or sponsorship for the program, so all the things are good or maybe we should start one, I don't know, together and ask government to help us more, because all the things we are talking about here is beautiful and is great, but without money, okay, we cannot do anything so because we say okay we cannot serve these people. For example, our Center we serve around 16 counties, more than that but okay, we drop some of the programs because we didn't have money for that. For example recently, we drop FDRI, a very wonderful program for the people that have problem for hearing and they use those phones and this is sad so all of us we are together and talk okay, this is nice, we should do this, but this is my idea. The basic is money. If we have that, we can bring more people to the Center and help us and so we give more services to people and all the time we consider all of us we are human, because when you look at me yes, I'm a diverse person, most diverse person maybe in this place now. Okay, even with disability because I have hearing impairment. If we put something in the corners, some label, for example you say people, White people, we should actually educate people. No, all of us human, so don't look at each other as a one, because we are ‑‑ because you said okay I'm going to church actually Black church. Maybe we should start to okay forget this. Don't separate each other. Church is church and God is God and we're the child of the one God, but you know in a different way, different country and different places.

Honestly, that was my thought so I'm thinking okay, maybe money. Maybe we think unit and start just don't sit, just talk. Maybe we should act, and so beside all of these beautiful things we have learn here, because honestly I saw most of the meeting we had we said oh my God we do this and when we go out and ask each other, okay, it's fine, later we do it because we forget and actually yeah we don't have money for that too. Okay, thank you.

AUDIENCE: Thanks. This is Anita, pronouns she/her. In the stuff that I'm doing on intersectionality, and I know the question comes up, the big thing for me is what concrete, tangible things are people, are CILs, or organizations doing to promote intersectionality and diversity? And a lot of times people don't know, and so I think we have to come up with what actual things can people actually do to promote that.

And then in doing that, I think sometimes a lot of the work tends to fall on us folks of color, and us Black folks, particularly us Black women. We get left twisting in the wind on this, that when we come up with these, we're going to need the help and the privilege of our White allies to implement this if possible, because we could come up with and we could say do this, but if you aren't carrying this with us and implementing this, nothing's gonna happen.

[ Applause ]

STAN: Thank you. I'd like to take this time to thank Keri for her presentation.

[ Applause ]

Very thought provoking and I hope you take some things back. I heard action. I heard action. I heard we need some help to implement once we come up with these solid things and I heard some things in this presentation, and we'll hear some things moving forward. So, I want to thank you for your participation. It is lunch time.

[ Lunch break ]