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Cultivating Wellbeing for Ourselves and Survivors

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OVW Rural Program New Grantee Orientation



LEARN. ACT. TRANSFORM.

Our Time Together

- Working Agreements
- How does our work impact us?
- How can we mitigate the impact of our work?
 - Risk Factors
 - Protective Factors
- Individual Practices
- Closing

Praxis's Working Agreements

Working Agreements (1)

Praxis works to end gender-based violence by eliminating all forms of oppression and creating equity in the world as well as within our organization. Promoting equity necessitates challenging interpersonal manifestations of oppression. The purpose of the Working Agreements is to guide peer-to-peer interactions and training practices for faculty, staff, consultants, and participants in our events.

Working Agreements (2)

The Agreements rely on individual reflection, truth-telling, transparency and loving acknowledgment of the ways in which we all have power and privilege, by:

- **Honoring Ourselves**
- **Honoring Others**
- **Honoring Our Communities**
- **Honoring Our Spaces & Places**

Working Agreements (3)

- We agree to respect and embrace our differences and our similarities
- We agree to promote balanced participation and open discussion
- We agree to assume good intentions and assume the best of each other
- We agree to be fully present and focus on the work at hand
- We agree to attend to our needs by nurturing ourselves mind, body and spirit

Working Agreements (4)

- We agree to disagree respectfully
- We agree to do our best to be good allies
- We agree to name oppression when it surfaces and to not repeat oppressive misinformation after we have learned otherwise
- We agree to respect each other's privacy
- We agree to start and end on time

How are you?

A



B



C



D



E



F



How Does Our Work Impact Us?

Secondary Trauma

The natural consequent behaviors and emotions resulting from knowledge about a traumatizing event experienced by a significant other. It is the stress resulting from helping or wanting to help a traumatized or suffering person.

(Figley, 1995)



Vicarious Trauma

Neurological, cognitive, physical, psychological, emotional and spiritual health when you listen to traumatic stories day after day or respond to traumatic situations while having to control your reaction.

(Vicarious Trauma Institute, 2010)

Compassion Fatigue

Normal displays of stress resulting from the care giving work you perform on a regular basis with those who are experiencing pain or suffering.

(Smith, 2009)



“Advocacy” Fatigue (1)

The normal expression of exhaustion and stress (for those working to end gender-based violence and oppression), that stems from the negative impact of doing our social justice work to create change for survivors and our communities.

Advocacy Fatigue is caused by oppression, then exacerbated by lack of resources, lack of value, and limited power.

“Advocacy” Fatigue (2)

When individuals and organizations pay little to no attention to advocate and worker well-being, Advocacy Fatigue can result in complex difficulties in functioning.

(Issari, 2010)



Discussion Question: How does our work impact us?

Physically	Emotionally	Cognitively	Spiritually	Socially & Professionally

How Might We Mitigate the Negative Impact of Our Work?

Risk Factors for Compassion Fatigue (1)

Industrialization & over-professionalization

Co-optation by institutions

Organizational behavior that creates gaps

Risk Factors for Compassion Fatigue (2)

Not prioritizing well-being in policies & practices

Competition for funding

Focusing on individuals without changing conditions

Cultivating Protective Factors & Resilience

Supporting wellness must move beyond:

Encouraging
individuals to be
kind to themselves
and each other

Trauma informed
care

Simply managing
the impact of
burnout

Defining Balance & Harmony

- A transformative practice that dismantles oppression
- Essential to social justice
- Each of us has a role
- The responsibility is on institutions and organizations to create balanced work environments.

Building Resilience: We Deserve to Live & Work in Balance

Developing and maintaining protective and preventive strategies to reduce & overcome vicarious trauma, Compassion/Advocacy Fatigue and stress is an individual and organizational responsibility



Cultivating Wellbeing Individually and Organizationally



Individual Practices to Cultivate Wellbeing

- Breathing & moving
- Gratitude
- Kindness
- Connection
- Share stories
- Acting to make change

The Pathway to Wellbeing in Organizations

Organizations must further sustainable practices for staff, volunteers, and survivors while *also* continually working toward ending gender-based violence and establishing equity



Organizational Practices to Cultivate Wellbeing

- Promote and establish Balance & Harmony
- Integrate comprehensive wellness strategies into:
 - Policies
 - Practices
 - Environment/cultures
 - Plans

Balance & Harmony

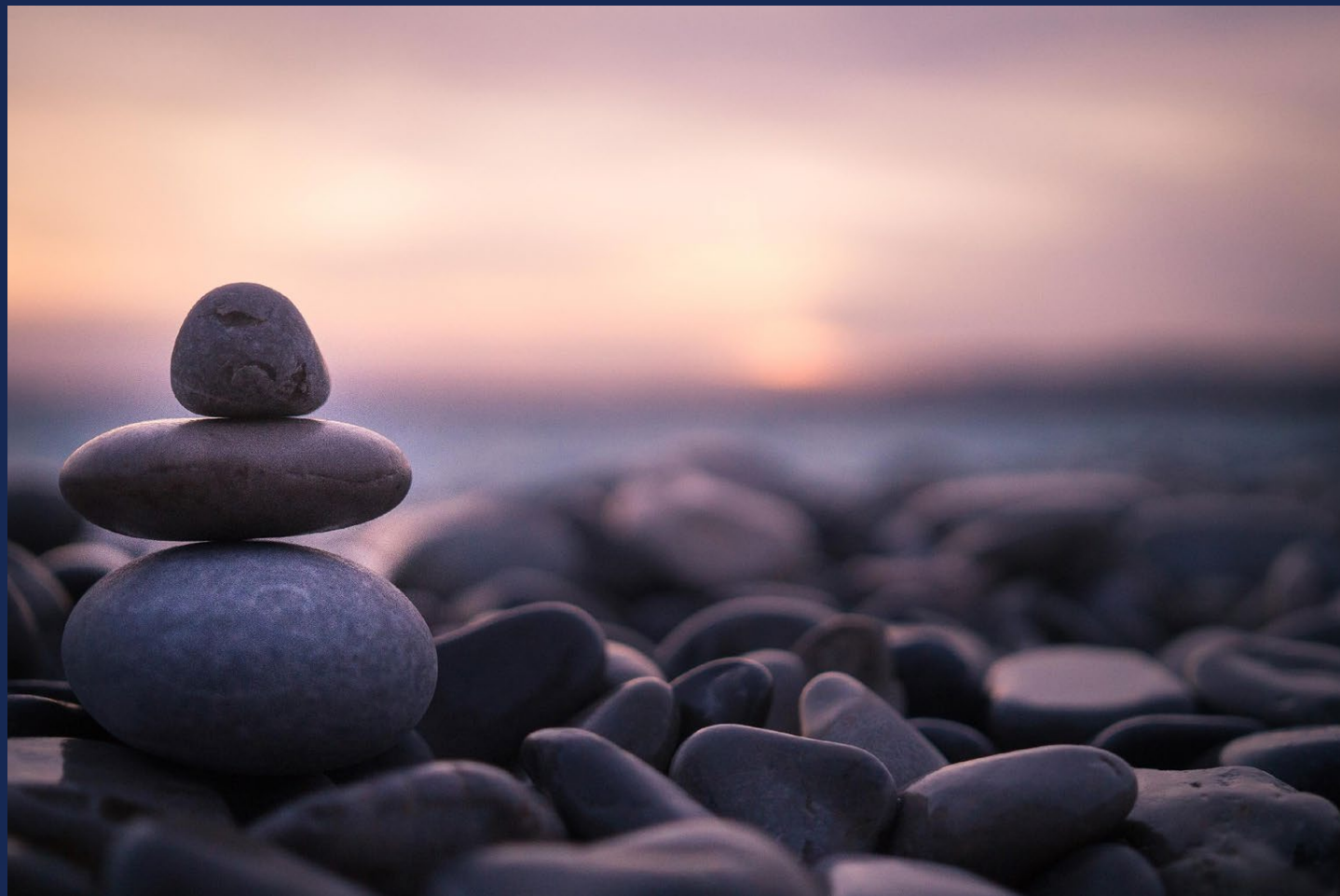
Each of us as individuals have a role in Balance & Harmony, but ultimately the responsibility is on organizations to create balanced work environments.



An Invitation to Nurture Yourself



Taking it home



Thank You!

Stay in touch: info@praxisinternational.org

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