



## Aspiring Leaders Lab Episode 5

### Leadership and Vulnerability, Daya's Experience

#### Summary Notes, Resources and Goal Planning

For this Aspiring Leaders Lab podcast, we speak with Rachna Kare and Tishya Bedi from [Daya Houston](#), an organization whose mission is to empower South Asian Survivors of domestic and sexual violence through culturally specific services and education. **Rachna** spearheads Daya's growth as Executive Director since 2016. **Tishya** joined Daya in 2021 as the Director of Outreach and Prevention and serves as the Co-Chair for the Houston Area Women's Center Young Leaders Board.

Rachna and Tishya share about Daya's structure and organizational of mutual support, led by directors with different backgrounds and ages. They are united by their mission and shared leadership for sustainability and impact. They share about their collaborative leadership, vulnerability, accountability and trust building, across their multigenerational organization.

#### Key Takeaways and Resources

Domestic and sexual violence impacts individuals of all ages, genders, and sexual orientations. In service provision, it's important to include young adults and older adults that represent the community being served. When a community sees someone within a service organization who represents them—be it in age, appearance, or interests—it fosters open and free-flowing conversations. This inclusivity jumpstarts the healing process for clients and survivors, making them feel more comfortable knowing

that their experiences, especially through a culturally specific lens, are understood generationally as well.

### **Leadership, Accountability, Vulnerability, and Collaboration**

- Accountability is part of leadership and being able to admit that you made an error. It begins with the self-reflection on implicit biases.
- We need to educate ourselves, before having conversations and calling-in people, for example, on how to better serve survivors in this movement, educating yourselves on what survivors need.
- We need to address racial injustices within our own agencies, because racial injustice plays a big role with gender-based violence and is also a public health issue.
- Have vulnerable conversations about the gaps we see.
- Focus on building a survivor-centered approach and collaborations to combine efforts together.
- Friendships and relationships in the workplace and with colleagues, where you look after each other, provide a space for vulnerability and accountability.
- It is important to allow ourselves to be proximate to people and build collaboration.
- In working and collaborating across generations, mentorship and learning need to go both ways.
- Be an agent of change, empower younger generations and others to create change within their circle and the anti-violence movement.
- In working across generations, it takes humility to make everybody feel respected and heard, there's always space for growth.
- Make connections with each other and build trust.
- Allow for professional vulnerability, where people feel comforted and supported in the workplace.
- In decision-making, you don't need to agree all the time, take time to build consensus to make decisions.
- We have to meet people where they are and not where we want them to be. That works with survivors, with colleagues, and with partners.

### **Daya's Lessons on Vulnerability**

- We are very vulnerable with each other around challenges that we're facing both small challenges like in the workplace, but also broader challenges around burnout around imposter syndrome around feeling what it what the loneliness of a leadership position at times.
- Finding and building authentic relationships that are very vulnerable and open is a really cool way to look at mentorship in our field because It's not so top down.

We're always learning from each other, and you have somebody to go to when you're feeling stressed out when you're feeling unsure. It leads to more sustainability in these roles.

- I really love honesty and my biggest lesson has been to be vulnerable with the good and the bad stuff because it helps us be our best because we're not wasting time and effort and energy trying to exude a public persona that isn't the reality.
- My burnout decreases and my work improves when I ask for feedback. If I think of an idea and the team thinks it's not doable or that's not a great idea because of AB and C. I find a lot of happiness in that.
- Lesson as a leader is being open to being wrong and open to taking other people's advice and opinions and expertise.
- Admit both when you've made a mistake and when you need help.
- Be vulnerable with the good and the bad stuff because it helps us be our best because we're not wasting time and effort and energy trying to exude a public persona that isn't the reality.

### 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 and promote equity?

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

D. What are your next steps?

## Resources

- [DAYA](#), Houston
- Article: [Intergenerational leadership for violence prevention](#), *California Partnership*
- [Intergenerational movement building](#), Move to End Violence
- [Nonprofit Strategies for Managing Different Generations in Remote Work](#), Tech Soup Blog
- [Bridging Generational Divides in your Workplace](#)
- [Generational Differences in Racial Equity Work](#)
- [Managing an Intergenerational Team](#), article
- Webinar: [Shared Leadership in Survivor-Serving Organizations \(3-part Webinar Series\)](#), FUTURES

## Recorded Workshop:

[Intergenerational Partnerships to End Gender-Based Violence](#), (youth partnerships, Idaho experience and strategies)

Book: [Working Across Generations](#)

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 contact the [SOS Institute Project](#), at [learning@futureswithoutviolence.org](mailto:learning@futureswithoutviolence.org).**

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## Guest Biographies



**Rachna Khare,**

Since 2016, Rachna Khare has spearheaded Daya's growth, including increases in client volume from 250 to 640 survivors. Rachna is a founder of South Asian Survivors & Organizations & Allies Rising (SOAR), serves on the Board of the Texas Association Against Sexual Assault, and dedicates her time to grassroots and mainstream committees that protect underserved survivors of violence. A graduate of the University of Texas, she previously led programs at Rice University, Mount Sinai Hospital, and M.D. Anderson Cancer Center. Rachna's greatest passion is supporting new leaders in the field so the mission to end domestic violence continues to grow and gain energy.



**Tishya Bedi**

As Daya's Director of Outreach & Prevention, Tishya leads programs to build awareness and train others on domestic and sexual violence. With a background in Women, Gender, and Sexuality Studies from the University of Houston, Tishya is passionate about reaching silent victims within the South Asian diaspora. As a South Asian immigrant herself, Tishya uses her own experiences and learnings to help educate partner agencies and community members. She also serves on the Houston Area Women's Center Young Leaders Board and teaches Critical Thinking in Sexuality at Rice University. With a particular passion for reaching our community's youth, Tishya is inspired to build a future free of intimate partner violence.