

Summer Retreat 2024

Restorative Healing

Call for Facilitators

Deadline for applications: 12 May 2024, 23:59 CEST

Date: 22-25 August 2024 (arrival on 22 August, departure 25 August afternoon)

Location: Austria (TBC)

We are **seeking facilitators** for ENAR's Summer Retreat with expertise in designing and holding spaces for participants to heal, and centre community wellbeing in their work and activism. Racial justice work and conversations often involve oppression and harm. We want to begin to shift the dynamics in ENAR's racial justice organising to account for activists' joy, wellbeing, and liberation, and to build solidarity within the ENAR Network through fostering community healing and building a sense of community.

Does this sound like you? Read more about the Summer Retreat below.

The ENAR Network is a network of activists, community organisers, human rights defenders and campaigners working tirelessly to combat structural racism towards an equitable Europe. The nature of the work we do and the energy it requires means that members of our community often face harm, violence, and can reach burn out.

Our Network is at the heart of ENAR's work, and it is one of our strategic objectives to create and sustain diverse safer spaces for members. We want to nurture our Network, and care for the activists and organisations paving the way for radical systemic change in Europe.

ENAR is organising its annual Summer Retreat in 2024 to create a space to centre healing, wellbeing, joy, and liberation in our practice. We will come together and work to undo harm, build solidarity, and heal in an atmosphere free from interpersonal and structural violence.

In the current digital age, the omnipresence of social media has brought the harsh realities of genocides and systemic violence to the forefront of our daily lives. Anti-racist activists, in particular, are confronted with a steady stream of traumatic images, stories, and news that can evoke a range of intense emotions. Witnessing such atrocities can lead to feelings of powerlessness, deep-seated guilt, and a pervasive sense of being lost in the face of overwhelming injustice. These emotions can take a toll on the mental and emotional well-being of human rights

defenders, potentially impacting their ability to sustain their advocacy and support for affected communities.

Recognising the urgent need to address these emotional challenges, this restorative healing activity aims to support anti-racist activists in their journey towards healing, empowerment, and sustained advocacy by providing space for them to process their feelings, find solace in community, and explore tools for resisting oppression.

We want to:

- Provide a safer and supportive space for anti-racist activists to **share and process their emotions** in response to witnessing violence and injustices through the news and on social media.
- Cultivate a sense of community and solidarity by actively listening to and validating each other's experiences, fostering a **supportive environment for healing and growth**.
- Offer guided meditation and dialogue sessions to help participants navigate feelings of powerlessness and **explore strategies for self-care and emotional restoration**.
- Empower participants with tools and resources to channel their emotions into meaningful advocacy and action, reinforcing their commitment to the anti-racist cause and **promoting sustainable engagement**.
- Encourage participants to reflect on their personal experiences and set intentions for moving forward, **promoting a sense of renewed purpose** and resilience in the face of ongoing challenges.

Responsibilities of the Facilitators

The responsibilities of the facilitator would include:

- Co-develop and prepare the content flow and session outlines.
- Participate in online coordination meetings related to the activity.
- Co-facilitate the sessions during the activity between 22-25 August (2.5 working days).
- Conduct an evaluation with the participants of the activity.
- Prepare a short facilitator's report containing a summary of methods used and tools for wellbeing that can be implemented within organisations and community spaces.
- Facilitate a safe and inclusive space for healing conversations that contribute to individual and collective recovery and wellbeing.
- Collaborate with another facilitator for the preparation, delivery, and evaluation of the activity.

Expertise and Profile of the Facilitators

The facilitators should ideally have:

- Good understanding and knowledge of anti-racism and social justice activism.
- Experience in implementing and facilitating activities using non-formal methodologies.

- Knowledge of healing and community wellbeing practices and familiarity with various approaches to personal and collective healing, such as trauma-informed care, mindfulness, and stress management.
- Understanding of community building principles and strategies.
- Ability to provide practical guidance on self-care, collective-care, boundary-setting, stress management and building resilience in the face of challenges that anti-racists activists face.
- Strong facilitation skills to create a safer and inclusive environment for very diverse participants that provides spaces for storytelling and sharing of experience.
- Possible professional background in psychosocial support.
- Availability to attend the 2-3 online preparatory meetings and commitment to ensuring successful organisation of the Summer Retreat.
- Potentially arriving a day earlier to the venue for a final preparatory meeting (21 August) and leaving on the evening of 25 August.

We will prioritise people from racialised communities as facilitators.

Contract Conditions

The facilitators will be paid for the services provided. The fee in the amount of 3750 EUR is for the entire involvement (online preparation with the team, delivery of the activities, short evaluation after the activity and preparation of a summary of the methods used).

The activity covers 7 working days with preparation and reporting included. Accommodation, food, and travel costs will be covered for the in-person event.

The facilitator fee will be paid after the completion of the service and upon the presentation of an invoice by the facilitator. We are only able to engage with facilitators that can provide an invoice from one of the EU/EEA countries.

How to apply?

Please email a CV with highlighted relevant experience, a list of past implemented activities, as well as a cover letter to pia@enar-eu.org by **12 May 2024 (23:59 CEST)**.

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