

Community Engagement for Equitable Systems Change Birthing and Cultivation Manifesto

As we seek to birth and cultivate a set of powerful, flexible, adaptive tools and frameworks that can advance equitable systems change, we will be guided by the following:

- We will choose language that looks to the ways the natural world organizes itself, language that grounds us in the organic, cooperative, interconnected, adaptive and generative cycles of creation.
- We will disrupt perfectionism and the lie that being messy means we are inadequate or inferior. We will pause and name when we are being driven by anxiety, fear or urgency. By embracing half-baked ideas and imperfect sketches we are cultivating organic creativity and unshakable belonging.
- We will remember that investing in our process of birthing and cultivating is not just about the tools and frameworks we produce, but about developing a model of collaboration that offers an alternative way to develop solutions to systemic problems.
- We will press into the tension we may feel in finding the balance between birthing tools and frameworks that are radical & revolutionary as well as practical & applicable.
- We will trust ourselves and each other to birth these tools. We will remember that all of us have nurtured, drafted, designed and developed many times in many contexts and we can tap into our wisdom and experience.