

# A Collective Culture of Care

## Instructions of use:

This activity will build on everything you learnt from creating and reviewing your individual Care Labels.

You will now be creating Collective Care Policies for the course.

### First :

Talk through these Needs Cards in your group.

- Where are the connections to the Care Labels?
- Is anything missing?
- Can you place them in any order of importance?

### Second:

On a large sheet of paper:

- Mind-map a collection of Policies for Collective Care for this course

You could ask yourselves a few prompt questions:

### Teaching and Learning

- What policies might support openness, inclusion and interconnection between everyone in this learning and teaching community?

### Safe and Brave Discourse

- How might we ensure our differences are accepted and protected within our community?

### Rupture

- What could we do when we feel trust is broken between us, or issues of justice need addressing in our community?

### Repair

- What does an open repair and growth policy look like after we experience a rupture?

### Attendance

- What would attendance policies of softness look like for you?
  - when we're late for example
  - or when we can't finish on time

### Time off

- How might we explore more freedoms to slow down, breath or rest when we need to?

### Collaboration

- How might everyone in the course community play and delight and find awe in the shaping of our learning and teaching?

# Emergency Repair Kit

Alternative Use for these Needs Cards: Repairing ruptures

## Instructions of use:

You could also try using these cards to hold a conversation with others when you feel or notice these needs have been neglected or actively oppressed.

- I have noticed... (describe the situation)
- I am feeling... (describe how this is making you feel)
- I think I need... (use the needs cards, or create your own)
- How are you feeling...
- What do you need...

*Rest*

*Authenticity*

“Loving ourselves and each other deepens our disruption of the dominant systems. They want us unwell, fearful, exhausted, and without deep self-love because you are easier to manipulate when you are distracted by what is not real or true.”

– Tricia Hersey, *Rest Is Resistance: A Manifesto*

*Nature / Balance / Space / Rest / Presence*

“In indigenous ways of knowing, it is understood that each living being has a particular role to play. Every being is endowed with certain gifts, its own intelligence, its own spirit, its own story. Our stories tell us that the Creator gave these to us, as original instructions. The foundation of education is to discover that gift within us and learn to use it well.”

– Robin Wall Kimmerer, *Gathering Moss: A Natural and Cultural History of Mosses*

*Transparency / Connection / Truth / Faith*

*Softness*

*Openness*

“And despite the knowledge that nature can be volatile; that storms can break houses and seas can drown people; I hold onto that gentle stillness that the flowerpots remind me to incorporate into my life. I remind myself of the time they take to bloom, and how the process itself is precarious and fragile. That for it to push through the soil and emerge at the top defiantly is still as fierce as a mountain peak...

In doing so, I am led to a deeper knowledge of my body and its capacities and needs too. I learn to be gentler and more patient with the time it takes me to do small things; of the healing that is occurring underneath even if I cannot see it”

- Durre Shahwar, Gathering

*Warmth / Affection / Compassion / Soothing / Kindness / Empathy*

“We can learn to work and speak when we are afraid in the same way we have learned to work and speak when we are tired. For we have been socialised to respect fear more than our own needs for language and definition, and while we wait in silence for that final luxury of fearlessness, the weight of that silence will choke us.”

– Audre Lorde, The Cancer Journals

*Information / Communication / Clarity*

*Inclusion*

*Delight*

“I dreamed about a culture of belonging. I still dream that dream. I contemplate what our lives would be like if we knew how to cultivate awareness, to live mindfully, peacefully; if we learned habits of being that would bring us closer together, that would help us build beloved community.”

– bell hooks, *Belonging: A Culture of Place*

*Solidarity / Belonging / Companionship / Understanding*

“The trouble is that we have a bad habit, encouraged by pedants and sophisticates, of considering happiness as something rather stupid. Only pain is intellectual, only evil interesting. This is the treason of the artist; a refusal to admit the banality of evil and the terrible boredom of pain.”

– Ursula K. LeGuin, *The Ones Who Walk Away from Omelas*

*Self-worth / Appreciation / Humour / Joy*



*Acceptance*

*Anwe*

“Being cosmopolitan means being at ease with strangeness; knowing that we have no choice but to live with difference, whatever differences come to matter in specific times and places.”

– The Care Collective, The Care Manifesto: The Politics of Interdependence

*To be seen / To be heard / To matter*

“There is nothing new under the sun, but there are new suns.”

– Octavia E. Butler

*Beauty / Inspiration / Mystery / Wonder*

Growth

Autonomy

“If you’ve been an arsehole today, acknowledge it.  
Try not to be one tomorrow.”

– Kae Tempest, *Hold Your Own*

*Sharing / Learning / Gratitude / Regeneration*

“The richness, beauty and depths of love can only be fully  
experienced in a climate of complete openness, honesty  
and vulnerability.”

– Anthony Venn Brown

*Choice / Purpose / Responsibility / To make a contribution*

*Justice*

*Play*

“Social injustice and environmental injustice are fuelled by the same flame: the undervaluing, commodification, and exploitation of all forms of life and natural resources, from the smallest blade of grass to those living in poverty and oppressed people worldwide. It’s a point that many eco-feminists, environmental justice scholars and leaders, Indigenous rights and land sovereignty advocates, and climate politicians have argued for decades, but it hasn’t been embedded deeply enough in modern environmental education.”

– Leah Thomas, *The Intersectional Environmentalist: How to Dismantle Systems of Oppression to Protect People + Planet*

*Integrity / Meaning / Justice / Consideration*

“One of my mantras is, ‘Embrace what makes you unique, even if it makes others uncomfortable.’ I keep that with me in my back pocket. Shoot, I keep it in my front pocket!

I keep it in my hair.”

– Janelle Monae

*Discovery / Creativity / Adventure*

*Interconnection*

*Trust*

“Do you understand that your quality of life and your survival are tied to how authentic and generous the connections are between you and the people and place you live with and in?”

Are you actively practicing generosity and vulnerability in order to make the connections between you and others clear, open, available, durable? Generosity here means giving of what you have without strings or expectations attached. Vulnerability means showing your needs.”

– adrienne maree brown, Emergent Strategy: Shaping Change, Changing Worlds

*Mutuality / Aliveness / Interdependence / Connection*

“For me, forgiveness and compassion are always linked: how do we hold people accountable for wrongdoing and yet at the same time remain in touch with their humanity enough to believe in their capacity to be transformed?”

– bell hooks

*Physical Safety / Emotional Safety / Stability / Respect*



*Protection*

*Freedom*

“To be in love is to be worldly, to be in connection with significant otherness and signifying others, on many scales, in layers of locals and globals, in ramifying webs.”

– Donna Haraway

*Care / Shelter / Health / Wellbeing*

“All bodies are caught in the bindings of ability, race, class, gender, sexual orientation, sexuality, citizenship. We are powerful not despite the complexities of our identities, but because of them. Only universal, collective access can lead to universal, collective liberation.”

– Sins Invalid, Skin, Tooth, and Bone: The Basis of Movement is Our People: A Disability Justice Primer

*Expression / Intimacy / Body Autonomy / Liberation*