

# LIBERATORY LEADERSHIP

Systems of oppression de-center liberatory approaches in leadership, leading to high rates of burnout, overwhelm, ineffective campaigns, a revolving door for people of color, surface relationships and high levels of physical, mental, spiritual and emotional duress.

When practice and action meet, we are able to show up sustainably and consistently as leaders for long haul social change.



## ▽ Practice

Cultural, individual, spiritual and community forms of renewal practices such as ritual, rest, connection, meditation, mindfulness, compassion, embodied movement, listening, reflection, art, and/or prayer, provides a foundation for people and organizations to show up personally and together in the work for social transformation and change. Practice connects us to the power of liberation internally and holds us in the process of working together externally for collective liberation.

## ▲ Action

In order for practices of liberation to matter they must be enacted in our bodies, with our bodies, through our organizations and in the world. When we match our values with our actions, how we work matches up with our intended impacts.

## ◎ Community

Communities of care and support hold and us and grow us. Opportunities for community to form, gather, grow, deepen and perform are fundamental to best outcomes and impacts for individuals and institutions engaged in changework. Communities hold us accountable, provide support in hard times and act as containers for liberatory innovations.

## ✓ Earth/Spirit

When we act in communication with Earth's natural and holistic processes, our work and relationships are more substantive. Connection to something greater than our human form, connects us to something greater within ourselves, this may be spirit, love, offerings, God(ess), Buddha, Allah, and/or Earth.

## ≡ Imagination

We seek social changes not yet attained. In order to know where we're going we must nourish and connect to the imagination - this allows us to step into a generative and powerful vision forward. In order to achieve a more just and equitable future, we must first tell the stories, create the images, sing the songs and dream the dreams that chart the course.

