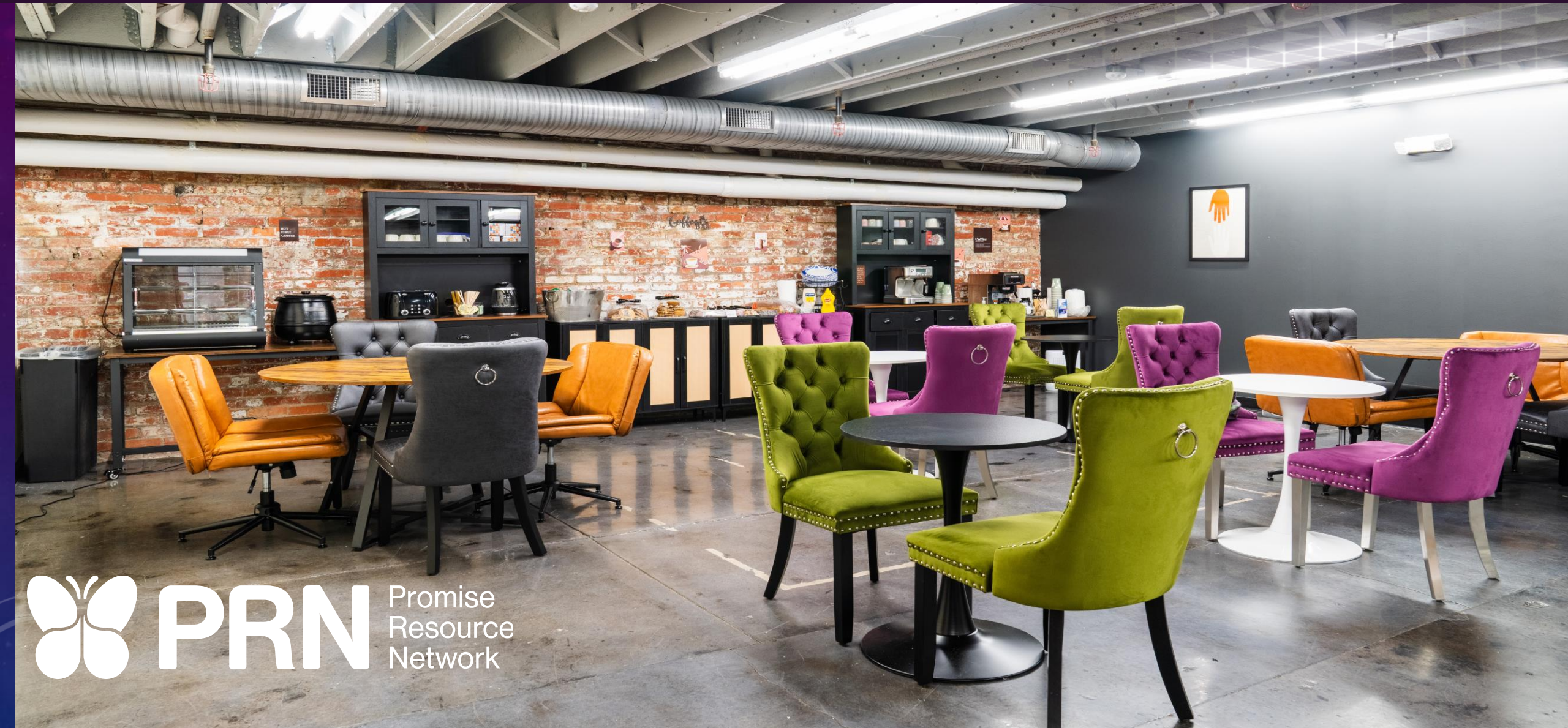


Radical Leadership in Status Quo Systems

Cherene Caraco, CEO, Promise Resource Network, 4/10/26



HELLO
MY NAME IS

Anorexia
Major Depressive Disorder with Suicidal Ideation
Obsessive Compulsive Disorder
Generalized Anxiety Disorder
Panic Disorder
Social Anxiety Disorder
Post Traumatic Stress Disorder

RADICAL, DISRUPTIVE, BADASS LEADER

CRAZY

PEER SUPPORT



Before it became a
job, it was a
MOVEMENT

Where are all the leaders?

Disruptors?

Innovators?

Visionaries?

Movement makers?

Seers?

Truth-tellers?

Trailblazers?



A place to **CONNECT** & **GROW**

PRN operates 26 peer-run programs including:

24/7 Statewide Peer Warm-Line

24/7 Peer Run Respite

Recovery Hub's

Recovery Café's

Specialty Court Programs (Diversion)

Employment (Re-Entry)

Peer Resource Network
Recovery Hub & Café

OPENING:

Operates at the intersection of 3 priorities:



BEING A RADICAL LEADER (TO ME) MEANS:

Being PRINCIPLED

Knowing your why's and your values and not relenting.

Mine:

Confinement harms
Lead with love and humanity

Lived experience should lead the change

Yours?

Being a SEER

We can't create liberating outcomes with controlling structures

Mine:

Seeing injustice, oppression, status quo and harm when it is convenient to keep status quo

Yours?

Being a TRUTHTELLER

Radical leadership is courage in service of humanity.

Mine:

Naming it.
Out loud.
Unapologetically in a way that can be heard

Yours?

Being a DESIGNER

People closest to the pain hold the deepest wisdom about what needs to change

Mine:

Envisioning a different way.
Innovating and creating

Yours?

Being a STRATEGIST

Innovation is born from discomfort, not permission

Mine:

Lived experience is a strategic intelligence, use it!

Yours?

BEING A RADICAL LEADER (TO ME) MEANS:

Being an INSPIRER

If there's no one next to you or behind you, you're just taking a walk

Mine:

Collective change, from community

Yours?

Being an ACTIVATOR

Everyone has an idea. Not everyone can turn it into action.

Mine:

You need to make it happen. Start anywhere, just start somewhere

Yours:

MY TRUTHS



 **PRN** Promise Resource Network

Leading change when systems (and people) prefer comfort is **HARD!**

MY TRUTHS



JUST BECAUSE IT'S BEEN NORMALIZED, DOESN'T MAKE IT ACCEPTABLE¹⁰



**There is a cost to staying
*quiet.***

**There is a cost to speaking
up.**

**Radical Leadership is
discernment about which
cost you can live with**

Be prepared to be UNPOPULAR, attacked,
criticized and mischaracterized



MY TRUTHS

MY TRUTHS

At times it is seductive



MY TRUTHS

Co-optation is real.

And I've forgotten where I came from.

All money is not good money

MY TRUTHS

System Change takes time and strategy



And I've played the wrong game



MY TRUTHS

Lived
experience
isn't a side dish
and I won't be
the dancing
monkey on the
stage

MY TRUTHS



Power is an Illusion


None of us have power.

Sometimes our EGO will tell us differently

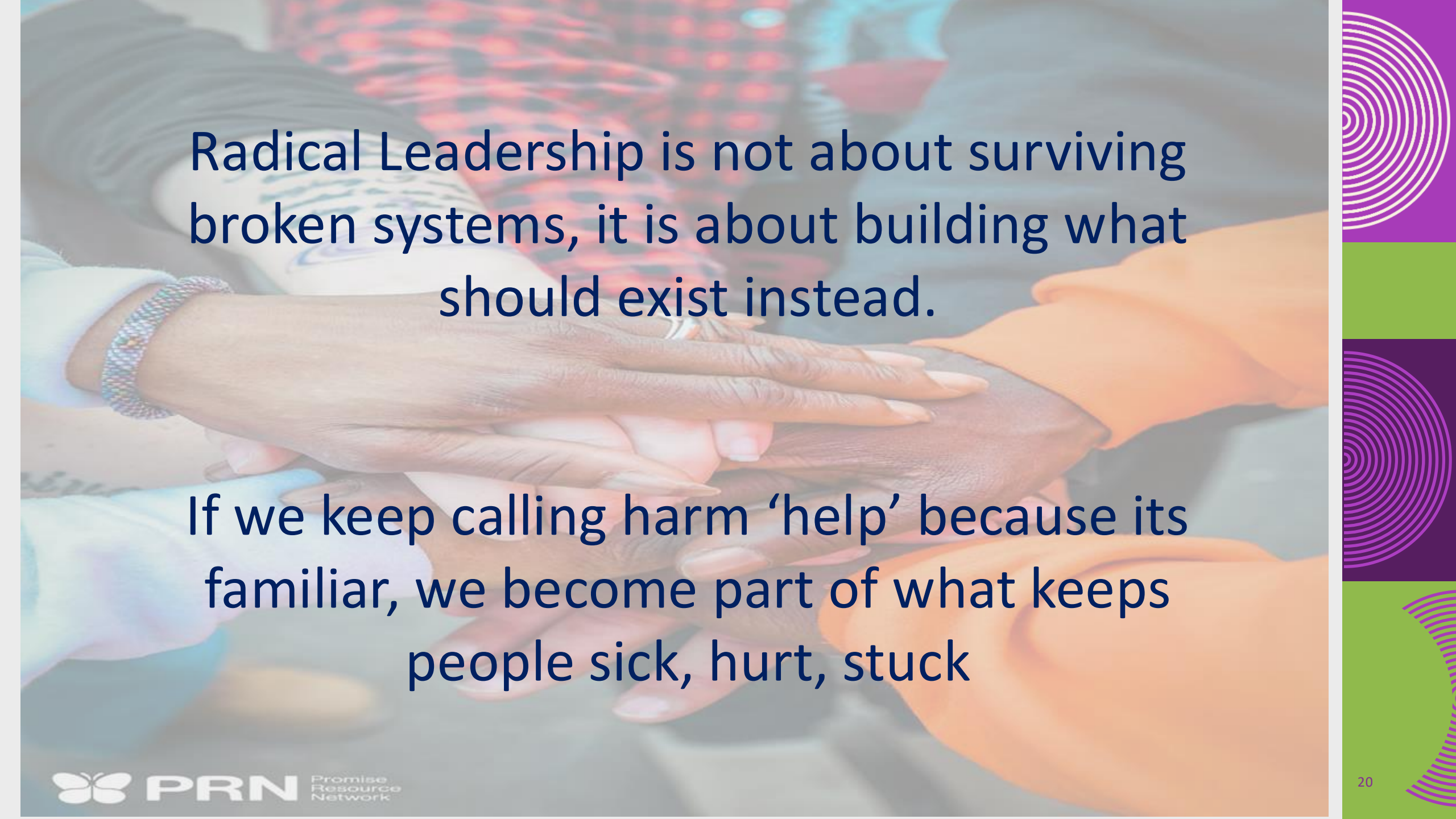


MY TRUTHS

Being a rebel
WITHOUT a
cause helps no
one and hurts
all of us

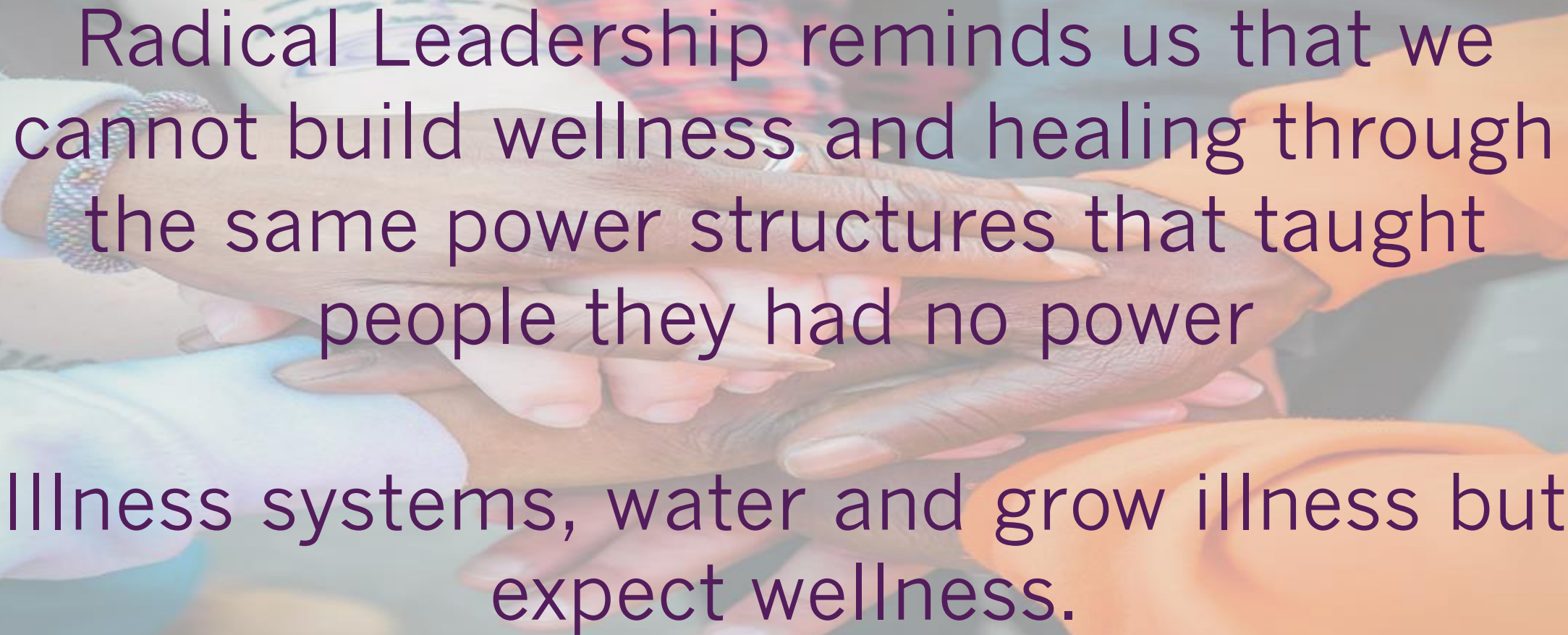


Radical Leadership is not about being loud, oppositional, reckless, or right. It is about being deeply anchored in values when the easiest thing to do is conform



Radical Leadership is not about surviving broken systems, it is about building what should exist instead.

If we keep calling harm 'help' because its familiar, we become part of what keeps people sick, hurt, stuck



Radical Leadership reminds us that we cannot build wellness and healing through the same power structures that taught people they had no power.

Illness systems, water and grow illness but expect wellness.

MY TRUTHS




WE'VE BEEN
GIFTED A
BEAUTIFUL
MOVEMENT
AND A
MOMENT IN
TIME

WHAT ARE YOU DOING WITH IT?



I WOULD DO IT ALL AGAIN





WE NEED YOU

AND

IT IS WORTH IT!!!!

PS. Please don't stay
anonymous



Thank You!!!!
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