

Care

Feel like the people who surround us have our best interest in mind and act accordingly

supporting

supporting

Care is attending the needs of others, feeling like your needs are understood and met

Care is more focus towards action, it comes from compassion, but its the display of that

listening with heart

Care is showing consideration and understanding of my situation or my experience

giving time and space

time to reflect

Caring about : similar to compassion ; caring for : putting that compassion into action

Care is showing consideration and understanding of my situation or my experience

meeting needs

listening, offering support

so care is showed a lot through attention, with patience, adaptation

Has intention

acting

Compassion

compassion is emotional, perhaps even intuitive listening to emotional cues

not making assumptions

It's more in the feelings : being understanding and open towards ones reality/experience/actions

Compassion is having empathy for others and what they are going through

Trying to understand how the other feels

feeling

compassion is showing kindness in a moment of need

Compassion is having empathy for others and what they are going through

compassion : a capability, perspective or attitude towards others or toward oneself can be learned and cultivated

listening

Être sensible à ce que l'autre ressent

COVID-19 -
rewarding
moments of
rallying
together

all feeling
overwhelmed

no HR dept, so how
do you properly
handle
confidentiality?

Creating space for
uncomfortable
conversations

Availing support
resources, e.g.
supplementary
health resources

Stressful to do
interventions
at times

interpersonal
expectations

Compassion
fatigue

complex
position
to be in

pressure to
achieve
mission at the
cost of self
neglect

Recruitment
practices, e.g.
interview
questions

Advocating
for fair
compensation

generational
conflict
(employees
are not friends
with
HR/Bosses)

Holding HR
portfolio
without the
resources or
training to do
so

Questioning
selves - what
is the right
thing to do?

not HR
experienced

Our lives and HR

Nice
=/=
care

rewarding to
do an
intervention
and it goes
well

balance with being
compassionate but
also to manage
expectations

am i wearing
the right hat
at the right
time?

Redefining roles in
the pandemic
context, adapting
roles, new policies
on the fly

the community orgs
have limited
resources = people
work on multiple
things... makes it
even more complex

Employer
accountability

how will the
new
employees
integrate into
the org?

board is
not
trained on
HR

overwhelming
and
frustrating

Is this
temporary, or
do we have to
go long term?

not enough
benefits in the
community
orgs

compassion =
asking
questions

Self-Love

it can be good to work in org that you believe in

hard... conflict with the board over the objectives

it can be difficult to be in a power position, doesn't align with our values of democracy

tennis ball= board v employees

better advocate for the team to practice selfcare than for ourselves

it can be uncomfortable to be in that power dynamic

relying on grants to have more resources (eg: staff)

training people on one and other's portfolio as a solution

the work is endless

how do we find the balance?

Love for Others

importance of policy

policies are good, but more important to teach the staff on their rights

cultivating interpersonal care

not be too frigid on policies, making sure we adapt to the people

how we care for staff conflicts with community

making sure people understand your role

Love for Community

a lot of burnout...

care for others before ourselves

its HR responsibility to put boundaries

denial = getting back to normal

have to pickup the work of the staff that can't do it anymore

collective boundaries

grieving the projects that wasn't done properly

internal pressure to care for the community

not acting accordingly (on selfcare)

Love fused with Power

setting boundaries in a position of power

being clear about where there's room for discussion

never a clear answer in HR (finding the best option)

navigating the dynamics of providing different levels of support

who has the power ultimately?

balance of the needs of an individual vs the needs of the org

wanting to be friendly v being a friend

felt good listening to others

We're not alone

What now?

sharing common issues

Mutual Vulnerability

renewed motivation for self-care

Thinking through scarcity and acting on it in the sector

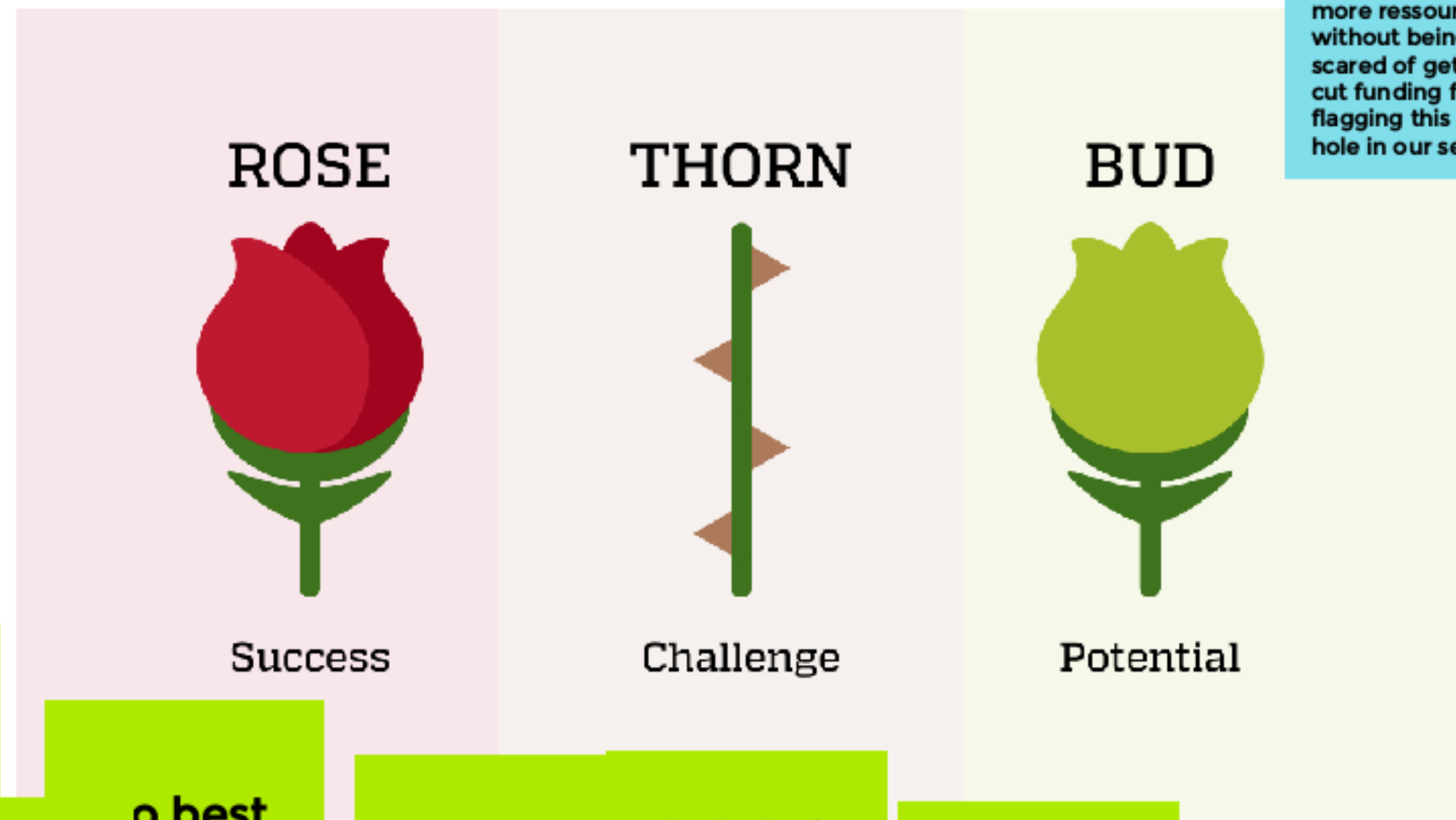
New resources!

Relief, challenges are shared

Community of committed individuals

Witnessing complexity and insight

mutual vulnerability



how to engage conversation with funders : how to get more resources without being scared of getting a cut funding for flagging this huge hole in our sector

new connections, new openings for reflection, courage to bring this up in our teams

Ideas being pollinated

intentional HR work

amazing resources

pollination

scarcity

no best practice

lack of best practices

The lack of clear cut answers can be fatiguing

Systemic issues are complex

don't have enough to implement change

remember to always take care

renewed interest in Human Systems Intervention program at Concordia

finding personal solution to systemic problem

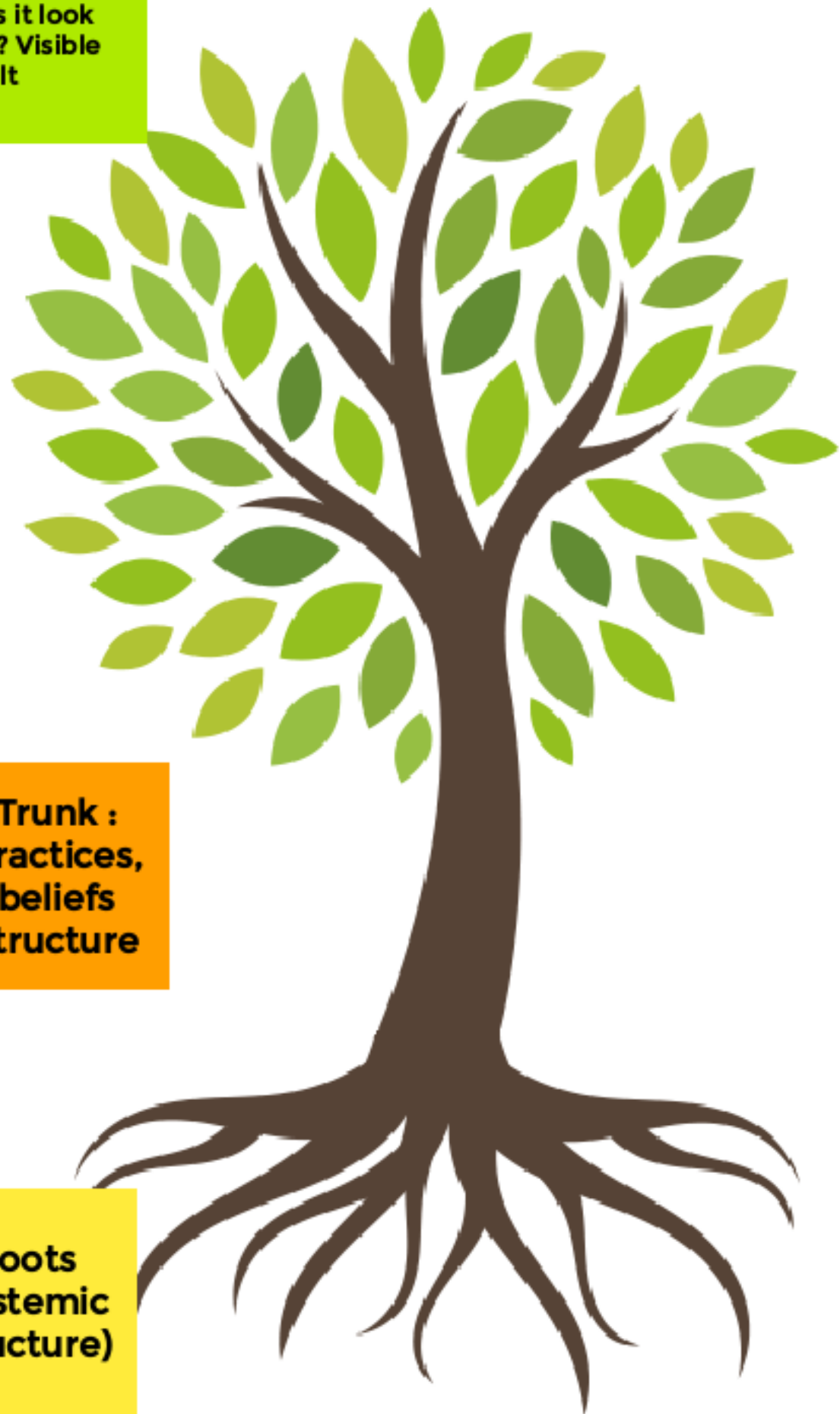
Isolation

how to find solutions whilst being under resourced

same old same old

Oppression HR tree

Leaves : What does it look like ? Visible result



wage inequalities

exclusion

day-to-day lived marginalized experiences

Trunk : Practices, beliefs structure

Staffing

Labour Relations

Total Compensation

Organization development HR

HR Information Systems

Legal and Compliance, Occupational Health and Safety

Roots (systemic structure)

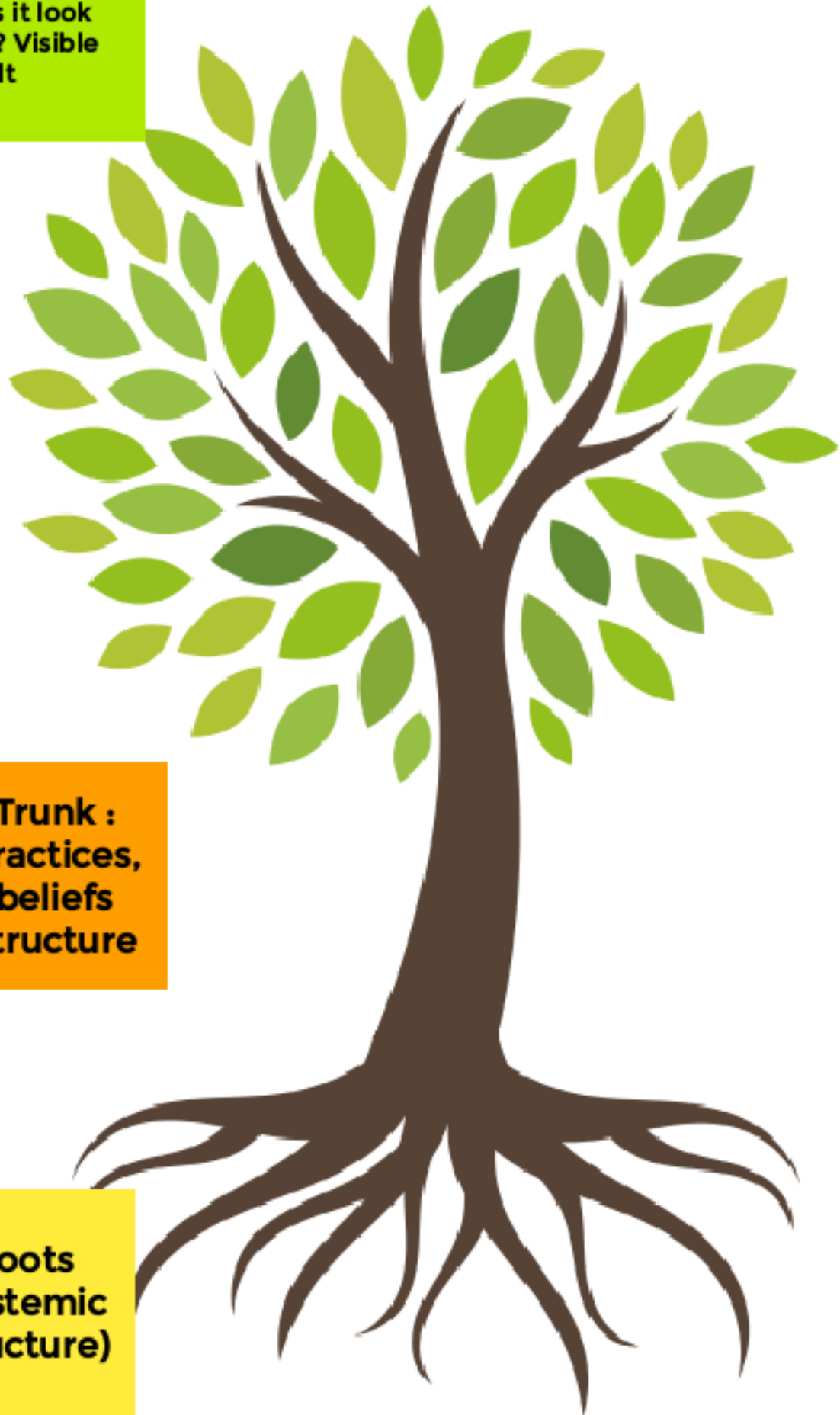
Disconnection

Oppression

Domination

Liberation HR tree

Leaves : What does it look like ? Visible result



Trunk : Practices, beliefs structure

Roots (systemic structure)

Staffing, Labour Relations, Total Compensation, Org Development HR

HR Information Systems, Legal and Compliance, Occupational Health and Safety

Other structure or practice

Other structure or practice

Other structure or practice

CARE

compassion

anti-oppression

Anti-racist

