

Nexus Community Partners

# Culture of Care

FEBRUARY 2023





**What makes you feel  
cared for?**





# In who we are and what we do...

Nexus Community Partners builds engaged and powerful communities so that each and every person can flourish in a joyful and abundant life.

For this to be possible, we must usher out the rigged rules, attitudes, and practices that concentrate wealth and power in fewer and whiter hands, and usher in ways of living working, and making decisions together that nourish communities for this generation and generations to come.





**You cannot change any society unless you take responsibility for it, unless you see yourself as belonging to it and responsible for changing it.**

**- GRACE LEE BOGGS**



# Goals

- **Articulate & acknowledge core components of Nexus' culture**
- **Understand how our culture influences approach to community programs**
- **Understand influence on staff well-being**
- **Recognize significance of cultural practices**



---

# Curiosity

---

- **How well does Nexus foster a sense of belonging, mutual respect and responsibility for staff as individuals and as an organization (as a whole)?**
- **How does Nexus build, support and affirm staff ownership, leadership and authorship?**
- **What ripple effects might Nexus culture of care have on our programs and stakeholders?**





# Culture is...

**Contextual**

**Shared expectation**

**Nuanced patterns**

**Not individual**

**Not static**

**Lens for meaning-making**

**Learned way of knowing**

**Layered, robust,  
sustainable**



---

# **Working through**

---

- **Healing and confronting past trauma**
- **Individual exploration, NOT individual process**
- **Trust & Vulnerability**
- **Collective accountability**



# Practices

**Attend to relationships**

**Un/Structure**

**Sit with tension**

**Share Lived experiences**

**See whole person**



*All that you touch you change*



**CARE OF**  
**COMMUNITY**

*All that you change changes you*



*All that you touch you change*



**CARE OF  
EACH OTHER**

*All that you change changes you*





**How can you  
demonstrate care?**