



***Creating Radical
Communities of
Care: Practical,
Difficult and
Loving Dialogues***



**Thank you to all the healers,
counselors, peer support leaders,
teachers, creators present.**

**A moment to
imagine:
What's your
most radical
& loving
vision of care
in this world?**





Things I am Learning about Radical Care:

Care in organization building & Management

care in supporting Black folks in programs

Care in being a visible voice in the field

How BEAM Works

Training in and for the Community

We train educators, activists, barbers, counselors, politicians, students, families and communities on Healing Justice Informed mental health peer support skills. We do this to create a network of community members who can provide peer support and cultivate wellness in their communities.



Grantmaking & Community Organizing

We resource Black communities across the country with the specific tools and funds needed to conduct healing justice work.



Organizational Wellness & Coaching

We work to transform organizations, institutions and policies through training, organizing and coaching. Our goal is to help these organizations and institutions center Healing Justice in their operational frameworks, create less distress within Black communities, and actively cultivate healing.



Radical Care in Building Mental Health Programs for Black People

"Black People have been navigating our mental wellness way before the DSM. We already have [the tools] within. This training highlighted them in a way that is empowering."



BLACK MENTAL HEALTH

HEALING JUSTICE
PEER SUPPORT TRAINING

BEAM CORE ASSUMPTIONS



Everyone has immanence



We address behaviors, ideas, and choices.



Everyone has learned "isms" and privilege



Feelings are valid even if ideas informing them are inaccurate

Black
MASCULINITY
(re)imagined

BEAM

BLACK EMOTIONAL AND MENTAL HEALTH
COLLECTIVE

TO OUR ALLIES

This space celebrates and centers Black lives. Black Muslims, Christians, trans and queer folks, disabled, immigrants, Afro-Caribbean, Afro-Latinx all of us. For allies, this may awaken anxiety or discomfort in you. We invite you to embrace that discomfort and learn from it. We are glad you are here, but will compassionately redirect any attempts to decentralize Blackness in this space.



Managing Discomfort

When you feel uncomfortable, instead of going outward, go within. You can ask yourself:

- What is this discomfort telling me? What do I need to do to take care of myself? Where do I feel this in my body?**
- Is this discomfort an opportunity to grow? Can I learn through this? Breathe through this?**
- Discomfort/Disagreement is not abuse.**

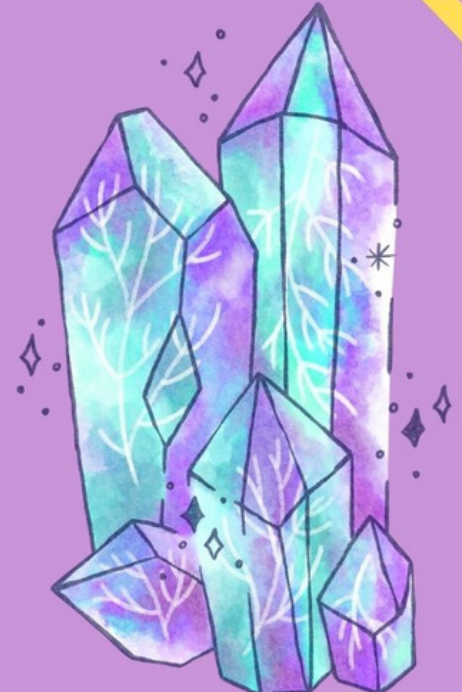
Radical Care in Organization Building and Management

The end of Martyr Nurturing

“Martyr Nurturing is a caring style that centers the desecration and denial of self as a mechanism for both supporting and maintaining control over others.” - Yolo Akili



CORE ASSUMPTIONS



EMPLOYEES ARE ACCUSTOMED TO VIOLENCE AND HARM IN INSTITUTIONS AND EXPECT IT AND WILL RECREATE HARM INTERNALLY OR EXTERNALLY IF NOT SUPPORTED WITH BEHAVIOR CHANGE

MANAGERS MANAGE PROJECTS, AND TASKS
NOT PEOPLE

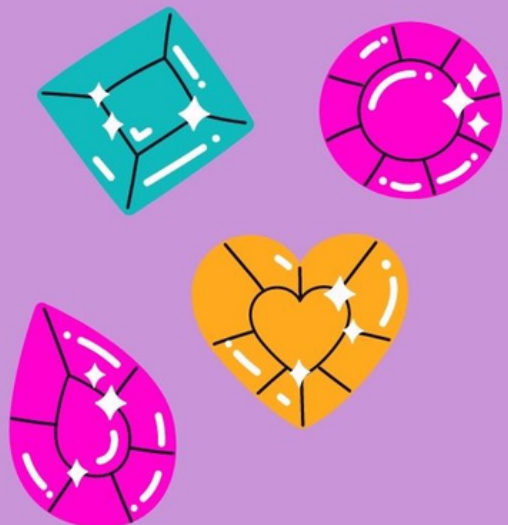
DIFFERENCE IN PSYCHOLOGICAL PERSPECTIVES, WORKING STYLES AND VIEWPOINTS IS A STRENGTH

THERE MUST BE EXPLICIT POLICY, GUIDELINES AND STRUCTURES THAT REINFORCE AN ORGANIZATIONAL CULTURE OF DIGNITY AND HEALING JUSTICE AT EVERY LEVEL

"POWER WITH" IN STAFF RELATIONSHIPS IS A HEALING CENTERED APPROACH
"POWER OVER" IS A MANAGEMENT MODEL ROOTED IN HARM

CORE ASSUMPTIONS

MANAGERS ARE ALSO COACHES AND PEER COUNSELORS. THEY SUPPORT NOT ONLY THE CULTIVATION OF WORK BUT IMPACT THE OVERALL WELLBEING OF THOSE THEY SUPERVISE

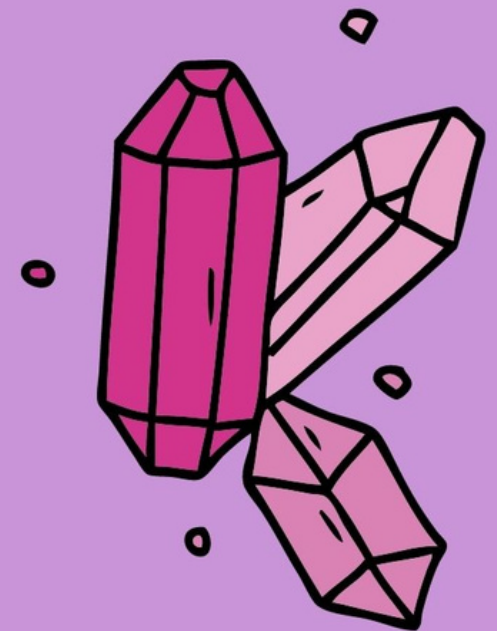


MANAGERS' RELATIONSHIPS TO POWER WILL BE ACTIVATED IN MANAGEMENT RELATIONSHIPS. MANAGERS NEED TO BE AWARE OF WHEN THEY ARE ACTIVATED AND HOW THEY BEHAVE.

CAPITALISM HAS DISTORTED OUR RELATIONSHIP TO WORK, LEADING MANY TO HAVE SHAME OR A SENSE OF INADEQUACY IF NOT PRODUCING.

EMBODIMENT AND PRACTICE MATTER MORE THAN INTELLECTUAL PERSPECTIVES IN MANAGEMENT

GENDER, RACE, AGE, CLASS, INFLUENCE MANAGEMENT STYLES.



Primary practices:

Denigrating, denying and minimizing self in the service of others

Building somatic, psychic, and emotional resentment through lack of boundaries (always saying yes)

Using nurturing as a means of control and a method to avoid the vulnerability of being cared for.

Trying to “rescue” others instead of supporting them in their learning process.

Healing Centered Nurturing

Primary practices:

- Prioritizing personal needs as integral to livelihood and essential to being a caregiver & human being (sleep, eating, psychological).
- Ongoing engagement with the body and what it communicates to self.
- Nurturing others and self with firm boundaries and clear intentions.
- Presence and awareness with how self is activated and actively practicing self-management.
- Supporting learning processes of others but not fostering dependence (enabling).

Organizations- Reimagining The Non Profit Industrial complex

- Ending underpaid poverty creating non profit organizations.
- Ending Board and Executive director violence
-
- Transparent pay

Radical Care in Being a Black Non Binary leader in the field

Scarcity created by non profits and capitalism, will impact how people project or interpret your actions.

Our trauma as recognizable and elevated voices will define a canon. So doing our work must be a pivotal part of the journey.

**What is In your
Vision?**

