



## Aspiring Leaders Lab Episode 4

### Lived Experience Expert Leadership and Cultural Strengths Summary Notes, Resources and Goal Planning

This Aspiring Leaders Podcast honors the lived experience experts and survivors leading and serving in programs addressing gender-based violence. Macy Goodbear is a Sexual Assault and Domestic Violence Program Specialist with over 20 years of experience working with survivors of government attempted genocide, survivors of intergenerational and historical trauma, along with survivors of sexual assault and domestic violence. Macy is a multi-cultural woman who is of Ho-Chunk, German and Norwegian descent, currently living in Wisconsin.

Macy shares lessons from lived experience, cultural strengths, and values that help build resiliency as an advocate and survivor. We learn about the healing that exists in stories. That we need to know and be aware of our own history; this can show up in the way that we lead. Macy considers herself an elder in training. She thinks it's important to mentor and coach and support others, as we're also getting mentored, supported, and coached. Macy loves to live, she is an overthinker, passionate about life, especially her healing journey. She wants to improve herself, her life, and opportunities.

Note: *The interview responses have been edited for length and clarity.*

#### **1. How has trauma shaped your leadership?**

- Leadership starts with self. If you don't have this awareness of who you are, it's going to be difficult to really connect to other people.
- I understand the trauma that I've been through and what I was told, I am able to connect with the people that I work with.

- *Being able to walk with somebody as a leader doesn't mean I'm walking ahead of you, and it doesn't mean I'm carrying you. It's that we're walking together, and I can provide assistance, let's explore things a little bit deeper.*

## **2. How did you get into the domestic and sexual abuse services?**

- Having the lived experience of growing up in, with a lot of abuse, physical, mental, emotional abuse within the family structure and then having experienced sexual abuse outside of the family. I appreciate it when I did confide in my mom that she believed me right away.
- I use my story to encourage other people and to hold the energy and space for others. If I can get through this and I can be the person who I am today, I know people can change.

## **3. How have you embraced your culture and how does that show in your leadership?**

- I have been able to lean into German and Norwegian cultures for foods, clothing, and crafts. Along with the Ho Chunk culture, for the stories, the crafts, and the clothing. Leaning into what the stories are and where the similarities are.
- We need to accept who we are. To change the world, we need to start with ourselves. I can't change the world without doing work to change myself.
- As part of our culture, we have stories within our tribes and within the Ho Chunk tradition that illustrate this. For example, "don't tell somebody how to fix their yard if your yard is in shambles."
- Use cultural stories and teachings to help look inward that ask:
  - What are we doing and how are we taking care of ourselves?
  - How and what is our role in the world?
  - What is our purpose in the world?
- I consider myself an elder in training. As part of our cultural beliefs, an elder came with responsibility, role, duties. It is your responsibility to give back and to teach and to do it in a way that shows kindness, love, and encouragement for the future.

## **4. How does healing show up in your leadership? How do you use your experiences with trauma to help others who are going through similar experiences?**

- Being able to connect with people, to have an understanding. I need to understand what it feels like to share your story. For example, in a survivor sexual assault support group, as a survivor and as a leader, able to set up the space and the person ready for this conversation. Also hold the space for the emotions that might come up, not only for the storyteller, but also the ones that are bearing witness to that story.

- Having even more information of what I experienced, and I know what I needed. Now I can in turn have a conversation with somebody and say: *“what is it that you need? Here are some options. What else do you need?”*
- I can have conversations, to help a person identify things that are happening, to assist and guide them to reframe their perception, if it's a message that was learned in childhood or throughout life.
- Self-care and healthy boundaries are important. That's part of showing up as someone who is healing and wants to be in that space of healing. We need to hold ourselves sacred. Break down self-care strategies.

## 5. Why is mentoring so important, especially in leadership?

- Mentors provide guidance, assistance, and answer questions for a current situation. They share experience and provide options.
- Mentoring is important for redirection and encouragement.
- **Redirection** for when you are going off course. A mentor helps with processing through and by asking great and sometime hard questions.
- **Encouragement** when we just want to give up. A mentor provides support and encouragement to continue.

## 6. What is coaching and why does a coach need a coach?

- Coaching helps people go into a direction and an end goal of improvement or assist through a change.
- Coaches provide input and help people bring things to light.
- A coach has a responsibility to ask permission to ask difficult questions that may not feel comfortable.
- Coaches need coaches for the growth experience and for understanding and empathy on how to go through a process of challenging yourself and struggle with change.
- This experience helps understand how to work through things and see when people get stuck or struggle with something and be able to offer information and guidance to others.

## Personal Learning and Goal Planning

A. What are three lessons you learned through this podcast that you can apply to yourself, work, and/or your organization?

B. What can you do to strengthen your leadership, identify and work with a mentor or coach?

C. What strategies, resources, people, and support could be helpful?

D. What are your next steps?

## Resources:

- Book: “Codependent No More: How to Stop Controlling Others and Start Caring for Yourself”, by Melody Beattie
- [Medicine Wheel Teachings & Activities](#)
- [Ojibwe Medicine Wheel and Native Teachings](#)
- [Practicing Self-Care for Impact, Move to End Violence](#)
- [Self-care and wellness resources handouts, Native Wellness](#)
- [Professional Development Planning, CompassPoint Tools](#)
- [Practicing Culturally Aware Coaching](#)
- [State Guide on Employment Rights for Survivors of Domestic Violence, Sexual Assault, and Stalking](#)
- [Advocacy Education and Support Project: Advocates with a personal history of violence or trauma, responding to the needs of advocates](#)
- [Tools for Transformation: Becoming Accessible, Culturally Responsive, and Trauma-Informed Organizations](#)

## Webinars from FUTURES:

- [Compassion Fatigue & Self-Care for Individuals and Organizations](#)
- [The Benefits of Mentorship: Empower, Lead, Success in Organizations Serving Survivors of Violence](#)
- [Strategies to Enhance Employee Resilience and Engagement within Survivor-Serving Organizations](#)
- [Meaningful Engagement and Partnership with Lived Experience Experts of Human Trafficking, Domestic, and Sexual Abuse](#)

This podcast is part of the Supporting Organizational Sustainability, SOS Institute, a project of Futures Without Violence. [Learn more and explore resources and tools.](#)

**For information, resources, or technical assistance Futures Without Violence, [SOS Institute Project](#), at [learning@futureswithoutviolence.org](mailto:learning@futureswithoutviolence.org).**

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## Guest Biography



Macy Goodbear, Facilitator, Coach and Energetic Healer, Shawano, WI  
Macy Goodbear is a multi-cultural woman who is of Ho-Chunk, German and Norwegian descent. She has four brothers and 6 nieces and nephews, so far. As a child, she lived in different parts of Minnesota and Wisconsin, and has moved around Wisconsin, South Dakota and California in her adult life. Through her travels, she has come across many opportunities to learn more about herself and the bigger picture of life along with the meaning of her own life purpose. Macy believes that the way to create a peaceful loving world is through the practice of self-love, self-awareness and self-acceptance, that world change starts with the “self”.

Macy is a Reiki Master Teacher and has been a practitioner for over 8 years. She is a Shamanic Practitioner, who has worked on people, animals, homes and properties for over 3 years. Macy is also a Certified Health and Life Coach who specializes in Spiritual Wellness and Trauma, Lifestyle Transformation, Personal Empowerment, and Enlightenment. She is an experienced facilitator in multiple programs that promote and teach self-efficacy, personal empowerment, and awareness. Macy has over 20 years of experience working with survivors of government attempted genocide, survivors of intergenerational and historical trauma, along with survivors of sexual assault and domestic violence.