



Reframe + Lead: A Liberatory Leadership Quick Guide

1. Vision, Voice & Strategy — Daily Prompts

Focus Area	Prompt / Action	Why It Matters
Vision	Each morning, write one sentence about the future you're helping to build in housing.	Keeps you anchored in possibility beyond immediate crises.
Voice	Before sending an email or speaking in a meeting, ask: "Does this communication reinforce possibility or scarcity?"	Shifts narrative away from deficit thinking toward collective imagination.
Strategy	Identify one leverage point (policy, partnership, internal culture) you can activate weekly.	Breaks down systemic change into manageable, aligned actions.

2. Partnering, Not Rescuing

- **Reject saviorism** — your role is partnership, not rescue.
- Ask: *Am I centering the lived wisdom of the community, or centering myself?*
- Co-create decisions with community leadership rather than imposing solutions.
- Use the time and resources you have to amplify community agency—not substitute for it.
- Treat your role as facilitator of collective liberation, not the hero who "saves."

3. Psychological Safety & Relational Trust

- Model vulnerability: begin meetings by naming what you don't know.
- Invite dissent: ask "What concerns do you have?" before launching decisions.

- Honor cultural norms and healing practices (storytelling circles, land acknowledgments, pauses for silence).
- Set and enforce group agreements for dialogue.
- Actively protect others’ dignity when conversations get uncomfortable.

4. Liberatory Self-Care (for Sustained Presence)

According to **Learning for Justice**, “our collective movement to build an equitable society is unsustainable unless we adopt practices rooted in honoring our humanity and well-being.” ([Source](#))

Domain	Practice Ideas	Liberation Lens
Physical & Somatic	Movement, nature, rest, proper nutrition, sleep	We resist grind culture and affirm that our bodies, rhythms, and limits matter.
Emotional & Mental	Journaling, therapy, healing circles, creative expression	Emotional health is political—our ability to feel, heal, and express is part of liberation.
Cultural / Ancestral	Storytelling, ceremony, connection to land, cultural arts	Reclaiming healing practices grounded in our heritage honors community and ancestral wisdom.
Relational & Communal	Peer support, cohort check-ins, accountability groups	Liberation flourishes in community—not in isolation.
Boundaries & Limits	Learn to say “no,” detach, rest without guilt	Saying no is an act of power; refusing overwork safeguards our longevity.

Key Reminders:

- Self-care is **resistance**, not indulgence.
- We must turn the rhetoric of “work above all else” on its head—prioritizing wellness is essential to sustainable justice work.
- When we care for ourselves and each other, we shift from giving from lack to giving from **overflow**.

5. Accountability & Checkpoints

- **Weekly check-ins:** Share one win, one challenge, one wellness intention.

- **Monthly reflection:** Revisit your 90-day leadership commitment—what’s shifting, what’s stuck?
- **Peer accountability partners:** Co-design experiments, name blind spots, celebrate growth.