

hive fund
FOR CLIMATE AND GENDER JUSTICE

Healing Justice & Holistic Security Grant Program



The Hive Fund Approach

Hive Fund Grant Support Goes To:

**BUILD
POLITICAL POWER**

**HEALING
JUSTICE AND
HOLISTIC
SECURITY**

**ADVOCATE
FOR STRONG
POLICIES**

**SHIFT
CULTURE**

The Hive Fund makes multi-year general operating support grants to organizations advocating for strong policies; building social movements to intensify public demand for change; conducting year-round civic engagement and organizing to build political power and hold decision-makers accountable; and engaging artists and storytellers in creative communications efforts to move hearts, minds and imaginations.

All of these efforts help change the systems at the root of intersecting climate, gender, and racial crises in the U.S.

Why Healing Justice and Holistic Security

"Healing justice...identifies how we can holistically respond to and intervene on generational trauma and violence, and to bring collective practices that can impact and transform the consequences of oppression on our bodies, hearts and minds."

- Cara Page and Kindred Healing Collective



Our Definition

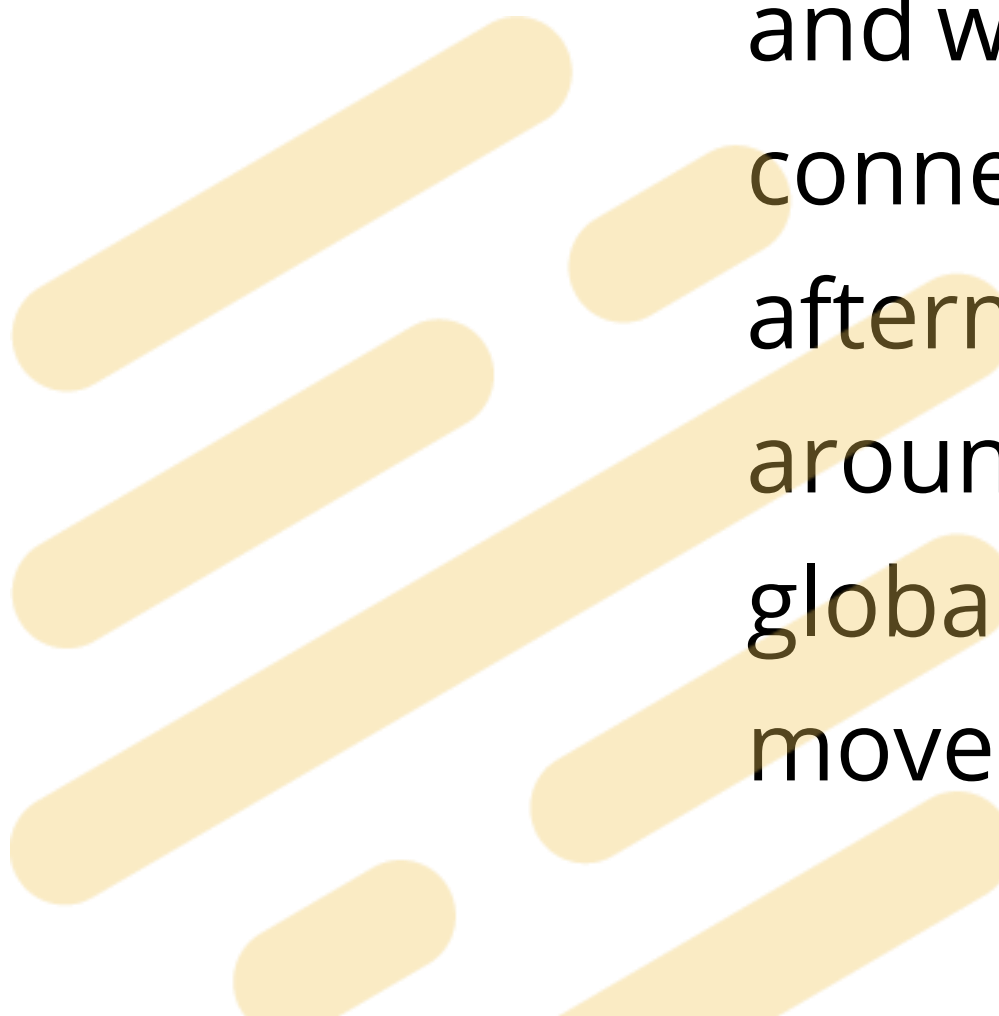
Healing Justice and Holistic Security

offer support to help Black women, Indigenous women, women of color and their communities heal, transform, and be protected from the harmful effects of inter-generational and on-going trauma, violence pollution, and weathering from white supremacy and sexism—as well as immediate threats to physical, digital, and psychosocial safety.



The Legacy We Build On

Healing Justice and Holistic Security work is informed by and builds on organizing strategies that emerged from Black and Indigenous traditions and practices the US South in the early 2000s and was strengthened through experiences connected to Hurricanes Katrina and Rita and their aftermath. This work also borrows from learning around community care, safety, and security from global human rights and women's rights movements.



Healing Justice and Holistic Security

HEALING PRACTICES HELP US TRANSFORM THE IMPACT OF HARMFUL SYSTEMS.



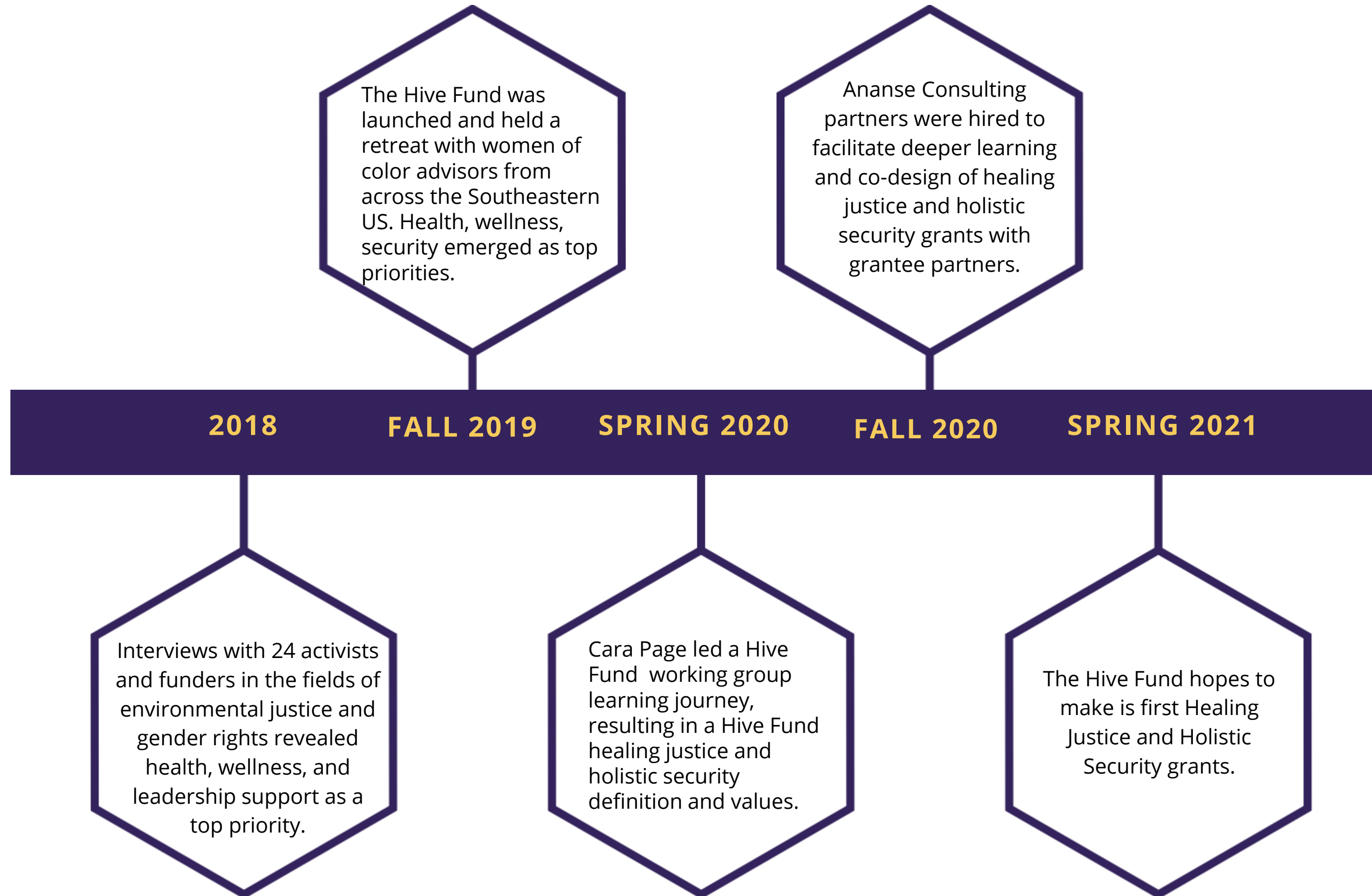
SECURITY PRACTICES HELP PREVENT AND MINIMIZE HARM FROM EXISTING SYSTEMS.



POWER-BUILDING PRACTICES HELP US CHANGE THE SYSTEMS CAUSING HARM.



Hive Fund Healing Justice Milestones



Our Commitment

The Hive Fund is committed to resourcing healing justice and holistic security practices at the individual, organizational, and field levels—work that is interdependent and must be interconnected to be successful.

Healing Justice and Holistic Security grants will be made in addition to core general support grants.

Practices for Individuals in Grantee Partner Organizations

Hive Fund will support practices that help heal and transform the impact of historic and ongoing trauma from systemic oppression, environmental disaster, violence, and crisis-driven culture inside organizations and movements.

POTENTIAL OUTCOMES

REDUCE

STRESS, ISOLATION,
DEPRESSION, AND BURNOUT
AMONG STAFF MEMBERS, AND
VOLUNTEERS.

INCREASE

PEOPLE FEEL SEEN,
LOVED, APPRECIATED,
IMPACTFUL, AND ENERGIZED.

Individual Practices

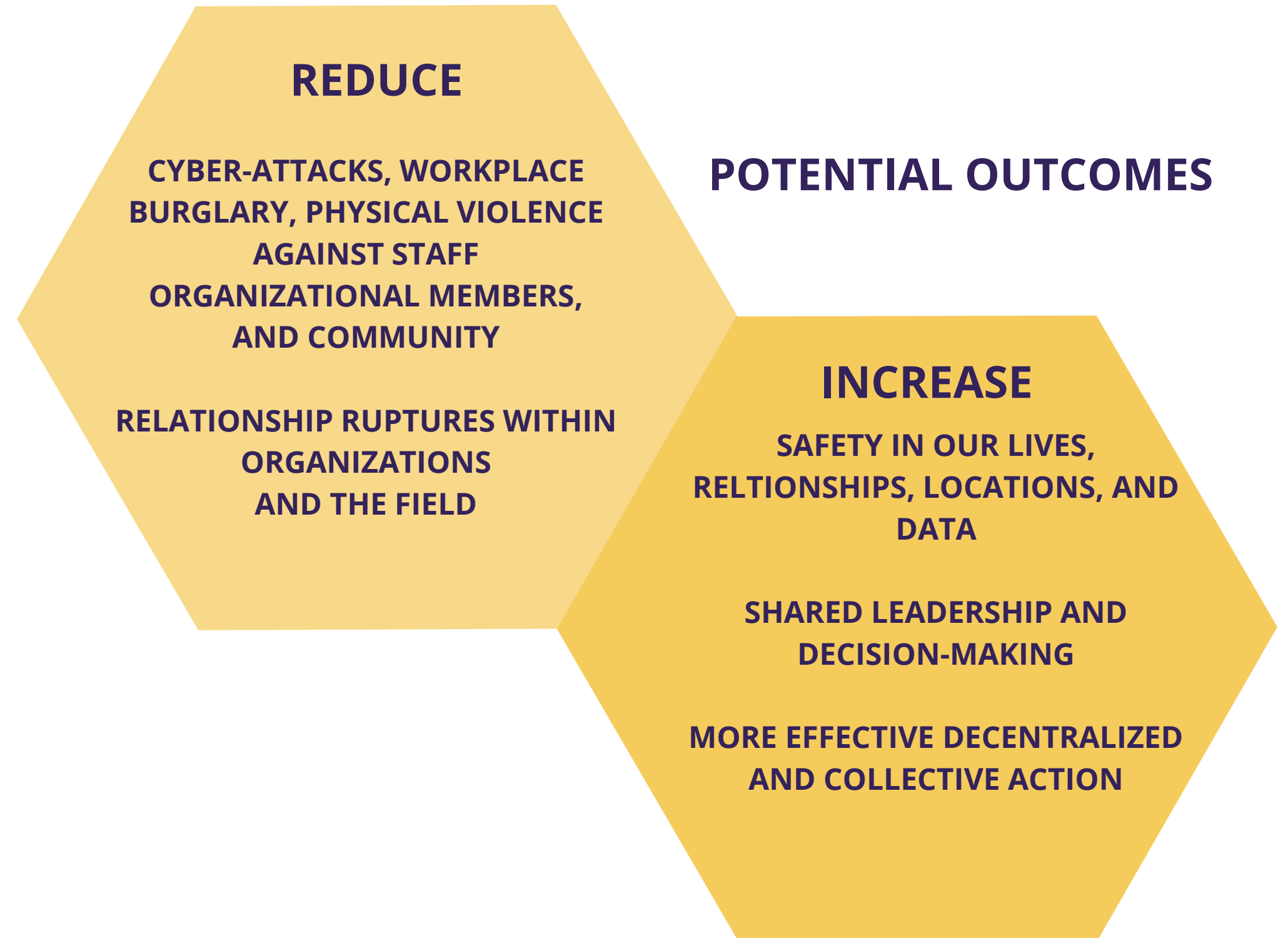
Practices and tools we've heard grantee partners ask for:

- Movement/mindfulness practice, creative/artistic practice, sabbaticals
- Access to networks of culturally appropriate counselors
- Peer coaching/convening, learning circles
- Childcare, elder-care
- General support to pay living wages, benefits and volunteer stipends

Practices Within and Across Organizations

Support:

- Practices that model how power can be shared and used to strengthen our ability to work interdependently to reach common goals.
- Accountability and justice practices centering people's full humanity, and wellbeing as integral to political liberation.
- Practices to prevent and minimize harm from state-sanctioned violence, hacking, surveillance and oppressive systems.



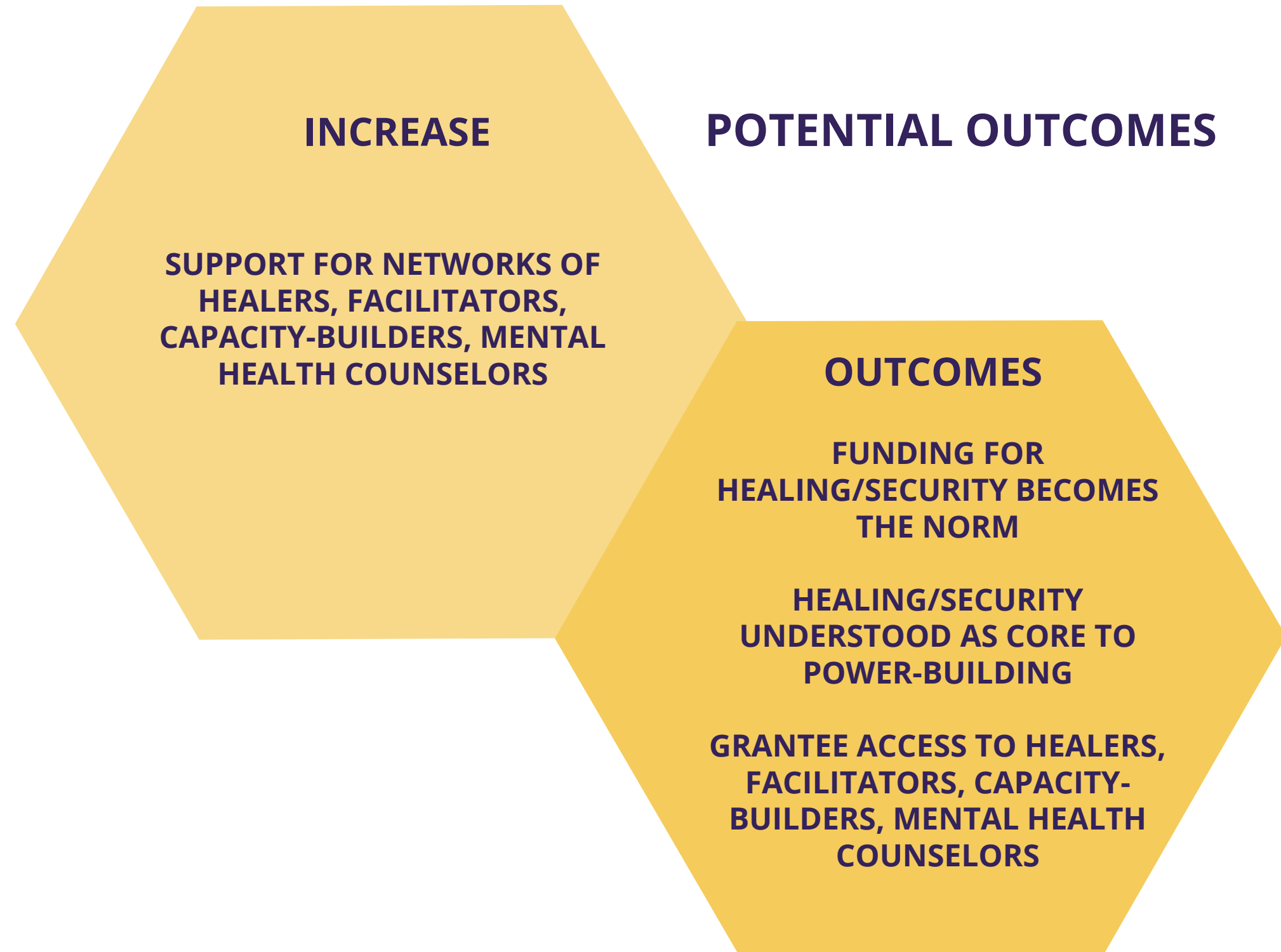
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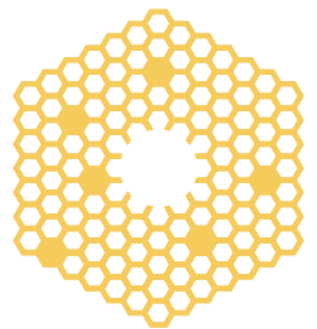
- Coaching for co-directorships, shared leadership, and decision-making models
- Access to conflict resolution or transformative justice facilitators
- Support for developing and implementing feminist/racially just HR practices and compensation programs, healthy organizational/work cultures
- Access to IT services, more secure technology. Expanded access to good wi-fi
- Land and building ownership
- Disaster response and mutual aid circles
- Medical aid, PPE, other protection for organizers

Practices to Support a Growing Healing Justice Field

- Share our learning with the philanthropic field so that we can collectively explore more equitable and regenerative practices and grantmaking strategies rooted in healing justice and holistic security.
- Build capacity and availability of healing and security tools and resources for grantees partners.



Learn more about Hive Fund
hivefund.org



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