

INDIVIDUAL QUESTIONNAIRE

Take 5 minutes to answer

"Pause... Take a deep breath... Take the time to reflect and answer these questions...with your heart"

This questionnaire is the result of our institutional practices and reflections:



To answer the questions mark **X** in the checkbox that applies

CarelsPolitical

INDIVIDUAL LEVEL

YES NO

- Do you sleep 8 hours per day?
- Do you avoid eating while working?
- Do you check your phone as soon as you get up?
- Do you only work in your office hours?
- Have you ever canceled personal appointments or family plans for your work?
- Do you procrastinate going to the doctor?
- Do you dedicate time to at least one activity or hobby outside of work to unplug?
- Do you have a practice of care while you are travelling?

ORGANIZATIONAL LEVEL

YES NO

- Do you take short breaks while working to stretch, have a coffee with your colleagues, etc?
- In your organisation, can you freely and without judgement express your tiredness or exhaustion?
- Is there a safe space within your organization where you can process the feelings caused by the work you do or do you count with support to deal with secondary trauma?
- Do you have an ongoing policy of care within your organisation?
- Do you guarantee workers rights, including benefits, working hours and fair pay?
- Does your organisation have team building time throughout the year?
- Does your organisation revise power relationships and takes necessary steps to change them (if needed)?
- Does your organisation have a security protocol in place in case of virtual attacks, trolling, emergencies, harassment or intimidation?
- Currently, does your organisation have policies that care for the planet (i.e. carbon emissions due to travel, paper use, etc)?

GRANTEES AND PEOPLE WE WORK WITH

YES NO

- When you invite allies, counterparts or speakers to meetings do you take into account the hours travelled?
- Do you prioritise money vs. wellbeing when inviting allies, counterparts or speakers to meetings you organise?
- Are wellbeing and care in your funding priorities?
- When funding an activity, project or a proposal do you make sure workers rights are guaranteed and funded?
- In your organization, are protection and security key elements for sustaining movements and activists?
- Do you advocate for better caring and security practices in your network?
- Does your organisation currently have in place safe and secure channels of digital communication for all staff, activists and orgs you work with?
- Does your organization have programs that support the work done by defenders who protect and care mother earth, territories and common goods?

How did you feel responding and thinking about these questions? What practices should be reinforced or maintained? What new individual and collective practices should start in your daily work to care life? JOIN THE CONVERSATION



/FRIDAFund
/FondoAcciónUrgente-LAC



@fondoaccionurgenteal
@fridafund



/FRIDAFund
/FAU_LAC

www.FONDOACCIONURGENTE.org.co

www.YOUNGFEMINISTFUND.org

CarelsPolitical