



## Look with your eyes, not your mouth

I am a biracial woman and third-generation immigrant. Like many people of color who are drawn to the nonprofit sector, I was stirred by the idea of helping to solve the world's most difficult and deeply rooted injustices while advocating on behalf of minority communities. Often leaders of nonprofit groups maintain a mindset of "we have what you need, so we'll make the choices for you." I love that CHP is taking steps to change this mindset and forage a path and place at the table for all.

"Look with your eyes, not your mouth" my family has repeatedly told me. It is a proverb that essentially means you won't find what you're looking for if you're using the wrong tools. When it comes to white-led nonprofits not listening to communities, I offer this version: "Listen with your ears, not with your eyes." The eyes are a filter that prejudices our opinion of people who do not look like us or do not have the same economic, social, and cultural privileges that we do. So, my question for you is, what tools are you using?

## Weekly Resources



Jennifer Outlaw, [The Office Door](#)



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