

# Sustain the Ecosystem

**Establish regular practices** for reflection, dialogue, and accountability. Create space for staff to slow down, name tensions, and ask how well the organization is living its values, not just delivering services.

**Culture is created daily.** Equity work needs ongoing protection and care. In the face of austerity, burnout, and system inertia, sustaining is itself a form of resistance. Hold reclaimed ground and keep pushing out the edges.

**Evaluate What Matters:** Traditional metrics may not capture relational change. Use qualitative methods, story-based learning, and culturally relevant measures of success. Root out what isn't working.

**Invest – keep investing** in *this person-led, age-explicit change*. Shift decision-making toward those most affected by GBV, colonization, and ageism.



**Regenerative instead of extractive.** Disrupting the status quo is a practice of returning again and again to the roots of why we care and why change is needed.

**Resource leaders (all kinds):** They are essential to growing an ecosystem of care and accountability. Resourcing can be financial but also includes time, appreciation and acknowledgement.

**Older women are knowledge holders.** Create opportunities for them to have real influence over how programs are shaped and how impact is defined.

**Sustainability does not have a final step:** It is the ongoing practice of staying rooted in values, relationships, and reflection. Disrupting the status quo is a practice of returning again and again to the roots of why we care.

## Use the Wildflower Tools

- The organizational assessment can help to surface power dynamics, identify barriers to inclusion, and create collective accountability plans.
- Encourage staff to use the self-reflection tool to support individual growth, team dialogue, and supervision that nurtures care over compliance.
- Use narrative prompts from the Wildflower Guide to invite staff and community members to engage with the deeper “why” behind your work.
- Use the tools and metaphors to reorient policy conversations toward healing, inclusion, voice, and complexity.

**Sustainability means persistence through resistance and staying in relationship, with your people, your purpose, and those to whom you are accountable.**