

MY INDIVIDUAL RESILIENCE IS NOT AN EXCUSE FOR ORGANIZATIONAL APATHY.

MY PRACTICE OF INDIVIDUAL RESILIENCE IS A CALL FOR ORGANIZATIONAL ACCOUNTABILITY TO CULTIVATE STRUCTURAL, ENVIRONMENTAL, AND INTERPERSONAL CONDITIONS NECESSARY TO PROMOTE INDIVIDUAL THRIVING AND RESILIENCE.

MY PRACTICE OF RESILIENCE SHOULD NOT BE USED AGAINST ME. IT DOES NOT EXIST TO INVISIBLIZE OR JUSTIFY SYSTEMS OF WHITE SUPREMACY, XENOPHOBIA, AND INTOLERANCE. IT DOES NOT "PROVE" THAT WE HAVE AN EQUAL PLAYING FIELD IN WHICH WE EACH ARE ABLE TO PURSUE "LIFE, LIBERTY, AND THE PURSUIT OF HAPPINESS" FROM SIMILAR POINTS OF ACCESS, PRIVILEGE, AND GENERATIONAL SOCIAL CAPITAL.

MY RESILIENCE DOES NOT ERASE GENERATIONS OF GENOCIDE, ERASURE OF CULTURES AND PEOPLES, AND IT CERTAINLY DOES NOT UNDERMINE EVIDENCE THAT SYSTEMIC INEQUITIES REMAIN TODAY. MY RESILIENCE DOES NOT EXCUSE YOU FROM ADDRESSING SYSTEMIC INEQUITIES, FROM DOING YOUR WORK. MY RESILIENCE DOES NOT EXCUSE ME FROM DOING MY WORK TO ADDRESS SYSTEMIC INEQUITIES.

MY PRACTICE OF RESILIENCE BELONGS TO ME. IT IS MINE TO DEFINE. IT IS MINE TO LEVERAGE FOR LIFE OPPORTUNITIES AND OUTCOMES OF MY CHOOSING, AT A TIME THAT I DETERMINE, TOWARDS MY MENTAL, PHYSICAL, AND HOLISTIC WELL BEING.

