

Heather Vickery 0:03

Hey everyone, this is Heather Vickery. Welcome to The Brave Files Podcast. You know, I typically spend a lot of time and energy this time of year keeping myself calm and trying to stay unfrazzled. But that's, that's when I realized it's more important than ever to connect with gratitude. It helps me stay centered. It helps me stay focused, and honestly, it helps me stay healthy. We love gratitude, so much over here at team brave that we dedicate an entire episode to it a couple of times a year. And this is where you come in, we want you to be part of our upcoming New Year's gratitude celebration episode. It's so easy to participate, all you have to do is call 312-646-0205. And leave a voice message sharing what you are most grateful for from the past year. Yes, from 2020. There's definitely something look for that joy, look for those blessings. And also what you're looking forward to in 2021, we cannot wait to hear from you. And this episode doesn't happen without you. So give us a call right now at 312-646-0205 and share what you're most grateful for from the past year, and what you're most looking forward to in 2021. So today's episode is about permission to honor yourself and to work in a way that isn't exhaustive, especially as a parent. In the United States, we are one of the only high-income industrialized countries in the world without a federal paid maternity leave policy. Many families don't know how to step away from their jobs and what's supposed to be a special life event becomes something really scary when a new child is brought into the world. This is where my guest Arianna Toboda steps in. Arianna is a coach who helps people create a postpartum plan that serves both their families and their businesses. For Arianna, her work is personal. She's been through many of these social issues, and she helps her clients through as well. She's built a model that she can use to serve women in a one on one way and maintain awareness for their position in the larger social landscape. Parents, new parents, especially new mothers, really need a tremendous amount of support after giving birth. And this is something that we are at a point where we have to seek out because it is not just naturally offered. Ariana and I talked about being paralyzed by too many choices, and how the real power is in simply getting started. We talked about understanding that sometimes our relationships don't match up with our needs. And it's okay to admit that and it's good to start setting boundaries. And then even though this year's been tough, nothing bad is ever all bad. We're talking takeaway lessons from this pandemic that will be invaluable for your future. So many awesome takeaways from the pandemic. It's really a great conversation. And finally, we talked about granting yourself permission. Nobody has to permit you to do less, to say no to opt-out. You can do these things for yourself. All right, folks. Here we go.

Arianna Taboada 3:29

Resilience, attunement, and permission.

Heather Vickery 3:32

This is Heather Vickery. And you're listening to The Brave Files, stories from people living courageously. When we choose bravely in big and small ways, it powerfully elevates our lives. I hope these stories connect with you and encourage you to embrace bravery in every possible way, day after day. Together, we can build a movement of courageous living that enriches both our lives and our communities. And if you enjoy the show, I asked you to please share it with others. Maybe think of someone who you want to choose bravely right alongside you. Thanks

for tuning in. Now, here's the show. Hey, everybody, I am so excited to welcome Arianna Taboada to The Brave Files today. This has been an interview long time in the making because I have to tell you a tiny secret even though you have gotten a brand new episode of The Brave Files every single week since the pandemic hit, I stopped doing interviews for about six solid months. And, you know, part of being brave is about being honest about your abilities and your capabilities. And I said to folks, I cannot wait to talk to you. But there are seven learners in my house and we need to reconfigure how this is going to work. So now we're back at it. And I am so excited to finally have this conversation with Arianna. She speaks and writes about maternity leave as a social justice and economic issue. She's also a coach, helping folks figure out what it looks like to create a maternity leave that will actually work for them and serve their families and their businesses. She's also been on the front lines of navigating anti-immigration politics in the US, with her own young bi-national family. And then she became the breadwinner for her family while her husband was the primary care providing stay at home parent, there is a lot to unpack here, Arianna, welcome to The Brave Files.

**Arianna Taboada** 5:33

Thanks for having me, Heather, I'm really excited to finally be here after, after many weeks away.

**Heather Vickery** 5:39

Thanks for your patience. One of the things that we chatted about right before we started recording the session. And I think it's so interesting is when the pandemic first hit, and I went to you and all of the interviews I had scheduled, and I said, look, we're gonna have to push this back several months. Because I just need to figure out how this is gonna work. We all felt underwater. And you said, I think we're just a different kind of underwater now. It's like not gone.

**Arianna Taboada** 6:06

Yeah, we're in a new current trying to tread water.

**Heather Vickery** 6:10

A new current trying to tread water. Yes, I think that is true. And also, we are facing so much globally and as a nation, from the work that you're doing from a social justice standpoint. Just Wow, it just feels like every day the pile gets heavier, doesn't it?

**Arianna Taboada** 6:32

Yeah, it is. There's, there's a lot. I know, these episodes roll out kind of several weeks after, but the moment we're in right now, while we're sitting together to record is is a particularly heavy, heavy week, it feels like.

**Heather Vickery** 6:45

Yeah, yes. So this particular week that Arianna is referencing happens to be the week after our beloved RBG passes, and the Breonna Taylor indictment or lack thereof came down. And there's a lot, there's a lot going on, for sure. So let's unpack a little. You are really on the front lines of really important and empowering social justice work and in a way that I've quite frankly,

never seen or heard of anyone else doing when it comes to maternity leave. So can you tell us a little bit about this, what it means to think about it from a social justice and an economic issue, and how you came to be doing this work?

**Arianna Taboada** 7:30

Sure, I think it is, there's an interesting merging of my like, personal journey with my professional journey. So I'll start on a professional side, I'm a public health social worker by training, and so worked kind of in clinical settings, with women who were navigating pregnancy and postpartum under a bunch of really challenging social circumstances, things like also experiencing intimate partner violence, or unstable housing, or fear of deportation. And, and so learning to navigate that as the professional and understanding that, that the act of kind of caring for your family is inherently has to do with, with the systems and structures that either benefit you or don't. Along with kind of my my personal journey of politi, politicization as a, as a young person.

**Heather Vickery** 8:27

Yeah.

**Arianna Taboda** 8:28

And so the, I wound up pursuing a master's in maternal child health, and just landed at this intersection where I was living in Mexico with my partner and could no longer do the kind of work within an organization necessarily, but really was bitten by this entrepreneurial bug. So it was trying to find my way in this, like, how do you how do you walk the walk of a social entrepreneur? And in my case, a kind of solo.

**Heather Vickery** 8:59

Yeah, yeah.

**Arianna Taboada** 9:01

And so slowly began to build a model and that I could use to work one on one serving women, but also knowing that I, you know, was the particular way I was trained, and just my orientation around how does this, how does what I'm doing with individuals fit into larger systems change, began to just orient myself and then write about it to kind of put my thoughts out, bring clarity to myself, but also begin to just think about the issue as, as you were talking about as a social justice and economic justice imperative. So that that's been kind of at a very high level, the journey to dive in.

**Heather Vickery** 9:42

Yeah, no, it is very high level. So it's funny, I often tell people that I realized very quickly out of college that while I worked incredibly well with people I never worked well for people. And so entrepreneurship was really the only viable option. For me what led you down that path? And it sounds to me and so if I have this wrong, please correct me. But it sounds to me like having a social business, social justice oriented business was imperative to whatever you were going to

choose to do. But what made you realize that you wanted to do this as an entrepreneur as a solopreneur?

**Arianna Taboada** 10:23

Yeah so, part of its like, I guess, right time, right place?

**Heather Vickery** 10:27

Sure. Yeah

**Arianna Taboda** 10:28

I mentioned, I'm a social worker by training and, and although I was trained in the US and North Carolina, specifically, my, at the time, my partner, I were living in Mexico, where social workers are not clinical providers in the same way they are in the US. And so I kind of had to reinvent what being a social worker was going to look like for me in a context where I could do things like provide social support, and provide consultation and coaching, but not clinical services. And so I you know, it just started out kind of as an experiment, like, if I work in this way, will this, will this result in the kind of outcomes that I love to see in, in clients, so kind of increased well-being, being able to, to to be there. And because I work specifically around maternal health. And actually, at that time, when I was getting started, it was it was around postpartum health, thinking about what kind of the transition into parenthood looks like on a kind of bio psycho social level. So biologically, physiologically, socially and psychologically.

**Heather Vickery** 11:36

Oh, that's really fascinating, but I love so you know, as a success and leadership coach, I tell people all the time, just try a thing. If there's no harm, no foul, if that thing doesn't work, try a different thing. And you really put that into practice by saying, well, let's see what this could look like. And can it get the results for me that I want for the people I work with? I love that. So it sounds like your experiment has worked for you. How long? Have you been a social entrepreneur? And kind of what lessons have you learned about creating this out of nothing?

**Arianna Taboda** 12:09

Yeah, so I started that, that version, that kind of private practice experiment, but what will work in 2013, and I mentioned that I was pretty much exclusively working in postpartum health. But then the experiment really shared back with me the learning that, that people were specifically asking about the maternity leave planning part of it. And essentially, I stopped working with people after they had a baby and in 2015, shifted to working with people when they were second trimester, in planning for postpartum not only for themselves as individuals and as parents, but as business owners. And so 2015 is kind of a marker of when this version started.

**Heather Vickery** 12:55

Okay, I love that. So tell everybody why this is so important. Why would somebody hire a maternity leave coach? And how is that and I think I know the answers to this, but I'm really excited to hear what you say, how is that a social justice and economic equity issue?

Arianna Taboda 13:18

Sure. So I'll start with the second part of the question with the reality that the US is one of the handful of high income industrialized countries that does not have a federal paid leave policy. And so a lot of people are completely unprotected and vulnerable in this, in this transition to parenthood, and entrepreneurs are in no way kind of excluded from that vulnerability. And in some ways, might, by kind of, I always say it in a lot of ways become become vulnerable in a way that they might not have experienced previously. And so I'm thinking specifically of service based entrepreneurs of women who are still generating a lot of the revenue through their either one on one work or through their kind of sweat equity on a day to day basis in their business, who don't have large teams necessarily and who often face the question of will I be able to step away from my business and as a, as a health professional, I know from all of the decades of research we have that, that not stepping away can have some some real health costs down the road. And also, you know, I've been there myself and know that like not knowing how to step away is can feel pretty scary. And so, what I kind of what I show up and help folks through is figure out a way that works for their business model as well as their personal needs of how to take maternity leave in a way that works for them. And oftentimes that is addressing kind of the layers of vulnerability that have to be peeled back. And the reason that I circle back so, what does this mean, at a systems level, is that if we are, if we are going to kind of leverage the incredible, incredible wave that is women led business in the world right now, and specifically, immigrant women led business, women of color led business, then then we have to consider the ways in which you invest and investing at this intersection of business growth and reproductive health is this key leverage point.

Heather Vickery 15:46

Yeah, Oh, gosh, that is so important. And it's so huge, and we're learning. At least I'm learning every day, just how unjust and an equitable, the medical system is, the health care system, for people of color, in particular for black women in the health care within this country. And certainly maternity leave is no exception. And then, and when you said there are all sorts of health repercussions, which of course, I believe that there are, that includes mental health, and even from my position, my very privileged, white woman position where I was at the time that I had my children, married to a spouse who had lots of income, and we had really great health insurance, but from a mental health, the times that I took an appropriate maternity leave and care for myself and my newborn and my family, I was so much healthier than when I rush back in. And I've done both, you know, when my second baby was born, I feel like tremendous guilt in my whole life for this. Within an hour of her being born, I was on a business call because I was in the events industry. And there was an event that weekend, I wasn't running the event, but I was still the person in charge. And that is something I've never, I have such a hard time giving myself grace for.

Arianna Taboada 17:16

Yeah, and it's mean the reality, I'm gonna, just listening to your story is one of those like, oh, heart drop moments, because it's, you know, in some ways, we set it up so that you didn't really have a choice. Like there was nothing. There was no social norms to say she is completely off. She is in in a bubble where no one, no one reaches her. And even though you have this family

level of support, what does it look like to reimagine community support, state level support, federal support, cultural support, for being able to, to be fully in that transition?

**Heather Vickery** 17:56

I love that. So there's this whole like, actual national level, like all of that, I think is really important and and could be hugely, obviously should just all be burned down and rebuilt. But then there's this some self motivation aspect of it. So I clearly had screwed up boundaries there. But I'm not sure how that could have been set apart differently. But where I did have a boundary is that client, that bride still tried to get me to show up. The following Saturday had my baby on a Monday to show up on Saturday. At her reception, you don't have to stay just come because she loved me. Right. And she wanted me to be there. And I was like, No, I have a four day old baby, I am not showing up like we have all of these plans in place, you're fine. So how much of the work is about helping these women understand their worth and worthy of having boundaries of creating contingency plans of saying no, all that?

**Arianna Taboada** 18:54

Yeah. I'm chuckling because a big part.

**Heather Vickery** 18:59

I would imagine has to be Yeah, that's so much of my own work. And I'm not talking about you know, having babies.

**Arianna Taboada** 19:05

Yeah, I mean, it's reminding me one of the tools that I've just go back to over and over again, I've used it since like 2006. At this point, it's called an eco map. And it's essentially a way to visually draw out your people in your life and identify whether those people are kind of helpful in the ways you need them to be helpful postpartum, or whether they actually represent kind of a challenging relationship where it may be hard to either set boundaries or have the boundaries you set respected. And so doing, going through this eco map process, while pregnant is something that I have like every single client do and I, I like, through my pregnancy made myself a client, made myself do it.

**Heather Vickery** 19:50

Yes, I love that we so often don't do that for ourselves.

**Arianna Taboada** 19:53

Yeah, and so it's almost like allowing the person to think about how they're going to engage in that conversation before it actually happens. And almost rehearse and in some ways the ability to, to say what you're going to say before you're in like the actual post partum haze of everyone making all these crazy requests and being deep in emotions and not really knowing how to say or what to say it and sometimes staying silent and not saying anything at all.

Heather Vickery 20:28

Yeah. Oh my gosh, I love that sounds like such an incredible resource for everyone in so many situations, not just maternity related.

Arianna Taboada 20:38

Yeah, it's a good one. I've used it with like young people who are nowhere near kind of the maternity phase of life. And yeah, it can always be helpful to all us, clarify our our relationships and our needs, and how sometimes our relationships don't always match up with our needs.

Heather Vickery 20:57

That is so true. If folks listening wanted to connect with you and utilize that document. Is that possible?

Arianna Taboada 21:04

Oh, yeah I totally have that just as a free download on my website. So we can link up to it for sure.

Heather Vickery 21:09

Awesome. Yeah, we'll do that. Because that sounds like something I can hear so many people are like, I've got to get that I've got to work on that. That's great. Okay, so now while you're building this business, you decided to move your family back to the United States? Yes?

Arianna Taboada 21:24

Yes.

Heather Vickery 21:25

Okay. And as you've already indicated, this wasn't as easy as one would hope that it could be. Can you tell us a little bit about that process?

Arianna Taboada 21:36

Sure. And I will, I feel like I the social worker in me is like, I want to state a little content warning trigger warning here. So I'm about to talk about immigration stuff. And if that, if that can be triggering for some folks. And and, and I'm going to talk about violence, which, you know, is kind of lots of times wrapped up in, in migration issues. And so we, as you mentioned, we're living in Mexico, where my family's from, and my, my husband's family had immigrated to Mexico when he was a young child. So he's like, Mexican by, by being raised in Mexico. And we, my son was a few months old, when we started, we had changed municipal government where we were living, and they there started being a lot of violence in the area, to the extent that we were just kind of like, you know, maybe if we are wondering about whether it's a good thing or not to go to the grocery store right now, it's not the kind of level of stress we want to be feeling on a day to day basis, especially with, you know, I was I was already kind of had anxious tendencies as a new mom.

Heather Vickery 22:47

Sure. Of course!

Arianna Taboada 22:49

And so we decided, we'd like, packed up our stuff, asked our friends to just care for some things for a while, and we decided we were going to stay with my parents who were living in the Bay Area in California, for like, a few weeks. And, and once we were there, we eventually realized, you know, I think we're not going to go back for a while. So we, we had not started planning at this kind of detailed immigration level for for international move. And so we, we started that process. And again, to paint the picture, we have, like, you know, the emotional turmoil of new parenthood with additional stress of violence, and, and, you know, just uncertainty about where we were going to live and what we were going to do. And add, adding to that this is in 2017. And so a pretty strong anti immigrant sentiment in the US.

Heather Vickery 23:43

Yes, sadly, yes.

Arianna Taboada 23:46

Yeah. And so that's kind of that really was the leading thing for that phase of life. For me 2017, 2018 it takes a very long time to get anything in motion. And we, you know, we have a fair amount of privilege. We have, there's a pathway to citizenship for both my son and my husband, we entered into what was what ended up being a two year process. Or as I mentioned, we we had a fair amount of privileges going in, in terms of path pathways to citizenship for my son, for my partner, but nonetheless, just the weight of it all and I had to take a step back from my business. So that was, that was a pretty big turning point at that, at that juncture for me.

Heather Vickery 24:37

Wow. And so two years is a really long time. And of course, your situation is different than folks trying to seek asylum from the border and and all of that, but talk to me about how because there was is it is not just was a very challenging her For anti immigrant rhetoric within the country, how does that affect you when you actually have a path to citizenship, and you have a place to stay? And thankfully, you're not being held in any kind of immigration detention center. How does it manifest itself for you?

Arianna Taboada 25:18

Yeah. So I think, even still, to this day, I, it took about two years for my husband get a authorization to work card, and green card comes after that. And so even now, there's this the low level anxiety of is, like, Is this real? Is this real protection or security in any way? You know, we're pretty close to where we're recording, like on the cusp of October, so just a few weeks out from from November election. And it you know, everything seems so uncertain. So wondering, constant wondering of is something can go wrong is our are the things that we are kind of taking for granted that are a clear pathway going to disappear at some point.

Heather Vickery 26:14

So are they still not citizens?

Arianna Taboada 26:20

My son is. My son was able to you know, it's it's a pretty strong as long as you can prove that the the baby indeed came from your body.

Heather Vickery 26:27

You are a citizen. Yep. Okay. Yeah.

Arianna Taboada 26:31

So that was fairly easy. For I mean, I think, for my husband, what part of it is it just takes a long process.

Heather Vickery 26:40

Sure.

Arianna Taboada 26:40

We we'd been married for several years before we got here. So it's, it's the fastest pathway and using air quotes, it's the fastest path if you've been, like married for a decade before you apply. But the reality is that immigration has kind of a functional department, which has also been pretty severely defunded.

Heather Vickery 27:04

Yes

Arianna Taboada 27:04

recently, which is interesting, because like, apparently, wherever the money is going, it's like all going to, to like the criminal criminalization of immigrants as opposed to like processing. So cases in some way. And so a lot of things that our attorney who we found through a wonderful Bay Area, immigrant rights organization, so if anyone, if anyone wants that kind of information, feel free to reach out, they just saw the processing of paperwork taking two to three times longer than it normally would have been in previous years.

Heather Vickery 27:39

Wow, wow, wow. And so is that we indicated in the very beginning, when I introduced you that you became the breadwinner, and your husband became the primary care providing stay at home parent, is that what motivated that? Because he couldn't work?

Arianna Taboada 27:57

Yeah, so it's, you know, one of those choices where you don't have a whole lot of options. So you're like, I guess this is the best choice, given the options we have. And so I mean, at that point, my, we had previously kind of shared breadwinning duties, and, and then, once we moved here, he legally could not work. And we, we had a child who needed a lot of attention,

Heather Vickery 28:23

There ya go.

Arianna Taboada 28:24

He became the default parent, really, I was doing lots of work, besides my one on one consulting with women entrepreneurs to kind of make things work financially. And that often included driving, like, pretty far through the Bay Area, there were a lot of days where I would like, leave at 5am and come back at 5pm. And, and he was, he was there the entire time, and caring for our kid,

Heather Vickery 28:54

Which I love that he was so willing, and to do that. We don't hear that as much, I mean, more and more now. And then, and this is totally a bias. So I'm gonna go ahead and say this, because I think it's really important to understand that we have unconscious biases, and that when we can call them out, this is how we correct problems. But my instinct is like, man, Latin men do not like to flip that role. That's not a very common thing to do. Was that at all? And again, it's such a bias that I feel like almost like a horrible person saying it, but is that something that was ever an issue?

Arianna Taboada 29:31

Yeah, well, I mean, as a, as a member of Latinx community, I would say that that, you know, that is a bias rooted in some in some real evidence that we have. But the interesting thing was that he totally embraced it. I mean, I think it became kind of a silver lining in some ways. And and also, we another positive thing was that we actually know some men who have been in similar situations where for whatever reason, their partner had authorization to work and they didn't. So he had kind of like a group of like Mexican, Latino homies also caring for their small child. And I think that really helps some of whom had kids who were slightly older. And so I think it helped to, you know, the thing that always helps to see that you are not alone, and that there are a community of people who are experiencing or have experienced similar things.

Heather Vickery 30:35

I love that. I think that's really, really wonderful. And yes, going back to the importance of being able to see yourself in these roles, and all of these different roles. We had mentioned earlier on that this is the one week anniversary of the passing of RBG. But I think of her when I think of like, women will become equal when men share the domestic responsibilities. Or when all people do I mean, I'm a lesbian, but it's equally as important that if they will have a two household family that everybody be involved in, and caring for your family.

Arianna Taboada 31:12

Yeah, in some ways, I think that's this, the pandemic we're living in is like, really, the caregiving conversation has gotten so interesting in a way that, you know, I'm hopeful will gain traction in a way that it hasn't.

Heather Vickery 31:27

I, it's funny that you say that. I have a client who I think listens to the show. So hello, client, I won't say your name, but you will know it's you who has, his wife and two children are COVID positive. And so they're quarantined upstairs, and guess who's doing all the things, all the cooking, all the cleaning, all the everything, and he keeps going, How do you people do this? How do you mom's do this? And I'm like, now, you know, you need to balance better with your wife like this cannot be on her all the time. In what ways can you step up? I actually told him that I thought he should write a book called COVID. lessons learned from COVID on how to be a better partner.

Arianna Taboada 32:09

Yeah, I'm like that, that that's probably an anthology. A lot of people can contribute to that right now.

Heather Vickery 32:17

I know, I think it's fascinating. And so that's to that point, though. Nothing bad is ever all bad. Like there are lessons, there are things that we're learning that we don't want back or ways of being things that we are building and creating that we want to keep. And so from the work that you're doing, and from the social justice work that you're doing, which is very easy to see how impassioned you are about it, if you look at any of your social media stuff, which I did, and your own family, what do you want to keep that you're learning from this?

Arianna Taboada 32:53

I want to keep this is what one of my words was trying to capture permission to let go and step back. I think as someone who just kind of Type A and who came from a family where it was like, immigrant work ethic, like work really hard for everything that you want. I learning, especially in the past few years, since since moving my family back over here and having to rediscover how to work in a way that wasn't like exhaustive to my own bandwidth. Just required permission to like do less in some areas or, or opt out completely in other areas.

Heather Vickery 33:31

Yeha. I love that. And what you said that is so impactful, everybody just pack this up and put it in your pocket and carry it around with you is you can give yourself permission, nobody else has to give you permission to do less, to say no, to opt out. With intention and kindness and creativity. You know, you can decide these things for yourself. So I love that. Thank you for that. That's great. So I would love to know, it's a great lead into a question that I ask every week because I believe so deeply in the power of celebration. celebration is a lost art and so many folks tell me Oh, I just don't do it enough. And then we dig in and we realize that we're doing it we don't know we're doing it. So I think intentional celebration. How do you like to celebrate anything, a win, a success, joyful moment. How do you celebrate?

Arianna Taboada 34:25

Yeah, I feel like I will take a cue from my kid right now. And what has felt incredibly celebratory and like, you know, just get all your stress out kind of way is impromptu dance battles in our living room.

Heather Vickery 34:42

Yes. Is he doing that right now?

Arianna Taboada 34:44

Probably. Probably

Heather Vickery 34:47

I love it and impromptu dance battle. I'm a dancer, like I celebrate with a good fist pumping song. But a dance battle that's exciting because it gets other people involved in your celebration.

Arianna Taboada 35:00

Yeah, I mean, I will say my, my four and a half year old pretty much puts me to shame

Heather Vickery 35:07

Four and a half year olds have moves. It's a true it's a true story,

Arianna Taboada 35:10

or there's like not afraid to bend their body and all kinds of weird ways.

Heather Vickery 35:16

I love it. I love it. Well, I'm glad to know that you are out dancing your way through a pandemic, and running your business with all of the other things happening and out there changing the world. One little thing at a time, right? We we want these big, ginormous steps to happen very quickly. And I think what you're sharing is our journeys are, are slow. When you look at your husband's immigration journey and building your business and how it transitions and how it transforms. Like, folks, we just need to put one step in front of the other and keep going and sometimes, big picture thinking will slow you down. So just look at what's in front of you and keep moving.

Arianna Taboada 35:58

I love that.

Heather Vickery 35:59

Yeah. I dig it. Alright, so Arianna, tell me. Again. This is I'm so excited to hear your answer to this. And I think you said you were gonna go off the cuff with it, which is kind of fun. You're like me, you're a charity girl. What is your favorite charitable organization to support and why?

Arianna Taboada 36:17

Sure. So I'm going to go with the local, a local one. And it's actually the place where I got my very first like paying job. It's called La Clínica de La Raza, here in Oakland, California in the Bay Area. It is a safety net health system. So it serves uninsured and underinsured populations. And as you might be able to tell by its name, which essentially translates to the "clinic of the people". It specializes in serving and providing culturally, culturally and linguistically aligned services for the Bay's Spanish speaking populations.

Heather Vickery 36:55

I love that. I love that. And I will tell you that those organizations, types of organizations are everywhere. So every week, they will be our charity of the week. And every week, I urge my listeners to either support this particular charity, get to know them, share them with somebody, or find one similar in your own community. And there are lots of ways to give back. There are lots of ways to be involved, even now, even when we're social distancing, even when we're wearing masks and being really responsible to the best of our ability. There are lots of ways that you can get involved because we are now called upon as a global people, to lean in and to support one another. Because we are either all going to fly together or we are all going to fall together. We are we are in this we have to support one another. So thank you for sharing that, Arianna.

Arianna Taboada 37:43

Sure. Thanks.

Heather Vickery 37:45

Will you share your three words with us one last time?

Arianna Taboada 37:48

Sure. Resilience, attunement and permission.

Heather Vickery 37:54

Yeah, resilience, attunement and permission. They're beautiful words, resilience is a hot button word for me right now. I think it is so impactful. And it definitely sounds like this. The story of your life is resilience is pushing through recreating reinventing, getting up trying it again, not giving up. I love that. Can you talk about your second word just for a second and give us some insight into why you selected that word?

Arianna Taboada 38:20

Sure. So attunement. I was trying to figure out a word that was the one word version of like, tuning into my needs. Or tuning into to your needs anyone anyone's ability to tune into, to themselves. And really, you know, the, the, what has emerged for me is that it's a practice and I if I don't do that consistently, it's hard for me to tap into what I really need and want in the moment. But when I commit to, to checking in like little check ins, every couple of hours or a

deeper dive to sit and listen to my like inner thoughts on a weekly basis, then I can, I'm able to tap into it much more quickly. And almost, you know, build that muscle.

**Heather Vickery** 39:10

I love that that is absolutely wonderful. So my my coaching method is called the brace method and the R stands for reassessment, reframing and resilience. And that reassessment piece is exactly what you're talking about, but building it into your life to pay attention, to learn and grow and see what's happening and what's working and what's not working. And attunement is a really wonderful word choice there. I'm gonna I'm gonna sit with that. I love it. Arianna, thank you so much for coming on for sharing your your story for being in this space for all of the work that you're doing to make the world a better place for everyone. And we really appreciate you being here.

**Arianna Taboada** 39:50

Thank you so much for having me. I'm glad we were able to connect.

**Heather Vickery** 39:53

Yes, me too. Me too.

**Heather Vickery** 39:55

So listeners, thank you. I would love to know what you think of this episode what you'd like to see in future episodes how you're out choosing bravely, you can give me a call, us a call, anytime by calling 312-646-0205. I promise you that I will personally get back to you if you call. You can also send an email. It's Heather Vickery and co.com. And I am here to connect with you. I love that you are here, I am grateful that you have decided to be on this brave journey with us, and I'm honored to be a part of it. If you love the show, and I hope that you do, I would really like to urge you to become a supporter on Patreon. This show takes a lot of love and time and attention and money. And there are some cool prizes that we're giving you for supporting us. You could do that by visiting [patreon.com/BraveFiles](https://patreon.com/BraveFiles) and find a tier that works for you and come join our brave little family. This is Heather Vickery. Thank you for being here and remember every day to go out and choose bravely. Hey, friends, I want to share something really exciting with you. We already know you enjoy listening to podcasts because you're listening to this one, but I'm also betting you enjoy audiobooks. And hey, listen, if you don't already enjoy audiobooks, then it's time to check them out. That's why I'm really excited to share [libro.fm](https://libro.fm) with you. They are an incredible new platform for listening to audiobooks. And by choosing libro FM over other audio book services, you are supporting a local bookstore of your choice and investing in your local community. libro FM offers over 150,000 audio books via their primary platform, which by the way, they built with love and from scratch because they're a small business also. They even offer bookseller recommendations for great audio book options. You can sign up right now via [www.VickeryandCo.com/librofm](https://www.VickeryandCo.com/librofm), that's [www.VickeryandCo.com/librofm](https://www.VickeryandCo.com/librofm). And when you do, you'll get one free audio book of your choice. And the proceeds will go to your favorite local bookstore. Now check what I just said there, you're gonna get a free book, and the proceeds are still going to go to your local bookstore, because libro FM makes sure that their booksellers get paid even when they give a

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Heather Vickery 44:05

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