nRhythm Design Sprint

# Re-Creating Community: Embracing Race and Raising a Brave Generation Together
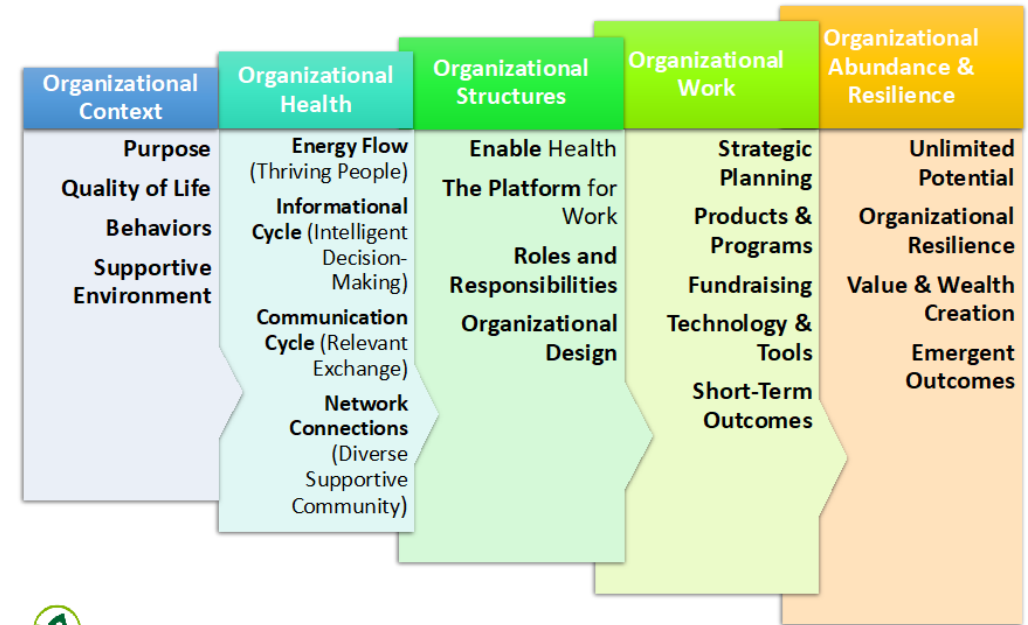
April 27, 1-2pm ET

@nRhythm.co

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# About nRhythm Design Sprints

nRhythm Design Sprints are 60-minute intentionally structured conversations designed to re-imagine systems – from agriculture to capitalism to the built environment. We interview leaders across a variety of industries utilizing nRhythm's Regenerative Framework to frame and land the conversation operationally in order to inspire and ignite systems change locally and globally.

- **Context.** What is the big why? What is the quality of life in a regenerative agricultural system? What behaviors do we need to live into in order to regenerate agriculture?
- **Health.** How can we enable the health of the system?
- **Structures.** What structures that would enable the health of the system and create the impact that we all want?
- **Work.** What work will we do to realize the context?
- **Abundance.** What does abundance and unlimited potential look like in the system?

The following slides capture the conversation.

**The Regenerative Framework**

| Organizational Context | Organizational Health | Organizational Structures | Organizational Work | Organizational Abundance & Resilience |
|---|---|---|---|---|
| Purpose | Energy Flow (Thriving People) | Enable Health | Strategic Planning | Unlimited Potential |
| Quality of Life | Informational Cycle (Intelligent Decision-Making) | The Platform for Work | Products & Programs | Organizational Resilience |
| Behaviors | Communication Cycle (Relevant Exchange) | Roles and Responsibilities | Fundraising | Value & Wealth Creation |
| Supportive Environment | Network Connections (Diverse Supportive Community) | Organizational Design | Technology & Tools | Emergent Outcomes |
| | | | Short-Term Outcomes | |

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# About EmbraceRace

EmbraceRace supports parents, guardians, educators, and other caregivers working to raise children who are thoughtful, informed and brave about race so that U.S. multiracial democracy can thrive. We identify, organize, and create the tools, resources, discussion spaces, and networks to nurture resilience in children of color; nurture inclusive, empathetic children of all stripes; raise kids who think critically about racial inequity; and support a movement of kid and adult racial justice advocates for all children.
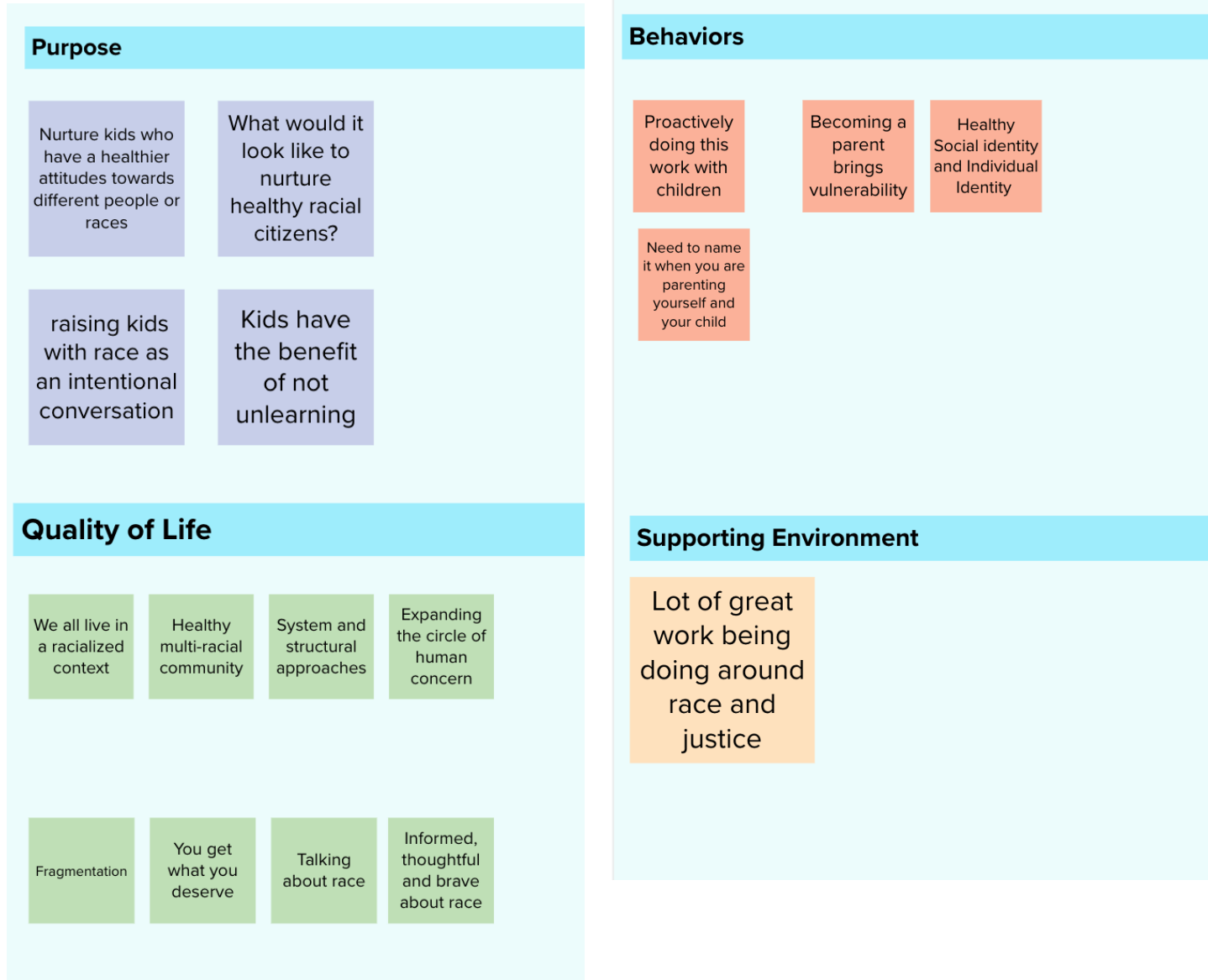
# CONTEXT

A system's Context provides a shared purpose for all decision-making. This purpose must be clear, meaningful and co-owned by all members. This Context should also include agreements on desired behaviors for engagement between members.

We explored questions such as:

- What gives you the most energy doing this work?

- What brings you to this work?

## Purpose

| | |
|---|---|
| Nurture kids who have a healthier attitudes towards different people or races | What would it look like to nurture healthy racial citizens? |
| raising kids with race as an intentional conversation | Kids have the benefit of not unlearning |

## Quality of Life

| | | | |
|---|---|---|---|
| We all live in a racialized context | Healthy multi-racial community | System and structural approaches | Expanding the circle of human concern |
| Fragmentation | You get what you deserve | Talking about race | Informed, thoughtful and brave about race |

## Behaviors

| | | |
|---|---|---|
| Proactively doing this work with children | Becoming a parent brings vulnerability | Healthy Social identity and Individual Identity |
| Need to name it when you are parenting yourself and your child | | |

## Supporting Environment

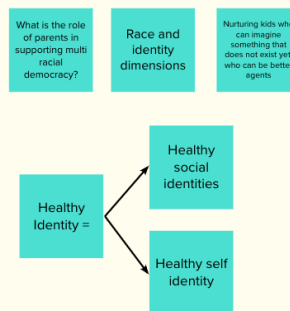Lot of great work being doing around race and justice

# HEALTH

Insights derived from living ecosystems, these foundational processes are core for a healthy functioning environment. The fundamental belief is that systems must create the conditions for members to thrive. Abundance and resilience emerge as a by-product of the system. The active processes include:

- **Energy Flow:** Energy Flow is the energy created and transferred between members of a system. The more engaged and thriving the members, the greater the energy flow.

- **Communication Cycle:** Core to the success of any system is the delivery and exchange of intelligence and wisdom to all its members. Healthy systems have open, transparent flow of information that is actively exchanged with members.

- **Network Connections:** The mutualism, diversity of connections, and transparency that exist within the system will enable the operating environment to thrive.

- **Informational Cycle**: Healthy systems are receptive to new ideas and thinking by learning from previous decisions. Healthy decision-making is contingent upon wisdom being generated by the system.
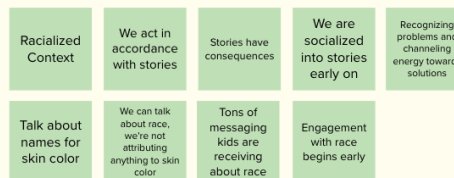
We explored questions such as:

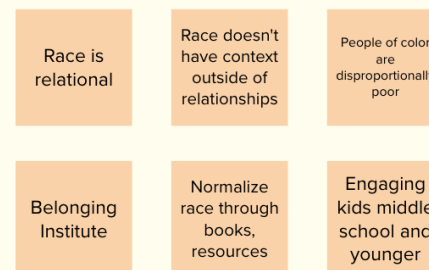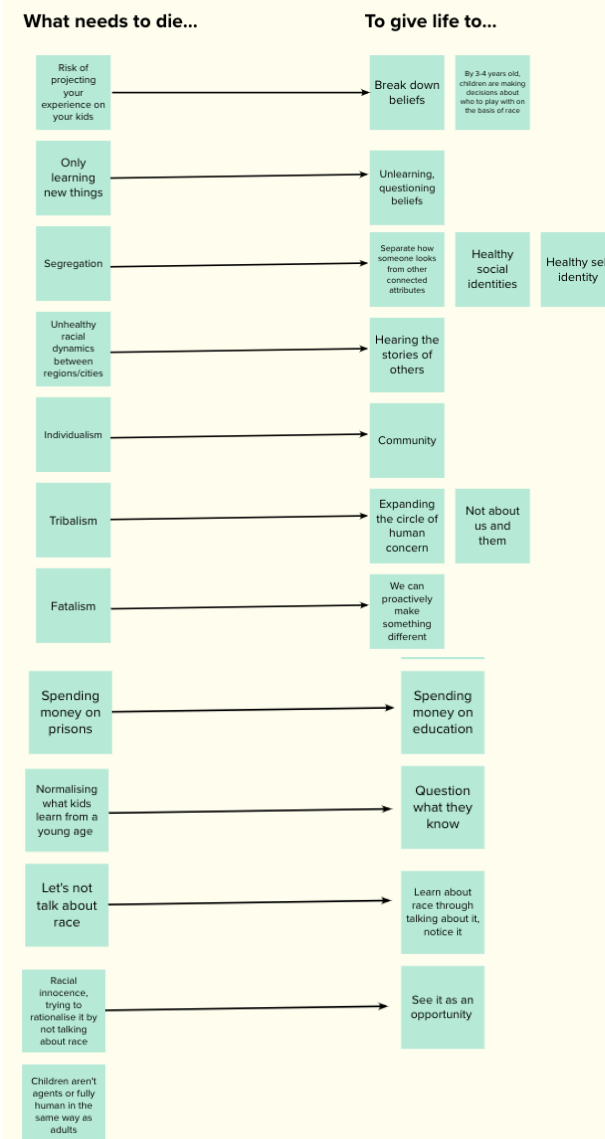- Who are you partnering with to do this work? How would you like to increase your partner network?

# STRUCTURES

Structures should be designed to enhance or strengthen the intrinsic health (Energy Flow, Informational Cycle, Communication Cycle & Organization Connections) of the system. Here are a few examples of operating structures: 1) Roles and Responsibilities, 2) Governance, 3) Meetings, 4) Monitoring and Evaluation. However, all structures must adapt and evolve with the current operating conditions to maintain relevance.

We explored questions such as:

- What is role of parents and other care givers? What behaviors should we be striving for?

- What is the role of Children's learning in this?

## STRUCTURES

| | |
|---|---|
| How systems and structures shape the experience | Nurture kids as Agents |
| Education | Community Design (neighborhoods) |

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# WORK

Work is about the design and implementation of the vision and goals in the system. This involves agreeing upon and prioritizing the primary strategies and/or activities to create the most impact. In a healthy system, all of the activities are being achieved while being rooted in its purpose and without compromising the health of its members.

We explored questions such as:

- What are some initiatives Embrace Race is working on, and how can other's get involved?

## WORK

| Storytelling | socialized into certain or specific story | Segregation/ Fragmentation |
|---|---|---|
| Middle School Children and Younger | Resources for Caregivers | Early-learning communities (parents-Educators) |
| Robust pipelines for new work | Research | Storytelling Coaches |

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# ABUNDANCE

Abundance is the outward manifestation and ideal state of the work we are doing in the world. It is deeply rooted in our context without time boundaries and limitations. It is the ultimate expression of the transformation we would like to see in the world.

We explored questions such as:

- What community structures do we need to re-create or create for the first time?

- What is the role of our civic and government systems – education, childcare, government?

## ABUNDANCE

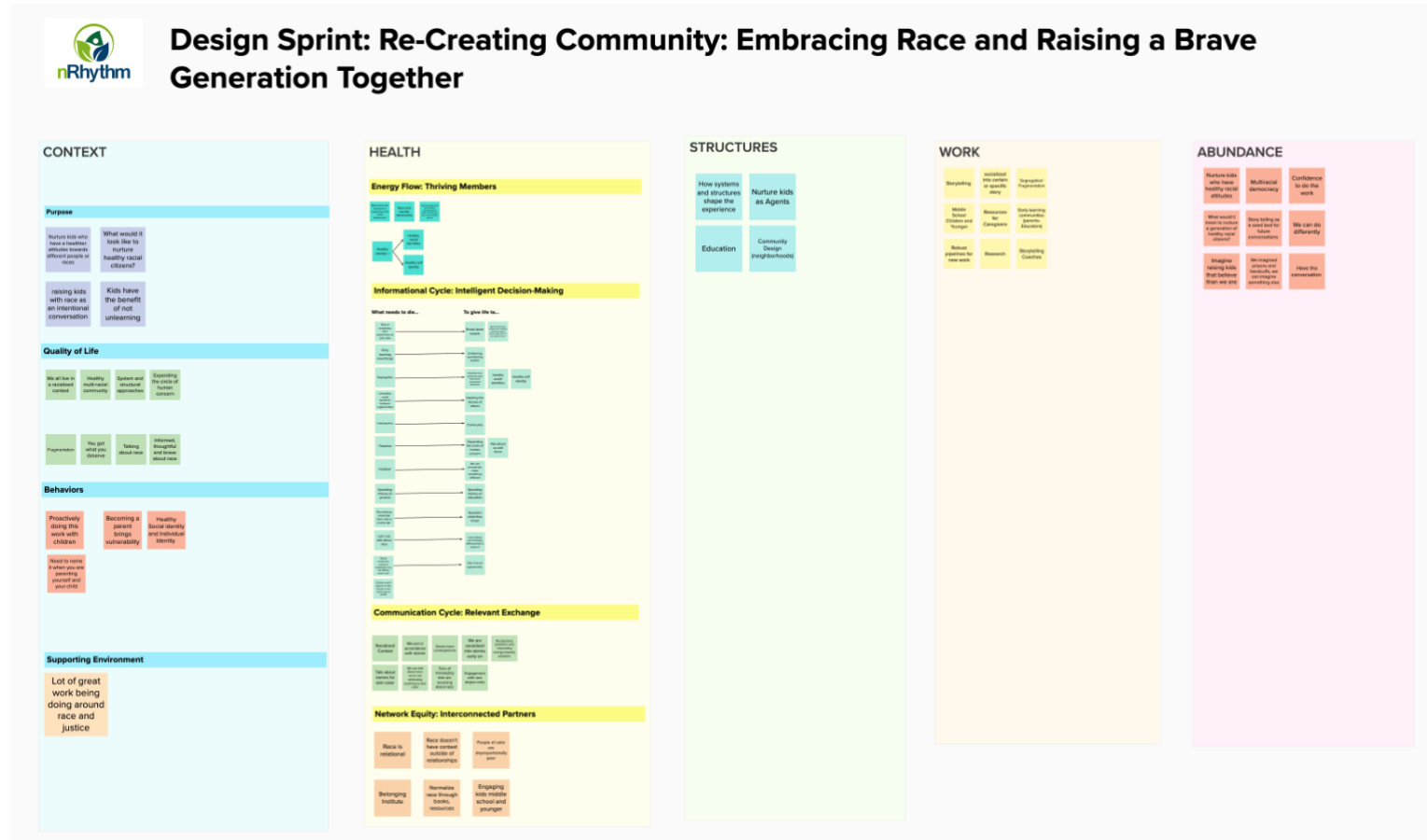| | | |
|---|---|---|
| Nurture kids who have healthy racial attitudes | Multiracial democracy | Confidence to do the work |
| What would it mean to nurture a generation of healthy racial citizens? | Story telling as a seed bed for future conversations | We can do differently |
| Imagine raising kids that believe than we are | We imagined prisons and handcuffs, we can imagine something else | Have the conversation |

# REGENERATIVE FRAMEWORK

The Regenerative Framework is designed upon the insights and principles of living systems. It is a process, design and decision-making framework for creating the conditions for systemic health while regenerating potential and abundance.

The image on the right is the whole design captured in this nRhythm Design Sprint.

# THANK YOU!

Learn More About nRhythm's Approach:

Read our blog on Regenerative Design Principles

Discover hidden potential with our mini-workbooks

Explore your relationship with your role at work with the Thrive Index

Shift your mindset, behaviors, and practices with Regenerative Fitness Challenges

Learn the Foundations of a Regenerative Approach

Design (or Re-Design) Your Team or Project in the Regenerative Design Lab

Monitor the underlying health of your organization with the Health Index