

Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

STONEWALL YOUNG LGBTQ+ LEADERSHIP

RETREAT 2024

POST-PROGRAMME RESOURCE



THANK YOU!

Thank you so much for attending the Stonewall Young LGBTQ+ Leadership Retreat 2024. We hope you've come away with a renewed confidence in your skills and knowledge as LGBTQ+ leaders. We've gathered these useful resources to help you continue to develop and reflect on your leadership after the programme.

Community Care

As leaders, our wellbeing and the wellbeing of our community is key to being able to make the change in the world we want to see. These resources can help you reflect on how community care can sustain you as a leader as well as the people around you.

- [The Care Manifesto](#) – The Care Collective
- [It's time to embrace community care & let go of individualistic self-care](#) – Ayesha Khan PH.D
- [Vicarious Trauma Toolkit – a burnout and vicarious trauma toolkit](#) – Larissa Pham
- [Caring for Your Community of Practice: Collective Responses to Burnout](#) – Dianne N Brown and Leo Settoducato
- [A call for both hope and collective action](#) – Angela Davis

Creating Change

These libraries and communities contain resources to support anyone working to create social change. They have resources on a huge range of topics including inclusive activism, leadership and social change and system mapping.

- [The Commons: Social Change Library](#) – A huge resource covering a wide range of topics for anyone working for social change.
- [Act Build Change](#) – An organisation providing training and resources for community organisers.

Positionality and Power

These resources can help you to reflect further on positionality and power and what this means for your leadership practice and how to understand it in your context.



- [The Power Cube – Understanding power for social change](#). This is a huge resource exploring the concept of the power cube, using examples and activities to help you understand power in your context.
- [Power Project Resources – Building solidarity in your work for social change](#). A PDF resource with a range of activities to help you reflect on power in social, organizational and individual contexts.
- [Power & Power Mapping](#) – The Commons Social Change Library. Further resources about power mapping to help you understand your context.

Ikigai and Leadership

The concept of Ikigai can be a helpful tool for reflection, like our leadership manuals, when thinking about the work we want to do and how we want to lead. The concept is explained in more detail below and you can use the template to apply it to your own life.



What is ikigai?

A concept of Japanese origin. Simply put, it is a person's reason for existing. "Iki" means life while "gai" refers to a person's value or worth. The ikigai is where a person's peace, purpose or joy lies. It is that thing that creates joy and makes it easy for a person to continue to live every day.

Japanese ikigai is more focused on discovering joy and peace. However, in western work culture, ikigai is used to help people find their [passion in their careers](#). It is also used to help people discover their dream career paths.

At the basic level, the ikigai has four major components that are applicable to both the Japanese origins and the western work environment.

What you love

Part of what forms your ikigai is discovering something that you like doing in the workplace. It doesn't matter what kind of task it is, as long as it is something that you would be happy to do anytime. Your ikigai should be that thing that improves your mood anytime you talk about it. It should evoke a feeling of excitement when you are presented with the chance to engage in it.

What you are good at

A good way of finding your ikigai is figuring out the things you are good at. It is incredibly difficult to find joy or peace if you constantly engage in things you are bad at. There is a sense of accomplishment that comes from performing tasks that you can do effortlessly. When you do something that you are good at, the effortlessness of the process increases your dopamine levels. You are less likely to get frustrated or give up. Doing something that you are good at creates more avenues for self fulfillment.

What you can be paid for

Finding your ikigai in the workplace becomes easy when you do things that you are good at and will be paid for. Human beings need to earn money to survive and take care of their daily needs. The presence of a constant source of income creates a sense of peace and wellbeing. Your ikigai comes more easily when you are doing something you love that brings income. When you get paid for doing something you are good at, you are more likely to experience joy. In the workplace, this increases productivity and overall morale of employees.

What the world needs



The last component of finding your ikigai is performing activities that the world needs. Doing something that contributes to the world around us does wonders for our ikigai. There is a feeling of accomplishment that stems from satisfying the needs of people around us. One reason why many are unhappy in life is because they do not feel like the things they do have value. Knowing that your job directly or indirectly affects the people around you positively brings you a step closer to discovering your ikigai.

