Elements of Building a Culture of Care - *the process is one of the projects*

[**Note:** Use the pieces that are valuable. Others can be used when there is that time where it is useful to incorporate them. Important ones in the beginning have been put in **bold** font] (Updated 2022-03-23dn)

Intention: The purpose of this document is to highlight the aspects of the *Culture of Care* as being the process we are in service to. It is a reference resource for assisting sub-groups in designing how to engage intentionally to uphold and extend this culture. This is the foundation. If we are not doing this we will be amiss in the other activities we are engaged in.

- **Mission (purpose)** - the Summit Project Mission is: *To bring together Salt Spring Island mental health community providers, users, marginalized and other community members to mobilize cooperatively around issues and needs of/for mental wellness, co-creating a community in which everyone belongs, recognizing that each person's needs are unique and that treating them individually is essential.* How does the subgroup wish to uphold this mission (assuming it is meaningful!)?
- **Dedicated coordination time** (description: someone or someone(s) who can dedicate time coordination time to the project)
- **Central, accessible storage of info ex. Google Drive**
- **Effective (and spacious) agenda design** including land acknowledgement and dedicated time for personal check in (1 minute each)
- Skilled **facilitation**
- **Group agreements** with input from the whole group - Example MWI group Agreements
- Protocols and procedures written down as they are developed - Example protocols and procedures
- **Clear decision-making processes** - example Summit Project decision-making process
- Clear feedback loops/evaluation (meetings, mission, etc)
- Clear processes to deal with concerns, disruptions, disagreements and conflicts
- **Onboarding process** for new members that conveys care - example MWI onboarding process. This can be simple in the beginning and develop with time.
- **Buddy system** - pairing people up with someone in the group who can be their go to if they miss a meeting - At the beginning and for each new person added people get a buddy. Buddies are there to debrief with, catch up things that are missed, asked questions to, and generally create a feeling of connection.
- People process consultant for expertise
- A Process Observer

"As our societies have begun to operate as if people are only caretakers or being cared for – never both – we've left people behind or kept them in boxes. But with a shift of thinking, we can free ourselves and others from those boxes and create a more interdependent society in which everyone receives care."

"When we see our interactions and our strengths as ways to give to each other, as a flow back and forth, it's easier to see how self-care and community care are naturally intertwined."
[From: https://restforresistance.com/zine/shifting-the-culture-of-care]

'Everyone brings kernels of wisdom based on their own unique history and experiences. We can't know or understand what someone else thinks unless we listen to them. We cannot have a full picture until everyone has had a chance to contribute. All perspectives are valid. When someone says something that challenges your thinking, listen to understand why they think as they do.' From "The Participation Company"