

The Norma Effect Design + Log

March 3, 2020- March 31, 2020

Accountable: Mary



<https://laurabrewer.love/project/episode4/>

How Might we shift governing power more towards justice?

- How might we start living into this democracy now at Washington CAN?

- How might I model what I want my team to be feeling and doing, finding their own liberation in this fight for liberating our communities?

If I model love for myself then my team will want to emulate it(and eventually I will love myself).

This worksheet is designed to help you design and track your experiment. Use it to collect and analyze your data as well as capture lessons learned and decisions made. Contact Alison <alin (at) changeelemental (dot) com> with questions or suggestions for improvement.

Experiment Design

Note: What you write in these boxes will go into our online experiment dashboard.

Participants <i>Who is involved in the implementation of this experiment?</i>	Mary
High Level Experiment Plan How will you test your hypothesis/assumptions? <i>What is the action or activities that you'll undertake to complete this experiment?</i> <i>Please put more detailed plan below in Detailed Experiment Design</i>	Show love for myself through actions <ul style="list-style-type: none"> ● Forward Stance and Tai Ji, 3x a week in morning. ● Practice brushing with 3-5 people from my team this month. ● In convo with other people around work life balance also own where I am in and invite them to support me. ● Fancy Facial
How will you measure the	

success of this experiment?

*What would success look like?
What would be a felt sense of
success?*

*What are the minimum
standards of success?*

*What would failure look/feel
like?*

*How will you collect the data or
complete the analysis?*

Take note of reactions of staff.

Notice changes in myself and my leadership.

- Success:
 - Feeling less guilt around these practices/actions
- Failure:

Detailed Experiment Plan

What is the action or activities that you'll undertake to complete this experiment?

Include date benchmarks for each step and document the people responsible.

How will you collect the data or complete the analysis?

Data

Enter and store your feelings, experiences, observations and outcomes from your experiment here.

Analysis

Reflect on your experiment and the data above.

Take note of reactions of staff.

- As I am learning it, I am sharing it with Org Director and light bulbs are going off for organizing director
- Lesson Learned: realizing why feel like imposter at times or not the right person for this role is because I feel like I have to be everything for everyone. (eg. cheerleader, raise payroll, etc). One convo where this came up with organizing director is that I have 4 organizers with 4 distinct needs and I feel like I'm disappointing them. This is how Mary felt a year and half ago, heartening that I can walk someone through this because I've walked through it. Then confidence that org director left with and also that Mary saying that she is struggling there too so how can we know that we can't be everything to everyone but we can feed everyone, even if not their first course choice, but over life cycle they will get a complete meal (Even if not at the exact time, it ensures we feed everyone at different ways and different times). And won't do harm and feed peanuts if allergic, there is some dietary restrictions, but make sure people are fed. This is what we want our members to do

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Notice changes in myself and my leadership.

- I have a perspective worthy of sharing. (not a question, might not be theirs that is ok).
- Can share so others don't have to go through it, my hard learning is helping generate (out of pain and fear) to build someone else's confidence. My struggles were not in vain. Shame comes from regret, I don't need to regret that learning anymore, it was for my learning and helping move others through it in a more easeful and opportunity filled way. How can we find our liberation as we fight for everyone's liberation.

Weird and right time to build intention for self. This forceful pause. Set up is great. Mental and Soul is preventing me from doing it. Biggest barrier facing in life

- How do I accept loving myself?
 - ReConfronting past traumas - before masked by business at work. Easy to fill your time with that purpose. Can be a numbing agent, eg. can't be bad b/c justice oriented. That I thought I had overcome.
 - Might discover painting or small group work, therapy, might not work as before.
 - Do I need different techniques.
 - What might you want to try?
 - Small group therapy work together? Rotate facilitation. A place where I respond to well, art project or school project. How would we all hold responsibility for that? Are we trained to hold when people get triggered?
 - What might feel safe and responsible?
 - Parts Work - Internal Family System. Protector...
 - What character is driving it. (taking over)
 - Hyper vigilant.
 - Send Mary a list of WOC who do this and a book, Sarah Jawaid, Nitika, Sharon T, people doing sliding scale.

In org realized that Associate Director previously was stunting Mary's growth because was so good at some part.

- Success:
 - Feeling less guilt around these practices/actions
- Failure:

Debrief, Reflection, Learnings

<p><i>What were the most impactful 3-5 lessons learned from this experiment? Be concise!</i></p>	<ul style="list-style-type: none"> - Realizing why I feel like an imposter at times or not the right person for this role is because I feel like I have to be everything for everyone. (eg. cheerleader, raise payroll, etc) - I have a perspective worthy of sharing. My past struggles make me a stronger leader and allow me to offer my experience to staff struggling with similar issues. - My body knows what I need, eg. shifted from doing tai ji to volleyball workout.
<p><i>Record any decisions made during or upon finishing this experiment. For example, "We will now keep meeting notes for all of our internal and external meetings."</i></p>	<p>Keep practicing on a fractal scale: self, team, members, organization, community, world.</p>
<p><i>What questions do you have as a result of your experiment?</i></p>	<p>How am I reinforcing and practicing that show self love and self care towards liberation?</p>
<p><i>Will you do another iteration of this experiment? (Yes/No)</i></p>	

Notes

April 7, 2020

Stressful, are we going to make payroll and also doing surprising and amazing. Hiring organizing director and losing a staffer. So much and incredibly humbling and feel so proud to be part of this team and also stressed about the org. Also thankful. This is first job I've had that I am not expendable off the bat, also feel super privileged. Be paid and work at home.

Show love for myself through actions

- Forward Stance and Tai Ji, 3x a week in morning.
 - Did first 4 steps and wasn't feeling it. Needed different energy
 - Group workout with volleyball team using body weight and felt really good.
 - Been walking with new puppy for 2 big walks a day.
 - Found rhythm that was helpful for me.
- Practice brushing with 3-5 people from my team this month.
- In convo with other people around work life balance also own where I am in and invite them to support me.
 - Asked team in team meetings every week and they ask. Feels fantastic.
 - Set goals with people for self and team and named outloud.

I have been taking care to do what other

Last week felt amazing, a lot better. Feel on a good trajectory but still at the beginning, Don't quiet understand it yet, (can phonetically say it but not sure how to integrate into a sentence)

- Fancy Facial- went to Four season's and it was glorious before the shut down. Was three days before the shut down.

March 3, 2020

Hired organizing director, Nat, who started.

Decoupling worth from production. So much value in that. That is what colonization does.

Decolonize our minds.

Ex. if introvert and need to be extrovert in sense, how to take more space afterwards and recognize that.

Body absorbing family health issues, been in that place since got married. Body in survival mode. Started volleyball once a week. Adopted a puppy, heart opening there. Dogs can help destress, bringin in love.

Need to be in own body for this moment, can now feel my body and feels peaceful. 10 minutes for me. Have to recover for team and work is break from emotion.

Need peace.

Can find 10 minutes a day. Body reminding that did it before and was super happy. Reminiscing.

3 mornings a week do some forward stance and tai ji breathing (one round). For the month of March which is my birthday month. Not a habit but creating space for myself as the intention. A practice that is in your body (vs an unconscious habit).

Mise en place was about setting up leadership council. What I keep failing to remember, is that in the mise en place the end is to serve other people. But breathing and brushing and what my body is telling me. I need to stop separating myself. Mise en place is to serve other people but I need to be served too. Good way to end mise en place. You can set it up and have seamless service, get slammed and still rock the service b/c of mise en place but if you're not good then that isn't separate (my own humanity wasn't there are a server, but as aleaer how am I setting myself up too?)

If I want our team to decolonize ourselves then I am saying this, I don't invite people to support me in the same way I am supporting them. Been taught and socialized to be selfless and not working. Can have self interest and important to know and should just own that. Don't want team to be selfless not good for our movement.

How might I model what I want my team to be feeling and doing?

--Finding their own liberation in this fight for liberating our communities.

-- good to myself in front of other people. To see that I can do this work and bring all of me when I want to. Hold all of those things. Then practice is believable.

Have to go through phase of where it doesn't feel genuine, go through that practice.

Mary's rule: treat myself the way I would treat others.

Movement lesson is around my own liberation and my personal journey within it (Mary's rule)