

COFFEE & CONVERSATIONS 2023

I AM MORE THAN MY YESTERDAY.

Changing the World, One Message at a Time.



Power of Words:

Change your Words, Change your World.

March 29, 2023

eliminating racism
empowering women

ywca

Northeast Indiana

Facilitator: **Kristina Johnson Nussbaum, MBA, CFRM**

Chief Revenue Officer at YWCA Northeast Indiana

Kristina has many years of experience in brand development, content marketing, and revenue generation. Prior to joining YWCA Northeast Indiana in October 2019, she served Northeast Indiana through various leadership roles in the for-profit and nonprofit arenas.

Kristina is also the founder and CEO of Rebel Chameleon, LLC, helping small to medium-sized business with leadership, marketing, and development strategies.

She is also well-known throughout the region from her past business columns including “Business UNusual” in *The Greater Fort Wayne Business Weekly* and “MBA 101” in *Business People*. She has served on various boards and committees, including state appointed roles, and has taught undergraduate and graduate level business and marketing classes at Trine University for over 10 years.



Coffee & Conversations Agenda

8:00 Welcome to Coffee & Conversations: The Power of Words, the first in our quarterly series

- Brief summary on YWCA Northeast Indiana
- Why words matter
- Words have the power to lift you up, or tear you down, and the power of words begins with how we talk to ourselves

8:15 **Dr. Siquilla Liebetrau** is introduced

- The relationship between negative self-talk and its effects on the mind, body, and soul

8:45 **Dr. Schvalla Rivera** is introduced

- Importance in choosing the right words to communicate with others

9:15 Wrap up

- Thank you to our speakers and to Brotherhood Mutual!
- Our next Coffee & Conversations event (**The Power of Positive Gossip**) will be held on **June 28th**, Brotherhood Mutual location
- Upcoming Race Against Racism 5K Walk/Run event
- Opportunity to support YWCA Northeast Indiana

YWCA Northeast Indiana

Serving six counties: Allen, Dekalb,
Huntington, Noble, Wells, & Whitley

eliminating racism
empowering women
ywca
Northeast Indiana

YWCA Northeast Indiana is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

Residential Services

Bonnie's House

- 66 bed DV shelter
- Serves individuals and families who are fleeing domestic violence
- Client Care Technicians provide daily living support

Children's Services

- Supports children and their parents while staying in our residential programs
- Parenting classes, educational support, etc.

**24/7 DV & Sexual Assault
Crisis Line: 800.441.4073**

Survivor Services

Domestic Violence Advocacy

- Serves clients in shelter and throughout community
- Assists in building safety plans and connection to resources, such as protection orders, etc.

Sexual Violence Services

- Serves individuals who have experienced sexual assault throughout community
- Connection to resources, legal action, and support

Self Sufficiency

Dress for Success

- Financial skills and career classes offered to residents and clients at YWCA
- Provides professional attire to YWCA clients and externally referred clients
- Absorbed program in 2018 from Women's Bureau

Housing Services

- Assists clients in finding safe and affordable housing
- Administers state grants to help clients with rent and other housing costs

Outpatient Case Management

- Ongoing case management offered to women leaving the Hope & Harriet addiction recovery program

Goldstein Family Scholarship Program

The Goldstein Family Scholarship Program helps women survivors of domestic violence improve their self-sufficiency and quality of life by completing higher education. It provides financial support for tuition, books, rent, utilities, and childcare.

Mission Advancement

Community Education

- Educates youth in elementary, middle, and high schools on various topics including healthy relationships and bullying
- Educates adults in their workplaces on various DV and racial justice topics

Racial Justice

- Focuses on helping our organization actively eliminate racism
- External events include Race Against Racism and Diversity Dialogues series

Quick Overview

2023 Budget: \$4,977,424
of current employees: 67

2022 CLIENTS SERVED:

24/7 Crisis Line: 2,691 calls
DV Shelter: 369 adults, 303 kids
DV Advocacy (community and shelter adults): 754
Education: 7,653
Recovery: 94 adults, 5 kids
Dress for Success: 132
Therapy: 154 adults
SA Advocacy: 78 adults, 8 kids
Outpatient CM: 8 adults
27,204 bed nights of shelter care

Clinical & Recovery Services

Hope & Harriet Addiction Recovery

- Merged with Hope House in 2015 and then absorbed Transitions (renamed Harriet House) from Women's Bureau in 2018
- Provides addiction recovery services to women
- One of few programs in Indiana to accept children into the program

Clinical Therapy Services

- Counseling for residential and community clients experiencing domestic violence, sexual violence, or addiction

**Domestic Violence and Sexual
Assault Crisis Line: 800.441.4073**

 &  YWCA Northeast Indiana

 @ywcanein  @ywca_nein

T 260.424.4908 **F** 260.420.5202

ywcanein.org

5920 Decatur Road
Fort Wayne, IN
46816





words are magic

Our words have so much power, and we don't even realize it.
Your words have the ability to transform your life and the life of others.

BE IMPECCABLE WITH YOUR WORD.

Mean what you say and speak with intention.



Speaker: **Siquilla Liebetrau, Psy.D., HSPP**

Licensed Clinical Psychologist & Vice President of Clinical Services at Bowen Center

Dr. Liebetrau completed her undergraduate studies in psychology at DePaul University in Chicago and her graduate studies at the Illinois School of Professional Psychology in Chicago. She has dedicated her training and career to serving in community mental health and is passionate about serving those in greatest need of care and support. She was trained as a generalist, engaging in therapeutic care and psychological testing services with all ages, and across a broad spectrum of diagnoses. Areas of special interest include trauma, integrating behavioral health into primary care, and suicide prevention

In her current role, Dr. Liebetrau oversees all clinical practice at Bowen Center, ensuring patients receive quality, evidence-based, patient-directed treatment in the format and setting that meets the patient's needs best.





eliminating racism
empowering women

ywca

Northeast Indiana



The Human Brain's Capacity

"The human brain can process 11 million bits of information every second. But our conscious minds can handle only 40 to 50 bits of information a second."

***The bit is the most basic unit of information in computing and digital communications.

- So what thoughts are going to win?
- How do they get stronger?
- Giving negative self-talk time and energy can destroy you when you unintentionally strengthen those automatic pathways in the brain!



You're fat

You're stupid

You're ugly

You're not worthy

You're useless

You're unlovable



Self-talk is the act of using words and phrases
while thinking or talking to yourself

Examples of Negative Self Talk



eliminating racism
empowering women

ywca

Northeast Indiana



Negative self-talk is any inner dialogue you have with yourself that may be limiting your ability to believe in yourself and your own abilities, and to reach your potential. It is any thought that diminishes your ability to make positive changes in your life or your confidence in yourself to do so. So negative self-talk can not only be stressful, but it can really stunt your success.



Negative Self-Talk: The Thief



Attention

From present

Happiness

Because you can't focus on the good things when your mind is clouded

Relationships

When you justify your actions with NST

Hopes

Moves you away from that than towards

Opportunity

Taints it with negativity

Negative Self-Talk Creates:







The Case Of The Roommate In The Back Bedroom


Bad things happen but the cost of the ongoing self-talk is much more harmful than the single event.

Think about the people who overcome unrealistic odds to accomplish something and the ones who have been given everything in life and are still miserably unhappy. It is not the circumstances – it is your reaction and responses to what occurs that causes the bulk of your distress.





What Are The Dangers Of Negative Self-Talk?



Your inner voice is incredibly powerful. It can make you happier and more successful — or, if you're engaging in negative self-talk, it can hurt your health and even make you age faster.

Emotion & Self Control Lab at the University of Michigan, and the author of *Chatter*

7 Unexpected Signs Negative Self-Talk Is Impacting Your Physical Health



1. Gut problems such as stomach aches, heartburn, bathroom issues
2. Chronic fatigued , feel tired and slow
3. Poor concentration and productivity
4. Sleeping too much or not enough
5. Getting sick more easily
6. Appetite changes & weight gain
7. Inexplicable pain such as headaches, backaches, neck pain, or tight muscles
8. Depression, anxiety & low self-esteem



How Does Negative Self-Talk Hurt Your Health?

"It plays a role in prolonging our stress response, and when stress remains chronically elevated over time, it exerts wear and tear on the body. That can result in negative conditions like sleep problems, cardiovascular disease, and even certain cancers.

What's interesting, is the science showing how chatter, in the form of chronic stress, can affect our DNA. Emerging evidence suggests that it plays a role in turning on genes that are involved in inflammation and turning off genes that fight viruses. Not only that, but chronic stress can also affect how fast our telomeres, the protective caps at the end of our chromosomes, start to shorten, which is associated with cellular aging."



1-2-3: Catch It, Challenge It, Change It



Tips

Presentation title

Catch It

- Mindfulness practices - become aware of automatic negative thoughts

Challenge It

- Ask yourself – is it true? – **Remind yourself that thoughts are not facts!**
Give your inner critic a nickname. When you think of your inner critic as a force outside of yourself it's not only easier to realize that you don't have to agree, but it can become less threatening and easier to see how limiting and even ridiculous some of your critical thoughts can be.


Change It

- Ask yourself – what might be a more helpful thought?

12



Think Like A Friend



When you catch yourself speaking negatively in your head—make it a point to imagine yourself saying this to a treasured friend.

If you know you wouldn't say it this way, think of how you'd share your thoughts with a good friend or what you'd like a good friend to say to you. This is a great way to shift your self-talk in general.

eliminating racism
empowering women

ywca

Northeast Indiana

Shift Your Perspective



Presentation title

- Sometimes looking at things in the long term can help you to realize that you may be placing too great an emphasis on something
- Ask yourself: Will this matter in five years?

14



Thank you



Siquilla Liebetrau, Psy.D., HSPP

Siquilla.Liebetrau@bowencenter.org

Bowencenter.org

eliminating racism
empowering women

ywca

Northeast Indiana

Speaker: **Schvalla R. Rivera, Ph.D., CDE**

Founder and CEO of Consiliaris LLC & Executive Director of United Front

Dr. Rivera is the founder and CEO of Consiliaris LLC. She was selected to serve as the Director for United Front, an organization under the umbrella of Fort Wayne United, with 20 years of experience in higher education administration and DEIB (diversity, equity, inclusion, and belonging). A strong advocate for diversity, inclusion, and equity issues in higher education and public policy, Dr. Rivera is a Certified Diversity Executive (C.D.E.) and has collaborated with leaders to create institutional diversity policies and respond to bias-related incidents. She also collaborates with leaders to increase cultural competency and reconciliation by facilitating critical dialogues, increasing self-awareness, and providing opportunities for people to engage across differences.

Dr. Rivera is passionate about mentoring and career advocacy. She holds a B.A. in Social Science from Saint Mary-of-the-Woods College, a Master's in Political Science and International Relations, and a Ph.D. in Curriculum and Instruction from Indiana State University. A firm believer in servant leadership, her work is her passion and calling. She hopes to change the world through education, engagement, grace, and humor.



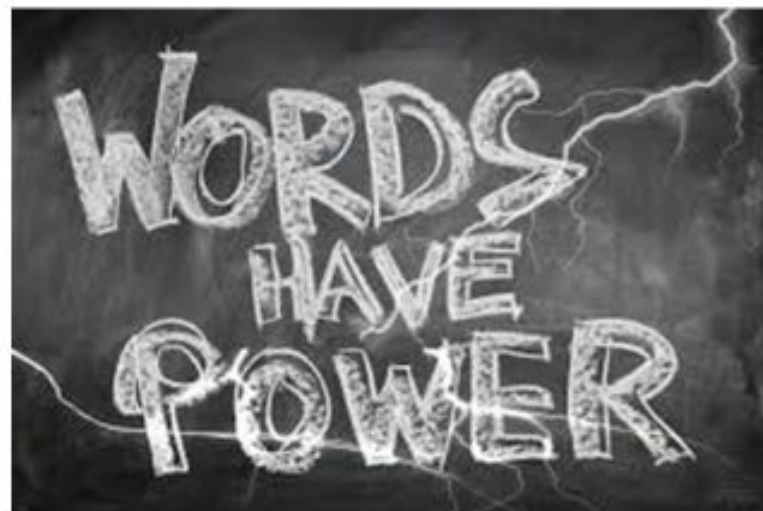
ABRACADABRA :

WE CREATE WHAT WE SPEAK.

DR. SCHVALLA R. RIVERA, PH.D., CDE

DIRECTOR FOR UNITED FRONT

FOUNDER AND PRESIDENT OF CONSILISARIS LLC &
ABRACADABRA CONSULTING LLC



eliminating racism
empowering women

ywca

Northeast Indiana

ABRACADABRA: IT'S NOT MAGIC

- I (will) CREATE as I SPEAK!
 - Instantly “as (timing)”
 - Definitely “will”
 - Context
- Words have the power to CREATE or DESTROY.

”ABRACADABRA”

is actually from the aramaic
(before Hebrew) phrase “Avra
kehdabra” which means literally
”I will create as I speak.”

eliminating racism
empowering women

ywca

Northeast Indiana

“Words are singularly the most powerful force available to humanity... Words have energy and power with the ability to help, to heal, to hurt, to harm, to humiliate and to humble.” The words we choose and how we use them can build others up or tear them down; bring the community together or rip it apart.”

~Yehuda Berg



eliminating racism
empowering women

ywca

Northeast Indiana



WORDS THAT DESTROY

THE IMPACT OF MICROAGGRESSIONS

eliminating racism
empowering women

ywca

Northeast Indiana

WHAT'S UP WITH MICROAGGRESSIONS?

Microaggression are everyday (INTENTIONAL or UNINTENTIONAL) insults, slights, or behaviors that communicate some type of bias towards marginalized groups.



eliminating racism
empowering women

ywca

Northeast Indiana

RACIAL MICROAGGRESSIONS



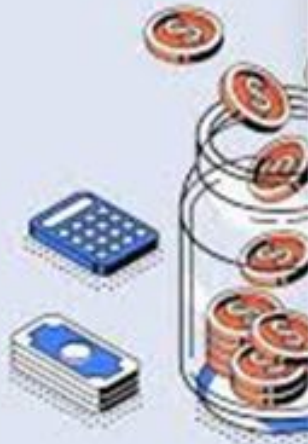
eliminating racism
empowering women

ywca

Northeast Indiana



**Return On
Investment
(ROI)**



IMPACT OF WORKPLACE MICROAGGRESSIONS

- 66% of employees report decline in their performance was due to disrespectful behavior
- 33% report feeling alienated at work
- 34% withhold ideas or solutions
- 80% have NOT referred people to their employer

Source: Media Partners 2022



eliminating racism
empowering women

ywca

Northeast Indiana

WHAT CAN I DO?

1. Pause
2. Rethink (assumptions, impact)
3. Rephrase
4. Interrupt
5. Empathize (shared humanity)
6. Do not be defensive
7. LISTEN and LEARN
8. Apologize
9. Continue your WALK

YOUR HUMILITY WILL RELEASE
THE GRACE YOU NEED FOR
THIS MOMENT

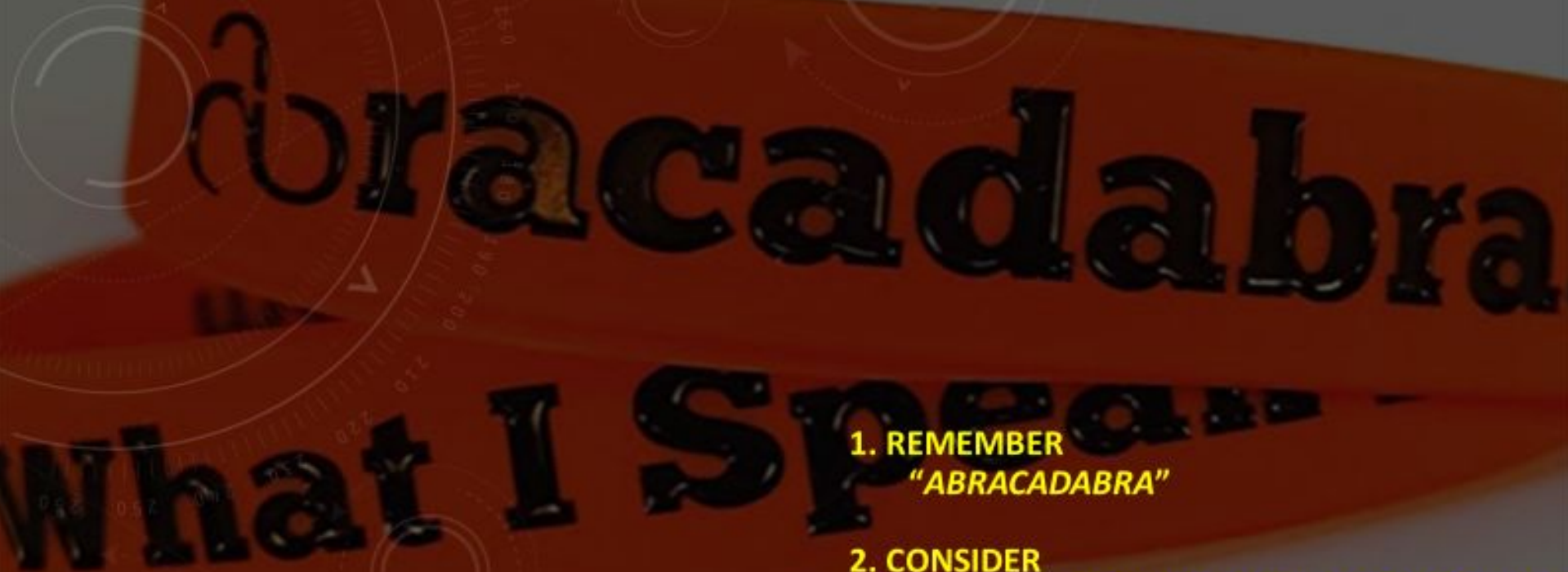


eliminating racism
empowering women

ywca

Northeast Indiana





Abracadabra
What I Speak

1. REMEMBER
"ABRACADABRA"

2. CONSIDER
"WHAT AM I CREATING WITH MY WORD?"

3. CHOOSE
SPEAK LIFE

eliminating racism
empowering women

ywca

Northeast Indiana

THANK YOU!

Dr. Schvalla R. Rivera
Director of United Front
Founder and President of Consiliaris LLC
Schvallarivera.consiliarisllc@onmicrosoft.com

eliminating racism
empowering women

ywca

Northeast Indiana

Thank you to our speakers!



Thank you to our event sponsor:



eliminating racism
empowering women
ywca
Northeast Indiana

Save the date for our upcoming Coffee & Conversation events!

JUNE 28TH: THE POWER OF POSITIVE GOSSIP

**SEPTEMBER 27TH: BE A FORREST GUMP: REFUSING TO LET YOUR FEARS
STOP YOU!**

**DECEMBER 13TH: BE A FLAMINGO IN A WORLD OF CHAMELEONS: BRANDING
THE UNIQUENESS OF YOU**

ywcanein.org/coffee-conversations

eliminating racism
empowering women

ywca

Northeast Indiana

Register now for our 2nd annual **Race Against Racism 5K Walk/Run**



**Saturday,
April 29, 2023**
Purdue University
Fort Wayne

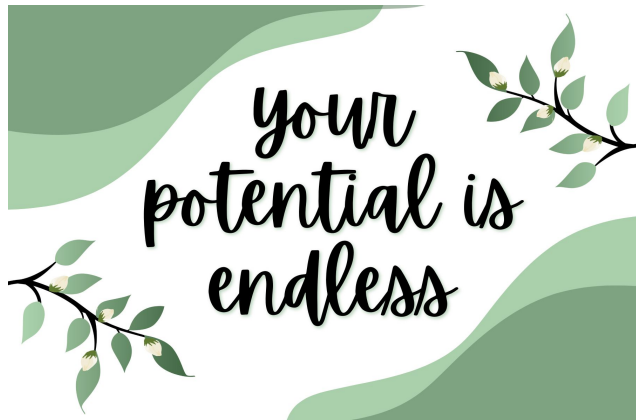


You can sign up individually or get a team together and register online using the QR code.

ywcanein.org/5k

eliminating racism
empowering women
ywca
Northeast Indiana

Changing the World, One Message at a Time



There is power in words. You have the power to make someone else's day special by giving them this card.

At the same time, you have an opportunity to make the lives of the clients we serve better with a donation.



For \$5, you can receive one of the cards to give to someone. For \$20, you can receive a bundle of 5 cards.

Please donate to support our work!



YWCA Northeast Indiana is a nonprofit organization, funded by generous donors like you. Donations fund our life-changing programs as well as our community events so that we are able to offer these for free. Please consider a gift today. Every dollar matters.

eliminating racism
empowering women
ywca
Northeast Indiana