

Report to Council from the Young Women's Initiative

Participants

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Facilitator

Suzanne Ehly

*See attached biographies

The Grail Young Women's Initiative began at the beginning of 2019 with an invitation from the Council to enter a two-year process of creating a proposal for work with future Grail generations. This group is meant to explore ways to bolster involvement and leadership of current and future generations of young women in Grail work in ways that are both enriching and sustainable for these young women as well as the organization as a whole.

At the end of the two-year process, we will provide a report with recommendations and/or a proposal for ongoing work that addresses ways to bolster involvement and leadership of current and future generations of young women in Grail work. The process spans January 2019 to December 2020.

Currently, our approach centers co-creation and collaboration. Throughout our experience we are working to collaboratively evaluate what it means to build and foster community among intergenerational people of diverse experiences and backgrounds. Our collaboration takes into account the larger global movement that is ever evolving, while remaining dedicated to social justice both inwardly and outwardly. We are exploring strategies and models that bolster involvement and leadership of current and future generations of young women in Grail work.

2019 Review

In person meetings:

February 1-2, Santa Fe, New Mexico, Norbertine Retreat Center
May 29-June 2, Haverton, Pennsylvania, St. Raphaela Center
November 8-9, Dallas, Texas, Catholic Conference Center

*See attached reports to Council for specific details about the meeting

Zoom Calls

January 10th (Laura, Tina, Tiffany, Lisa only)
January 24th (entire group with Suzanne)
February 21st (group only)
March 28th (group only)

April 14th (group only)
May 16th (group with Suzanne)
June 20th (group only)
July 17th (group with Suzanne)
August 22nd (group only)
September 12th (group only)
October 17th (group with Suzanne)
November 21st (TBD)
December 19th (TBD)

Important Work Topics for 2019

- **Building community and strengthen group process:** Since our formation of a group, we have been very thoughtful about the way that we work as a group. We recognize that the ways we work as a group will set a precedent for whatever comes next. We have utilized the guidelines for Cross-Cultural practice in the work that we do together.
 - Try on
 - It is okay to disagree
 - It is not okay to shame, blame, or attack self or others
 - Practice self-focus
 - Practice both/and thinking
 - Notice both process and content
 - Be aware of intent and impact
 - Maintain confidentiality
- **Exploration of what it means to be anti-racist and anti-oppression:** With the support of our facilitator Suzanne, we have have looked at how white supremacy culture infiltrates so much of our lives. We have discussed what this looks for each of us and in our lives and communities.
- **Discussion of what is needed for young women today:** We have engaged in discussion of what we believe to be the needs of young women in today's world and what our hopes are for young women today and in the future. We have spent time brainstorming and identifying possibilities for young women.
- **Read Emergent Strategy by adrienne maree brown**
As a community, we are reading through and utilizing Emergent Strategy as a tool to support and guide our visioning. This reading has helped to inform us of the need to balance self, community, and existential exploration while looking at the practical aspects of an organization in the United States during the 21st century.

Plans for 2020

- Dive deeper into the question around what we would like to see for young women in today's world
- Strengthen group process and dynamics
- Develop a proposal for Grail work with young women and women of future generations
- Continue to meet for monthly zoom goals
- Three in-person meetings
 - We will continue to report back to Council after each in-person meeting
 - We would like one of the in-person meetings to happen in during the International Grail Encounter for young girls in Mexico next July. We would like to take the time to engage the young women in this meeting. We understand that we would not be there to participate in the entire process with the young girls. Rather we would spend time meeting together and spend time meeting with them.

Question for Council

- We would like to have an idea of what our budget will be for 2020 so we can take this and all other expenditures into account for proper planning.
- Once Pam is no longer on Council, who will our contact with Council be?
- We request that Council provide us with a calendar of benchmarked dates when written reports and other tangible expectations are due.