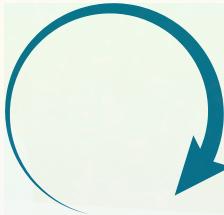


Sustain the Ecosystem

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.

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



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.

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.