



## Executive Summary

### Why Healing Justice and Holistic Security?

The Hive Fund defines healing justice and holistic security as the support needed to help Black women, Indigenous women, women of color and their communities heal, transform, and be protected from the harmful effects of inter-generational and on-going trauma, violence, pollution, and weathering from white supremacy and sexism--as well as immediate threats to physical, digital, and psychosocial safety. This support is necessary for leaders and their organizations to build the collective power needed to change the harmful systems at the root of environmental, climate, racial, and gender injustice.

- Healing practices help us transform the impact of harmful systems.
- Security practices help prevent and minimize harm from existing systems.
- Power-building practices help us change the systems causing harm.

### Our Process

The Hive Fund hired the Ananse Consulting team to design a reflective listening praxis that consisted of one-on-one listening sessions with grantee partners as well as two collective listening sessions with expert Healing Justice and Holistic Security (HJ/HS) practitioners acting as moderators. Over a four-month period, Ananse Consulting conducted one on one reflective listening sessions with grantee partners and their executive leadership to gauge their HJ/HS experiences over the past year and current HJ/HS needs.

From our individual conversations with grantees a desire emerged to learn from more about Healing Justice and Holistic Security strategies being used in the field, and to dig deeper into areas impacting their work the most. In response, Ananse also designed a collective reflective listening session to help spark new thinking and deepen our assessment of grantee needs for HJ/HS. The sessions were an opportunity for organizations to send staff and key decision makers beyond their executive team who participated in the one on ones and do a deeper dive into HJ/HS practices and organizational needs.

## Reflective Listening One-on-Ones

### Key Themes from Partners

During the one-on-one sessions, grantee partners were asked about how they have navigated the past year inside their organizations and the communities they serve, what HJ/HS practices they engaged, what their HJ/HS needs are and how the Hive Fund can support them.

The questions asked and responses from grantee partners fell into four general themes:

- **Practices**
- **Definitions**
- **Needs**
- **Funding**

### Definitions

*Question: How do you define healing, security, and safety as it relates to your work?*

- Building capacity in healing modalities
- Physical and cyber security
- Financial security
- Accessible mental and health supports
- Liberation from oppression
- Institutional practices and policies
- Crisis Support
- Constructive accountability practices
- Supporting a diversity of needs
- Honoring stories
- Claiming power through activism/advocacy

### Practices

*Question: What are we carrying?*

- Impacts of COVID
- Organizational transitions
- Election cycles
- Threats to physical safety
- Structural racism

*Question: What is carrying us through?*

- Working in community
- Time off
- Healing modalities
- Childcare support
- Financial support
- Coaching

*Question: What does healing, security, and safety look like in your communities?*

- Mutual Aid
- Rest and boundaries
- Emergent liberation strategies
- Communities of care
- Free from fear
- Living wages + supports
- Funder support
- Communication
- Public health education
- Structural changes

## Needs

*Question: What are the immediate needs for healing, safety, and security in your organization and community?*

- Physical safety strategies
- Spaces to be in community
- Basic needs (e.g., clean air, food access, medical care, Wi-Fi, etc.)
- Resources for staff
- Working with practitioners
- COVID preparation and precautions
- Capacity-building opportunities
- Rest
- Support navigating white supremacy organizational dynamics
- Accountability culture and practices
- Bookkeeping/accounting support

*Question: What are concerns or barriers for integrating healing, safety, and security practices in your work?*

- Working beyond capacity – overdrive
- Aligning values with funding and power
- Lack of expertise
- Threats of violence
- Expanding programming to COVID response
- Building community virtually
- New in Leadership Role
- No barriers

## Funding

*Question: How can the Hive Fund support you in furthering healing, safety and security practices for yourself, your organization, and your community?*

- Practitioners + consultants
- Funder peer education
- Clarity on funding opportunities
- Specific grant ideas
- Gratitude
- General operating funds
- Deepening networks

## Collective Listening Session

### Key Reflections

During the two-day collective listening sessions, HJ/HS leaders/expert practitioners guided participants through conversations across these five content areas:

- **Infrastructure and Practice**
- **Executive Leadership**
- **Racial Justice**
- **Cyber Security**
- **Physical Safety**

### Infrastructure and Practice

While the terminology of Healing Justice and Holistic Security is newer to organizations there is a familiarity with the principles and practices which permeates through Southern rooted organizing. Many felt their participation in “mainstream” spaces required a minimization of the healing and safety work naturally woven into their organization culture. The impact of climate change, natural disasters, and the pandemic has allowed for organizations to validate their knowledge about the importance of healing and safety, and reintegrate and reinforce cultural healing

strategies. There is a pervasive understanding that healing is not separate from the goals for justice and equally salient is the complexity of attuning to healing internally and externally in the face of persistent oppression and trauma.

*Organizations are committed to creating internal infrastructure to support Healing Justice and Holistic Security practices to create a culture of organizing with:*

- Radical imagination for wins;
- More sacred spaces for people to share stories of their daily traumas and joys;
- A workforce that is well rested and able to activate in crisis without burnout;
- Elders who hold the continuum and cultural evolution; and
- Expanded strategies for land and food sovereignty.

Communities within the HIVE Fund ecosystem are facing everything from natural disaster, to cancer-causing agents, to rising white supremacist violence. These conditions both present the need for additional Healing Justice and Holistic Security strategies and strain the capacity of organizations to meet the needs of the community. The most impactful practices are rooted in cultural narratives of healing and safety and resonate with those being served. For this community of grantees that meant having strategies rooted in ancestors, community, story, song, dance, food, joy and spirit.

*Some strategies organizations are currently applying include:*

- Circles for sharing story and wellness skills;
- Mobilizing resources for mutual aid and disaster relief (e.g. emergency funds, grocery drives, etc.);

- Streamlining communication channels between leaders, staff and members;
- Integrating models for practicing self and community care; and
- Being generous with vacation, sick time and organizational closures.

*To keep maintain and grow the infrastructure Healing Justice and Holistic Security resources organizations find themselves needing a robust menu of additional resources which include:*

- Outside facilitators vetted, familiar with the conditions their organization is facing, and able to provide aftercare;
- Staff positions to help assess ongoing needs, apply Healing Justice and Holistic Security programs and keep the pulse on the impact;
- Guiding questions to help organizations address Healing Justice and Holistic Security from a systemic framework;
- Access to trainings, workshops and programs to help skill-up staff in modalities of healing; and
- Increased financial resources to ensure living wages, healthcare, childcare, and mental health services are available to staff.

## **Executive Leadership**

The needs of Executive Leaders within organizations was a clear gap from our individual listening sessions. While leaders were ensuring staff, members and communities were receiving care and resources, it was clear there were barriers to them accessing those same resources.

*The main barriers to Executive Leaders accessing Healing Justice and Holistic Security resources include:*

- A multitude of obligations at work and home;
- Unrealistic demands of funders (e.g. having to respond to funders at anytime they need you);
- Overidentification with the work (e.g. I am the work, without me the work will not happen); and
- Cultural norms which maintain self-reliance

When Executive Leaders are able to engage Healing Justice and Holistic Security practices they tend to be solitary (e.g. exercising, meditation, or journaling), or restricted to systems for time management (e.g. blocking off mornings, having decompression time at the end of the work day, etc.). Many found the role in Executive Leadership gave them very little access to their own needs, or ability to fully take advantage of internal offerings given the power and hierarchy within the organization. Leaders identified **formal and informal peer and individual coaching spaces** as a key intervention in helping them access more Healing Justice and Holistic Security practices.

## **Racial Justice**

While Racial Justice is a core component of Healing Justice and Holistic Security our listening revealed particular nuisances emerging for leaders of color as they navigate the climate and

gender justice sector. In particular **habits of white supremacy are showing up in expectations of time and workload, reductionist strategies (e.g. there can be only one way for liberation), competition among communities of color, and deprioritizing spaces of reflection, rest and healing.** Leaders of color are resisting these habits by creating environments where boundaries are respected, decision making is shared, and tactics are intergenerational. These new ways of being are supporting organizational cultures that resonate with the communities they serve, and allow staff to be more whole in the work.

### **Cyber Security and Physical Safety**

During the Collective Listening session, the educational components of each of these sessions helped participants to make risk assessments, and provided strategies for addressing risk. The Physical Safety session was attended by mostly those with expertise in the area creating an opportunity for skill sharing, and created conversation to help expand the definition of physical safety to include emotional and spiritual safety. **The Cyber Security session was met with the most curiosity by attendees as they were newer to the threats that existed within cyber security.** Both sessions revealed the need for more education on the subject matter to support grantees in adequately assessing their needs.

### **Where We Go From Here**

The Ananse Consulting team is in the process of writing a final summary of the reflective listening process that will also include a number of recommendations and considerations for the Hive Fund that includes:

- Specific HJ/HS rapid response grants for grantee partners;
- Development of a Hive Fund Healing Justice and Holistic Security grantmaking strategy;
- Development of Hive Fund Healing Justice and Holistic Security programming for grantee partners;
- Building and fortifying the Hive Fund's internal Healing Justice and Holistic Security practices and infrastructure; and
- Defining the clear role the Hive Fund can play in supporting the broader philanthropic HJHS field.