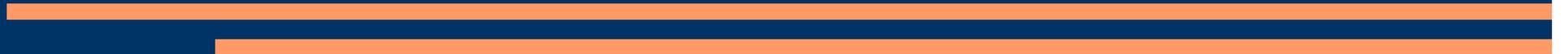


The ARCHers

The NVN Learning Community for
Anti-Racism and Cultural
Honouring



What is a Learning Community?

This will be always evolving, but some thoughts on this...

To enquire together

To show up together

To ask questions individually and together

**To seek to create an atmosphere of mutual support, trust,
loving challenge and accountability in this work**

To seek to bring about inner and outer change

**To work in a sustained way towards healing racialisation
and ending both personal and systemic racism in our lives,
in our choirs and in the wider world**

A leader in every chair

This community is not intended to be held tightly by any one person. It is being birthed by Fran and Molar, but we know that this work is for everyone to direct, and we are now arguably moving towards a time where we truly need a leader in every chair – shared leadership as we move forward is what we intend this community to have at its heart.

To engage through questioning?

Maybe the days are gone where we can look to an outside authority for the answers, and for what we should do?

Maybe now the work is deeply personal and individual – to really take on each issue and search our hearts for what feels right to us?



Accountability with compassion

To show up to meetings when we can, and to do as much as we can, when we can.

To not let ourselves off the hook, and to recognise when we need to challenge ourselves to stay with the work even when it is uncomfortable, yet to have compassion and gentleness with ourselves and each other when we need time and space away from the work.

Welcome to showing up in making mistakes!

We need freedom to take risks if we want to learn.

Let's embrace each other in any mistakes we make, making amends when we have caused harm, and taking any tough love around being shown our mistakes with humility.

But, let's have compassion for each other while we are walking this path.

Getting used to feeling uncomfortable!

If we are not feeling uncomfortable we are not at our edge.

Of course, we can't spend all our time there, but there will be an invitation to lean into the uncomfortable and face things about ourselves that our 'comfortable' selves might not want to embrace.

Lightness and JOY!

To remember to resource ourselves in this work.

To remember that we can tread this path with lightness and joy, as well as a deep seriousness and focus, due to the immensity of the work that needs to be done.

Let's remember to sing together often!

PRACTICALS

- .There will be an invitation to meet roughly every three weeks, or monthly
 - .It will be open to all – not just those on the ARCHers mailing list
 - .You will get regular emails detailing what events will be on offer, and you will just come to whatever you can make (hopefully a lot of it!)
 - .Everyone is welcome to offer an event, if you are inspired, please get in touch and we will work with you on when it might be good to schedule your offering
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