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CONNECTED

BUILDING A
GRIEF-FRIENDLY
COMMUNITY



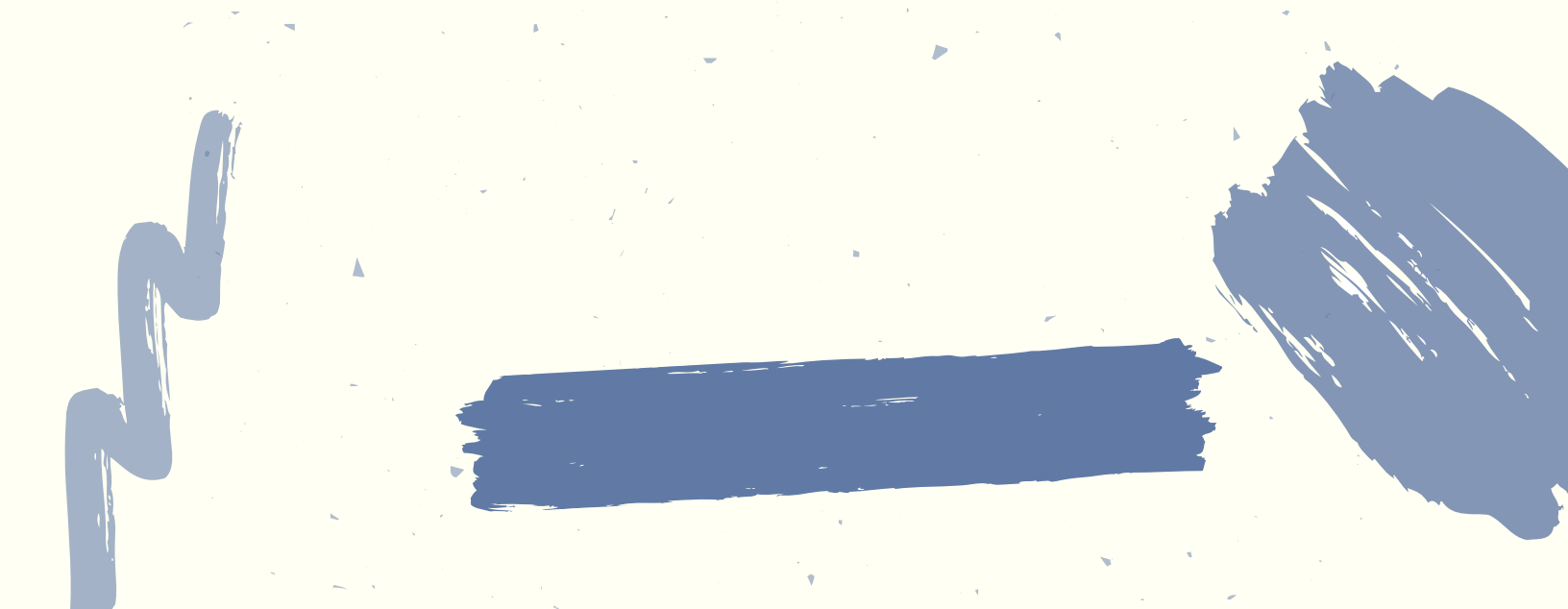
AN INCLUSIVE
JOURNAL



Let's Go!

This journal was created to assist you in re-imagining community . I hope that it inspires going even deeper into the work of supporting your community during times of change and loss.

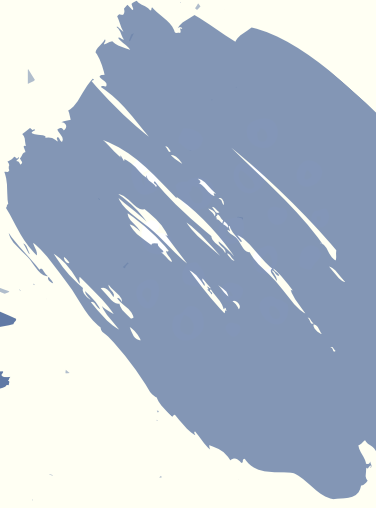


Use this journal as a tool for reflection today , and also as a sharing prompt for you, or your community team post session to ignite more meaningful, creative, and concrete action and engagement as you nurture inclusive and intentional action.





Reflection #1

@ what age did you first become aware of difference?
What was the incident or story that fostered this
awareness?



Talking about Difference

Discussion Guide



Acknowledge that each of us is a part of a bigger whole.

We each bring different perspectives and experiences to any issue or setting.

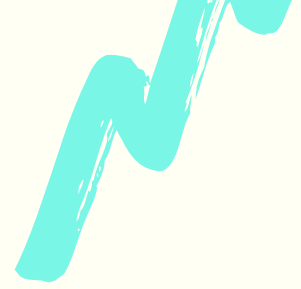
These different states of development are an excellent source of learning and offer an opportunity for personal and professional growth.



- Take turns speaking
- Listen respectfully, without interrupting
- Use “I” statements
- Respect one another’s views
- Avoid cross talk, do not debate someone else’s experiences, rather speak to your own experience or understanding
- Commit to learning, not debating
- Avoid blame and speculation
- Avoid inflammatory language



GUIDING CONCEPTS



Worldview: the set of beliefs about fundamental aspects of Reality that ground and influence all one's perceiving, thinking, knowing, and doing. – Funk, K. (2001)

Diversity: any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion.

Inclusion: a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential.

Social identity: a person's sense of who they are based on group membership(s). Important as a source of self esteem and pride. Tajfel, 1979

Intersectionality: rooted in feminist theory, this analytic tool offers a multidimensional way of looking at how various layers of identity overlap and impact each other. This approach, awareness, and analysis allows for the broadening of contexts in which we can look at opportunities, access, social and economic justice issues and solutions. - K. Crenshaw, 1989

Implicit bias: attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. Kirwan Institute, 2012

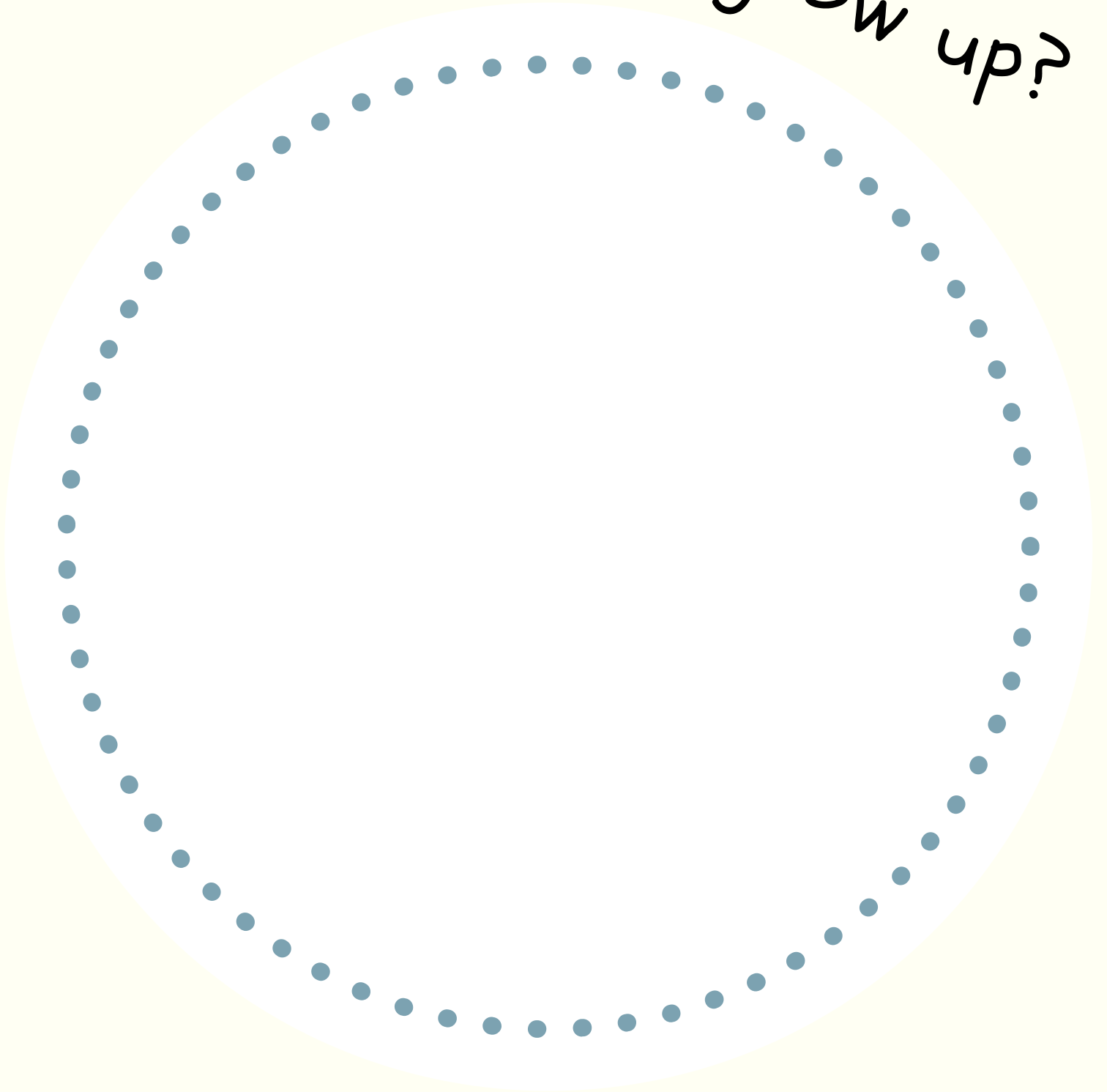


Make a list

Take a moment and jot down all of the ways that you identify socially.



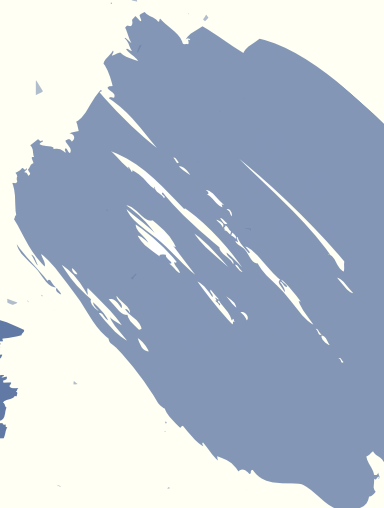
Where did you grow up?





Reflection #2

Write down the names of famous, or significant people in your life that you count as influences.



What do you *love* about your
community?



Describe

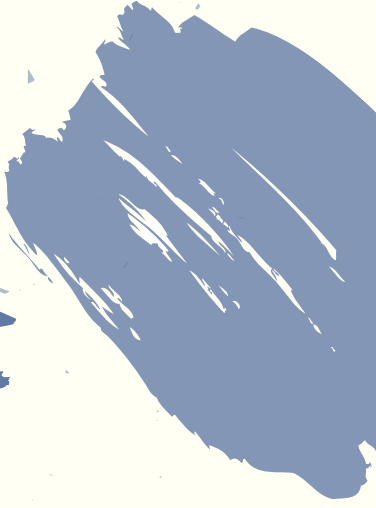


YOUR FAMILY'S "GRIEF STYLE"
(DID YOU ATTEND FUNERALS ASA
CHILD?, HAVE PET DEATH RITUALS?
HAVE OPEN DISCUSSIONS ABOUT
LOSS,ETC.?)





Reflection #3

What are some of the most memorable tastes, smells that you enjoy?



My Grief Style

People grieve in many different ways; we may switch styles depending on whom or what our loss is, but most of us have a preferred style. The following are some descriptions of how we can approach a loss or death of someone we love. Place a check next to descriptions that best describe your grief style. In the blank spaces, add any other appropriate descriptions.

Holding it in!

What I Do:

- Withdraw/Get Quiet
- Give the "silent treatment"
- Become ill, or anxious
- Deny my feelings, but show it in other ways

Reasons: (Circle all that apply)

- "I don't have the right to be angry, sad"
- "Crying is for babies or childish."
- "I may lose control of myself."
- "I can't cope with strong feelings."
- "People will dislike me if I show my feelings."
- "I may lose my friends, or family."
- "I feel I will hurt, or offend somebody."
- "I will make my cry, if I ask questions or talk about my _____."

Behavior:

- Blowing up at people
- Getting physical, or hurting people
- Threatening, shouting, or swearing
- Blaming people
- Flying off the handle at small things
- Bringing up old hurts, or issues

Reasons: (Circle all that apply)

- "I Don't need anybody!"
- "I'm afraid of getting close to someone."
- "I can't stand to be wrong."
- "I can't stand to be pitied".
- "I don't know how to communicate when angry."

My Grief Style

Hanging in there!

Behavior:

- Remaining calm
- Focusing on things day by day.
- Using "I" statements: "I feel sad when..."
- talking when I need to about my loss.
- Asking for the help I need.

Reasons:

- "Grief is a normal experience—it's okay to feel what I feel."
- "When I'm _____ I want to solve the problem that's causing my Feelings."
- "I want to be able to express my grief in safe ways."

My Way...

Reasons:

- _____
- _____
- _____
- _____



Reflection #4

What kinds of music do you enjoy? Name your favorite song...Why is it your favorite?



Inclusion

ACTION PLAN



My inclusive idea/goal is...



WHEN I ACCOMPLISH THIS GOAL...

Create a statement that demonstrates your intention.

Ex. "When I arrive at a great definition of what "fit" is in our organization, I will be able to provide support for our new hires/volunteers at a higher level."



TO REACH THIS GOAL, I WILL...

What actions do you need to take to complete your goal?

Ex. " Make a list of what we are doing right in recruitment, talk to community org. representative about collaboration fair, shorten application process, do a collateral review, revise recruitment flyers"



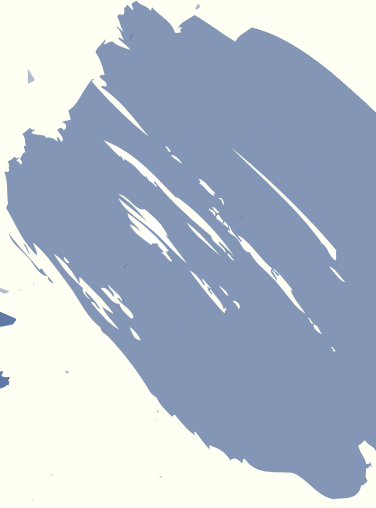


AFTER I REACH THIS GOAL, I REFLECT...

How do you feel about the changes and the process to get to this goal? What helped? What hurt? Ex. "There is a new perspective in the room during meetings that is helpful to serving our community"



Reflection #5

How do you take care of yourself? Make a list. Circle the one thing that you can do after leaving this session.



Inclusive, Grief-friendly Community

ACTION ITEMS

Make note of what concerns you most about getting started on a deeper, more intentional inclusion based strategies for your mission/ camp, or core programming.

Make a list of the people already in your environment/organizational culture that would be a good fit for supporting/implementing this direction.

Make a list of five, just five, people in the community that you could pick up the phone, and call today about your mission in a general sense.

Make a list of 5 people that you feel you could call to talk about the most challenging, and sensitive aspects of your organization and feel supported and heard.

Make a list of 5 people or groups in your community that you identify as being missing from your programming, mission reach. (You can go from general to the specific with names)

Compare your lists- are they different? If so, note the differences in the list and make notes about why you could talk/share about one aspect of the organization with one group, and not the critical or emergent parts of your mission. Identify the barriers, message changes or edits across lists. Do the reasons, issues, changes, etc. make sense strategically for change, or for status quo?



Resources

www.tapestriesgrief.com

www.whatsyourgrief.com

www.brenebrown.com

www.modernloss.com

www.kirwaninstitute.osu.edu

www.mauracullen.com

www.jenniferbrownconsulting.com

READ WATCH ENGAGE *anything that is not your story...*

