

Our ways of working

Our ways of working are informed by ancestral knowledges and cultural practices and protocols, and have been used and elevated by us throughout Wiyi Yani U Thangani engagements. These ways of working build on those that are presented in the *Implementation Framework* on pages 16–17, which relate more strongly to workplace cultures and practices.

The ways of working here are the embodied practices that should be used when pursuing systemic change work, engaging with our communities and implementing the MEL process and activities described above.

The ways of working are interrelated and all influenced by curiosity, openness and being connected to our more-than-human kin. We ask you to read these ways of working in whatever your context may be, and deeply consider the questions below to help affirm or challenge your thoughts, behaviours and actions.



(re)Learning

When we connect to our ancestral knowledges and ways of doing and being, we free our minds from colonial and patriarchal thinking,

embracing other perspectives, ideas and ways of living to dismantle inequalities, prejudice and individualism, and work towards collective, societal and ecological wellbeing.

Do you spend time exploring what has shaped your worldview? How do you challenge your learnt behaviours? Do you consider how your thoughts and actions would be different if you had someone else's experiences?



Lateral love

When we practise lateral love our spirits grow, we are open and not threatened by challenging conversations, instead we embrace one another, forming connections, healing from division, and thriving in a society of care, trust and respect.

Have you considered what makes you strong and what the strength, resilience and experiences of others are? Do you take action to step away when you feel frustrated? How do you practise curiosity?



Respect and relationality

When we recognise the interdependence between all human and the more-than-human, we are able to leave our egos at the door and tap into

our heart space, creating relationships of mutual respect and trust, and where we act in an exchange of care and support.

Have you considered what your roles and responsibilities are to creating healthy relationships and surrounding environments? What differences do you notice when you lead with your heart space versus your head space? What everyday activities help you to feel a part of something bigger than yourself?

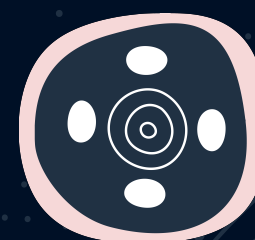


Embracing all our identities

When we embrace, celebrate and are responsive to our multiple and vibrant identities and abilities, we appreciate different perspectives and ways of

expressing ideas and knowledge. There is strength in our diversity which brings benefits to the collective whole.

In what ways do you celebrate and express each aspect of your identity? How do you learn, appreciate and respond to the needs and perspectives of individuals with diverse identities and abilities? How do you respond when confronted with biases or stereotypes of individuals' identities and abilities?



Deep listening

When we practise deep listening, empathy and connection grows. Our whole selves are present in the moment immersed in deeply experiencing others' words, feelings,

energies and other non-verbal cues. This fosters genuine communication and learning, challenging us to explore new, old and transformative ways of knowing and understanding.

Are you able to come to conversations with an open heart and mind, without forming judgement? What steps can you take to create a sense of caring, authenticity and patience in your communication with others? How can you reduce distractions and be present when engaged in deep listening?



Self-reflective and aware

When we consider the environments and interactions that have formed our past and present thoughts and behaviours and those of others, we are gifted

the opportunity to practise curiosity, healing and mindfulness. We become more accepting of our own lived experiences and expressions and those of others, so we can engage in more trusting and meaningful relationships.

What acts do you do to connect with yourself and your surroundings? How do your actions and behaviours align with the person you want to be? Do you see the good in others and yourself and use your words and actions in an empowering way? Are you open to growth and change?



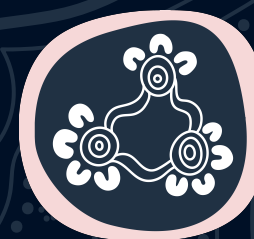
Intergenerational action

When we sow seeds of care, we lovingly act with an intergenerational mindset.

What we do today, as our ancestors have done since time gone by, will sprout and bloom for a new tomorrow. We plant

knowledges and practices for our young ones, share stories across generations, and contribute to a healthy and safe world.

How do you build meaningful relationships across generations? In what areas of your life do you provide mentorship and guidance? How do your actions support the collective wellbeing of future generations beyond your immediate benefit?



Shaping and keeping balance

When we see and understand the roles and responsibilities of others, in all diversity, including our more-than-human

kin, we act to nurture and balance wellbeing. We see the role everyone has in shaping our world, maintaining and growing the strength of our knowledges, practices and ways of being. This is transformative, helping to break down hierarchy, discrimination and inequality.

How do you include and elevate diverse experiences and identities? Can you open space for others to step into, and do others make space for you? Do you step back and take a birds-eye view of the systems you are operating in and how they impact you and others?



Sense-making

When we engage our whole being in connecting with the world around us, we lead not only with our gut feelings, but with our hearts and minds, drawing on the energies of all that

surrounds us and listening to the voices of our ancestors, the trees, waterways, animals and the wind. We do this to make sense of who and what we are engaging with and what we need to do next.

Are you aware of how your body feels when you step into spaces, make decisions and take action? How do you listen to your subconscious feelings and thoughts? How do you feel connected to the world around you?