

# THE CALL

Thank you for picking up this deck ... you didn't choose it, it chose you. It called out to you. Thank you for answering the call. Pulled together by a diverse group of organizers, healers, and activists who work day in and day out to uproot violence, herein lies a bit of salve to ease the pain of Injustice. We created this with you in our hearts, minds, and breath. In it, we hope you will find yourself within us. We hope you see yourself reflected in the images spread across the cards/pages. We hope you hear your voice written in the words. We hope you find recipes for your own healing and, if not, we hope you will create one and share it with the world.

—TRINA

# CREATING CONNECTION

The world is filled with injustices and too it is filled with beauty and wonder. This collection of practices, recipes, and medicine is an invitation to practice creating connection, joy and liberation in your life and work. To feed your heart and spirit, to be brave and to be compassionate. We hope you find stories and approaches that challenge and inspire you. We hope you join us in co-creating a world in which belly-laughs are abundant, people are seen, and all beings are nourished and able to thrive. We live liberation.

—AJA

# LEGACY OF LOVE

As you proceed on this journey please know you are now a part of a legacy of love. The teachings and experiments held within are blessings from the hearts of us all. Some of the offerings include experiential learnings which describe some of the values and practices that may propel us toward Collective Liberation. Other topics explore how we might engage art as a medium to tell our story. There are so many interesting nooks and original recipes that I have no doubt you will find something meaningful and beautiful. Smile and breathe.

—VINCENT



# FINDING THE MIDDLE

I want to share a middle place between work and rest, that place where we are able to focus and breath and feel all the shifts that are taking place. As you focus on the steps that move you forward, know that each one will be filled with joy and discomfort. Without discomfort we can't grow! As we are each open to our own growth, we are able to shift the system together.

—DIA





# WALKING BACKWARD TO THE FUTURE

Let us never forget where and who we came from...  
Let all of that strength and wisdom and love fill us up...  
So we can be with ourselves...  
So we can be with our people...  
So we can be with our planet...  
Freedom is nigh.

—ADA

# COURAGE TO WAKE

My friends, in the words of the great poet Hafiz...

*Laughter*

*What is this precious love and laughter?*

*Budding in our hearts?*


*It is the glorious sound*

*Of a soul Waking Up!*

*From I Heard God Laughing: Poems of Hope and Joy.*

May the courage of being “awake” tickle your soul and heart until you’re breathless from falling in love all over again.

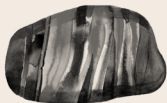
— SHARON T.



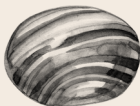
TAKE WHAT  
YOU NEED.  
SHARE WHAT  
YOU CAN.

These cards are filled with radical love for you, for ourselves, for our community, for our world. We invite you to bring your whole self to this space, this community. Please take what you need and share what you can. We hope what you find here feels abundant and nourishes you. It is a place to play, try on, dance and live into practices for creating the world we want to live in.

—CRISTY



PRINCIPLE



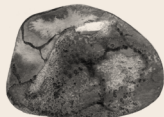
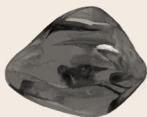
# FOUR MINDSETS

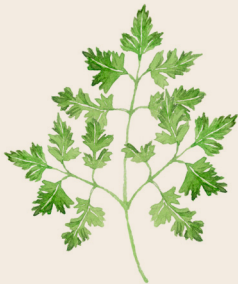
Holding networked leadership mindsets supports an awareness of behavior and thought habits and begins the process of shaping a new way of being in relation to others. The following mindsets are critical for engaging in networked social justice efforts:

1. *Multiple Ways of Knowing*
2. *Examining Systems and Embracing Complex Perspectives*
3. *Balancing Being and Doing*
4. *Acknowledging and Interrogating Race, Class, Power and Privilege*

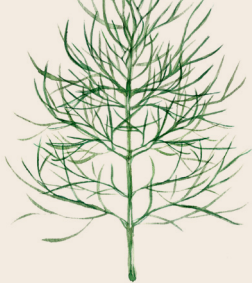
Q. What patterns do you see?

Q. In what ways could you find a solution differently?





PRINCIPLE



# FIVE ELEMENTS

**CENTERING INNER WORK** means that one is nurturing the health and vitality of self and others, through which we can move forward individually and collectively.

**ADVANCING DEEP EQUITY** means recognizing and healing the wounds and injustices of oppression, centering the power of difference to access deeper understanding and new ways of doing things, and transforming people, institutions and systems. **CULTIVATING LEADERFUL ECOSYSTEMS** means creating organizations, systems and networks where power is continuously built, shared and moving, growing leadership that supports, complements and supplements. **EMBEDDING MULTIPLE WAYS OF KNOWING** means drawing on the full range of our wisdom such as art, cultural practices, nature, family stories.

**INFLUENCING COMPLEX SYSTEMS CHANGE** is a focus on the interconnection of systems in order to advance complex and transformative change.



- Q. Focus on the connections between two problems, how might addressing the intersection help you move forward?

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PRINCIPLE

# PRACTICES OF OPPRESSION & LIBERATION

(4 D'S AND 4 R'S)

White Supremacy and Patriarchy lead to racism, sexism, ableism, ageism, xenophobia, homophobia, fatphobia and transphobia. These can manifest internally or externally and lead individuals to **DISCONNECT FROM SOURCE, DISASSOCIATE FROM BODY, DISTANCE FROM EMOTIONS, DISTORT STORY.**

Healing and change can only happen when there is a conscious shift to understanding the ways we have been oppressed and to recommitting to practices that **RECONNECT US TO SOURCE, RECLAIM OUR BODIES, RE-ENGAGE WITH OUR EMOTIONS, and RESTORE OUR STORIES.**

- Q. How might we regain balance?
- Q. What needs to be re-focused and brought back together?
- Q. What are you afraid to reconnect to?



PRINCIPLE

# NETWORK COMPONENTS

Building and reinforcing social ties among the people creates trust among network participants, allowing them to collaborate and making it easier to overcome potential strategy disagreements. Creating open communication channels where network participants can have conversations with one another is important, and can be as simple as a WhatsApp group or an email list serv.

Developing a common language that reinforces the identity of the network and works to resolve any conflict is key. Working with network participants to define a clear vision will align people and help them understand the advantages of being a part of the network. Creating shared resources will allow people to pool their skills, talents, experiences, expertise, services and funding streams. This strengthens social ties and also saves individual members of the network time and money. Identifying actors who drive the activities of the network—including by monitoring resources, creating messaging, outlining participant responsibilities and receiving feedback—will enable the network to effectively move forward. Lastly, creating mechanisms to provide feedback on network activity helps leaders understand the trends, resources and needs of the entire network.

- Q. What components are covered?
- Q. What isn't being attended to?
- Q. What components could use some love and attention?



# ROLES

DRIVERS move the work along. PRINCIPLES hold the boundaries and protocols of the group and make high-level decisions. WEAVERS connect the dots, make meaning, and facilitate the whole being more than the sum of the parts. OPERATIONALISTS attend to logistics and infrastructure. SUPPORTERS show and do what needs to be done, contribute to the work and its progress, and help make meaning without a formal role. STORYTELLERS and MEMORY KEEPERS help us document progress, hold the through-line, and tell our story. "SPECIAL FORCES" or "SPECIAL OPS" can be called into the work on an as-needed basis to bring their specialty to the table.

- Q. What role/s do you play?
- Q. What role/s would you like to play?
- Q. Who do you need to accomplish today?
- Q. What roles are missing?

PRINCIPLE

# SYSTEMS & INTERSECTIONS

*“What happens to one happens to us all. We can starve together or feast together.”*

—ROBIN WALL KIMMERER

Looking at pieces individually and recognizing the impact they have on the whole, gives you the opportunity to hold both/and, or the idea that many things can be possible at once. It also allows the opportunity to be responsive to what is right in front of you rather than reacting out of habit and to “what you think is there.” Systems are internal as well as external and related to history, culture, economics and power. In systems thinking, all things impact and affect each other.

- Q. What are the interconnected systems of oppression and how do they serve to magnify injustices?
- Q. How do they impact us at an interpersonal, institutional and structural level?

INGREDIENT

# LIVE LIBERATION



Envision a world that works for everyone, a place where belly laughs are abundant, people are seen, all beings are loved and nourished and able to thrive. A place where we live liberation!

Q. In what ways can you live more fully into liberation today?

INGREDIENT

# SACRED CONTAINERS

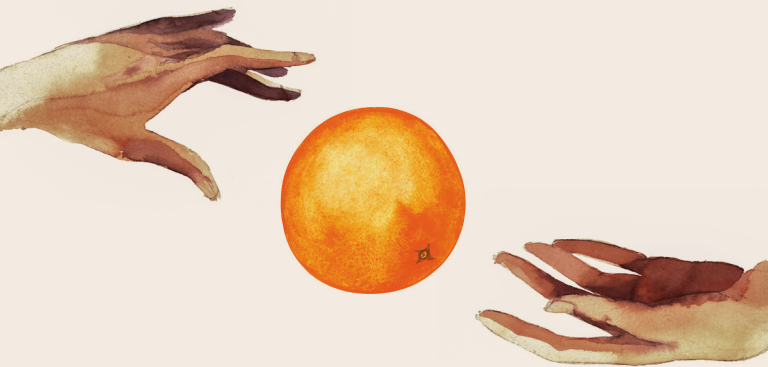


Transformative work is sacred work. In it we need to reclaim our ancestors and connect to spirit and the deep wisdom of land and sky. By creating sacred containers for the work through spiritual practices, such as altar building, we are able to rebuild and reconnect.

- Q. Identify what is sacred to you. How might you bring this in more intentionally to the work? How might you create a container and/or open up space and time for this practice in your life, work, your organization or network?

INGREDIENT

# DEEP HANGING OUT



Deep hanging out goes beyond a co-worker lunch. It is the act of trusting and loving those that you work with; finding a way to bridge inner and outer worlds in order to shift relationships into ones that will transform systems.

- Q. How might you extend yourself to practice trust and vulnerability with others beyond your intimate personal relationships?

INGREDIENT

# GENERATIVE TENSION



Tension and even conflict create possibility and open the doors for new ways of being and working. In what ways can you:

- Q. Hold tightly to gentleness while speaking truth?
- Q. Embody kindness while resolving conflict?
- Q. Embrace love and paradox and radical negotiation?

## EXPERIMENTATION



1. *Try on something new for a sustained period of time.*
2. *Document what happens.*
3. *Assess the impact.*
4. *Learn from failure and success.*
5. *Incorporate, discard or make a change, then go through the process again.*

Working in complexity and creating complex and equitable systems changes means moving even when you don't know the exact right direction.

- Q. How might you try on something new for a sustained period of time?
- Q. How might you play your way into change?



INGREDIENT

# NON-BINARY THINKING



The habits of white dominant culture include binary or either/or thinking. Such binaries disregard our lived experience and create unnecessary limitations to what is possible. We know that, in fact, **MANY THINGS ARE TRUE AT ONCE.**

- Q. What are some ways that binary or either/or thinking has limited a true reflection of your experience?
- Q. What are some of the limitations this way of thinking has had on opportunities for creative solutions?
- Q. In what ways can you practice both/and thinking in your life and work today?

# HEALING MASCULINITY

*“Man up. What a cleverly disguised way to say shut up. Shut up, or fight back, or you deserved what you got.*

*Everything was growing clearer. So this was why guys had such an issue backing down — why Mama fought for the last word in every argument, why Erik wanted revenge for every prank, why Isaac said sorry like it was brine on his tongue. I finally understood it.”*

—RILEY REDGATE

- Q. What do you take for granted about masculinity?
- Q. How does the stereotype show up in your communication, expectations and relationships?
- Q. Name the range of places that patriarchy and violence show up - even beyond the overt, highly visible and deeply harmful acts of relationship-based violence (RBV).
- Q. In what ways can men be encouraged to be vulnerable and loving toward themselves, other men and their families?

RECIPE

# HABIT- DASHERY

*"You have to get over the fear of facing the worst in yourself. You should instead fear unexamined racism. Fear the thought that right now, you could be contributing to the oppression of others and you don't know it. But do not fear those who bring that oppression to light. Do not fear the opportunity to do better."*

—IJEOMA OLUO

- Q. In what ways do you do the work of oppression to yourself?
- Q. How might you recognize and examine the habits that keep white supremacy in action?
- Q. What internal shifts need to happen for those habits and the systems that perpetuate them to change?

# HEALING THE HEALERS

In making a disciplined effort to attend to our own healing, we find that many of the best answers come from within. Being able to notice the difference between coping and healing can be transformative. There is “beauty and tenderness” in being fully present for each other as people share their healing practices. When a story is shared, there can be a tendency to turning inward instead of a turning towards others, that is, toward ourselves rather than the possibilities of healing with others. Bringing your whole self forward and drawing others with you can be powerful medicine.

Q. When do we follow our own advice?

Q. As healers in the world, we often have medicine for others - suggestions, guidelines, and principles - how often do we follow those pathways ourselves?

To heal the healers we need to hold ourselves accountable to *be* the change we seek in the world. This opens up new pathways for healing and change.

RECIPE

# CONNECTION TO LAND

The land supports us and nourishes us.  
We are its stewards just as it is ours.

Sit somewhere and consciously breathe. After several moments ask yourself: how does your breathing shift when done consciously and in direct contact with mother earth? Every so often look at the sky for one full minute and then look at the ground. Reflect on:

- Q. How does holding the full expanse of sky and ground impact your sense of your own life, the lives of your family and community, the lives of people everywhere?
- Q. What might the impact be if we all held this full expanse and deep connection in our lives and in our social justice work?


# INDIGENOUS PRACTICES

*“The centuries-long history of the United States government sanctioning the taking of Native land and the forced relocation of American Indians, forbade many from farming, hunting, and practicing their culture in various ways. The result was a loss in cultural knowledge, as well as a degradation in nutrition as American Indians were forced to eat government-provided food rather than providing for themselves. These issues that continue to affect Indian culture and communities today.”*

—MELISSA CHACON

In order to shift this, Native and non-Native people need to recognize the impact of this ongoing violence and degradation. And too, we all need to re-engage in a deep relationship with land, animals, and our food production and consumption.

- Q. In what ways are you and we perpetuating the occupation and dislocation of Indigenous peoples?
- Q. What impact does this have on relationship-based violence and other kinds of oppression?
- Q. How can you and we better honor the first people and their (your) past and present experiences?
- Q. In what ways can you incorporate the wisdom of indigenous food practices and those of your cultural heritage?



RECIPE

# THREE SISTERS

*“The gifts of each are more fully expressed when they are nurtured together than alone. In ripe ears and swelling fruit, they counsel us that all gifts are multiplied in relationship. This is how the world keeps going.”*

—ROBIN WALL KIMMERER

- Q. How might you express your gratitude for the place you occupy in the world?
- Q. In what ways do you support your family and community?
- Q. How are you supported?
- Q. How might these interconnections be more fully nourished?

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RECIPE

# RESTORATIVE YOGA PRACTICES/ EMBODIMENT

Yin Yoga is the humbling practice of making decisions, sitting in sensations and discomfort, and adapting the circumstances as opportunities arise. When we examine sensation and discomfort, we explore the ways in which individual bodies store emotion and memory. This can lead to the understanding of how our collected history and personal trauma show up in our tissues. Paying attention to those sensations, the movement of energy and the thoughts that accompany it, is the practice of presence.

As one develops the capacity for sitting with challenge or discomfort, they are able to use that skill in interpersonal relationships as well as in examining inequitable structures. The more internal resources are cultivated, the larger the capacity for action rather than reaction. With practice, one can expand their imagination and understanding to include the experiences of others.

—DIA

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# EMERGENCE

*“Do you already know that your existence — who and how you are — is in and of itself a contribution to the people and place around you? Not after or because you do some particular thing, but simply the miracle of your life. And that the people around you, and the place(s), have contributions as well? 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

- Q. As you slip into the mindset of change, how might you consciously bring your best self to the table, everyday?
- Q. What supports do you need in order to hold yourself accountable? To act rather than react? To embrace the difficulty in what needs to transform?

# EMERGENCE



## HOW TO USE THIS DECK

This deck is arranged into five suits: INVOCATIONS, PRINCIPLES, INGREDIENTS, RECIPES and WILD CARD.

The cards can be shuffled, cut, arranged and drawn in any manner that supports your practice in healing, shifting and transforming our world. Specifically, these cards have been designed to support ending relationship-based violence (RBV) and other intersectional forms of oppression and injustice. Each card represents a tool or experience that has helped and individual, a network and/or an organization to make a sustained change.

It takes an integrated approach, one that requires us to examine interconnected ways in which systems (both internally and externally) create and maintain patterns of inequity and harm. The deck is an opportunity for considered reflection, action, and transformation.

You can choose one card to spark a conversation, lay out a few to design a group learning session or meeting strategy, or draw on a particular suit for practices that support deeper exploration and reflection. Play with the deck. Make it your own. There are myriad approaches and pathways to choose.



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