



REFLECT, RECLAIM, REIMAGINE

A GUIDE FOR IMPLEMENTING THE HEALING FRAMEWORK INTO YOUR WORK

Audience: Leaders of organizations, directors of departments or programs, program coordinators, policymakers, community engagement organizers, community organizers, facilitators, educators, etc.

Summary: Reflect, Reclaim, Reimagine signature framework was developed as a tool to help intentionally center healing in our practices and policymaking. This guide is meant to support you in integrating healing into your day-to-day work.

REFLECT ON OUR PAST

Acknowledge history by educating and engaging about past/present racial injustices and structures of racial inequality.

Guiding Questions

- What happened?
- Why did it happen? What is the root cause/origin?
- Who is responsible/accountable?
- Who has benefitted and how?
- Who was burdened and how?
- What history has been erased?

What can you do in your work to “Reflect on our Past”?

- Set up a **community table to build and share knowledge** of historical issues impacting the work (e.g., advisory councils, focus groups, community forums, story circles, walking tours, book clubs, etc.).
- **Use data and narratives to examine** how systemic and structural racism has shaped historical and current outcomes/events.
- **Create a statement that acknowledges** the role your institution has played in creating harm.
- **Create learning opportunities** in the office for staff to develop a common understanding of the history of issues they work on and the communities/neighborhoods they serve.
- **Empower your network, staff, or community** to share stories in ways that others can engage and learn from.

RECLAIMING OUR PRESENT

Shift power by identifying lessons learned of the past to inform new values and norms that shift power.

Guiding Questions

What values and principles do we need to focus on?

- What did we learn in the past that we do not want to recreate?
- Can we create new principles of engagement that are intentional about the values we want to move forward?

How can we share power and decision-making authority to build equity?

- What does it mean to build a shared agreement about how we want to move forward?
- How do you build capacity?
- What new tools need to be created?
- How are you going to build consensus with community?

What knowledge and skills do we need to build up to ensure that we are able to effectively lead new strategies aimed at advancing equity?

- How can train and provide resources to government and community stakeholders?

What can you do in your work to “Reclaim our Present”?

- **Co-create new values and commitments** that embrace equity with populations who have been impacted and/or harmed.
- Create opportunities for **knowledge-building, skill-building, & community-building**.
- **Empower community tables** to be partners in creating and driving solutions to past harms.
- Support the growth and development of emerging leadership, including by creating **new leadership opportunities**.
- Leverage, highlight, and celebrate **existing community assets**.
- **Provide resources and training** where needed to support community and department staff.

REIMAGINING OUR FUTURE

Embrace accountability by envisioning a more inclusive future state and designing policies to produce and sustain more equitable outcomes.

Guiding Questions

What values and principles do we need to focus on?

- What policies, programs, or practices need to be created? What needs to be dismantled and replaced?
- What are some bold, imaginative ideas for creating a new way of doing business?
- What structures of accountability need to be in place to sustain the change?
- How will we measure success?
- How can we build a continuous feedback loop? Are we prepared to iterate along the way?

What can you do in your work to “Reimagine our Future”?

- **Create visioning opportunities** to identify desired outcomes with communities most impacted.
- Design **policies, programs, and practices that aim to rectify past harms** and prevent reoccurrence.
- **Be clear about what success would look like**. Ensure that you understand the community’s perspective vs. your departments.
- **Publish data and/or engage with the community** to encourage accountability measures.
- Set up reoccurring **check-ins with communities most impacted** to evaluate success and determine if changes/alterations are needed.

WHAT OTHER WAYS CAN YOU **REFLECT, RECLAIM, REIMAGINE** IN YOUR WORK?