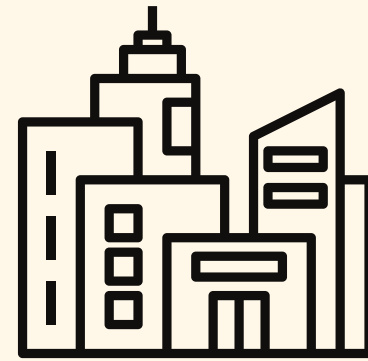


hive fund
FOR CLIMATE AND GENDER JUSTICE

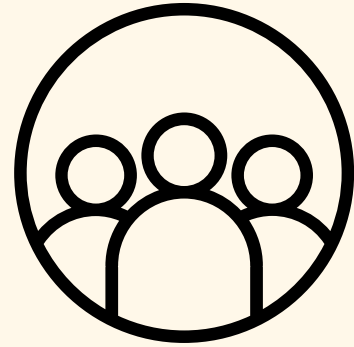
**Healing Justice, Holistic Security:
Anonymized Grantee Requests for Supports**

Organization A

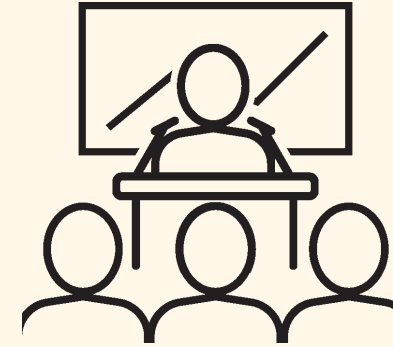


A rented office or owned building so that volunteers, staff, and allied local groups can have a safe and secure place to meet and hold events.

Organization B

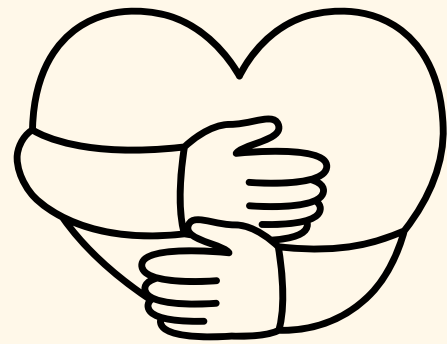


Facilitated team conversations with staff, including support through the upcoming executive director transition.

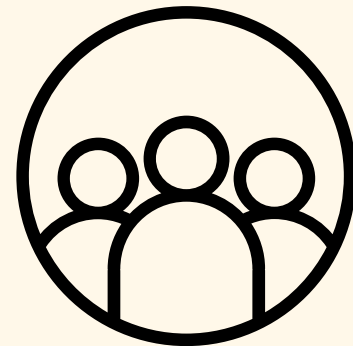


Individual coaching for new executive director when hired.

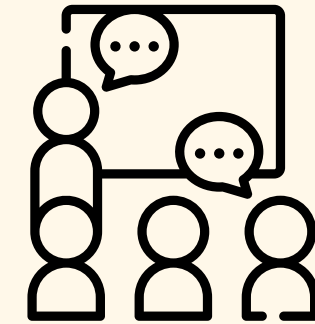
Organization C



Self-care workshops In partnership with a staff committee focused on cultivating Black joy.

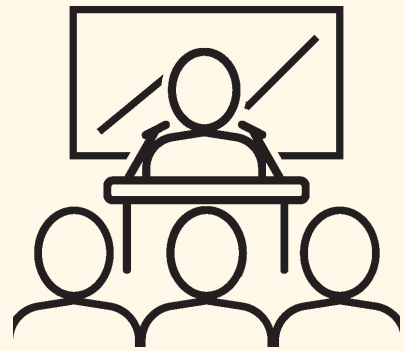


Monthly team building activities and gatherings.

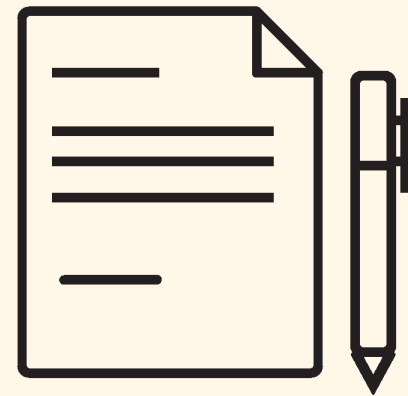


Eight trauma education, yoga, and resilience, and creative writing workshops per year.

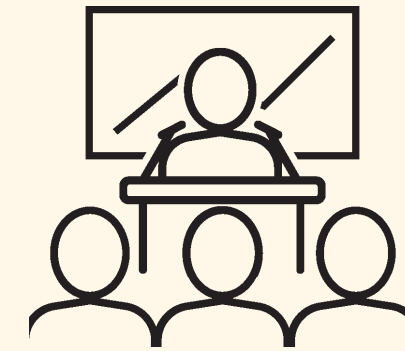
Organization D



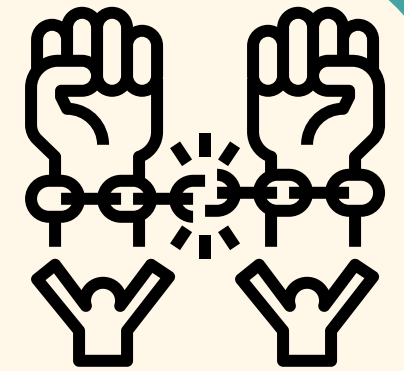
Facilitated trainings for all staff to ensure a shared language and understanding of antiracist, liberatory work practices and norms.



Conduct an organization-wide assessment of systems and practices to identify where white supremacy is enforced and enact anti-blackness, both internally and externally.

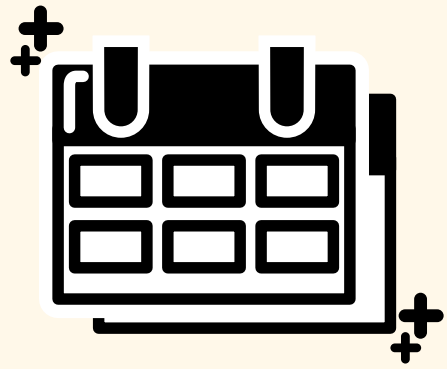


Provide training for all people managers on how to lead teams and supervise individuals through an anti-racist and liberatory lens.



Contract position to help us adopt Black Liberatory Praxis and integrate it into our approach for working with artists and partners.

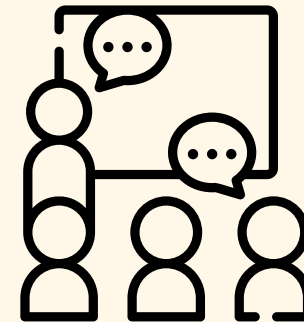
Organization E



The staff team requested deeper work planning which includes deliberate planning for downtime in between hectic, high-pressure time periods.



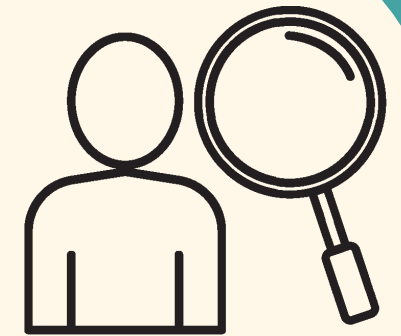
Provide spaces at team retreats for staff to collectively debrief, reflect, heal and rest.



Executive coaching for executive director and all managers.

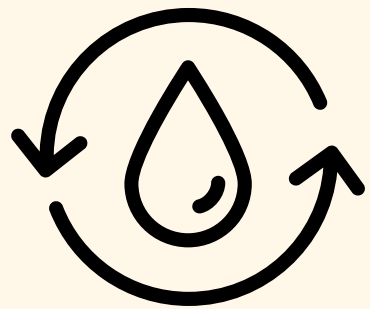


More opportunities to deepen relationships and to build trust and community with each other and community.



Consultants to help enact practices for data security and provide guidance or advice on navigating the shift back to being in person.

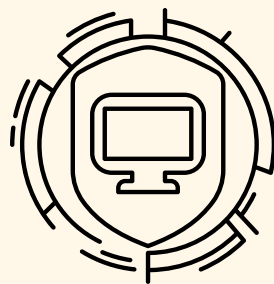
Organization F



Water Purification & Storage System for independent water distribution; access to clean alkaline drinking water through community subscriptions and stockpiled water for disaster preparedness



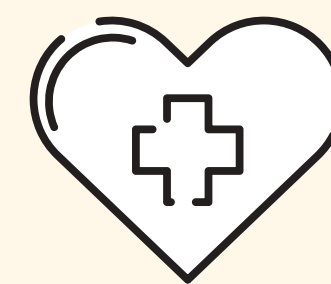
Lockbox laptop cabinet with charging unit



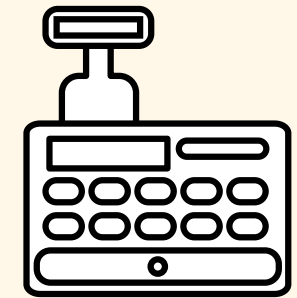
Cyber Security/Anti-virus software



Training Self Defense classes (5 Staff)



Healing Facilitator; Non-traditional Healing modalities



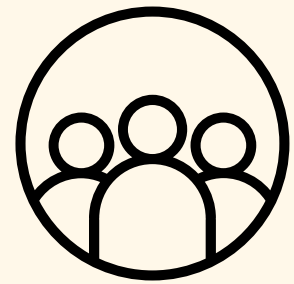
Point -of-sale machines with capacity for digital assets to help diffusion of technology and optimization inventory as well as logistics.

Organization G

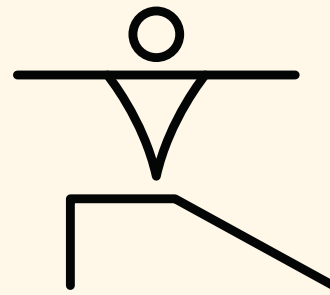
Body-based trauma informed practice



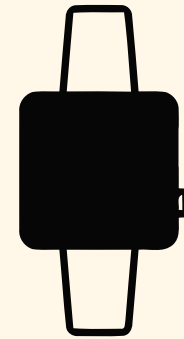
Organization H



Implementing an Employee Assistance Program that will provide staff with 24/7 short-term counseling.



Staff will get the opportunity to block out a few hours each week to participate in a virtual fitness program as a team. This includes weekly workout classes, meditation sessions, and nutrition classes



Purchasing Fitbits for the entire staff to promote the importance of staying active

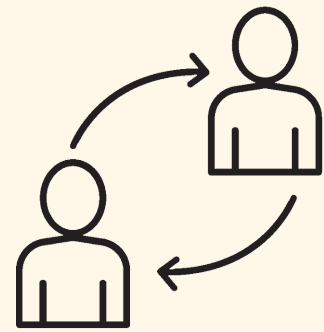


Giving staff a week's paid summer vacation for employees to decompress. Overall well-being.

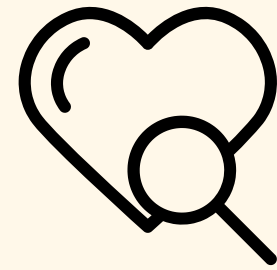


Purchasing self-care/meditation apps that will help staff reduce stress improve their mental health, and boost their overall well-being.

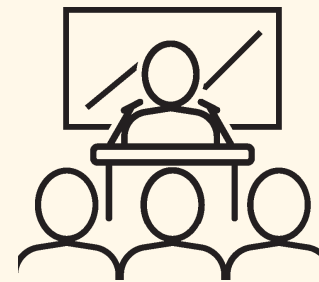
Organization I



Expanding existing “support circles” program: We currently have the infrastructure for free “support circle” spaces for staff & movement members, run by two social workers. Would like to expand this to be offered to more people, hire 5-6 people to run ongoing as well as 1xmonth drop-in support circles.



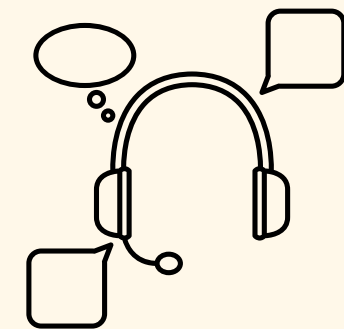
Offer support circles that are identity-based: I.e. nonbinary and trans, BIPOC, women and femmes.



Training a cohort of 12 volunteers and staff with skills in conflict transformation will be one tool in our box of a larger culture shift.

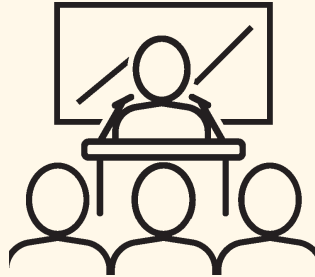


Have a fund for stipends for BIPOC, poor and working class volunteers who are looking to specifically do care, conflict and healing work in the movement.

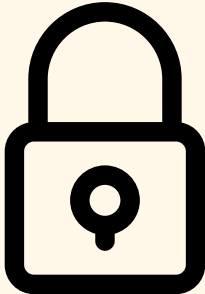


Funding a cohort to be trained in Listening Works practices and frameworks.

Organization J



Contract services for healing justice workshops, racial equity trainings, executive coaching, and strategic planning.



Change out locks on their offices statewide to ensure more physical security for staff and property.

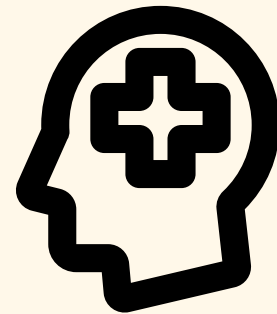


Support Executive Director participation in leadership training through Rockwood Leadership Institute.

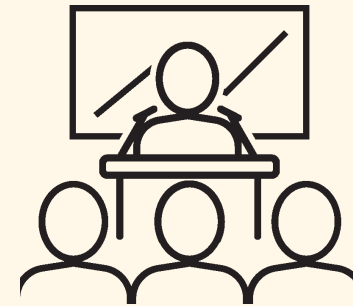
Organization K



Provide a wellness reimbursement for every staff member, potentially including fitness, yoga, meditation, memberships to state parks, camping, rock climbing, as well as bodywork.



We have mental health in our insurance but also mental health copays can be expensive or their therapist doesn't accept health insurance. Support for nontraditional healing and mental health support as well.



Equity training for staff, support with coping strategies as they work to change and reconstruct these systems that do not serve us.

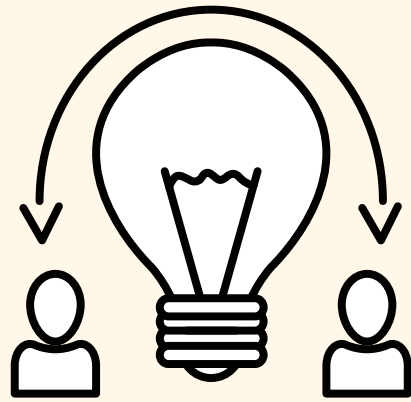


Support as we transition from the first ED to a new ED and move through equity work.

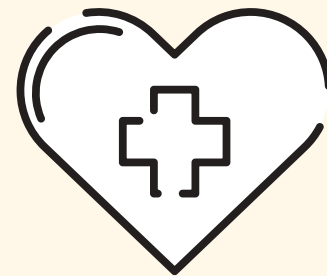


Consultants to support revamping organizational policies: salary transparency, scales/tiers, self-evaluation.

The following are non-funding requests



Connections to facilitators and consultants with experience bringing anti-racist, liberatory practices into an organization that is predominantly people of color.



More contact with conflict transformation practitioners, talk to other organizations who have built up similar cohorts. More access examples of curriculum that have been built around training folks in conflict skills and healing justice.



Additional resources on where to find great coaches. Recommendations on good facilitators.