

# Navila Rashid (she/her)

HEART Women & Girls



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

The community, the experiences of GBV in my life and those around me, and just recognizing that no one will show up for me if I am not showing up for myself.

**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?**

It was refreshing and also invigorating to be a part of a group/cohort of folks who didn't make me/us feel alone in our pursuit of understanding liberatory leadership and also finding ways

to implement/execute. It was so, so necessary to not only bond but also exchange wisdom, strategies, recommendations, and advice on so many different aspects of our work, organization culture, and programming.

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

Really having us invest in organizational coaches/consultants to continue supporting HEART as we do the intentional, internal work amongst the team, and also to support the larger infrastructure of the organization to withstand a liberatory framework within our policies/procedures/protocols. Please [click here](#) to learn more.

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

Literally all the matriarchs in my life. The ones who are my ancestors, the ones who are indigenous to the land that I occupy. The ones who are indigenous to lands that are occupied by others.

**How do you hold yourself accountable to your values?**

Having a very strong communication and feedback loop with not only my supervisor but also the whole team. And also ensuring that there is a reiteration of the organizational values.

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

Honestly, being connected to a therapist, ADHD coach, and psychiatrist has been keeping me regulated. On top of that, having an organization with flexible benefits and a partner who can support when things get overwhelming is key. Also having access to nature, and the privilege

to travel when needed/desired is also helpful in keeping me engaged and grounded enough to continue to work without burning me out.

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

Please [click here](#) to see how HEART Women & Girls practices and embodies liberatory leadership.

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

One of the biggest challenges will be implementation as it relates to the accountability of staff and board when someone either causes harm internally or externally and it impacts the work. I wouldn't say that the challenges were a result of embodying liberatory leadership, but rather a product of systemic issues and white-dominant cultural practices.

**What gives you hope? What keeps you motivated?**

*When staff say they don't think they can work anywhere else because of the sense of belonging they feel at the organization. Also, how every time we work with community members, the sheer joy and surprise and relief they feel in knowing we exist and offer the resources and support that we do. That keeps me going because I always wished I too had this org when I was in crisis.*



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

Truthfully, it starts from the self. I have seen/witnessed folks try to do liberatory work yet they are still tied down by their own internalized oppression and causing a lot of harm in these movement spaces. *The best thing one can do is address and acknowledge their biases, their power and privilege, and understand that context truly, truly matters in how we move through these spaces. Liberation isn't possible if we are still rooted in oppressed systems and ideology.*

If you were to lean into your most radical imagination, what does your idea of liberation look and feel like? What is the future that you are building towards?

Participant's response is in the form of the following collage.

