

# Check-In:

In the chat box, please share:

- > Introduce yourself (name, location, organization, pronouns)
- > What does well-being mean to you?
- > How do you prioritize well-being in your work?

# Reimagining the Social Sector: Well-Being, Community & Care

April 2020

# Reimagining the Social Sector: Well-Being, Community & Care

## Facilitator



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## Host



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# About ProInspire



## Vision

ProInspire envisions an **equitable and just society: free of systemic oppression where all people thrive.**



## Mission

ProInspire activates **leaders at all levels to accelerate equity at the individual, organizational, and systems levels.**



## Bold Goal

ProInspire's bold goal is for **social sector leaders at all levels to have the competencies, confidence, and connections to accelerate equity.**

## Key Considerations



**Focus on Equity**



**“Leader” does not equal positional authority**



**Levels of change**

# Community Norms

- > BYOB (Be your own boo)
- > Be a learner and take risks
- > Suspend judgement of myself and others
- > Acknowledge impact as distinct from intent
- > What's said, stays and what's learned, leaves
- > Expect and accept a lack of closure



# What can COVID-19 teach us about well-being, community and care?

“Everywhere we learn that love is important, and yet we are bombarded by its failure....This bleak picture in no way alters the nature of our longing. We still hope that love will prevail.

We still believe in love’s promise.”

-bell hooks

*All About Love*

# Cultivating Wellness

## Well-being



### Individual Inner Work

Cultivating inner wellbeing, is the ability to identify and understand one's own physical, emotional, mental and spiritual needs.

*Active Learning  
Emotional Agility  
Intentionally Adapting  
Sense of Identity*

## Community



### Interpersonal & Organizational

Creating community is the interpersonal practices of building honest, transparent and supportive relationships, it involves both empathy and action.

*Conscious Communication  
Building Relationships  
Fostering Inclusive  
Environment  
Lifting Voices*

## Care



### Systemic

A practice of nurturance that connects care to changing systems. Care is demonstrated by verbal and nonverbal communication, and intentional action. "Justice is what love looks like in public."

*Systems Thinking  
Innovative Approach  
Aligning Values  
Reimagining the Sector*

# Wellbeing, Community & Care

**Breakout Discussion:** Think about about your daily work and your organization.

- > How are relationships built and maintained in your organization?

- > How has Covid-19 impacted how your workplace demonstrates care?



# Practices for cultivating well-being



## > Active Learning

- > How do I assess and recognize my own strengths and areas of growth through ongoing reflection as it relates to all the changes we are facing?

## > Emotional Agility

- > How do I cultivate practices that support the inner work of leadership by acknowledging, understanding and creating space for complex feelings and emotions?

## > Intentionally Adapting

- > How do I approach my work with flexibility and self awareness that allows me to challenge my own way of thinking and incorporates new ideas?

## > Sense of Identity

- > How does self reflection help me to understand the interlocking aspects of my identity, given the complexity of compounding forms of oppression and historical marginalization?

# Practices for building community



## > Conscious Communication

- > How do we work to build honesty, vulnerability and trust through our channels of communication particularly now that we are remote?

## > Building Relationships

- > How do we intentionally devote time and resources to building authentic and trusting relationships during this period of stress?

## > Fostering Inclusive Environment

- > How do we encourage and value differences, creating a sense of belonging in the organization especially as people are feeling more vulnerable?

## > Lifting Voices

- > How do we honor the unique ways people learn and lead by supporting multiple ways of working that are reflective of the needs of the community?

# Practices for demonstrating care



## > Systems Thinking

- > How do we acknowledge that our work is situated within broader systems and make decisions that are informed by history, reflective of the current reality, and create future possibilities that work towards a better system through this crisis?

## > Innovative Approach

- > How do we utilize inventive solutions that prioritize equity both internally and externally?

## > Aligning Values

- > How can we collaboratively move towards a common goal that is shaped by those most impacted and focused on creating a sustainable impact?

## > Reimagining the Sector

- > How could this pandemic create space to reimagine the sector?

# Large Group Discussion



- > How do wellbeing, community and care show up for you?
- > How has Covid-19 impacted wellbeing, community and care within your organization?

# Closing Journal



> What is one practice from today that you will take with you?

> When and where will you apply this practice in the next month? What do you need to follow-through?

# Next Lunch and Learn

WEDNESDAY

29

APRIL 2020

12:00pm EST/ 9:00am PST

What does self care look  
like during the  
COVID-19 pandemic?

Host: Ashlynn Polanco

**Register @ [bit.ly/PILL3](https://bit.ly/PILL3)**

# Thank You!