

Felicia Griffin (she/her)

Transformative Leadership for Change



What brings you to work at your current organization? What are the passions, interests and experiences that led you to where you are now?

My very being... my creator made me to love others and our current systems teach us to love only ourselves. I reject that. It was purpose that brought me to my current position, with my friend/sister Neha where we get to lead the organization we dreamed of – an organization pouring into BIPOC leaders so they can stand with full dignity as they fight against injustice and fight for our most valuable resource in this world... each other.

What, if anything, was the impact of having the Community of Practice as a space/container to share thoughts, experiences, and ideas? Did participating in the Community of Practice inspire any new thoughts, dreams, or visions for you?

The Community of Practice was a space where I got the opportunity to confirm the path I was taking was the right one. That there were other people not coloring in the lines and who also wanted to transform how we do social justice work.



It feels like sweet music to the ears to realize you are not on an island in your dreams of a new way of moving forward, that you have many members of the movement with you. Also, our struggle remains real – remains in front of us...but we can do it differently.

How have the funds (\$10,000 stipend) received through the LL Community of Practice supported your work?

The \$10,000 allowed us retreat spaces to continue building the concepts of liberatory leadership with ourselves (CO-EDs), with our staff team and with our governance circle. It also supported the time we spent in the Community of Practice meeting space.

Who are liberatory ancestors, teachers, guides, loved ones, and comrades that inspire your work and values?

My mom planted all the seeds (my father did participate in the seed planting lol) but she gets all the credit. She taught me to FIGHT injustice, to believe in my self-worth, to love, and that I deserved to be loved.





Are there any challenges that you have experienced as a result of embodying liberatory leadership in a non-profit organization?

Yes, the non-profit industrial complex culture (NPIC) is strong, it is part of our foundation and how the work has been done for decades. It's very easy to do things as we learned, as the NPIC has taught us and sometimes feels harder and takes longer to do the work in a liberated way. I see organizations make liberatory changes and then with leadership change, or just time, the same old culture returns. We have to put our changes into real practice.

How do you hold yourself accountable to your values?

I try to listen to feedback. Building deep enough relationships to get feedback from those you love is hard. So when I do build those, I make sure to listen to those folks and check-in with them to make sure I'm in my purpose and values.

What seeds of wisdom would you give to someone who is interested in liberatory leadership but does not know where to start?

Just a question – is there a better way to do it? One that is rooted in our values and dreams of liberation. Ask it about EVERYTHING!

How do you sustain yourself as you engage in your work? What are the resources, practices, and spaces that support your well-being?

Chickens (lol). I haven't been doing as good at this as I need to lately. But usually, taking time for me to be easeful and to take care of myself. Slowing down makes me feel good. Spending an hour drinking my coffee while listening to the birds sing. Watching my kids play sports, traveling, and being in nature. Getting as much of all of this as I can."

Can you share examples of how your organization practices and embodies liberatory leadership?

We are trying to embody liberatory leadership in everything we do: governance (no more Robert's rules), staff policies (how can our policies be different?), and working in our values (i.e. sabbatical and rest). For more information, [click here](#).

