



Ep. 72 - Anti-Racism Accountability with Anti-Oppression Business Strategist, Nadi Fantastic Part 2 - Transcript

FYI: Timestamps listed here are not correct, but know that all of the content from the interview is here.

53:02.64

BRIAN

Emily you had? Yeah Emily you had a lot of work that you did and caesar you did too on the accountability document and I was just curious about like this is us like. Taken stock of what we've done since we first came up with our anti-racist action plan and I just wondered if you had anything that is you know top of mind that you want to discuss today.

53:32.70

Emily _she_her_

Oh um, I don't know I I kind of feel like yeah that accountability document it feels a little bit like it's been my baby I. Because because like I have kind of like tracked the metrics that we originally decided upon and then like wrote the kind of the one that you started to work on for us natty and give us feedback on which is like the edit. Um, but yeah I think um, one of the things that like is not a thing that we talk about very like. Outside the business but we did put in our original one and um is now. Um you know I reported on it or whatever is ah how many of how many of our vendors ah are companies that are owned by people who are members of underresourced traditionally under resource groups. And um, that has been a real challenge. Um, just because when we were attempting to Hire. We ran into a lot of roadblocks. It really clarified for us that a lot of our. Our business network our network of other businesses that we know who can make references is like overwhelmingly white and so a lot of the referrals that we were given were white and that um yeah, that I mean I think we we actually exceeded what we said we wanted to but I would like to look at a better way to do that. That is like a huge goal for me moving forward is to feel like um I have better access to you know I know that there are you know people out there who. Do graphic design or coding or all these things that we just hire these little contractors for and I know that there are people out there who do that who are not white like I'm very aware of that and it's been a huge challenge for us to be like are we do We do we I think we did post um a couple of paid postings on like specifically like. Female black job sites that we found but beyond that it seems like it's really become a thing where like you almost have to pay a recruiter.. There are like a lot of recruiters out there who like claim that they can they will be able to find you diverse hires and I like I don't know if that's real at all and like I don't know if that. That doesn't feel to me like it's necessarily the best route I'm not really sure. So Yeah I think that's ah, that's been a focus for me on the accountability report and like us moving forward past this iteration of it.

56:04.70

Nadi



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I Appreciate that That's definitely it. There's a growth edge there. Yeah, there's definitely a growth edge there. So one of the things I can say is relax around that sense of being like where are the marginalized people and how do I work with them because all my clients are going through it. Everybody.

56:07.25

BRIAN

Um, yeah.

56:23.15

Nadi

Is going through it because they're hard to find not in a sense that they're not out there but there is no big system that's holding them. You know there's no big like you know you can go anywhere and be like I'm looking for a social media person but white folk showing up to brown people. Okay, you gotta kind of pick through them and be like is that ah is that melanin.

56:25.88

BRIAN

Is that.

56:39.74

Emily _she_her_

Um, what.

56:40.86

BRIAN

So I okay because I would love I mean what if we would what if we have no idea if one of those persons is a disabled person or identifies as Lgb to Q I or any this but like so that yes.

56:41.43

Nadi

Okay, click on that one you know like.

56:48.58

Natalie

Yeah.

56:50.23

Nadi

Um, that's just it I know I know so one of the things. No go ahead, Please please please? yes.



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56:51.42

Cesar

Yeah, and I and I understand that good. Ah thank you I understand the the ickiness to Emily of like the tokenism and also of like like hey you need a bipac I got when we're here. Do you need a you know like I understand that feeling I get it.

57:10.10

BRIAN

Please watch that gesture and the Youtube video everybody if you're little only watching this right? you're listening. You need to see caesar's little like moment.

57:10.91

Cesar

I get it I get I Really I Really do get it.

57:16.49

Emily _she_her_

That is like that's how it feels It feels like it feels speedy.

57:16.87

Cesar

It. It's ah it's a really fine line. It's a really fine line to to walk. Um I think to go back to the the the scholarship fund because that's what ignited my mind I think it's it's gonna you know it comes down to like our language you know so I'm thinking oh like yeah.

57:36.49

Cesar

Maybe instead of scholarship. Ah maybe it's the de D E I a fund or something like that to start putting that language that we're using that we're that we're we're working through um, massaging that into right? You know it's It's like really really really making that.

57:46.22

BRIAN

Um, or program or fellows or yeah, yeah, yeah, yeah, yeah.

57:51.19

Nadi

Equitable access program. Yeah.



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57:54.61

Cesar

Ah, forefront so that when people see the scholarship fund or or see the anti-racism Doc and we're sprinkling that and that base knowledge is starting spreads across our email communication spread on the scholarship you know and that cause that is ah that is a very indirect primer to.

58:05.56

BRIAN

Um, yeah, yeah.

58:07.17

Nadi

Um, yes.

58:14.51

Cesar

To our community of like if they never heard of DEI or whatever we decide to use. It's like oh but what is that Boom it's already. It's it's opening a door you know and some people who know about it will say like oh look at that like there's there's that work I Wonder what that looks like with this team. Um.

58:20.17

BRIAN

Yeah.

58:31.12

BRIAN

Um, yeah.

58:31.47

Nadi

Um, yes, and that's exactly and and brit this is another thing that Brian and you and I talked about previously was it'll happen. You know that whole build it. They will come.

58:33.42

Cesar

Which it's very different than trying to find token the token something. Yeah.

58:42.91

BRIAN

Ah, right are.



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58:46.58

Nadi

Kind of thing. There's a little bit of that that happens when a business truly steps into anti-racist practices and has the foundational and has the team and has these pieces together like you know that you're ready and it's safe space. Everything we're working on right now is making sure the team that you are all safe space to.

59:04.69

Nadi

Be in community with marginalized folks that you have a base resource that you have the capacity to say I'm feeling vulnerable I don't know everything about this I'm gonna go learn you know and the ability to kind of just be honest with yourselves about what you do and do not know as you're welcoming people in so this next.

59:23.52

Nadi

Stage as we move into getting more public and proud and and you know they'll they'll stop your ecosystem will start showing up with more people who are we're magnetized to that We're looking for that I want to work for more within more organizations that accept me as a woman of color as a queer woman as a disabled woman as a. You know all these different identities that I have you'll magnetize that to you and a note I'll make on the whole like Subcontra contractor side of thing or like graphic decirs of all this sort of thing One of the projects that my company accountable roots is working on is to build a database of of people to build a database of. You know that we've not really vetted but just people who are doing this work so I can be like you need this. Got it got it. Got it. Got it got it and we can just be a conduit for moving it forward which that does nothing like that really exists out here just yet so wait for it.

01:00:06.15

BRIAN

Know who.

01:00:12.55

BRIAN

Can I also can we just give some props to Emily for a second because she worked really hard to find people and not to token. But I think not to tokenize but to also be like we'd love to find that with we love to make this be our goal is to get to it. We were our goal is like what 20% that we were spending money right.

01:00:30.54

Emily _she_her_

We were some 3%



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01:00:31.93

BRIAN

And you really work right? and we kept 22.7 is where we got and I mean like we set a goal and we got there and we didn't get there by just hiring the first person that came up on Google we got up there by really researching. So I just want to I just want to make sure that Emily while we do wish it would be more graceful wasn't I guess as tough like I think you.

01:00:40.18

Emily _she_her_

Most often be yeah know.

01:00:51.26

BRIAN

Putting in the work is some version of us doing some part of the work I have to think if that was the commitment that we were trying to make that we wanted to do that. You know.

01:00:55.85

Nadi

Yeah, yeah, yeah, round of snaps for that. That's awesome because it's like it takes work. It takes effort and it takes you being ready to actually kind of go and and go through and do it So that's next stages for sure this public piece this communication piece the support system.

01:01:06.52

BRIAN

Yeah.

01:01:13.14

Nadi

Like we talked about let's talk about this briefly. 1 of the things that that Brian you wanted for the organization was that thought leadership angle this piece of being like okay, what's next for the team is to move into educating your community. What can you know like we talked about a book club being able to put together an anti-racist book club you will magnetize the right kind of folk if you're an organization that offers. Ah, you know an anti-racist book club you know by doing that except for a few of my other my other clients but you know like this is something I this is it's.

01:01:42.49

BRIAN

Ah.



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01:01:49.43

Nadi

I've seen it happen once we kind of you get more Public. You're Stable. You've got the communication tools. Your knowledge Gaps. You're all kind of working on your own independent learning I'm helping Coach What I'm seeing as being necessary gaps to fill and then you're moving forward into the space of getting really supporting. People who come into your ecosystem. You know who may come into your ecosystem and this is why we always say diversity equity inclusion is good for business because from that you want more representation shine that light and you'll get it. You know and you'll get.. You'll be the only agency of your type who's doing it in in.

01:02:26.55

Nadi

Such a bold proud way. Yeah, it should.

01:02:27.41

BRIAN

It makes me scared because like I'm gonna be in a room be like okay, let us now talk about how to be an anti-racist Hello thing white man Cis just gendered privilege. Let's start talking the conversation right? but um, but it makes you scared us like.

01:02:37.40

Nadi

Now now.

01:02:44.58

BRIAN

I Feel like we've talked about this enough where I'd be like I'd be able to create a safe container for us to talk about it. It's a book club that someone is elected to be a part of and they know what they are I don't want put getting into but like we're being a book club. We're gonna sit. We're gonna talk. We're gonna make a free exchange of ideas and thoughts the way that any book club works with the intention of it being.

01:02:48.18

Nadi

Um, yeah.

01:03:03.19

BRIAN

Towards this end game of us being more educated So there's something around. Yeah.



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01:03:04.74

Nadi

Yeah, and no one person and no one person inside. The team is saying I know this everybody inside the team is going like I'm going to learn something I've never read do better by Rachel Ricketts

01:03:10.71

BRIAN

Right.

01:03:18.79

Nadi

Like as an example, that's a great starting book. But you know these these these thing of year learn across the process and then open the conversation just at a really equitable level with whoever participates. It'll be uncomfortable. Yes, people might get a little freaked out. Yes, you know, but that's the work for sure.

01:03:27.26

BRIAN

Yeah, yeah, yeah.

01:03:34.00

BRIAN

yeah yeah I mean Emily smiling caesar smiling. You guys are excited about it. You guys are into it.

01:03:41.22

Emily _she_her_

I was just thinking we actually I mean we did an anti-racism community roundtable to remember that um was moderated by ah, an anti-racism educators two of them that Brian knew and I thought that went really well and.

01:03:46.46

BRIAN

Yeah, yeah.

01:03:57.67

Emily _she_her_

They created affinity spaces and it was like a nice way for us to kind of garner some feedback from people and yeah, it felt like a nice thing. So I feel like we could do that again, but with a book club.



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01:04:07.76

BRIAN

Not yeah that you have a question and this is kind of out of the bounds of what we've been talking about a little bit but I've been kind of wanting to hitch our wagon to this is a cause we support in a way like donate to like doesn't feel like.

01:04:07.88

Nadi

Um, yeah, that's.

01:04:14.30

Nadi

Um, and.

01:04:24.85

BRIAN

Already buying things from us like what does that even mean like but is there a world where we would ever because I would love to say like we donate this we match donations like do some kind of a ah a moment where we were doing that kind of because I think that a lot of people we work with their freelancer who are never going to have an organization a company that would match donations. For example.

01:04:43.20

BRIAN

And I've always said great. We would be able to offer people the opportunity for their money. Their dollars to stretch a little bit further if we were able to match donations up to a certain amount during a certain time during the year and is there any is there anything problematic about that.

01:04:55.45

Nadi

Making sure that you have the knowledge base around the organization that you want to contribute to you know like if you're not entirely familiar with Judaism say and you're going to you know support an organization around. Jewish Lifestyle or whatever it might be. You know it's just about knowing knowing the the container that you're getting into sort of thing and if it's going to focus on racism then just knowing that you're showing up humble and being the you know this matters to us because of X Y Z It's part of our value system and and creating that.

01:05:13.31

BRIAN

Right.



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01:05:30.72

Nadi

There's always opportunity and I'll just say this and hopefully it's relieving and not too scary. There's always opportunity for problematic. It's always ah ah ah and just get comfortable with there. There's Fs. Always.

01:05:38.33

BRIAN

Um, great that really made me feel great. So they're gonna ah.

01:05:49.41

Nadi

And opportunity for it. You know and like even in my work I see it. You know at this high level working with big organizations or small teams or whatever it may be I'm still going to mess up I'm still human I Still might say the wrong thing I still might put together an initiative that didn't think full circle.

01:06:08.28

Nadi

Ah, around who it's you know affecting and I've said this before in containers with you and I'll say it here like the tricky thing with inclusion inclusion and diversity of and inclusion anti-racism anti-oppression work is it's this mindfulness of who we want to include but then also running the. Parallel of being mindful of who we may be unintentionally excluding along that whole path and that's a tricky thing and we've seen that in some of the documents was it Emily or Natalie there was something that we'd come across. We talked about it. There was something that.

01:10:33.70

BRIAN

You quoted in the training you gave to us previously and I'm going to I forgot who it was I don't know I'm forgetting who it was but you said oh it was Harvey Milk of course who said you've got to give them hope and um I feel like today you know we got into some of the mud but I feel like you. Are constantly giving us hope that you know we're we're on a path that we know we're in the middle of it or the beginning of it or what our baby stops here but that we're given hope towards you know what we're hoping become more nuanced and sophisticated conversations instead of for us coming from like holy shit. They just saw with my underwear down like you like that which is what I think a lot of what we were running around with a little bit. Oh my gosh. We were very alarmist in reaction to this? Um, yeah, and not that we were having a lot to be alarmist about but are like what are we gonna do how do we fix and I think that you you definitely regulated my body at the beginning.

01:11:19.48

Nadi

Reactionary yet.



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01:11:28.46

BRIAN

When we talked a little bit about letting go of the idea that I should be better at this already I should already know that I should have been born with this somehow and I and I guess I would just open up if anybody else wanted to share what.

01:11:33.94

Nadi

Um, yeah, yeah, yeah.

01:11:44.43

BRIAN

You know you're taking away from today or if there's something you wanted to share back from what you heard or anything.

01:11:48.85

Cesar

To add on to what you just shared Brian 1 thing that really stuck with me in the trainings was the sense of urgency and perfection and how that can really mire this the intention of what we're trying to accomplish here. And even even that word just accomplish like it's like we're gonna get here and then we're done and it's it's not that's not how it works. You know it's like we're perfect. Even though we were trying not to be perfect and I think that um, that's something I'm keeping in mind that it's okay to take a.

01:12:08.12

Nadi

Um, there is no destination. Yeah.

01:12:21.70

Cesar

Breath when we don't know what's going on. It's gonna be uncomfortable. Be my fuck up which is where my social emotional brain is like positive risk taking. Gotta do it. You know that how we grow um and just knowing as a team that we're since we're having this conversation. It's like instead of thinking I fucked up.

01:12:40.50

Cesar

It's more like hey let's all take a breast together and see how we how this is resonating within this container of this work and how will we approach it together and that's and that's uplifting. You know it's comforting in an uncomfortable space.

01:12:55.49

Nadi



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I Love that I Love lead with your values. That's what's going to start happening next steps for the team is you will It'll become natural for you to lead with your values and in that will go away the doubt it will go away these pieces because you're going to get more confident. Yeah I Love that. Thank you for sharing that I love that you talk about Perfectionism I Just gonna add something and then I definitely want to hear from the rest of you but just this last little thought that's coming through probably not the last cause I could talk forever. But oh this piece of.

01:13:17.26

BRIAN

Summer.

01:13:31.52

Nadi

Something to remember in in this work whether you're working on it with your business or you're just working it on yourself like my start point with everybody is the value of self work. We will not move the needle and create transformational change without independent self work. And we're not cause change is reversible like you could you? Yeah y'all could set up a bunch of scholarships. We could get a really cool reparation. You could do all this cool groovy shit change is reversible. It can all go away. You can decide in 2025. They're like fit. We're out what you won't but you know what I mean. What we're looking for is the transformation inside it inside you as individuals the way you respond inside your business as a representative of the business. The people who are coming into the organization are getting a transformed level of care and attentiveness. That's the goal. That's the way. The the direction that we're moving with this and a piece of that is this understanding that and I don't refer to white supremacy culture anymore I don't call it white supremacy culture because yes it started with Kings dividing land and saying this is mine and this is mine and you get this and all the people within it. It may have started in a white-bodied. Um, space. But we are all affected by and healing from supremacy culture. We are all experiencing an internalized superiority an internalized oppression. Right? An internalized sense of perfectionism of and individualism. We're all healing from this at the same time so that all of your individual pieces that you're doing in your self learning is fundamentally helping you heal. So you are no longer afraid so you are more proud so that you're more courageous. And when people come and stand in front of you as members of the community they themselves are seeing that in you, they're feeling this connection of hope and they're magnetized to it and with that because this this increase in representation and how it is that the organization shows up. It's part of your brand identity. That's what we're aiming towards you know. So yeah, the hope is a big piece for me. It. It fills me with hope just to see all 5 of you doing the work is like all right next level.

01:15:47.51

BRIAN



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Yeah, yeah. Emily and summer did you want to Emily Summer Natalie do you want to anything before we go to our next level start.

01:15:52.10

Emily _she_her_

Summer where you gonna say.

01:16:02.41

Emily _she_her_

Um I was just going to say um that last the last learning that you sent us with Dagmar that interview with the the acronym fall. Um, it just. For me personally this felt like really aligned because I read radical compassion recently and I've been learning about rain meditation and it feels very like a really similar process like like this idea of being able to kind of like pause in the moment and like examine what you're feeling and what you're doing and sort of like. Some questions about that and so that that just felt like such a helpful um, kind of thing because I don't think that it's a thing that we do naturally but I think that it's helpful in so many aspects of our life to be able to kind of just pause and the slowness of this conversation as we've talked about has kind of felt. Also related to that right? like it's a thing that we don't do very often is like slow down but it feels integral to this work. So.

01:16:54.64

Nadi

Um, yeah.

01:17:01.81

Nadi

It is this is I say this so much but this is slow work in urgent times it because it really is when we try to rush and move through really fast. It gets all fucked up and then we are performative. And then we are tokenizing and then we are centering ourselves so slow work and in urgent times is really the vibe and I'll just say just so anybody listening has it the reference that Emily made was to a workshop which is totally free. Totally accessible I've made it to anybody <http://nadyfundasstic.com> put it in the show notes and you can access it and kind of step into this anti-oppression mindset.

01:17:47.89



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Summer

I'm just feeling a bit more confident in in our selves as a team that like that this is possible for us and that we don't have to of course we're going we of course are going to keep doing the work and we must. We have to but we also don't have to funnel mentally. Change who we are in order to be able to be a safe space.

01:18:09.39

Nadi

Yeah I Love that thought like I say this too is like if it always feels hard when you're approaching anti-racist anti-oppression work. You're kind of doing it wrong like I know it feels like it should always be hard but I'm here to tell you.

01:18:29.60

Nadi

It shouldn't be.. It should feel liberating because what you're doing is you're creating a liberated space for people to engage with you as an individual and as a company and so if it always feels hard. There's something not right inside your strategy. There's something not right inside of. Like there's just something that's a little bit Off. So I like that you say like you don't have to change who you are as a human being at this like core level. We're just adding new perspectives and opening a little bit more into a broader understanding. That's growth. That's not full change of who you is That's growth. That's and that's.

01:19:01.12

BRIAN

Ah, yeah.

01:19:05.90

Nadi

Fun to me That's explorative. It's curious. You know that's that's the way that this work should feel.

01:19:11.45

Natalie

Yeah I just wanted to say and natty I shared this with you when we were we met Um, just that part this work is what was part of the reason I wanted to come on this team was it was mentioned when I applied and I thought. Yeah I Want to do that I was like I don't I haven't experienced that and I want to and I've been wanting this for a long time and it was like this like little light I was like oh we're we're going to do this work and as I said I was you know nervous. All those things but you saying about. Slow paced and urgent times and with this with working on the scholarship and just allowing us to take the time with it. You know and allow for there to be



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mistakes if there are some and all of that. Um you creating this safe space for us has been. You know, really valuable.

01:20:04.88

BRIAN

Um, yeah, thank you and also to have this conversation. You know on a live mic where it's gonna be out to think I want to thank the whole team. You guys for showing up and really bring in your honesty here because.

01:20:05.49

Natalie

So I want to thank you for that.

01:20:07.15

Nadi

You're most welcome. It's a pleasure. It's a pleasure to work with you all.

01:20:22.48

BRIAN

That's you said the work is self work. The transformation of the whole comes from the self work and that really landed with me today and god does it piss me off that it is slow deliberate work in urgent times I mean I can't tell how much that just pisses me off but I and I take it as a truth at the same time you know. Because I'm just what you said before like if it's always feeling hard. What comes back to me is oh I'm centering myself in this instead of centery who I'm trying to help and so it's such a slippery about like I want to.

01:20:47.65

Nadi

Um, yeah, bingo.

01:20:56.69

BRIAN

Serve at a certain level or whatever and I so I Just really appreciated the way that you said that so I can really run with that that deliberate and slow is going to be more powerful than messy Andff Efficiency is the op I think you I think that you say to me the efficiency is the villain or the enemy to inclusive work. Someone said that to me recently and I was like oh okay.

01:21:14.84

Nadi

Um, light bulb. Yeah yeah, and the in the beginning stages are really slow, really really slow like Iceberg slow people can be like are we even doing anything. It's like are you learning? Are you evolving I Promise you're doing something.



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01:21:15.98

BRIAN

Okay, we're gonna really take that in are really gonna read this Yes, okay got it? yeah.

01:21:33.53

Nadi

It starts really slow it quickens as systems get more into place. But by the time we get to you to a place that you are holding regular book clubs and and and roundtables or whatever and creating a normalized conversation around anti-racism. Inside your business and for your community. It's gonna feel like Rapid Fire. We're like Wow, it's already the second quarter and we're doing this event or we've got this going on or this is happening you know because it's just going to become second major but you are so you will still throwt the entire process be picking rocks out of your face because you fucked up at some point but I can't express that enough.

01:22:01.98

BRIAN

Got it Nadi I'm I Ah well we are going to look forward to it. Damn it? Um yes, ah um, thank goodness we have you by our side and I'm sure that there are people who are listening right now who will want to know like.

01:22:06.99

Nadi

And I know that from experience. Um, yes.

01:22:20.62

BRIAN

How do I work with you. How do I tap into some of the resources that you offer of course I want everyone if there was ever an episode where I want you to go watch the Youtube or go tap into the show notes. This is a great one because we're going to link to lots of things but not if anyone is you know, feeling it right now where's the place that they should go to learn a little bit more about the work that you do.

01:22:35.41

Nadi

Yeah, <http://nadiptastic.com> is definitely the through line for everything I've got the anti-oppression leadership academy runs once maybe twice a year which is a very phenomenal deeprooted program to help people kind of get a grip on inclusive leadership and self-work. Specific to business. So it's really for business owners and business leaders. It's a great channel to go through I host free events all the time for last year I hosted 6 of them free events of all sorts of topics always in collaboration with people who are big bold voices out here doing the work and yeah, just kind of. The socials as well inclusion with natty on on Instagram and then on



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Linkedin Natty fantastic it's always I'm I'm the one saying the things that like definitely shake of the tree out here. That's my favorite stuff. So yeah, indeed indeed.

01:23:21.51

BRIAN

We are so lucky to have found you that that the universe put us all together. So thank you? Um, thank you? So so much and I want to thank everyone for listening and we will keep this conversation going and you know we're going to bring it to you right here on the podcast. So thank you so much. Everyone for being here.

01:23:37.38

Nadi

Thank you.