



RADICAL HOPE PROJECT

YEAR **3** REPORT

TEWA WOMEN UNITED



MEMO

TO: Tewa Women United
FROM: Michael L. Foster, EdD, MPH
Owner/Evaluator, Evaluation for Program Improvement Consulting Services (EPIC Services)
RE: Radical Hope — Healing Justice and Radical Self-Care Project
Year Three Evaluation Report

EXECUTIVE SUMMARY

In June 2018, Tewa Women United was awarded a grant from the Novo Foundation Radical Hope Fund to conduct a three year learning community related to Healing Justice and Radical Self-Care. For year one, TWU engaged i2i Institute for evaluative documentation of the innovative project. Working closely with TWU, i2i Evaluator Summer Wood developed a formal approach and six questions to guide the inquiry. During the second and third years of the project, Michael Foster, EdD, MPH, conducted the evaluation. He stayed with the six questions developed earlier. This document summarizes third year progress toward examining the six evaluation questions.

In the third year of the Project, the in-person retreats for Circles were replaced with virtual retreats. This shift was in response to travel restriction and other limitations set in place because of the corona virus (COVID-19) pandemic. All Circles retreats were held remotely over three four-hour days. These gatherings were predictably less intimate. However, despite this obstacle, the gatherings were still a highly effective mechanism to gather participants to work through the curriculum and extend their learning, given the circumstances.

The Circle-specific virtual retreats addressed sensitive areas. In response, the evaluation team decided not to attend these gatherings. Instead, we felt it was sufficient to watch Zoom recordings. This memo responds to the status of the evaluation questions at the close of the third and final year of the Radical Hope Project. Goals for the third year included:

Goal Four: The third year will incorporate first year learnings and second year praxis to implement practices for applying healing justice and radical self-care to sustain themselves and their work.

Goal Five: Towards the end of the third year of the project TWU and collaborating partners of all levels will gather together for all participants to celebrate, demonstrate their implementation of healing justice and radical self-care practices, and share what they have all learned.

Goal Six: At the Goal Five gathering, shared meanings will be identified and used to assess how incorporation of the model has impacted the movement work to implement change. Evaluative project documentation will be shared with all participants.



IMPROVEMENTS FOR ONLINE FACILITATION

The evaluation team came up with several topical areas that are important to consider while conducting online facilitation. These included:

- Pedagogy** There are several unique pedagogical considerations to take into account while conducting online facilitation.
- Sign-in Process** The sign-in process, in many ways, sets the tone for the online convening. Therefore, it is a good investment of time and energy to dedicate thought and strategy into this process.
- Check-In's** Check-In's are an important element of all convenings led by Tewa Women United. It is essential to approach Check-In's in a way that reflects the importance of this element, which supports community-building.
- Coordination** Coordination among those leading the convening is central. It determines, to a large extent, how smoothly things are run as well as integrated and coordinated the components will be.
- Materials** Providing materials to participants is another important thing to take into consideration. Materials can help ensure that everyone is operating from a certain baseline understanding:
- Agenda** It is important to focus on how the agenda is created internally and presented externally.
- Surveys** Surveys are imperative to understand the impact of the Radical Hope Project in all areas, including the impact of the materials on practices and transformations that grow out of the Radical Hope Project.

In addition, this report will explore the six evaluation questions. In this regard, chief takeaways for the evaluation questions are as follows:

- Common Language** The Radical Hope Project has been filled with rich discussions about healing justice and radical self-care. The following lists some of the key concepts that were addressed and is followed by some of the language that has emerged throughout this process:

Healing Justice is what allows us to holistically respond to and intervene on historical and generational trauma and violence. When we are engaged in healing justice, we are co-creating collective practices that can impact and transform the consequences of oppression on our minds, hearts, bodies, and spirits.



The **Mind-Heart-Body-Spirit Framework** is the foundation of the work of Tewa Women United and is infused throughout its programming. Each component is described below. This framework has been adapted for use in the evaluation of this initiative.



The **MIND** is a largely untapped resource that operates as the control center, functioning in different ways for different people. The MIND is the vast space that is informed by the cosmos that creates the words to communicate with human beings as well as plants, animals and earth. From a Western perspective, the MIND dominates the Heart, Body and Spirit. This focus does not apply across all peoples and cultures. Instead, it suppresses other forms of giftedness that the MIND represents and ignores Indigenous ways of knowing.



From an elemental perspective, the **HEART** is the water ways, conducting and channeling vibrations, energies and emotions throughout our bodies. The HEART is the means by which we connect with others. The HEART can produce a bodily response to the presence of others, such as heart palpitations when someone enters the room.



The **BODY** is sovereign territory that is the vessel for the Spirit. It is temporary. From an elemental perspective, the BODY is the land, holding all of the different elements and energies in various ways. The BODY holds the cellular memories of our ancestors as well as space for personal and inter-generational trauma. The BODY also holds space for healing and deep teachings. For women, the BODY holds the eggs for future generations.



The **SPIRIT** is the wind, the breath—vibrational energy—that carries thoughts through distance. SPIRIT connects with ancestral wisdom and an awareness of universal interconnectedness. Eternal, SPIRIT represents our reality in another realm of existence. SPIRIT is unseen, but deeply felt and sustains us by holding that in which we have faith.

Restorative Justice is connected to three principles: 1) Repair - crime causes harm and justice requires repairing that harm; 2) Encounter - the best way to determine how to do that is to have the parties decide together; and 3) Transformation - this can cause fundamental changes in people, relationships, and communities.

Listening Works refers to listening to understanding; taking turns sharing and listening; no interrupting; and ending with a grounding question.

Querencia comes from the root word of querer. Querencia means to feel needed, to be wanted, to have a place, home, a place to lay your bones. The spirit of querencia is what may bring the healing that we need to our communities.

BRAVING is an acronym that describes the seven elements of trust-building, as conceptualized by Dr. Brene Brown. Below, each component has been included,



as articulated by Dr. Brown. However, in addition, we have provided adaptation integrated by Tewa Women United to make this framework more culturally appropriate and reflective of core values.

Boundaries: “You respect my boundaries, and when you’re not clear about what’s okay and not okay, you ask. You’re willing to say no.” What boundaries will help you heal? What boundaries do you need to establish?

Reliability: “You do what you say you’ll do. At work, this means staying aware of your competencies and limitations so you don’t over promise and are able to deliver on commitments and balance competing priorities.” At work, this means staying aware of your competencies and limitations so you don’t over promise and are able to deliver on commitments and balance competing priorities.

Accountability: “You own your mistakes, apologize, and make amends.”

Vulnerability: As conceptualized by Tewa Women United, vulnerability translates to “holding trust in the vault. Care, Feeling, Activation.”

Interconnectedness: As conceptualized by Tewa Women United, interconnectedness translates to “collective and whole.”

Non-judgment: “I can ask for what I need, and you can ask for what you need. We can talk about how we feel without judgment.”

Generosity: “You extend the most generous interpretation possible to the intentions, words, and actions of others.”

The table below, entitled Radical Hope Project Terms, provides examples of terms that emerged from this project.

RADICAL HOPE PROJECT TERMS

Core Values	Community Process	Power Dynamics
Patriarchy	Male Privilege	Intentionality
Collective Healing	Social-emotional Learning	Healthy Masculinity
Toxic Masculinity	Relationship Reciprocity	Systemic Empathy
Self-care	Relationality	Conflict Transformation & Courageous Conversations

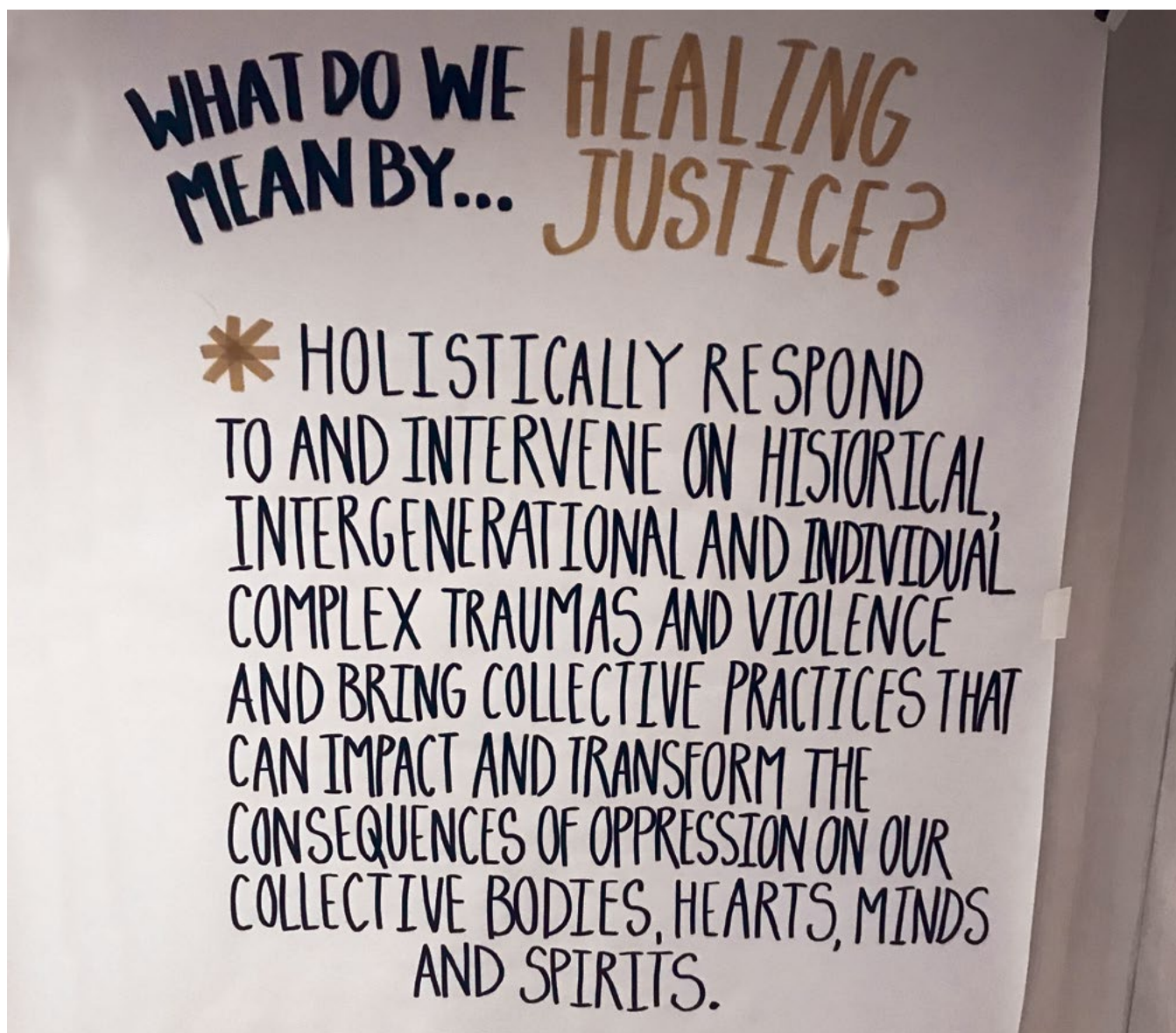


- Common Practices** The variety of practices that have evolved throughout the Radical Hope Project have been analyzed using the Mind-Heart-Body-Spirit Framework. In the report, we have provided a brief description of each component.
- Transformation** The Radical Hope Project participants have shared examples of transformations in their personal lives, familial relationships and relationships with their colleagues. This is relevant both in terms of the physical setting (such as having a space for essential oils and calming incense) as well as the behavioral changes supported by policies and practices, like new collective care-related initiatives. In the following, the theme of transformation has been further explored using the Mind-Heart-Body-Spirit Framework.
- Ripple Outward** The benefits of the Radical Hope Project have rippled out beyond the Circle Partners in numerous ways. In the report, these ripples have been analyzed using the Mind-Heart-Body-Spirit Framework.
- Diversity** The Radical Hope Project honored many forms of diversity, including: Demographic Diversity, which brought together persons of different races/ethnicities, genders/sexes, and sexual orientations, among others; Pedagogical Diversity, which used different approaches to teaching and learning to acknowledge and account for various learning styles and preferences; Content Diversity, which was addressed through the curriculum reflecting an appreciation for various substantive areas related to healing justice and radical self-care; Dietary Diversity, which was addressed by honoring numerous dietary preferences, such as vegetarianism, veganism, as well as an omnivorous diet; this was relevant during in-person convenings; Gender Identity Diversity was addressed during introductions. The Radical Hope Team asked Circle Partners to self-identify by gender pronoun to have their chosen gender pronoun recognized and respected by the group. The Radical Hope team also committed to issuing a statement about the limits of the Radical Hope Project to recognize gender identity fully through its programming. And finally, Ability/Disability Diversity. In part, this has been accomplished through conducting online convenings for those whose mobility is challenged. The Radical Hope Team has also varied pedagogical approaches to address ability/disability related to vision and hearing.
- Process Learnings** The Radical Hope Project Team has learned a lot that may benefit organizations implementing similar initiatives. Please review previous reports for learnings in this regard during years one and two. Given the unique and unexpected online format of year three. First, the monthly All-Circles Capacity Building workshops were incorporated into the Radical Hope Project programming because of the coronavirus pandemic. However, we still wanted to maintain connection and support relationality among Circle Partners. This alternative approach, though unplanned, may have benefitted Circle Partners because it gave them more opportunities to engage with one another across Circles. General Learnings were offered by Circle Partners based on their experience in the Radical Hope Project.



These included:

- Adapt project learnings to the specific communities you serve
- Support staff as much as possible to increase buy-in and dedication





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