

## Quotes from BIPOC Leader Respondents

Within the survey, BIPOC Leaders were asked to share a quote with other BIPOC leaders or aspiring leaders working within a predominantly white organization. The below quotes were shared anonymously by BIPOC leaders in their survey responses. Some have been minimally edited for clarity.

### Quotes from Notable Figures

- For assuredly, I say to you, whoever says to the mountain, be removed and be cast into the sea, and does not doubt in his heart, but believes, that those things he says will be done, he will have whatever he says. -St. Mark 11:23
- Caring for myself is not self-indulgence, it is self-preservation and that is an act of political warfare. -Audre Lorde
- We are the change we seek. -Barack Obama
- To be sane in an insane place, you will always be perceived as the crazy one. -Dr. AJ Stovall
- I have a dream..... -Martin Luther King Jr.
- If they don't give you a seat at the table, bring a folding chair. -Shirley Chisholm
- I learned early on the magic of life is having a vision, having faith and then going for it. – Elaine Welteroth
- The greatness of a community is most accurately measured by the compassionate actions of its members. -Coretta Scott King.
- You may shoot me with your words, You may cut me with your eyes, You may kill me with your hatefulness, But still like air, I rise... Maya Angelou
- When I dare to be powerful—to use my strength in the service of my vision—then it becomes less and less important whether I am afraid. -Lorde
- If you are silent during times of injustice you have chosen the side of the oppressor. -Desmond Tutu
- One has the moral responsibility to disobey unjust laws. -Martin Luther King Jr.
- History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again. Maya Angelou
- Rest is Resistance and will lead to liberation. - Tricia Hersey, The Nap Bishop (paraphrased)
- Ask for 100% of what you want 100% of the time and be prepared to negotiate. – Mary Pender Greene
- Never accept a No from someone who doesn't have the power to say Yes." -Mary Pender Greene.
- What are you speaking over your life right now? If you're speaking fear, desperation, or scarcity, then that is what you are calling forward. Speak love over your life. Speak abundance into your life. Speak healing. - Abiola Abrams
- When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak. -Audre Lorde
- When someone shows you who they are, believe them the first time. - Maya Angelou
- If you are silent about your pain, they'll kill you and say you enjoyed it. -Zora Neale Hurston
- I am no longer accepting the things I cannot change. I am changing the things I cannot accept. -Angela Davis
- Be Phenomenal or Be Forgotten. - Dr. Eric Thomas

- Success is not final; failure is not fatal: it is the courage to continue that counts. -Tricia Hersey
- Rest is a form of resistance that pushes back against capitalism and white supremacy. -Tricia Hersey
- Don't minimize who you are and what you can do. Build your "brand" - The Brand Called You!
- Integrity, insight, and inclusiveness are the three essential qualities of leadership. -Sandhguru

## Original Quotes from Respondents

*The below quotes did not have a source attributed upon submission, and are believed to be original quotes from the respondents.*

- Horses make a landscape more beautiful, meaning don't forget the bigger picture.
- Have faith in yourself and God and know that IF YOU HAVE FAITH the size of a MUSTARD SEED nothing will be impossible.
- People must feel seen, heard and valued in every aspect of their work.
- It's not about Equality. It's about Equity!
- Empower yourself, with good intent...the rest will follow!
- Ask questions and learn the "why".
- Teamwork makes the dream work.
- Stay loose and adjust.
- You have a voice, don't be afraid to use it with humility and compassion even when the same is not given to you.
- Be your best authentic self
- Success doesn't fit everyone the same, it has to be tailored to you
- If asked to take a leadership role, take the chance even if you do not feel prepared to do so, then prepare yourself to meet the challenge. The opportunity may never present itself again.
- Stay true to yourself.
- What else can I do to rise above my circumstances and get the results you desire
- You belong anywhere you'd like to be.
- Before you are a leader, success is all about growing yourself.
- Always take advantage of opportunities for growth regardless if it's related to your current role as .that won't be your role forever.
- Allow for everything and don't count on anything.
- It takes a village to raise a child.
- Your voice matters, use it.
- It's difficult to change systems...the most you can do is influence individuals.
- The same boiling water that makes an egg turn hard, will make a potato turn soft....you need to dictate your environment and not let your environment dictate you.
- Faith not tested, can't be trusted.
- Be alert, be strong, be professional always, then rise to be the new leadership for the future.
- One day we won't have to work twice as hard to prove that we are deserving of a shot.
- Keep your head on a swivel.
- If it seems hard, do it anyway. Live without regrets.
- Who supports you? Leadership is a team sport. Find your team.

- Know your work and show your worth. Always remember you have options and you don't have to settle. Establish healthy boundaries from Day 1 and don't waiver.
- You should be encouraged and not tolerated to be your authentic self. That is a non-negotiable.
- Trust your gut!
- The best version of you is the authentic you. Take the things that help improve on the authentic you but never change it. You are good enough.
- Learn to Jump Rope and find two allies, partners, that can help you move through with a sense of ease, calm, and safety.
- Be yourself, everyone else is taken.
- Always remember you too have a seat at the table, and you do belong here!
- Be hard like water, be soft like water.
- Leadership should reflect the people being led and population being served.
- Know your worth, don't second guess your experiences of implicit and explicit bias, know that even White liberals can be racist-they can't help themselves!
- You are more powerful than you know.
- Your worth is not measured by your productivity. This work can easily deplete you, find ways to recharge and take care of yourself.
- Find your village and collaborate with them to get things done. Do not attempt to go at it alone if you do not have to.
- Be true to you!
- The higher you go the lonelier it gets. Connect with other BIPOC folks in your same role in other organizations to help build you up.
- When preparation meets opportunity, there is success. That opportunity can be at another organization.
- Learn thyself, know thyself and be open to changing thyself when it no longer serves you!
- Stand up and don't let your voice be silenced.
- You alone are enough.
- Be courageous and encourage courage on your team.
- Invest in yourself because your professional development is your responsibility.
- Diversity, inclusion, and making someone feel like their value can go a long way.
- Always believe in yourself, stay positive even during tough situations, pitch your ideas in a way that creates diversity and inclusion, and believe that the goals you set are achievable.
- Be the leader, be the voice that promotes change that will make a difference, POWER of self.
- Those who came before us had to acquiesce to leave the door open and create space for us. Now we have to speak up to continue to create space for those who will come behind us.
- Keep shining through the rain.
- Don't give up.
- Understand your relevance, impact and influence factor.

## Longer Musings

*The responses below did not have a source attributed upon submission, and are believed to be original thoughts from the respondents.*

- Racism is a profound deviation from the standard of true morality. It deprives a portion of humanity of the opportunity to cultivate and express the full range of their capability and to live a meaningful and flourishing life, while blighting the progress of the rest of humankind. It cannot be rooted out by contest and conflict. It must be supplanted by the establishment of just relationships among individuals, communities, and institutions of society that will uplift all and will not designate anyone as "other". The change required is not merely social and economic, but above all moral and spiritual.
- Racialized white people must be willing to put their full humanity on the table. The job requires them to dig into their own genesis story of coming to the US. Most racialized white people did not land on this continent as "white". They became "white". Otherwise, they are engaging in racialized porn and voyeurism.
- "Trust your own judgment." Also, with respect to written communications: "Review, reflect and, if necessary, revise." Word of advice: Never send an email on impulse or emotion in response to a given situation that touches a nerve or upsets you. Write it, then think on it before sending it out.
- Find and connect to other BIPOC leaders, don't worry if they work in different industries or non-profit spaces that are dissimilar from your work setting, you will find in the coming together and sharing these colleagues can help you to navigate the experience as they are likely facing similar challenges. We can support one another.
- No one will ever be more invested in your professional development and growth than you! Organizational leaders will make decisions based on what they think is best for the organization so it's important that BIPOC leaders make decisions based on what's best for them and their career.