<table>
<thead>
<tr>
<th>Respondents (N=147)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guadalupe Lopez</td>
</tr>
<tr>
<td>Cristine Davidson</td>
</tr>
<tr>
<td>Sarah Curtiss</td>
</tr>
<tr>
<td>Nicole Matthews</td>
</tr>
<tr>
<td>Eileen Hudon</td>
</tr>
<tr>
<td>Ashley LaFriniere</td>
</tr>
<tr>
<td>Dana Skinaway Sam</td>
</tr>
<tr>
<td>CLAUDIA SIBAJA</td>
</tr>
<tr>
<td>Darcy Pollan</td>
</tr>
<tr>
<td>Cathy Friedman</td>
</tr>
<tr>
<td>Mei Ma</td>
</tr>
<tr>
<td>Sandy</td>
</tr>
<tr>
<td>Emily Austin</td>
</tr>
<tr>
<td>Omar Lopez</td>
</tr>
<tr>
<td>Karen Lopez</td>
</tr>
<tr>
<td>Milena Lukic</td>
</tr>
<tr>
<td>Heather Masterton</td>
</tr>
<tr>
<td>Susan A. Metz Ermlick</td>
</tr>
<tr>
<td>Sandra Quiroz</td>
</tr>
<tr>
<td>Francisca Viguad-Walsh</td>
</tr>
<tr>
<td>Jorge Martinez Romero - MESA</td>
</tr>
<tr>
<td>Sally MacNichol - CONNECT</td>
</tr>
<tr>
<td>Linda Crockett - Samaritan Counseling Center</td>
</tr>
<tr>
<td>Hyunhee Shin - Ms. Foundation for Women</td>
</tr>
<tr>
<td>Elizabeth Soto - Samaritan Counseling Center - Lancaster, PA</td>
</tr>
<tr>
<td>Natalie Sullivan - Ms. Foundation for Women</td>
</tr>
<tr>
<td>Kimber Nicoletti - MESA</td>
</tr>
<tr>
<td>Peter Pollard - 1 in 6</td>
</tr>
<tr>
<td>Billye Jones Mulraine - Kingsbridge Heights Community Center</td>
</tr>
<tr>
<td>Kristi Kernal - OASIS</td>
</tr>
<tr>
<td>Nanny Smith - Vera Institute of Justice</td>
</tr>
<tr>
<td>Pat Cronin - Maryland Chapter of PCAA - The Family Tree</td>
</tr>
<tr>
<td>Sandra Harrell - Vera Institute of Justice</td>
</tr>
<tr>
<td>Martha Marin - 1 in 6</td>
</tr>
<tr>
<td>Jetta Bernier - MA Citizens For Children</td>
</tr>
<tr>
<td>Yvonne Coumoyer - MNCASA</td>
</tr>
<tr>
<td>Klarissa Oh - OASIS</td>
</tr>
<tr>
<td>David Lee - CALCASAR</td>
</tr>
<tr>
<td>Jean Tarsteelnick - CALCASAR (as a consultant)</td>
</tr>
<tr>
<td>Donna Dunn - MNCASA</td>
</tr>
<tr>
<td>Sarah Vidrine - Prevent Child Abuse North Carolina</td>
</tr>
<tr>
<td>Nuri Nusrat - National Council on Crime and Delinquency</td>
</tr>
<tr>
<td>Emily Austin - Peace Over Violence</td>
</tr>
<tr>
<td>Barbara Shaffer - Prevent Child Abuse America</td>
</tr>
<tr>
<td>Christi Hurt - Prevent Child Abuse North Carolina</td>
</tr>
<tr>
<td>Giselle Melendez-Susea - Kingsbridge Heights Comm. Center</td>
</tr>
<tr>
<td>Claudia Remington - Maryland State Council on Child Abuse and Neglect/Maryland Partnership to Prevent CSA</td>
</tr>
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</table>
## 2. Organization Name

<table>
<thead>
<tr>
<th>Organization</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minnesota Indian Women's Sexual Assault</td>
<td>4.8%</td>
<td>7</td>
</tr>
<tr>
<td>Ms. Foundation For Women</td>
<td>18.4%</td>
<td>27</td>
</tr>
<tr>
<td>Idaho Coalition Against Sexual and Domestic</td>
<td>10.2%</td>
<td>15</td>
</tr>
<tr>
<td>National Resource Center on Domestic</td>
<td>11.6%</td>
<td>17</td>
</tr>
<tr>
<td>ACLU Women's Rights Project</td>
<td>4.8%</td>
<td>7</td>
</tr>
<tr>
<td>International Rescue Committee</td>
<td>8.2%</td>
<td>12</td>
</tr>
<tr>
<td>A Long Walk Home</td>
<td>4.1%</td>
<td>6</td>
</tr>
<tr>
<td>MUA</td>
<td>9.5%</td>
<td>14</td>
</tr>
<tr>
<td>Miami Worker Center</td>
<td>10.9%</td>
<td>16</td>
</tr>
<tr>
<td>OAASIS</td>
<td>6.1%</td>
<td>9</td>
</tr>
<tr>
<td>Peace Over Violence</td>
<td>11.6%</td>
<td>17</td>
</tr>
</tbody>
</table>

## 3. ASSESSMENT OF WORKSHOP OBJECTIVES: As a result of the workshop, please rate the extent to which you experienced the following:

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Strongly Disagree %</th>
<th>#</th>
<th>Disagree %</th>
<th>#</th>
<th>Agree %</th>
<th>#</th>
<th>Strongly Agree %</th>
<th>#</th>
<th>Response Count</th>
<th>Avg</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased appreciation for the relationships between self care, sustainability, and impact</td>
<td>3.5%</td>
<td>5</td>
<td>0.0%</td>
<td>0</td>
<td>22.9%</td>
<td>33</td>
<td>73.6%</td>
<td>106</td>
<td>144</td>
<td>3.7</td>
</tr>
<tr>
<td>An enhanced personal practice of self care</td>
<td>3.4%</td>
<td>5</td>
<td>1.4%</td>
<td>2</td>
<td>35.9%</td>
<td>52</td>
<td>59.3%</td>
<td>86</td>
<td>145</td>
<td>3.5</td>
</tr>
<tr>
<td>An enhanced organizational practice of self care</td>
<td>3.5%</td>
<td>5</td>
<td>2.1%</td>
<td>3</td>
<td>54.2%</td>
<td>78</td>
<td>40.3%</td>
<td>58</td>
<td>144</td>
<td>3.3</td>
</tr>
</tbody>
</table>

## 4. OVERALL WORKSHOP: Please circle one per question.

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Strongly Disagree %</th>
<th>#</th>
<th>Disagree %</th>
<th>#</th>
<th>Agree %</th>
<th>#</th>
<th>Strongly Agree %</th>
<th>#</th>
<th>Response Count</th>
<th>Avg</th>
</tr>
</thead>
<tbody>
<tr>
<td>I understood the purpose of the workshop before arriving.</td>
<td>3.4%</td>
<td>5</td>
<td>17.9%</td>
<td>26</td>
<td>53.8%</td>
<td>78</td>
<td>24.8%</td>
<td>36</td>
<td>145</td>
<td>3.0</td>
</tr>
<tr>
<td>The overall content of the convening was useful and relevant.</td>
<td>2.1%</td>
<td>3</td>
<td>0.7%</td>
<td>1</td>
<td>26.6%</td>
<td>38</td>
<td>70.6%</td>
<td>101</td>
<td>143</td>
<td>3.7</td>
</tr>
<tr>
<td>Overall, the presenters, facilitators and staff were effective.</td>
<td>2.1%</td>
<td>3</td>
<td>0.0%</td>
<td>0</td>
<td>15.1%</td>
<td>22</td>
<td>82.9%</td>
<td>121</td>
<td>146</td>
<td>3.8</td>
</tr>
<tr>
<td>The session methods were appropriate and conducive to my providing input and discussion.</td>
<td>2.1%</td>
<td>3</td>
<td>1.4%</td>
<td>2</td>
<td>26.9%</td>
<td>39</td>
<td>69.7%</td>
<td>101</td>
<td>145</td>
<td>3.6</td>
</tr>
<tr>
<td>The pace of the workshop was appropriate.</td>
<td>2.1%</td>
<td>3</td>
<td>2.8%</td>
<td>4</td>
<td>30.3%</td>
<td>44</td>
<td>64.8%</td>
<td>94</td>
<td>145</td>
<td>3.6</td>
</tr>
</tbody>
</table>
5. What was most valuable for you about this workshop?

**Response**

That we had the space to think/learn in this way.

Learning to breathe.

Developing some structure that moves us in forward motion.

The pace - it gave me time to process without judgement or feeling like I was hurried.

Personal self-care plan, and the discussion around creating a safe space for truth telling.

The process was respectful to us as a group.

Norma is an exceptional teacher and facilitator.

Taking the time and making a space to focus on what self care looks like, develop a plan, and implementing.

Learning more about my self and how to self care.

Understanding the importance of self care.

Creating my own self-care plan and also brainstorming about big and small things we can do as an agency to.

Creating a self-care plan and talking about it with a buddy.

The lesson that self-care is not a luxury or something to be done outside my normal time, but something that is.

Discussing about self care.

able to define self-care as a daily practice.

Self Care.

Learning the importance and true meaning of self care. Understanding that self care is not an after thought, rather it's a notion that should be constantly present.

Self-Care plan and identifying things we do to improve organizational care.

To learn skills I can practice during the work day. To reframe self care from a practice of escapism to one that gave me some time to relax.

Breathing and self care exercises.

the self care plan.

Learning everything and how to present oneself.

Group conversation.

The opportunity to think more deeply and more precisely about my own and my organizations resources and roadblocks to self-care. There were many valuable pieces of information set in a large framework of wisdom and compassion. Also the structure and rhythm of the workshop mirrored-modeled what it was trying to reached (often not the case).

Integration of self-care into daily moments of practice.

Norma's calm, non-judgmental/accepting being.

Strength in small practice like the breath. Much, much needed self-care knowledge. My gratitude for that!!! I feel like I have many methods for my reservoir and keeping it filled.

Hearing other perspectives on individual and organizational self care.

Taking time to address the self-care.

Going through this workshop with a diverse range of organizations - to see how individual organizational habits manifest in movement.

Time and space to reflect on habits/practices.

It was all valuable. I really appreciated all of it and especially the piece about transitions. Listening to Norma's.

Slowing down. Focusing on the aspect of loving in the company of others… legitimized and modeled helpful.

positive means of self-care - impact of others.

The idea of WHOLE! Self-care and work can be inclusive! Specific exercises.

The group dynamic - hearing what others experience in this work, and getting ideas.

Norma is a master storyteller and artful teacher. I enjoyed hearing her wisdom. I also enjoyed hearing from my peers in the room. I learned equally from them. I also liked the correctness of Lisa's style.

The facilitations. Truly, I have been to many and this was one of the best! Thanks!

This workshop introduced the notion of self-care in a way that I can actually embrace.

Safe space.

New perspectives to self care.

It forced me to take the time to reflect on what I need and the reasons it has been so difficult to attend to those.
The clarification that self-care is NOT indulgence but that it is essential for sustainability and impact. For me it created the AND versus I can be productive OR I can care for myself.

This was my second time to be in this workshop (2x in 2 weeks). This time I really gained insight from hearing my colleagues share. I also appreciated hearing much of the same info again. I want this to sink in, and I sense that it is.

I loved thinking about the movement self-care. I did not realize that the prevalent model of movements is to self destruct. I want something different for this movement.

| (1) The power of deep breathing |
| (2) The connection with other in the cohort |

Deeper understand of the meaning of self care and my renewed commitment.
Challenge to look at habits of movement.

The workshop helped me understand self-care in a new frame. Central to all we do and not just a “frill” that gets in the way of the real work!

Strategies for integrating achievable practice, in small sustainable ways into my days.

Connecting with other meaningfully. Thoughts and ideas about how to take little moments (breath, stretch) for self-care during the day.

The ability to self-reflect and connect with my peers - having some critical conversations when we were here with our full selves.

Practicing the content with varied exercises
Convening with the cohort.

(2) To hear some great suggestions for addressing some.
(3) To hear/learn more about sexual abuse that I was not aware of. i.e. Title 9, how other agencies are working to make a difference.
(4) To learn how truly important it is for self-care of self and organization
(5) To have eventually practiced some of the suggestions, ideas, and see they actually work - and quickly!

- Discussion on organizational self-care; I already have many personal self-care practices
- How having a common language/framework about the critical nature of self-care for sustainability in movement building with colleagues

Opportunity for openness in a place of safety
Opportunity to self reflect
Opportunity to meet Norma, Marissa, and the Board
Self reflection on care of self and how my own care is intertwined with the organization.
Focus on self-care.
It couldn't have come at a better time for me.

The safe space provided an opportunity for staff to be open, honest, and "transparent" conversation amongst each other. THAT was the most powerful tool.

Learning how to better vocalize and understand the connection and importance of individual self-care and organizational self-care. How they work together to help increase organizational sustainability and deepen our connection to self and our movement.

I also enjoyed looking at the role of a habit and how they work in life and work and how they may become more impactful and valuable when you turn a good habit into a good practice that is intentional.

Having the space to speak openly and freely about self-care for myself and the organization
Coming out with “double” plan. I like the hand concept. 5 things at once only.

Self-care discussions; plan
Organizational self-care was deeper than anticipated, and uncomfortable at times but enlightening. (Better with just staff maybe?)

The way that both facilitators engaged the participants. No lecture just content... but a group discussion where everyone was valued.

Self-care help; and hearing some of the internal issues within the Coalition.
Breathing
Working together with board
Active discussion with colleagues
Concept of creating space to grow. "Handful" of things
Learning why self-care is important.
I think everything was valuable
Breathing Techniques, how to ground oneself.
Reminders about taking good care of everything and one another which is alignment with our values already in Norma.

It was so powerful and helpful for me to do this workshop with my colleagues, Board Members, and core teammates. I'm so thankful for the common and shared understanding and learning language. I don't think I could have taken this retreat and shifted the organizational culture without the folks of the organizations having the chance to experience this retreat.

Opportunity to unhook habits from practices and see clearly how to effectively set an interaction that has a chance for success. Focus on whole self and interactive/integration of different needs and both the need and the way to manage all.

The leader was wonderful and delivered the materials in a very wise and sincere manner. I felt her delivery was very effective for the lesson.

Various movements infused into the cerebral components: breathing, stretching, walking backwards and sideways.

The body I entered approach, or holistic approach to the material. Touched on all senses which brought information to "life," imagery to enhance understanding at a deeper level.

Developing a self-care plan and applying some of the concepts to an organizational plan. Also, just being able to "be present" for myself and with myself for two full days.

Everything! It was excellent.

the subject was most appropriate for the group as well as the individuals.

Elsa explaining

I learned a lot of the organizational habits and started looking at possible practices to address solution.

Learning about the importance of identifying the things I need to do to recharge myself.

The workshop created a foundation for a shared understanding of and commitment to self-care throughout the organization.

Learning how to restore myself from working so hard without getting burnout

Having an inclusive and collective conversation with members and staff about organizational habits and the practices we agreed to implement.

The hardest was getting down to the self-care plan of the organization. Participants started to get defensive and so

Discussion overall... just talking about self-care is a way for the organization to say this is important and should be a focus.

I really appreciated that our staff could have spaciousness and time for this conversation. It has been an organizational priority since July of last year. I appreciate that MEV provided us with the resources, content, and good facilitation to fulfill this commitment.

Doing an assessment of a self-care plan and then having a partner to hold us accountable. The acts to show us where we need some work, getting back to a place where I feel powerful

Pace and burnout prevention.

The practical techniques for self-care that we learned - breathing techniques, making a list of 5 things that would help me take better care of myself, looking for a "buddy" who will help me achieve self-care goals.

the time to consider these topics and themes. Also, leaving with an idea of concrete steps and actions to take.

To recognize that I should always take care of myself.

To take an entire day for myself before facing organizational issues and our plan. This was very accessible information and armed us with critical thinking and how to creatively think about strategies at MUA and in our own practices.

To begin thinking about self-care and to develop a self-care plan.

To begin thinking about self-care and how it applies to my life and how I will put it into practice.

That the organization took time to begin speaking about self-care. To see the majority of staff at the workshop.

- To develop a self-care plan. ❖
- To talk about self-care with other staff ❖
- I loved the poem about fire. It was very useful and relevant for me at this moment.

The importance of taking care of myself.

To reflect on self-care. I didn't understand the interest for it and the great impact of it.

The possibility of incorporating self-care practices in my daily life at work and at home. To revise the big questions/challenges that a democratic organization like ours is facing.

Personal development and better emphasis for Miami Worker Center.
<table>
<thead>
<tr>
<th>Confirm my ideas about self-care.</th>
</tr>
</thead>
<tbody>
<tr>
<td>The facilitation and flow of conversation during the workshop.</td>
</tr>
<tr>
<td>To learn about self-care.</td>
</tr>
<tr>
<td>The most valuable takeaway was to understand the relationship between self-care practices and the organizational practices.</td>
</tr>
<tr>
<td>To see how to teach others the importance of self-care</td>
</tr>
<tr>
<td>Self-care</td>
</tr>
<tr>
<td>To know how to improve myself and offer my best tools toward the organization.</td>
</tr>
<tr>
<td>Learning new ways to take care of myself and different views and values from the teachers</td>
</tr>
<tr>
<td>I cannot name one!</td>
</tr>
<tr>
<td>the most valuable part of the workshop was talking about our habits and how we can fix them.</td>
</tr>
<tr>
<td>Self-Care Plans; Courageous Conversations; MHO feedback</td>
</tr>
<tr>
<td>Instilling the necessity of self-care as a sustained practice to benefit ourselves and others.</td>
</tr>
<tr>
<td>The level of observance and empathy from the facilitators, the sincerity, and the mythical nature of the presence.</td>
</tr>
<tr>
<td>The time and space to reflect on self-care and the facilitation. The ability to come together as a team and to listen to where each of us are in our perceptions of ourselves, our work and our relationships with each other.</td>
</tr>
<tr>
<td>Taking the time to to better understand and challenge past beliefs, impressions, stereotypes, and practices and habits. Understanding that we were not alone in how we think and feel, and possible harmful things to do to not take care of ourselves. taking the time to interact with our team in this more personal way. simply taking time and slowing our pace.</td>
</tr>
<tr>
<td>Maura's facilitation and experience with our team specifically. Thirdly, as a program assistant, I often help with tasks like recording flipcharts, taking notes, handing out post-its, etc when meetings are facilitated for our team. Maura took care of all of this so that I could really engage with the rest of the team and it was incredible.</td>
</tr>
<tr>
<td>The application of concrete, physical activities to the concepts of habits and self-care. e.g. clapping at different paces &amp; the elastic band.</td>
</tr>
<tr>
<td>There were a LOT of valuable pieces there. I think the most valuable part was the space we had to actually do this, and think about it, and really talk as a team in a way we often don't have the time to. Thank you! I also think that thinking about habits vs practice was very interesting, and is more of a process so the thinking must continue. I think it is valuable that we worked with a peer to help us be more accountable to our self-care. That made it very concrete in terms of how we are going to be encouraged to do this.</td>
</tr>
<tr>
<td>It was valuable to think about the idea of self-care &quot;in the moment&quot; as opposed to something that is outside of you day to day actions.</td>
</tr>
<tr>
<td>It is important that the WPE team continued in its process and linking more closely the connection between self-care and impact and sustainability. Maura is a strong facilitator and very responsive to the group; she is grounded and flexible at the same time, and is also clear.</td>
</tr>
<tr>
<td>Self-care is such a large topic and easy to get off track in discussions. I appreciated how focused the conversations were, while balancing the need to create space.</td>
</tr>
<tr>
<td>Developing self-care strategies in collaboration with team members, versus doing it all alone.</td>
</tr>
<tr>
<td>thinking about the intersections between self-care and my work</td>
</tr>
<tr>
<td>Maura's facilitation created a safe space in which team members were able to be open and engage in discussing difficult or ignored issues.</td>
</tr>
<tr>
<td>Time spent discussing self-care with other team members.</td>
</tr>
<tr>
<td>Valuable for all in our organization to hear - created or helped equalize and opened up path to really focus and implement (and support) practice moving forward. Reinforced and reminded me of some teachings from MEV as a cohort member.</td>
</tr>
<tr>
<td>I greatly appreciated Norma's wisdom and approach for sharing knowledge and experience. Linking self-care with organizational self-care was very helpful. I appreciate the [illegible] I felt with the staff at CRP (and am glad some of the extended [illegible] staff decided to come).</td>
</tr>
<tr>
<td>Having everyone told by someone outside the organization the value of self-care and the hazards of constant.</td>
</tr>
<tr>
<td>It was very necessary and timely. Particularly the notion of incorporating self-care into every day routines. I appreciated the chance to focus on being more effective and not wasting my own and each others' time. Also good to hear from one another about best way to improve our project.</td>
</tr>
<tr>
<td>The opportunity to talk openly and brainstorm strategies with my colleagues. Norma's insights were very helpful and helped promote useful discussion.</td>
</tr>
</tbody>
</table>
The workshop was most valuable to me in opening a dialogue with my colleagues about personal and organizational self-care. I had learned some of these concepts during Rockwood but felt that some were hard to apply to our organization. The organizational self-care plan discussion helped us bring about some concrete steps that should make our work more meaningful and out day to day life easier. It was great to have a safe space to share with a fantastic facilitator. The tips/facts she shared. Now I will remember why I should drink more water, step out in the sun, etc. Thinking about self-care strategies and habits/practices was an integral part of the workshop. Understanding that you have to be intentional about self-care was a key takeaway. I thought the reflective pace and content was a good fit for our organization and the wonderful group of staff we have right now. Our own work with our workplace culture workgroup laid a good foundation for the openness to learn practical tools and approached on a personal and organizational level.

| Breathing techniques and organizational staff self-care plan |
| I was given a good environment to share without being forced to share |
| Developing organizational self-care practices on Day 2 |
| Reflections and group sharing on day 1 |
| Breathing exercises - I hold my breath |
| Having the opportunity to learn from Norma Wong; her presence is both calming and impactful; her story is inspiring and humbling |
| Encouragement of communication |
| - Harmony within an organization |
| - starting and ending my day right |
| - reserving energy |
| - implementing self-care throughout our organization |

Reflecting on the cultural constructs related to self care and learning how to shift my own mindset. Understand that self-care is not about being selfish but about maintenance for the mind, body and soul. It's important to keep this mindset.

I find the breathing and tai chi to be really effective for me in being able to slow down and think, and meditate. Have the opportunity to leave the office and meet co-workers who work from remote locations. It felt like taking a break ("resting spaciousness") which is what we are trying to practice.

The staff interaction and sincere conversation.

The section on habits. And making space for yourself.

6. What would you want to see done differently to improve this workshop?

**Response Text**

Nothing, but I am nervous about not having support if we need it in the future.
It felt like the organizational self care plan did not get fleshed out well.
a clearer set-up of what organizational self care is.
I would have liked 2 full days - 1 full day for individual self-care & 1 full day for org. self-care.
Just understand a little more beforehand.

n/a
instead of 2 days, 4 days with shorter hours
More time on direct techniques, tactics, exercises for self care.
I did not like the location for day one of the workshop.

more time on organizational self-care

More training.
I don't think it's the workshop itself that needs to be different, but the organization and how we recieve information and what will be actually done with it.

More self-care interventions

More coaching for management to implement real strategies for self care for staff.
more actual examples on how to do self-care

n/a
While the facilitators had amazing and relevant stories as the 2nd day continued it began to feel like a lot of being talked at and a lot less input.

I enjoyed everything about the workshop and hope it continues to be the same as is and congratulations!
I think the only thing I might want to see is a little more explicit discussion on the "self" and the difference between the whole and integrated self we were discussing and the separate so called autonomous self that has been embedded in the conceptual framework of many of us who have been schooled in western white male thinking.

Add days to do the trench digging - at least some of it - as well.

More on how to shift org culture away from celebrating activist - matryrs.

Connections between our spiritual practice in order to sustain the goal of Ending Violence.

More time. Going deeper with some concepts. More time to consider how to integrate self-care practice on movement level.

It would be great if it were longer. It was nice that it was inclusive. I'm not sure the open reading in a group was effective for me.

Nothing comes to mind

A 9:00am start time!

It was excellent!

1. More time for group interaction/discussion
2. A better balance between personal and organizational self-care
3. More inclusive framework and activities to embrace the diversity of people (disab, ESL, etc.)

Pace was great. As a Type A, I like to know the day and what will be completed and track pace. An agenda. Is the strategy not to have one?

I think there are specific methods, such as reading aloud or some of the movement work, that are not inclusive of

More physical activity

I loved the physical/experiential pieces and could have appreciated even more. E.g. the pushing while breathing various ways. I found getting up and moving helped me to stay more focused.

I liked the session though I wished there was time to talk how together we would advance the movement.

Long enough to look at power within organization and question of habits within our movement.

I have no suggestions. Thought it was powerful. Facilitators were great at processing through the questions that were asked.

Challenging with group of widely varying degree of exposure to the material prior to convening.

1. First day = shorter. I think I was a capacity at 6 hours and then needed rest. I would love it to be shorter.
2. Maybe more time for talking about our orgs -> Ideas on how to have hard conversations with orgs or practices to improve them.
3. Access needs: how to do this workshop for disabled folks, non-native English speakers.

More time to focus on organizational self-care and movement self-care

I cannot think of anything, it was awesome!

More advanced material and practice. I really enjoyed the gathering, but didn't leave with much new information.

This was a great convening with smart people. It would be great to see if there could be an opportunity for all of us to work together on the movement. I know this response is not answering the question and only because it was a great workshop! Norma was great! I don't think I would change anything other than have more time with Norma and her wisdom!

1. The beginning needed more of a group-relational process prior to jumping into training content. We had new people and organizations in the room, along with others that have worked together for several of many years.
2. More analysis of how organizations become traumatized and how parallel process take place. How to recognize dynamics work with it.

More relationship building activities during the organizational self-care portion of the workshop.

I know feedback should be given with the purpose for growth... the only issue I'm having is identifying a possible improvement for the workshop.

Nothing - enjoyed it!

It was all great. I liked taking a break every hour.

Less flies!

Maybe some structural coaching for the Board/ or do as a follow-up to support what comes out of the organizational meeting with staff.

More on org development

Possibly more small groups?

Just wish we had more time :)

I feel like I need more "tools" to accomplish

See retreats like this more often
Someone could say that its okay to work smart and hard and that a good work ethic is a value!!
The training was lengthy and it which made it difficult to maintain focus on the subject matter. I would give staff more breaks.

I would like it to be longer.  
I would have liked if I would have found a way to have all board members and key volunteers to attend all of it (without interruption). We did have a really good show and a few folks came in and out. 

This workshop was wonderful. I appreciated the integration of physical learning with emotional, mental, and spiritual.

Perhaps a space with windows and/or one movement experience either outside or in an even large space.  
Done in an environment that was body/mind friendly. Room was "cold" (not temp) florescent light, harsh, chairs uncomfortable.  Would have liked to be given options in planning space.

I truly loved the content and can't think of anything.  
I think it would have helped if the language would have been more inclusive. I do not use the words self-care, self was a negative word in my family of origin. It took me until evening to realize what I do for self because I frame it differently. Opening the door more initially would have helped me.

N/A

Perhaps it could be a little longer.  
The development of an organizational self-care plan feels like it needs more process than the individual plan. I would like to have some direction/guidelines for how we can flesh-out an organizational self-care plan that is as clear and concise as the individual one. 

Done a wonderful job. Well done. Don't change anything. 
Including and talking about the emotional aspects of our workers and how it is independent of the spiritual,

Maybe 2 facilitators - Although Elsa was great but I think there was too many conflicted in the 2nd M workshop

staff feel there is a strong self-care environment is important but how do we also balance that with practices that make sure the organization is strong, has the resources it needs, is stable-somehow that didn't seem to come up or be part of the conversation.

Incorporate somatics specifically when we're looking at how we do and don't practice self-care. The energy felt heavy afterward. A somatic exercise could help towards visioning what's possible.

The workshop is just the tool what would really be helpful it the follow up with the plan. 
I think that we should have taken a full day to discuss self-care at the organizational level instead of at the personal level (since better organizational self-care will have an impact on individuals) 

Maye examples of what others have done (outside examples) to archive greater self-care in their personal lives and organizations. 

Everything was fine.  
I think what was missing was the "how." I know there isn't much time to think about all details, but I think this is a general challenge at MUA. We don't have much time to reach conclusions. We spend too much time discussion details but we don't have a set, clear process to reach a decision.

Everything was great. I had never participated in a workshop like this. 
I would have liked an activity about different aromas and to acknowledge each other for making the time to participate in the workshop. 

More exercises on self-care. 
Maybe to not repeat the reading. I think by reading it once it's more than enough.

A deeper conversation on mind, body, and spirit. A bit more time dedicated to breathing techniques. 
To hold these workshops more often-- at least once a month. 
More skits to show problems and identify solutions.

Include additional organizational practices for self-care.
Teach different relaxation exercises
Have workshops more often.

To see examples of communication and relationship between staff and members. 
No compliants
More time outside would have been nice.
Honestly, every part of the workshop was very useful and productive. I enjoyed every minute of the activity. 
Longer Sustainability Session 

You know, I think that the workshop was very great as it is!
Not much.

It was a good start. We touched on some practical issues that can help us keep healthy for ourselves and communicate/collaborate better. I think there are deeper issues within the team that we still need to deal with as a team that didn't have a chance to bubble up, but one step at a time. We need more time and space with each other before delving deeper. Also as we apply some of the actions in our self care plans that can help us see and articulate some of the deeper issues and/or make some of them less difficult to deal with or communicate about.

I feel that i needed more time to deconstruct my past behaviors, concepts, and how i see myself in the movement. i also feel like we needed more time to better understand how the organization and team will commit to moving forward to prioritize selfcare - where will selfcare now fit/live within our team structure and how we will hold ourselves accountable.

It does seem like there should be a second facilitator or logistics person to help out a lot for one person to carry on their own (just thinking of the ways I'd normally support such a meeting and neither myself, nor anyone else filled that role).

I would have liked it to move into more concrete changes that the team can agree to do to improve self care.

I think it would be good to delve deeper into the organisational habits, and what drives these. I feel that both with this and with the MHO survey, we aren't really providing the space for the team to have a dialogue around perhaps some of the challenges or more difficult habits/behaviours, and rather jump to how we can change them. I think it could have been useful to delve deeper into self care methods, or how we know we are taking care of ourselves. So perhaps a bit more analysis- I think this would have also helped us delve deeper then into our own self-care practices and what to change/improve.

There was something about the second day that did not land with me. I have been trying to articulate it in my mind. I am not sure if it was because I was expecting something else or because the WPE Team is a microcosm of a giant organization. It could be that folks we very consumed by the ideas of day 1 and felt content staying there.

I think the link between self care and impact or self care and sustainability could be made clearer. It did not seem or feel as if we acknowledged clearly enough how lack of self care could negatively affect both impact and sustainability. Or the 'high cost' of lack of self care to the staff personally, and how this impacts the staff's capacity to do our work well and healthily.

I think it could be a bit shorter.

Perhaps a full 2 days would have been helpful!

There were some side discussions of issues that people apparently did not feel comfortable bringing up in the plenary, or in the small groups as they were arranged. Perhaps having some peer-based session(s), for example with the director, supervisors, and/or leadership team together in one group and other team members in another, would increase space for discussion of these issues alongside a mechanism to feed them back via the facilitator.

More break-out time in small groups rather than large group discussion

There was [illegible] worked well and was effective. There was [illegible] time to talk and [illegible] space felt safe.

Not sure there is anything!

Possible more thoughts, feelings, discussion on topics sitting in group circle.

More time to be given the tools and time to practice them.

I think some staff felt uncomfortable being asked in the group about their health limitations. It would have been nice/respectful to approach that differently. Asking some staff to read aloud in the group may have caused some anxiety with staff whose first language is not English.
More physical activity
I would recommend adding some more physical activity - more tai chi, more breathing exercises.

1. Breathing exercises and how effective they were individually and as a group. 2. time to self reflect
We submitted answers to questions related to our organizational self-care in advance of this workshop but did not review common themes or discuss out answers. Would have liked to process those.

I enjoyed this workshop immensely and would only want to do more physical activities w/ tai chi or meditation.
I'm not sure. While I greatly appreciated the workshop and opportunity, I think I was expecting it to be more thought-provoking, life changing... I don't know. Maybe I had very high expectations.

Asking about any physical conditions was no appropriate. It singled out a specific person. That was very uncomfortable. It should be done via e-mail.

Having everyone read at the beginning was stressful to me. English is my second language.

Location. Maybe outdoors or with more windows. Sometimes I was sleepy. The breaks helped. I felt really comfortable.

7. What were major "Ah hahs" you take away from this convening? What will you apply to your self care practice?

Response Text
5 things at a time!

Breathing
Shut off all electronics 30 minutes before going to bed - so simple!

Many things/Ah hahs
-truth telling & that some dynamics are felt externally.
-self-care should be practiced daily.

My self-care practice includes physical, mental, emotional, spiritual elements

Understanding the "fire + air".

The fluidity of life. The fire poem was my "ah hah" moment.

that I really need to self care for myself to help with others. I all my self care lists I'm going to practice.

focusing in my breathing to help control my anxiety and stressful moments.

Making time every day and prioritizing self care is my responsibility. I will definitely continue to incorporate my self care plan into my daily life.

Eating lunch at my desk is less hygenic than eating in the bathroom!
I won't feel guilty about taking a lunch break at work.

1) 5 is a realistic number of self-care goals and 3 of which can realistically be pursued well.
2) I'm not doing too bad in the self-care department. I wasn't expecting to learn this about myself, which is very nice.

Breathing and stretching exercises

How we need to encourage others to take care of themselves, and how you can be effective and efficient and still take care of yourself. POV is pretty good at this because it has had staff that stay for decades in the work.

Breathing, Stretches, Exercise.

I drink more water now, especially with the new water system we were able to implement. I also try to practice 20/20/20 on a daily basis.

Importance of boundaries between work and personal life and ability not to feel guilty about it
That we can only go deep on a project or two at once--not 16 all at once.

not to over-work yourself instead of doing all the work till your done

The breathing exercises

My realizations of how difficult it was to think of things I do or could do for self care (that don't require money)

About improving my body and to be with everyone else. And to apply self-care.

The very best integration vs. intersectionality. Paying attention to transitions.

Be gentle to self - moments of practice

The degree to which activists conflate self-sacrifice with dedication (ah hah). The rule of hand, gentle touch (apply to self).

Good times for self-reflection and developing my self-care plan: focus on developing better practices!!!
Self care is not in opposition to impact. Self care is for impact. the difference between habit and practice.
Exploration of how we can develop practices and transform habits.
Hearing about the connection between mind, body, spirit. Examining organizational practices also about transitions.
Taking little steps. Setting achievable goals, measurable goals
The idea of survival is not enough! Given the work "thrive" which I don't think of using. Be intentional about setting up a practice to thrive.
Arrange our office in a way that reflects ownership and creates space and fosters creativity.
Integration is the goal.
I particularly liked the relationship between self-care (compassion) and organization development.
Paying attention to the transitions.
I can't do it all.
I need to take care of my body and my vessel.
I'm engaging in the same habits that caused my previous burnout. I need to change that.
That my will has been the obstacle to my listening to what my body tells me I need.
Picking the fruit rather than digging the trend. How to incorporate small changes versus trading everything using non-dominant hand to free up creativity.
Deep breathing is powerful. I cannot care for others if I don't care for myself.
It is easily doable and so important.
I am going to try to schedule a "less is more" day each month!
Everything I said in #5. I have an action plan for my self-care that is do-able and I have a start on an organizational self-care plan that I am eager to bring to staff.
Power of breathing!
Self-care doesn't have to be dramatic and over the top - it can be simple and integrated into work life and practices
Be gentle with yourself.
People share many habits. Although there is various experiences and context, we can share such intimate and complex feelings. Relationship building is really central to doing anything that will last.
That little personal things are as important as larger things. That taking time to think and breath can make us all better people as well as workers. Rushing continuously does not buy us anything but adds to stress
To make smaller, more achievable goals.
Ah hahs were those exercises suggested by Norma that I feel I can actually do.
Taking a short break every 1.5 - 2 hours when I am facilitating a training in my own restoration and self-care. Will definitely do this moving forward.
The "hand," "handle" illustration by Norma was "ah hah"
Being more intentional about my own approachability.
One "ah hah" was learning that electronic devices and their frequency affect our brain frequency.
If everything is an emergency then nothing is an emergency!
If you can't provide self-care for yourself, how can you feel compassion toward those you live to help?
That "it's me" vs. "it's not me"
Build up reserves for an emergency - do not deplete for each small "emergency"
If everything is important everything is a priority, everything an emergency, then nothing is.
Evaluate habits vs. (intentional) goal practices
No major "ah-hahs" other than I need to act on my self-care plan now because life is too short...
If everything is an emergency, nothing is an emergency. You only want to handle 5 things at once. Developing practice vs. just habits
I need a slower pace in the morning.
It everything is an emergency, nothing is an emergency
Will work on my self-care plan
Breathing
Personal power
Linking personal self-care with org practice
Handful of practices
Easiest thing to miscalculate is your capacity
| **That I really need to do self-care for myself, family, and colleagues.** |
| **Put more attention on myself care. Love me more make more time for my own needs** |
| **Self care is important, to not burn like a Roman Candle....** |
| **Approach good enough sleep as a “practice”.** |
| Not to use electronics before trying to fall asleep. Since the training I have been trying to avoid watching tv or reading on my phone before I fall asleep for the night. |
| **The recognition that self-care is a strategy for sustaining (framework) and increasing meaningful and intentional work and life. (This framework seems much more compelling than a framework that says we do self-care because we deserve it.)** |
| Also, in the organization I think there has been a lot of ambiguity. I think that I've seen more of a need for clarity and for boundaries. I think this clarity will allow us to work more freely and effectively and confidently (and with the sharing of kindness - new way of thinking about it. |
| **The impact and price of not attending to own needs.** |
| The simplicity of standing/breathing/stretching my arms exercise, that I will use and cherish. |
| That I can bring my gifting to this organization more. Remove "box" of what it "should" look like. Be more compassionate with myself, more loving, learning and listening before reaching out to help others. |
| The fact that due to early trauma and surviving a violent random crime in my 20s I am great at disappearing (staying under the radar) which has been a habit. My self-care practice will involve "me mattering" and taking up more space. I feel this will help the organization as well. I also need to create more space and pockets of peace in my life for joy to emerge. |
| **1. Self-compassion** |
| **2. Valuing myself as much as I value others** |
| **3. Living and working at a pace that is sustainable.** |
| I have lots of ways I take care of myself. I only realized it after the day was over. |
| Practice. |
| Make time to take care of myself. |
| Creating easy, doable routines through small daily changes can lead to a much healthier life. |
| My major "ah hah" was that awareness of issues or habits does not translate into action. And the habits we assess to be problematic are taking care of some need, have some payoff, otherwise they wouldn't be there. |
| Nothing. I enjoy everything. |
| How deep our tendencies are around "drown" and "drought" due to what we've internalized from our culture and society. |
| Not sure there was any "ah hahs" because it was what was known and not practice. But it made it more conscious for the organization as a whole. |
| Being more conscious and intentional about self-care (personally and organizationally). |
| We can do some very simple things organizationally that may make everyone feel better (i.e. closing for lunch). Other parts of our plan feel more complicated, "less clear" |
| I'm excited by my personal commitments but also want to be gentle with myself if it doesn't all happen. |
| The snake. |
| This is big that the crash makes you fall even harder and it's more difficult to get out of that and the breathing exercise- how you're strength is lost in short breath. |
| **The work pace assessment** |
| Doing a self-care plan |
| Breathing techniques. I'll check-in with my "buddy" on a weekly basis to see if she was able to achieve her self-That it is not easy fro anyone. My colleagues all seemed like they neglect their self-care. |
| To recognize our habits and transform them into practice. To understand how beneficial self-care is. |
| The difference between habits and practice. To listen to leadership about their experiences because it's different than mine and other members. |
| It was very interesting to recognize where I'm at in my self-care. I realize I have a lot to work on, specifically with To understand that decision making is very difficult. The importance of leaving work at the appropriate time and not to take work home. |
| The way in which we breathe isn't adequate. Develop my 5 activities to practice self-care. |
| Self-care doesn't come on its own. It must be planned and should be intentional. It's also not always about having fun. |
| To pay attention to my breathing. |
The importance of practice.
How to practice breathing techniques. The importance of meditation and walking. Shared reflection of the self-care plan with leadership and personal development.

Everything.

The importance of developing a specific plan according to my personal needs.
To take note of everything that was discussed and to make copies of the materials for distribution so that can establish a practice to take notes of each meeting so that we can remember everything we've agreed to.

The importance of taking care of ourselves to benefit the organization.
To see how others reacted to self-care tips. I will continue applying my self-care practices as I know first-hand the benefits of caring for oneself.

Breathing and relaxation techniques
What was most valuable to me was to breathe
That self care is not to be compartmentalized but rather should be a regular part of life, in everything we do.
I will continue to practice self care by the breaths dealing with tough situations. I will practice inhaling and exhaling methods. and stretching

My habits in my personal life are habits that I carry over into the organizational leadership
I had an “Ah Hah” moment when Norma and Maura presented on staying grounded while someone was pushing the other. Norma said not to be loose like a noodle, but to be flexible and movable while staying grounded.
Salamisha asked what the intention of the exercise was. Norma and Maura demonstrated again and Norma asked the group what we noticed in her being pushed. She indicated that while she was being pushed and she moved with the energy, she was forcing Maura to change with her.

I will not feel guilty or try to stop my urges to engage in creative thought intermittently throughout my day. I now realize it is a part of moment to moment self care.

There were some nice practical practices/tasks that my colleagues mentioned that I can include into my self care practice. There were things that I never thought about before that have let me reflect.

The struggles of where to place our class, privilege, our experiences, our choices, our hopes, and ourselves within the work and where we want to be. massive sacrifice may not be noble, and in fact unnecessary
It's not enough just to survive or power through. I will be intentional about changing the attitude that if I'm not stressed/overworked I'm not doing a good job. A specific behavior is taking a few moments in the morning to do something for myself (anything I feel like whether it be laying in bed for a minute or making coffee).
There is a need to be more aware of habits and how they can be both positive and negative.
- Habit vs practice, and how to be more intentional about things. - Important/urgent; important/not urgent. I think this was very useful, and I have already started doing my to-do lists using these categories.
I think the idea of being "complicit" in one's own self care was key. I think the use of the term implicit is intentional and is the right term.

I've been doing a lot of work on self care for the past few years, so I was familiar with most of the suggestions around new habit creation, the practice of self reflection and role of storied patterns, etc. The need for space for creative processes to happen really resonated for me.
I hadn't realized what could be encompassed in self-care. For me, the realization was about compassion and the irony of our focus on caring for others, yet neglecting ourselves. I like having the individual as well as organizational focus.

How much I need to be in physical and emotional shape to do this job!
That self care is not a separate thing - it must be integrated into our actual work and daily routine. Huge aha moment - thank you Maura!!

How personal self care can contribute to organizational self care. The importance of including self care as part of the work day and not just something that happens outside of work hours.
That I am not my full, powerful and effective self currently, and that I need to include more self-care AND explore what really deeply prevents me from doing this. That my personal life and relationships will improve if I make this investment in myself.
I was pretty self-aware, but the convening reminded me to pay attention to the things I want to work out. To live my life at work and outside of work - consciously and with intention and always be as fully present as possible.
I thought all the advice was also very relevant to parenting, and I will try to apply the advice at home as well.

Habits and small bites.
Movement (walks, not sitting. E-mail and device control. Relationships
Self-care and ending violence are mutually dependent. I will work on making self-care - taking a walk each day. Sharing and collaborating - regular practices.

The 5 self-care steps I developed during the workshop - they are concrete and doable.

I was aware of what I don't do to take care of myself, but it was beneficial to actually discuss it with others and make a clear plan for myself moving forward.

How simple wellness steps can be incorporated into any daily work.

Simple steps - breathing, hydration, rest can make a difference. The concept of "spaciousness" was also one to which we could relate and make use of as we developed our organizational self-care plan.

Realizing how relaxed I immediately felt after learning breathing and tai chi techniques.

Breathing
Keeping the rhythm of the NRCDV even though we may be at different paces
Small efforts you can use daily on our own time are most useful to me.

- The mind, body, and spirit are hard-wired together.
- The smallest things/actions can be life changing.

Overall, the instructors were exceptional! They were well prepared, knowledgeable and informative, and well rounded.

The importance of breath and water - will integrate regular hydration and slower breath immediately.

Again, shifting the mindset of how self care is defined.

My major "ah-ha's" were the small, little things you can incorporate into your life that is self-care. I will take time to breathe more deeply and meditate. I’d also like to practice more tai chi techniques.

The "fire' poem was very powerful and resonated a lot w/me.

20-20-20 I will be implementing this.

Breathing!
Tai-chi

Space is important! Self care is an important thing in the office and personally. If you don't practice it, you won't have anything to give.

8. Please share any other feedback or suggestions.

**Response Text**

Loved Norma + sujin!

I am SO deeply, humbly, truly grateful for this time we shared. Thank you women!

Thank you for doing this in a tribal state of mind. It made all the difference!

Excellent!

Superb facilitation! Exceptional workshop. The location was appropriate + comfortable. New perspective. Organizational "self care" - more on this topic + for whole coalition.

sujin & Norma, you are amazing! Miigwetch. Thank you

Thank you for everything. It was a very helpful workshop. Would like to have this more often than once a year.

I really appreciated the trusting environment that Norma and Marissa helped to create. I feel that we have long emphasized the need for self-care at POV, but it was great to spend a day and a half practicing it as a group.

Loved the workshops!

N/A

I would love to repeat this workshop every year - as a part of maintaining self-care

great experience, a lot of the information was a bit repetetive. but i enjoyed my time

n/z

I hope it continues the way it is because it perfect and I like it!

More on organizational care giving including examples. Only wish for more time for Lisa to have shared experiences and practices. Would love more on organization/movement capacity building effective strategies.

Phenomenal workshop. Pleased to be here. Very pleased to have immediate practical takeaways.

Want more defining "sustainability" and impact or allow each agency to define it for itself. Have MS Foundation help organizations in spelling this goal better!!! What is the impact or outcome we share!!!

Thank you kindly. This was very meaningful to me personally and as a director of an organization.

Really appreciated the sense of humor. Very helpful. Very grateful for the opportunity to slide in at the last

It was excellent in every way. Thank you.
I don’t know if everyone is comfortable reading out loud - even if English is the 1st language.

Norms is fantastic. She embodies “gentleness.”

Beautiful leadership: professional, serene, loving environment from both Lisa and Norma.

Many thanks for the opportunity to participate.

Fully appreciate this opportunity.

I wonder if it might be more helpful to not ask people if they smoke or have smoked. I think that this induced shame and vulnerability for some and I don’t think that asking first made the statement any stronger. I also wondered about asking people (27 and under) to self identify. I didn’t think it was necessary or helpful. These were MINOR wonderings. I found the workshop to be fabulous and very helpful.

Only part I would change is not to ask age question... only 2 people (funder) say yes...

The workshop was very much matched with the organizations in the room.

Thank you!!! I appreciate both of your presences!

Would love to re-convene and go deeper with the movement self-care, while recognizing that it begins with individual self-care.

I am grateful for the workshop, it was amazingly grounding.

This was a very helpful conference and has offered many options and ideas that will improve my leadership and support of CSA. Thank you so much!

More on gender analysis regarding devaluation of self-care.

Make this a yearly exercise.

Have similar exercise with the rest of the Board or Domestic Violence programs.

So grateful for this experience!

The space was excellent. Appreciate the healthy food choices.

I thoroughly enjoyed the workshops and went home energized each evening. Thank you for your time away from your family. Norma and Marissa were absolutely amazing!

Love it!!

I like the concept of “going deep.” Self-care being every moment (vs. compartmentalizing) was new thought. Thank you!

Facilitators were great.

Feels a bit like scratching the surface and some issues were perhaps too hot to be touched. Hoping for more time like this along the way to continue journey.

I would like to see more retreats like this one was very helpful and make me think how important we are and how we need to take care ourselves to take care others. Thank you

Would like more trainings from Norma

I was disappointed that we didn't go over the survey that we all took in the Friday session with the manager/leaders.

I felt so fortunate for the expertise of Norma and Sujin. The knowledge is so important - I want others to get the benefit. I wonder if another group, perhaps another local social justice organization could have joined us. It just seems so rich, I want others to have the benefit.

Would love another workshop something with you two!

Maybe a list of recommended readings to learn more (books or websites). More content in the booklets... I was writing so much that it was hard to be present.

I liked the full explanation for encouraging questions, “practice” over “habits” and “integration” concepts.

Excellent workshop! Norma was fantastic! Humor, depth, wisdom, compassion. Thank you! Felt wonderfully safe and open. Was pushed to expand thinking.

Thank you so much!

Thank you so much for an excellent, life-changing workshop.

I would do more check ins on how people are feeling or if they are feeling uncomfortable in any way.

Perhaps there could be a segment dedicated to preparing people to not take things personally.

Day 2 only in Spanish. :) There were a couple of times you switched back to English for facilitating.

Thank you for everything! You did a stellar job in your first training.

Elsa is great.

Very specific - one of the items in our organizational self-care plan was vague and I don’t even totally know what it means let alone how to implement. I wish Elsa had pushed us to be more specific.

I loved having Elsa do this work with us. She did a great job and it was really a pleasure to have such a skilled facilitator.
I really enjoyed the workshop. Learned and affirmed a lot of key practices for me (self-care plan)
More tools for facilitating the follow up to the plan because we have had great retreats before but leadership follow
up gets usurped by competing priorities.
I liked the workshop and think that we have to wait a few months to assess impact.
Thank you so much! I really didn’t know what to expect but everything we discussed was very helpful and
important.
Thanks for sharing all your knowledge with us and to take care of our organization.
I liked the workshop and think that we have to wait a few months to assess impact.
To revise the agenda at the beginning or email it before the day of the workshop. To know how they will use our
answers to the questions that we filled out in preparation for this retreat because we don’t know how useful they
are.
Thank you for facilitating this workshop with much respect and love.
We have more retreats to continue talking about this topic.
Thanks!
Thanks.

To have other self-care workshops and to continue adding to the vision. Continue talks on practice and habits.
Elsa was the best facilitator for our retreat-- not only because of her "Latinismo" and experience with our
community but also because she was both respectful and firm in delivering the workshop.
I really enjoyed the workshop content.

These meetings are very enriching and they aid in our personal and group development. Thank you.
It’s great to see organizations care for the healthy and well-being of their members because only then will they give
100%.
The translation was very efficient. The coordination of activities was done with patience and was comprehensive.
You guys are amazing :)  
Thank you so much! Maura was especially helpful to me and instrumental in helping me to understand self-care at
a deeper level.
I ENJOYED THE WORKSHOP VERY MUCH! IT WAS VERY PRODUCTIVE AND RELEVANT TO MY EVERYDAY
LIFE STYLE.
It was Great!!!!

Very good workshop. I do wish that you had an internet presence, especially geared to those who have taken a
workshop for continued understanding.
It would be great to have a follow-up sessions sooner than later. 1) to see how each of us with our support partners
are following up with our self care. 2) Continue the reflection so that we can dig a little deeper in a safer
environment that we’ve built through growing trust among us.
For our team, I think it may have been helpful to break into groups by function more frequently. Certainly not all of
the time because it was quite valuable to connect with those we don’t often spend much time with, but there were
times that I think it might have been useful.
Maura is an amazing facilitator! I think it would have been interesting to have a longer talk about our feeling of
replaceability in the movement. In terms of digging a bit more about what motivates us and some of our habits. It
would have been interesting to delve also deeper into the fact that self-care is about what we value and cherish, yet
it is also what we value and cherish that means we work ourselves into the ground. That dichotomy would have
been interesting to break down. These are all comments keeping in mind we had limited time, there was a big
group- it was real great to have the time to even have these additional reflections and I feel very grateful for it.
The little book was a nice touch. Overall I am very pleased with the way Maura interacted with me as the cohort
member and "ED" before, during and after the workshop. Additionally, Maura did an excellent job creating space for
everyone in the sense of meeting people where they were at be it cynical, nervous, curious etc. My team is not one
to embrace consultants without a degree of skepticism. The fact that Maura has built such a strong and trusting
relationship with so many of the team members through the OD process to date is notable. I would not be suprised
if team members started to sport WWMD ( What Would Maura Do) bracelets.
I think this is a very important process for the WPE and am grateful to participate in it. I also think we could benefit
to go even deeper about most (if not all) of the topics we engaged with and on. Thank you.
Great program. Enjoyed it immensely.
Maura was wonderful. Very insightful and she had her finger on the pulse at all times.
Maura feels like part of the team, and has not only taught us about self care but modeled it in a way that is very realistic and authentic. I learn so much from spending time in the same room with her, and am grateful for the opportunity to do that through MEV. I also find the use of meditation principles within MEV's self-care workbook extremely important and relevant; it aligns very much with my experience of what works.

I participated in this SSI workshop with APIIDV as part of the 1st cohort's experience (steering committee member of APIIDV) and I see really effective, helpful and concrete strengths of the SSI this go around. I really appreciate this and understand the optional participation, but would encourage all future cohorts to experience.

I’d love to work more with Norma, Elsa, and MEV and hope to have such opportunities in the future. Thank you!

[Comments on question 3, “An enhanced organizational practice of self care”] We had [illegible] time for this but the time we spent was productive.

[Comments on questions 4:] we appreciate fitting a day+ into one day and adding extra work on organizational self-care at the last minute. Thanks, Norma!

I didn’t know what to expect, but this was really wonderful and healthy for all of us. Actually of more practical benefit than strategic planning retreats we’ve had in the past.

Thank you

Thanks for a very useful session!

Great workshop - thank you!

Thank you for doing this for us!

Norma was incredible in engaging, exploring, demonstrating self care concepts in ways we could make immediate use of.

thank you, Norma and Elsa, for your wisdom, sharing and courage

Considering I was very hesitant and skeptical, I would like to do it again after a set time. I would recommend anybody to take part at least once.

Norma <3 <3

I loved learning some tai chi and have every intention of learning more.

Thank you so much!

Great job!

Thank you!