# Guided Meditation

**Thank you for taking this time for yourself. May you continue nurturing your healing aura with compassion, calm, and intention.**

# Exploring

## Sustainable Creative Workflow

Living Practices Outside of
Extractive Workforce Culture

REGENERATIVE PRACTICES - EAP 2025-2026

# Regen Team

For Our Presentation, we will refer to the Regenerative Toolbox



**Bobbi**

A multidisciplinary practioner weaving together art, healing and community care spaces that support in self expression, sustainability and creative growth.



**Keena**

Arts & Culture bearer, muralist and workshop facilitator centering holistic wellness, ancestral wisdom and liberation though Art & Plant medicines.



**Tracy**

Youth Mentor and Interdisciplinary Muralist advancing culturally grounded healing, community empowerment through public art.



**Araceli**

Community organizer, advocate and researcher with a focus on cultural work with youth, Indigenous people, immigrants, and LGBTQ+ communities.



# RESEARCH JOURNEY

- modeling regenerative practices in arts and community-based work,
- long-term sustainability and addressing burnout.
- centering experience and cultural knowledge as expertise

# Research Questions

What structures or frameworks can help artists advocate for regenerative working conditions, including fair compensation, post-offering care & protections when facilitating healing-centered community work?

How can the research process itself model regenerative practice for working artists, ensuring that collaboration, care, and reciprocity are embedded in the way knowledge is created and shared?

How can artists' lived experience, cultural knowledge & embodied expertise be recognized and valued alongside traditional credentials within arts and nonprofit institutions?

# Embodied Research Practices

## Definitions

### Regenerative

Goes beyond sustainability (doing no harm) by actively improving, healing, or revitalizing natural and social systems. (Mariam-Webster)

### Embodiment

is the active, conscious process of inhabiting your physical body and experiencing life through its immediate sensory awareness. (Trauma Research Fd.)

### Cultural Expertise

Helps explain cultural norms, traditions, and social practices that influence the behavior of individuals and communities involved.  (K-Peritia)

# Regenerative Practices Toolbox - Workshops

**Meditation**

A quick grounding meditation to help you reconnect with yourself and reset throughout the day.

*Bobbi*

**Color Alchemy**

Recite these affirmations while placing a hand over each energy center starting from the waist and rising to the crown.

*Keena*

**Sensory Tools**

Exploring sensory objects to explore different textures and motions to help regulate, recenter focus & energy.

*Tracy*

**Moon Rituals**

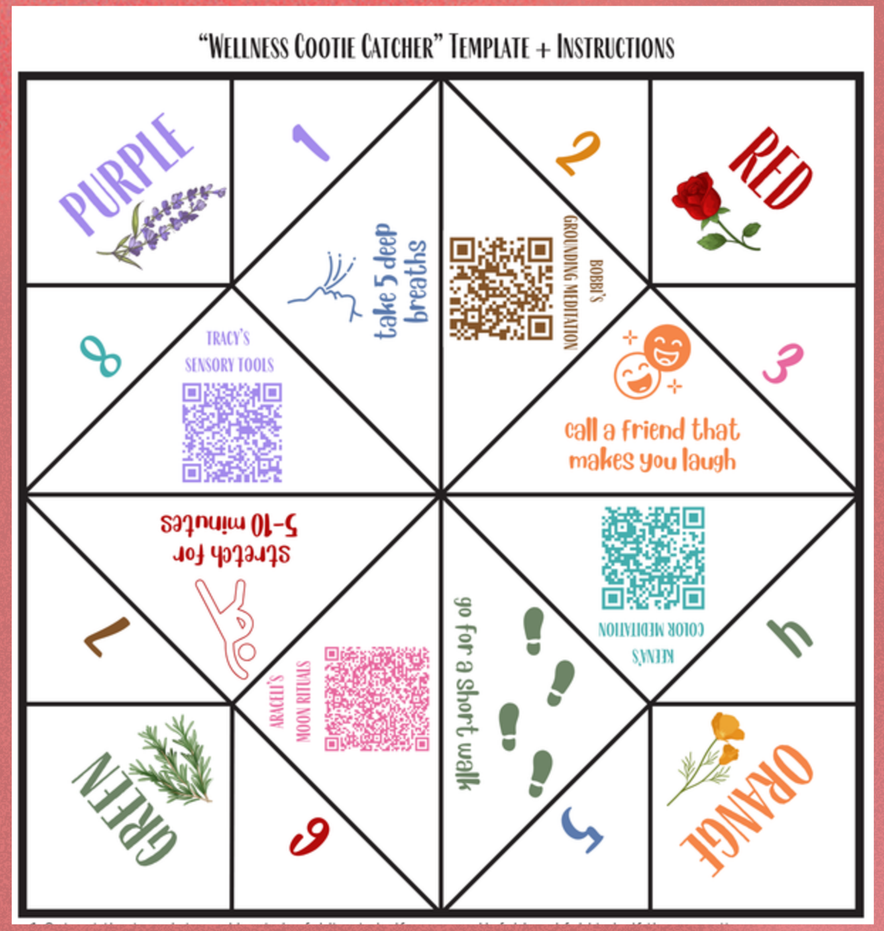
Based on the closest cycle of the moon, New or Full, follow a set of reflective questions to set intentions and practice gratitude

*Araceli*



QR CODE TO TOOLBOX

# Regenerative Practices Toolbox Materials




STYLE 1: COOTIE-CATCHER




STYLE 2: ZINE

# Data: Aggragate Survey Responses

Question: How can artists' lived experience, cultural knowledge & embodied expertise be recognized and valued alongside traditional credentials within arts and nonprofit institutions?

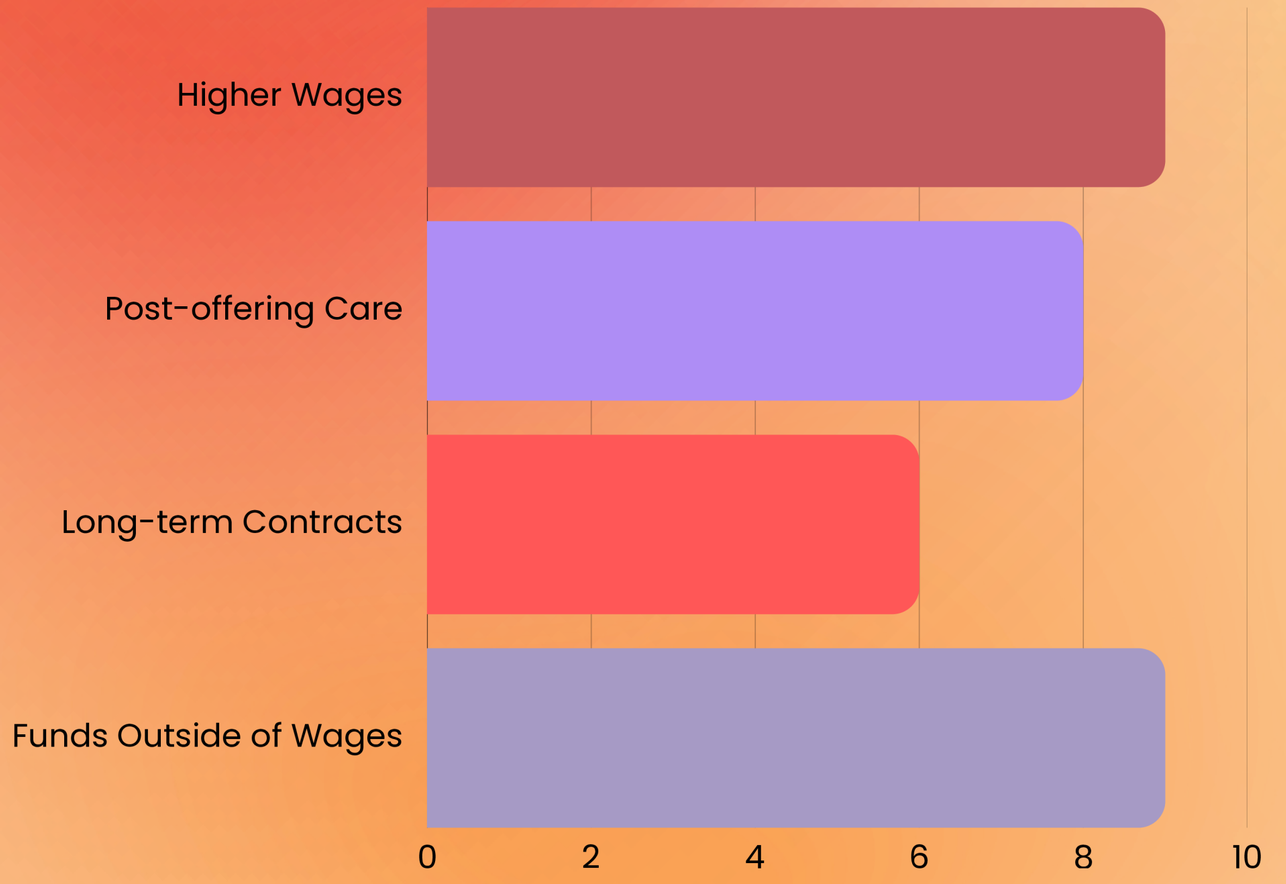
***"Honoring their contributions and presence by paying them, not being extractive and exploitative, bringing elders and community leaders in, integrativing the institutional knowledge with communual and lived experience and expertise."***

***"Hiring BIPOC, creating spaces for cultural healing modalities because we heal different, and we heal in community"***

***"Allowing these practices to be taken as a form of medicine/ritual/self-care needed for the soul and body, to restore years of oppression."***

***"Change the hiring and application process so that people can submit examples of their work instead of just a written application. Involve artists and culture keepers that hold traditional knowledge and community knowledge from the beginning of the project Have flexible working hours and formal compensation."***

# Data: Aggragate Survey Responses




**Question: In your work as an artist or cultural bearer, what could work spaces offer to improve your working conditions?**

**Other Suggested Offers**

- *Meditation room, access to sensory fidgets, a therapist onsite*
- *Longer breaks, breathing exercises*
- *Studio space, places to practice and store materials*
- *Business development, retirement plans and healthcare support*
- *Full-time employment, sponsorships, commissions, connections to corporate partnerships*
- *Access to housing assistance/aid, basic needs (food, shelter, hygiene/bodily care)*

# Interpreting Results

Artists, cultural bearers and creative workers need to have their basic needs met hollistically. The resources and funding that is offered must be increased, standarized and secured to ensure they are compensated fairly and treated with dignity.

Employers and workplaces must allocate time, space and funding to create budgets that prioritize the wellbeing of their workers including mental and physical health resources, and educational and artistic development opportunities

The results show that artists and creative workers need fair pay, long-term support, and holistic care to sustain their work and wellbeing. These findings emphasize the importance of investing in artists beyond temporary projects or performances.

# Beyond This Research

**What is missing? What else can these questions answer?**

**An analysis of how artists advocate for better funding and more resources, and which employers or organizations may already be doing this work**

**What can organizations do to further their commitments?**

**Revise their practices and find ways to prioritize funding, even if starting out small, by including community and artist input to create pathways that will improve the current status**

**How else can community participate?**

**Artists, cultural bearers and creative workers must find ways to create solidarity by sharing resources and upholding industry standards (open platform,art coalitions or artist unions)**

# Implementing Regenerative Practices

How can the information that was presented inform the way you make policy decisions for your organization?

Is there a suggestion from this presentation's data that you may be able to incorporate?

**TURN TO A NEIGHBOR AND SHARE YOUR ANSWER**



# THANK YOU FOR YOUR TIME AND ENERGY