

**BE CAREFUL WITH EACH OTHER SO WE CAN BE DANGEROUS TOGETHER**



**What is one organisational  
collective care practice you have  
appreciated/ experienced that  
you would like to share with  
others?**

**Add your idea onto any sticky  
note on slides 2-6**

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Flexible working hours, generous sick leave, and supportive colleagues

A Standing annual self care retreat. Budgeted and projected for in the annual org calendar

Time away from work with colleagues where there is no focus on work.

Excellent HR policies - well beyond national standards and the wider organizational standards

Music and food :) Online and in person chats when we can over a meal (paid for by the organisation)

We have two days of 'wellbeing leave' that staff can take at short notice.

Always making time to check in with those we work with to find out how they are doing personally. Ensure there is space to share whats

Regular and predictable spaces to share concerns and to address work practices that need changing

Intentionally protecting time during regular team meetings to check in on how we are doing.

Manual of me - a tool for team members to communicate their needs and wants (communication approaches, things that are hard, things that are enjoyable) by default rather than as an exception

In addition to regular leave we have personal days that we can take for a variety of reasons at our discretion, only need to check in if we need more than a week in a row

At work we have a feminist meetings manifesto that takes back ten minutes for collective self care. This means the meeting ends early or we can choose some other care practise to incorporate.

A feminist futures week that brings our global staff together for a few days of collective wellbeing ft. nature walks, karaoke etc etc

Generous mental health leave and leave allowance.

Having a 'care budget' which the team can draw down from to access care support or care resources as needed.

Calling colleagues whose contracts were not going to be renewed to discuss their feelings.

We have a wellbeing channel on Slack for discussion and sharing resources

Breakfast paint on canvas.... This activity helps us put our feelings on canvas. Each person will then explain what they meant. Even if you don't paint your

Having a sharing board/poster in the physical/online space where people can post their feelings

Office shut downs twice a year.

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<p>At work, we practice yoga/Zumba twice a week as a group (physical wellness)</p>	<p>In the midst of an anxiety-inducing conversation on all the to-dos we had based on some feedback received, someone said: 'Stop. How are you feeling? Are you doing?'</p>	<p>Dancing during staff retreat.</p>	<p>Team supervision, supported by an external facilitator.</p>	<p>We significantly reduce our activities in July and August and take time to rest. It's part of our annual planning so we plan for that time</p>
<p>We also have a rest week in the middle of the year where the entire organisation closes and staff rest</p>	<p>Access to therapists covered by work!</p>	<p>Well-being days after a hectic work period.</p>	<p>Space for 'duvet days' when you feel you can't work it's okay, no questions asked</p>	<p>Having the very first ever in-person team meeting in a beautiful beach location which allowed us to rest after the sessions (obviously, that requires \$ but it was so needed and appreciated)</p>
<p>The organisation has also introduced a "mental health day" once a month for each individual. There is also therapy coverage for staff.</p>				
<p>We also have a "culture buddy" system to support new staff members who have joined the team. This culture buddy is a guide for their first year while navigating the new space</p>				

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## **Meditations in an Emergency**

*Cameron Awkward-Rich*

I wake up & it breaks my heart. I draw the blinds & the thrill of rain breaks my heart. I go outside. I ride the train, walk among the buildings, men in Monday suits. The flight of doves, the city of tents beneath the underpass, the huddled mass, old women hawking roses, & children all of them, break my heart.

There's a dream I have in which I love the world. I run from end to end like fingers through her hair. There are no borders, only wind. Like you, I was born. Like you, I was raised in the institution of dreaming. Hand on my heart. Hand on my stupid heart.