

HUMAN NEEDS DURING DISRUPTION

(AND DURING STABILITY, TOO)



SAFETY

We all need to feel safe (or secure). Safety needs include food, shelter and care.

SHARED POWER AND INFORMATION

We need leaders who can share power, provide correct information, avoid misinformation, and acknowledge unknowns.
Who? What? Where? When? How?



TRUTH-TELLING

We need trusted people to listen to our experience. We need acknowledgment and validation of our experience. We need to hear different perspectives and experiences, especially from people whose voices and truths are often silenced.

EMPOWERMENT

We need to have choices and participate in decision making.



ACKNOWLEDGEMENT AND REPAIR

We need to acknowledge the harm we have done and the harm others have done to us. We need to ask: *Who has been harmed? What are their needs? Whose obligation is it to meet those needs? How can we support healing? How can we attend to harm and support accountability?*

TRANSFORMATION

We need transformation of the systems and structures that perpetuate harm as well as the transformation and reintegration of those who have harmed.

