



CO-CREATING EFFECTIVE & INCLUSIVE ORGANIZATIONS

# SEEDING CONSCIOUS CO-CREATION



## PROGRAM OVERVIEW & APPLICATION GUIDE

# THE CALL

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Vision Holders of all kinds you are invited to apply for CEIO's support in forming and sustaining a Seeding Conscious Co-creation community of practice circle. These groups will meet regularly toward a shared idea or concern and will practice creating greater equity, justice, well-being, and liberation within the larger community. The prevailing intention is to widen the awareness, practice, and use of conscious co-creation.

The core technology of CEIO is conscious co-creation, or conscious use of power. "Conscious use of power" in every moment invites us to be aware of how we are using our power to create the world in which we live, for better or worse. We believe this core technology is the vehicle to move us all forward. When operating from a conscious co-creative mindset there is inevitably more space for justice, equity, inclusion, and belonging to take root.

With the launch of this new opportunity for community leadership, CEIO is using its power to deliberately cultivate a field where more seeds of change and liberation can be nurtured, watered, and supported so they can take root and sprout. Seeding Conscious Co-Creation Vision Holders will come in many forms to support the transformation of people, organizations, and the larger community. They may show up as narrative shifters, movement builders, place makers, doctors, space holders, activators, artists, dream catchers, engineers, scientists, writers, law and policy shapers, healers, organizers, medicine makers, listeners, growers of food, protectors of water, teachers of the children. This list is limitless.

CEIO is geographically centered within the Greater New Haven area and will prioritize applications from this area however, we are open to receiving applications from aligned applicants from across the state of Connecticut for this opportunity.

***"The more people who co-create (we would say consciously co-create) the future, the more people whose concerns will be addressed from the foundational level in this world."***

***~Adrienne Marie Brown***

# ABOUT CEIO

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## MISSION

The purpose of Co-Creating Effective & Inclusive Organizations is to increase inclusivity, justice and conscious co-creation.

## VISION

We envision communities where the voices of all its members are included in shaping their personal, family and community life. Community members recognize and act on their power to influence and make change within these circles and are supported to do so.

## VALUES

CEIO is a living practice in conscious co-creation and loving responsibility to all. In order to be true our vision we center practicing these values:



Conscious Co-Creation: conscious use of power as individuals and as organizations



Co-learning/teaching in communities of practice



Whole systems transformation



Inviting, listening, honoring people's stories

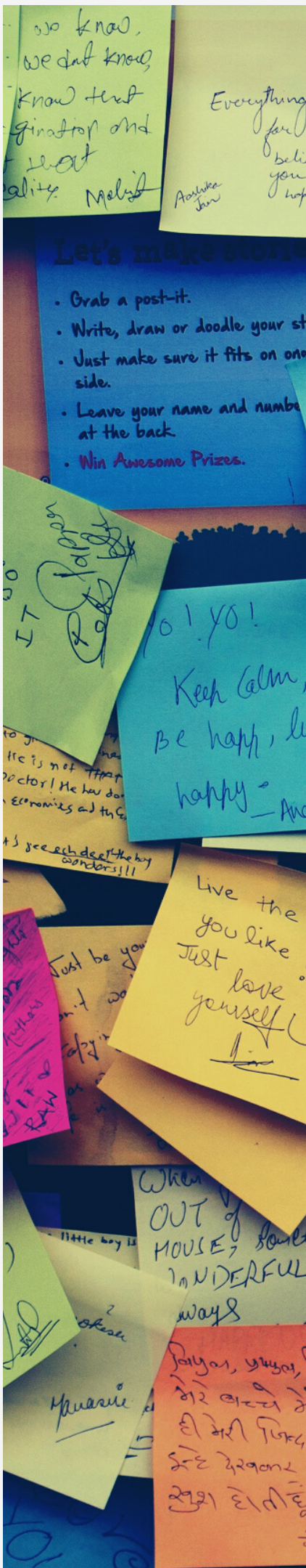


Justice: equitable sharing of power throughout the community



The 'Co-Creating Effective and Inclusive Organizations' Project began in April 2011 as a two-year pilot funded and led by Bill Graustein and Niyonu Spann to increase inclusivity, justice and conscious co-creation in New Haven.





# What is a Community of Practice?

*“Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact over time: a band of artists seeking new forms of expression, a collective of engineers working on similar problems, a group of students defining their identity in their schools, a network of surgeons exploring new techniques, a gathering of first-time teachers helping each other succeed. In short: Communities of practice are formed by people who engage in a process of collective learning in a shared category of human endeavor.” \**

For the past 10 years CEIO has made its work to support organizers and community serving organizations in communities of practice for transformational systems change. The learning has centered around how to increase the practice and beingness of conscious co-creation, equity, justice, and inclusivity within individuals, organizations, and the larger community. The circle has included 8 community serving organizations, 21 organizers, and what has come to be the Deeper Change Community- a growing collective of hundreds of Deeper Change Forum attendees.

During this next phase of CEIO our intention is to widen the circles of learning and leadership.

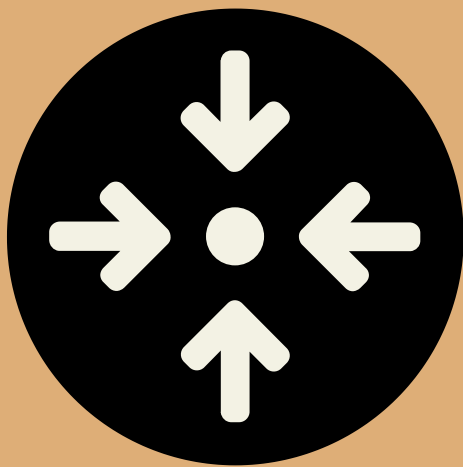
\*Situated Learning, Lave & Wenger, (1991)

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## COMMUNITY OF PRACTICE STRUCTURES

### LIBERATION CIRCLES

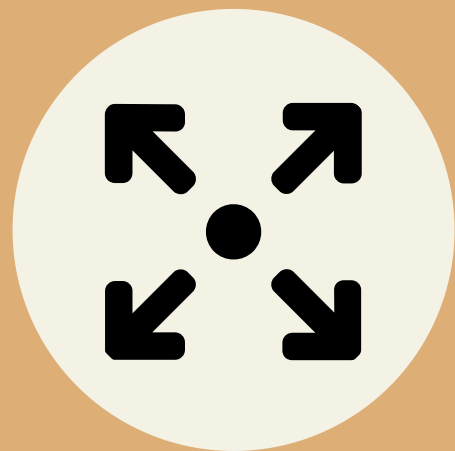


**A community of practice that has recurring sessions with a common goal.**

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Example: A group of art teachers from across the city who meet regularly to create a curriculum that inspires students to create art that disrupts injustice.

### REGENERATIVE CIRCLES



**A community of practice that intends to generate other communities of practice as its purpose- aiding in the continuation of widening circles of participation.**

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Example: A racial affinity healing group for Black men who meet weekly in the practice of mindfulness activities as tools to heal from the impacts of racial trauma that plans quarterly Citywide Healing Salons for Black Men on healing from the myth of Black inferiority and white supremacy.

**CEIO WILL ACCEPT  
APPLICATIONS FOR  
SCC COMMUNITIES OF  
PRACTICE FORMING IN  
EITHER ONE OF THESE  
STRUCTURES.**

# SEEDING CONSCIOUS CO-CREATION

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## PROGRAM OVERVIEW

CEIO is accepting applications from **July 1, 2020 - August 30, 2020**. There will be an interview process after which the selection committee will announce the first cohort of Seeding Conscious Co-Creation (SCC) Vision Holders by **September 30, 2020**. Cohort programming will begin with a Kickoff Retreat **October 25th-27th, 2020**.

### CEIO OFFERS SEEDING CONSCIOUS CO-CREATION VISION HOLDERS:

- Pairing with a Support Guide who will inspire, assist, and witness the process and development of each SCC community of practice circle.
- Financial Sponsorship up to 1 year- Eligible expenses include:
  - Honorariums and contracts for Vision Holders, facilitators, and other subcontractors
  - Local transportation costs
  - Food & Accommodations
  - Supplies and expenses directly related to running your community of practice circle
  - Fees for use of physical and virtual spaces for gathering
  - Additional training and development opportunities
- Invitations to attend and/or be sponsored to attend CEIO Core Development programs as well as collaborative programs including CEIO Community of Practice Learning Days, the Community Leadership Program, Beyond Diversity 101, and Story Week.

### SEEDING CONSCIOUS CO-CREATION VISION HOLDERS AGREE TO:

- Meet regularly with their paired Support Guide
- Attend all mandatory program sessions:
  - Kick Off Retreat - **October 25-27, 2020** (Sunday evening - Tuesday afternoon)  
The opening retreat is a requirement for participation.
  - (2) SCC Vision Holder's Forums **(TBD)**
- Launch a SCC community of practice either as a liberation or regenerative circle
- Give a presentation at the CEIO Dream & Activation Deeper Change Forum - **April 29, 2021**

### ADDRESSING COVID-19

***CEIO holds the health, safety, and well-being of the community in the highest of regards. As Connecticut "re-opens" we will continue to monitor state health trends and state guidelines and regulations on gathering and social distancing. We will keep you informed if there are changes to our program projections due to COVID-19. Our info sessions will be held on Zoom for safety and convenience purposes. We are also inviting applicants to share a COVID-19 inclusionary plan in the online application.***

# SEEDING CONSCIOUS CO-CREATION

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## PROGRAM COMPONENTS

### RADICAL CARE

Seeds have the best opportunity to take root and sprout when they are covered in rich soil, watered in, provided warmth, and cared for. It is our intention to practice radical care for the SCC Vision Holders. In combination with sponsorship, CEIO provides a skilled and thoughtful Support Guide for each project and begins the program with a cohort kick off retreat.

- **Support Guides:** Each project will be assigned a Support Guide to assist in the development of the project. They will meet regularly with their assigned Vision Holder(s). Guidance will include thought partnership, coaching, technical support and wellness & resilience facilitation.
- **Kick Off Retreat: October 25-27, 2020 | Wisdom House Retreat & Conference Center | Litchfield, CT.** The SCC Vision Holders Kick off Retreat creates an inspiring and nurturing environment for all of the Vision Holders, Support Guides, and CEIO's Core Team to convene, be inspired, learn together, and collectively hold the dreaming and intentions of the emerging communities of practice. This overnight retreat will offer radical hospitality with overnight accommodations, healthy, nourishing foods and wellness/body care activities. The intentions of this retreat are to activate a generative community of practice for the SCC cohort and to ensure the Vision Holders feel supported and inspired as they begin the cultivation of their projects. ***[An alternate virtual experience will be held if COVID-19 restrictions are mandated by the state.]***
- **Reflection & Amplification:** The 2021 CEIO Dream & Activation Deeper Change Forum is dedicated to the SCC Vision Holders to be seen, heard, and amplified by the Greater New Haven community. Each team is invited to present at this forum on **April 29, 2021**. Deeper Change Forums create spaces that invite fundamental transformation. A change that is so deep that a return to previous conditions is utterly inconceivable. CEIO Deeper Change Forums invites a wide variety of presenters to teach, inspire, and move our community toward liberation and deep level transformation on individual, organizational, and community levels.

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## APPLICATION GUIDE



### WHO CAN APPLY?

Vision Holders can apply as individuals or as a team of up to 3 people. CEIO will not accept applications for the SCC Initiative from organizations. Organizations can engage with CEIO through our Community Partnership Organization and Keeping Accountable to Liberation & Equity programs.



### APPLICANT VISION HOLDERS:

- Reside in the the state of Connecticut
- Understand and are in alignment with CEIO's values, mission & vision (see page 3)
- Are 17 years of age or older



### ACCEPTED APPLICATIONS WILL INCLUDE:

- A completed online application
- An up to 1 year projected budget for facilitating and running your community of practice circle\*\*\*
- A narrative that:
  - Illustrates the vision of the new or newly forming community of practice.
  - Explains how the community of practice circle will positively impact increasing equity, liberation, justice, and well-being locally for individuals, organizations, and/or the larger community.
  - Demonstrates the project's clear societal/systems level impact:
    - Explains how the community of practice is supporting liberation and healing from patriarchy, the myth of white supremacy, heteronormativity, **and/or** other forms of systematic oppression.
  - Includes a plan of how your community of practice will operate in accordance with local and state COVID-19 guidelines.

**\*\*\*We will be exercising equitable practices in determining how many SCC community of practice circles will be sponsored with the \$100,000.00 budget that is allotted for this initiative.**





## HOW TO APPLY

- Attend an Information Session! We will be hosting three information sessions. You are invited to join us to learn more about the initiative and to ask any questions you may have. Though the information sessions are not mandatory to apply CEIO greatly encourages you to attend one. **SEE DATES BELOW.**
- Visit **www.ceio.org** to access the application form. Please contact the SCC program director Hanifa Nayo Washington at [scc@ceio.org](mailto:scc@ceio.org) if you require support accessing the application or need a printed out version to complete.
- The application process will open on **07/01/2020** and close at 11:59p on **08/30/2020**. Late applications will not be reviewed.



## IMPORTANT APPLICATION PROCESS DATES



Application Process Opens: Wednesday, July 1, 2020



Info Session 1: Friday, July 24, 2020 | 7:30 - 8:45p | Zoom | RSVP @ [www.ceio.org](http://www.ceio.org)



Info Session 2: Monday, August 3, 2020 | 4:00 - 5:15 p | Zoom | RSVP @ [www.ceio.org](http://www.ceio.org)



Info Session 3: Saturday, August 8, 2020 | 10:00 - 11:15a | Zoom | RSVP @ [www.ceio.org](http://www.ceio.org)



Application Process Closes: Sunday, August 30, 2020



Application Review & Selection Process: August 31 - September 20, 2020



Selected Vision Holders Announced: September 30, 2020

## LOOKING FOR SUPPORT?

This program is under the guidance of Hanifa Nayo Washington, CEIO's Director of Community Engagement. Please email **[scc@ceio.org](mailto:scc@ceio.org)** for support.