




NIA IMANI FAMILY



August 2024

My Ancestors Are Calling



**My ancestors are calling
My ancestors are calling
They call to remind me who I am
They call to remind me what I am
They call to remind me not to pull their
good name through the mud
They call to remind me not to dishonor
their name.**

**My ancestors are calling
They call to remind me to continue
their legacy
They call to remind that someday
I shall join them where they are
They call to remind me
to teach my children well
My ancestors are calling
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Qiniso Mogale

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IMAGINING ANCESTORS

Think back along your line of ancestors.
From the ones you knew,
to those you heard about,
To those unknown, and further.
Back to the continents of your origins.
Back further still to their origins.
Back to Africa.

SANKOFA



Go Back and Get It





Know your history to know yourself

Look at your story with a new lens

The past is always present

Individual and collective pasts are both relevant

Ancestral wisdom of Black Americans is the guide



YOUR PERSONAL SANKOFA

Think about a moment in your past.

What is the story you have been telling yourself
about it?

What is an alternate story you could tell,
a better story? What does the new story teach you?

Does changing the way you tell the story change
how the memory feels in your body?

UBUNTU



I Am Because We Are





“You think you just fell out of a coconut tree?”

This work is about relationships

“Build at the speed of trust”

Process empathy

**We see each other as more than the sum of the
information we have about each other**

**Interview mindset: get to know applicant as a whole
person, including the history that’s written on the form**



STRONGER TOGETHER

Who are the sticks in your bundle?

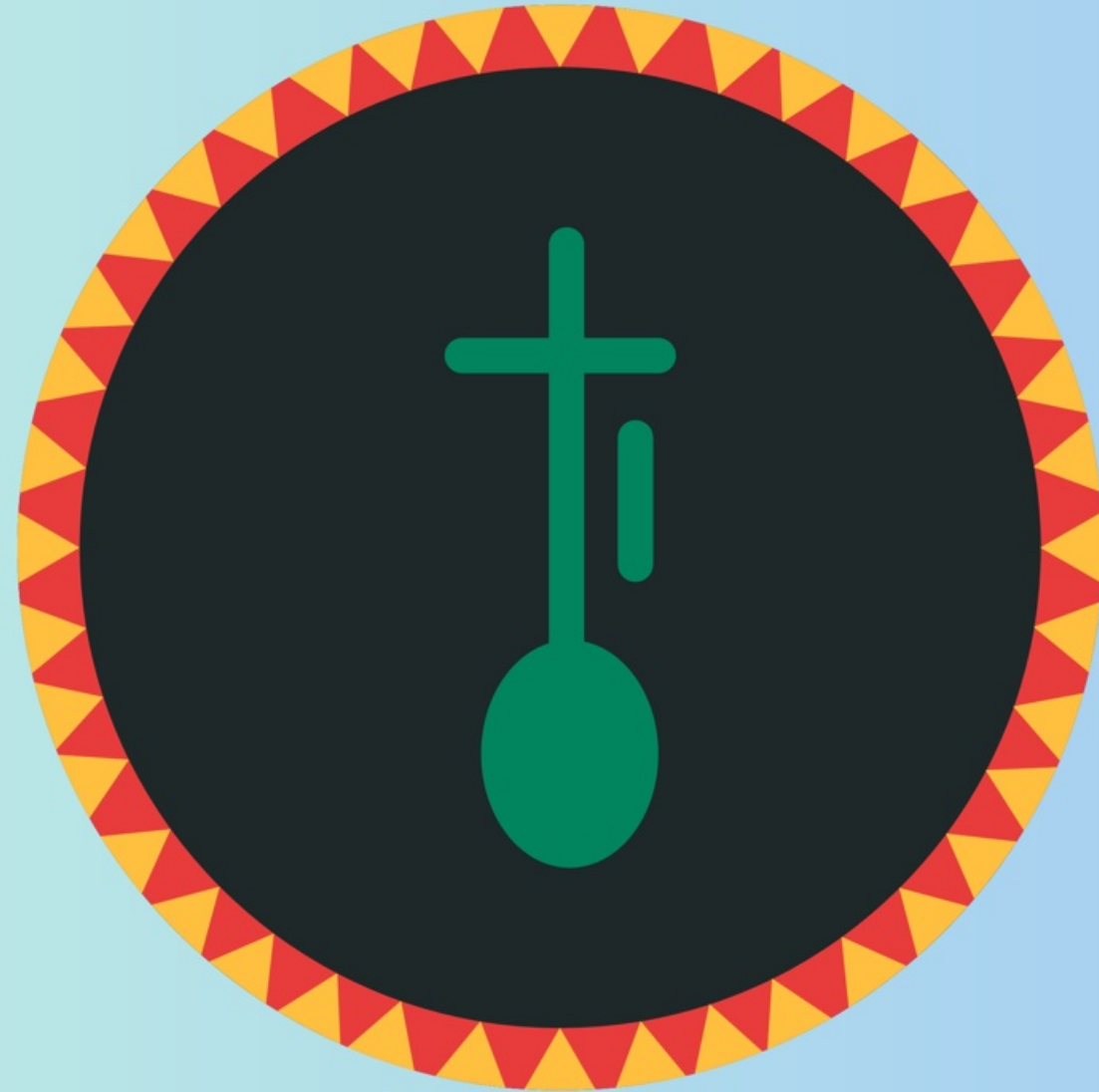
Remember a time when you were in community.
How did that sense of belonging feel in your body?

How do you support community?

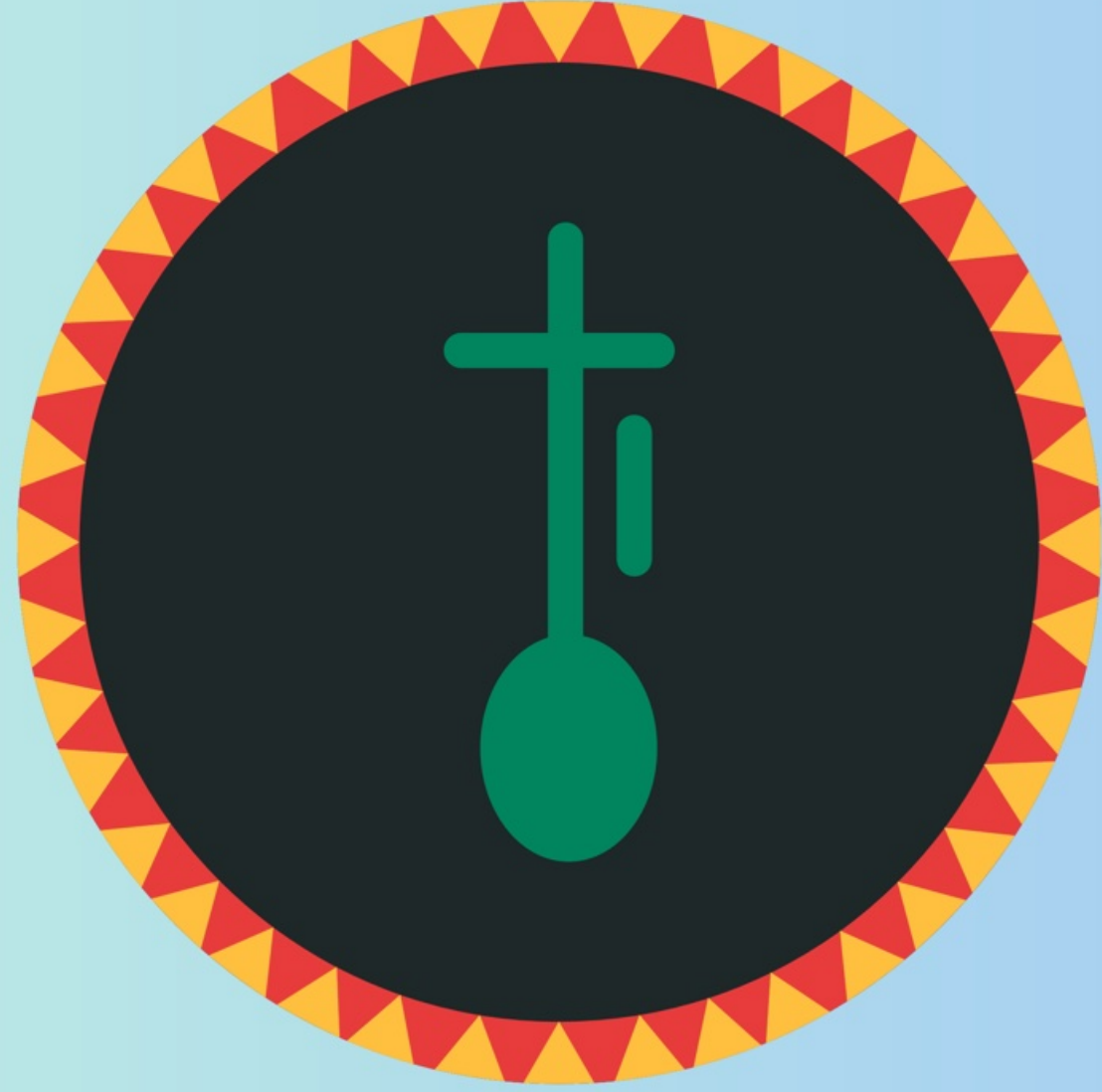
won't you celebrate with me
what i have shaped into
a kind of life? i had no model
born in babylon
both nonwhite and woman
what did i see to be except myself?
i made it up
here on this bridge between
starshine and clay,
my one hand holding tight
my other hand; come celebrate
with me that everyday
something has tried to kill me
and has failed.

- Lucille Clifton, *Book of Light*

NIA



РЦГРОСА





**Applicant interviews are a smaller version
of the NIF program**

The way we interview is an expression of our values

The approach should be generative, not extractive

**An applicant should experience a feeling of having
been valued and heard, without judgment,
regardless of outcome**

Practical expressions of care



THE HOW & THE WHY

I'd like you to imagine yourself walking through the doors of Nia Imani Family.

You feel instantly at home and welcomed. The people you meet seem to understand you.

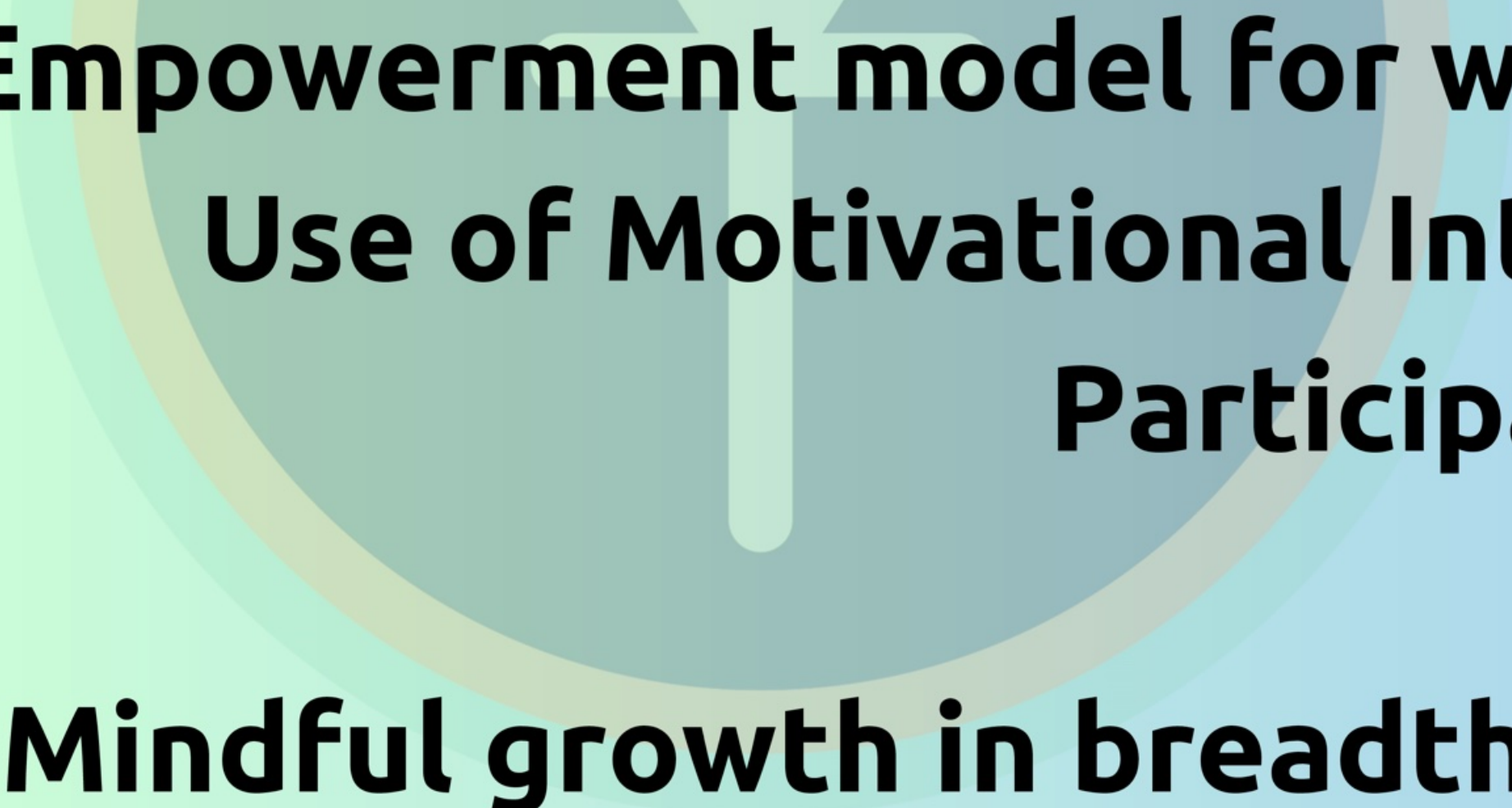
What do you see? What do they do? Where does this feeling come from?

IMMAN!



Faith





Empowerment model for working with participants
Use of Motivational Interviewing (MI) methods
Participant-driven programming
Learning organization
Mindful growth in breadth and depth of initiatives



GUIDE MY FEET

Think about what beliefs are
foundational to your life.

Please reflect on your
experience today.

SLOW AND STEADY



**Thank you for your
presence and your
engagement with this
experience.**



Amy Horst

UW-Milwaukee

Masters of Sustainable Peacebuilding

Summer Fieldwork 2024

