



# Cultivating Design Ecologies of Care, Community, and Collaboration

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DESIGNOPS SUMMIT 2023





IMAGINE FOR A MOMENT...

You're surrounded by a network, a group of people rooting for you. Your personal cheer team wanting you to grow and blossom.





## WHAT TO EXPECT DURING OUR TIME TOGETHER

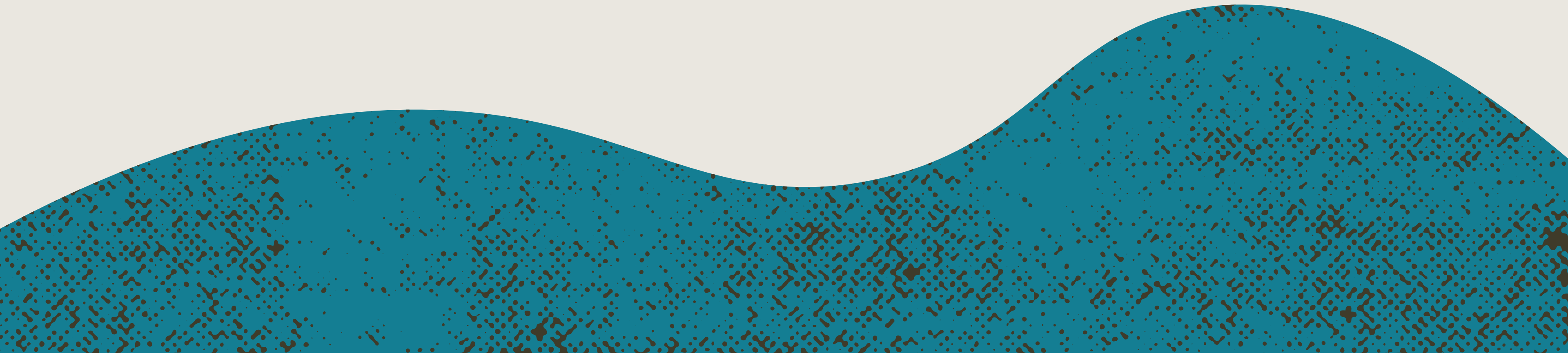
01 Understanding Ecologies

02 Cultivating Change

03 Building Networks of Care

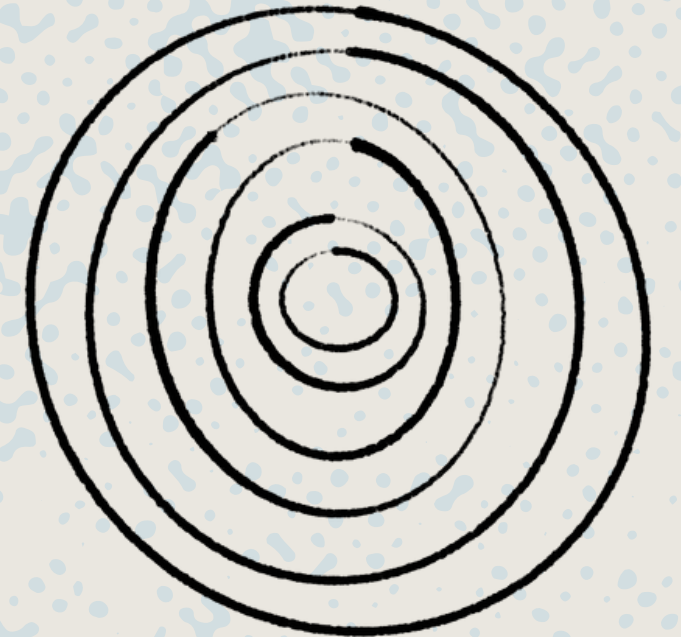


- What do we mean  
when we say ecology?





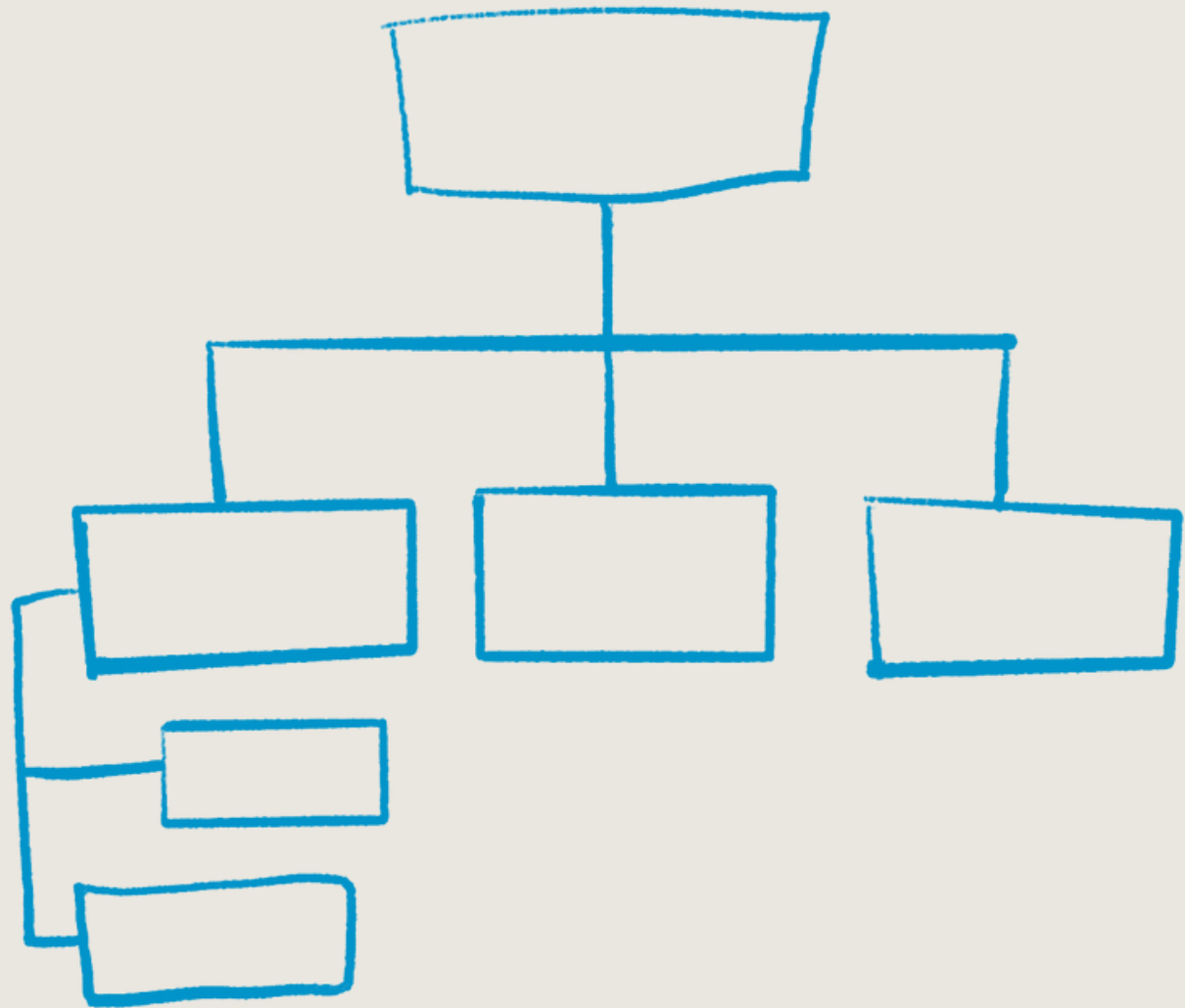
**YOUR ORGANIZATION  
IS AN ECOLOGY**



**YOUR ORGANIZATION EXISTS  
WITHIN A LARGER ECOLOGY**

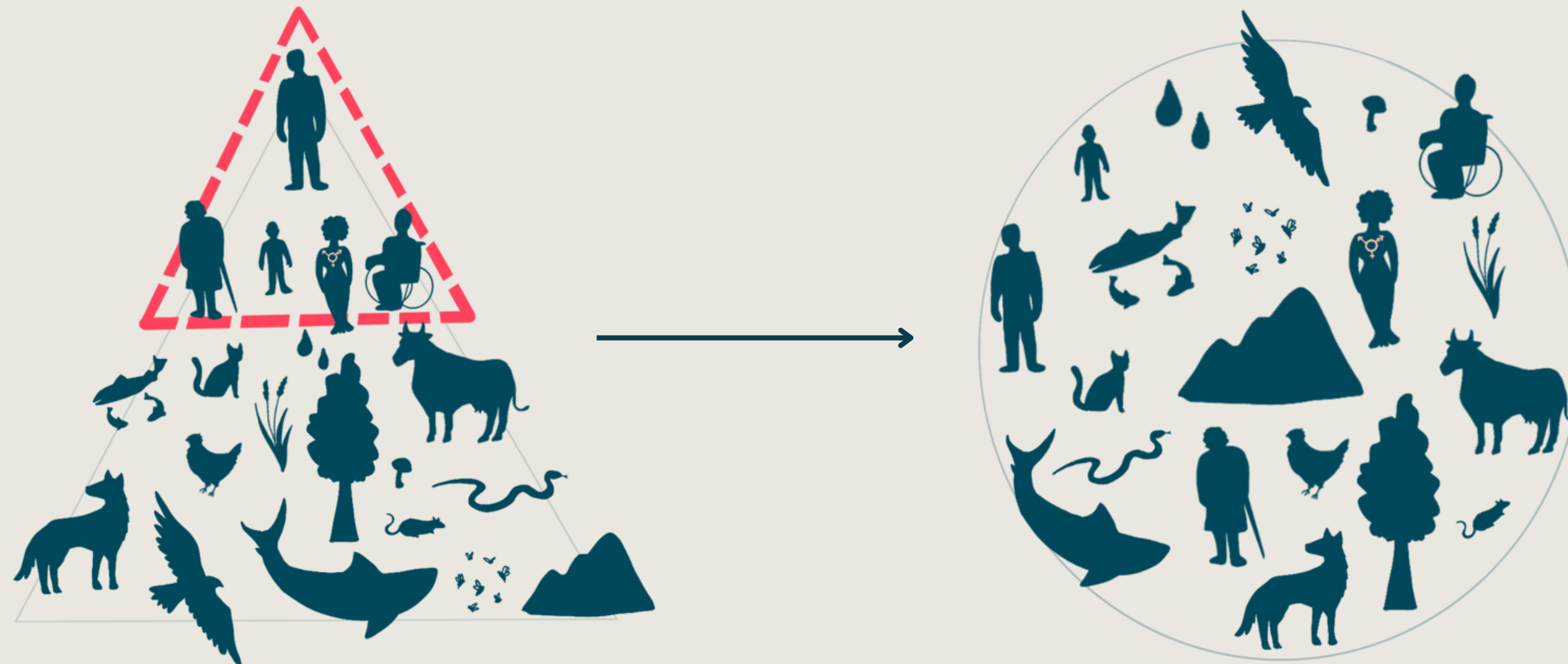


## YOUR ORGANIZATION IS AN ECOLOGY



■

## YOUR ORGANIZATION EXISTS WITHIN A LARGER ECOLOGY



■  
ROBIN WALL KIMMERER ♦ BRAIDING SWEETGRASS

“Knowing that you love the earth changes you, activates you to defend and protect and celebrate. But when you feel that the earth loves you in return, that feeling transforms the relationship from a one-way street into a sacred bond.”

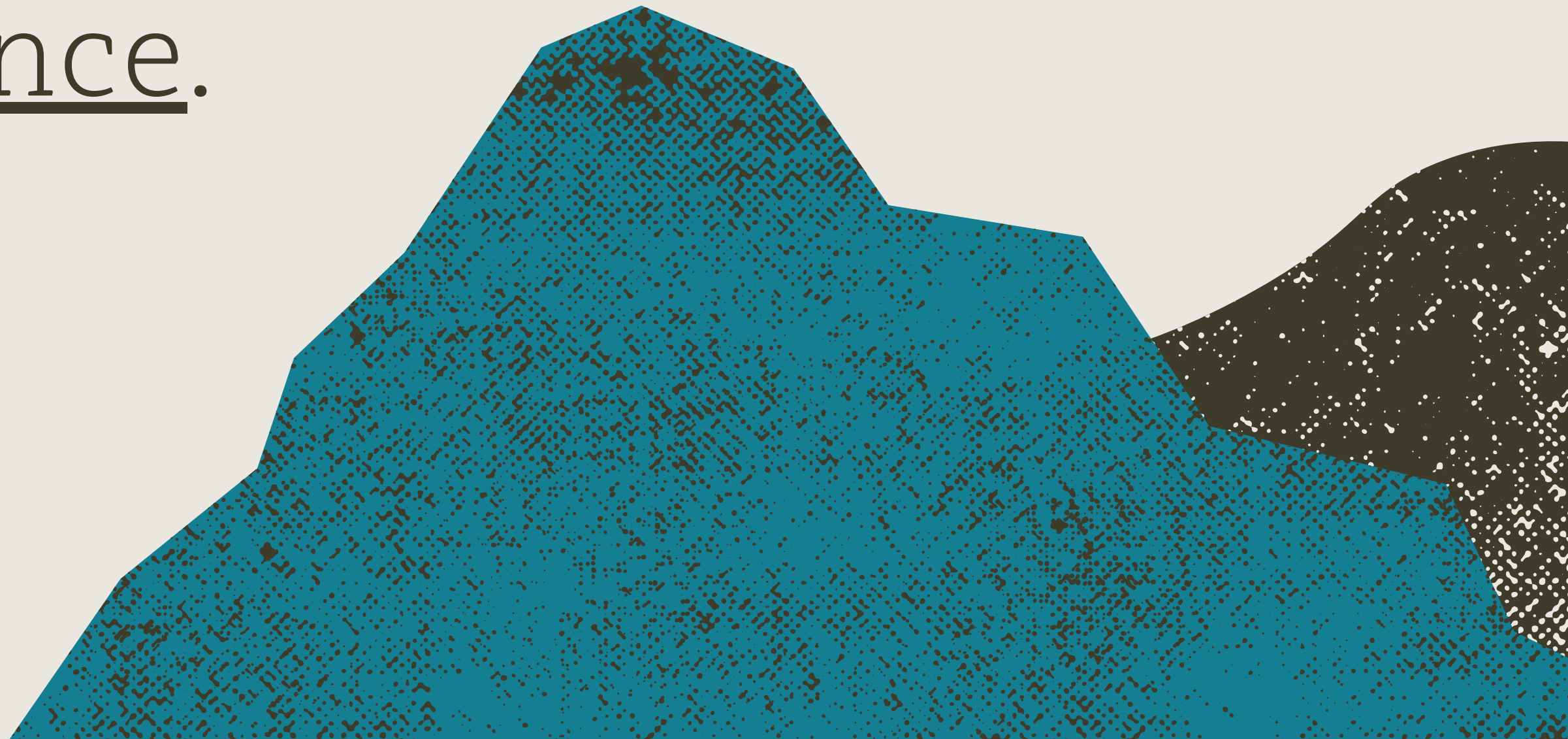






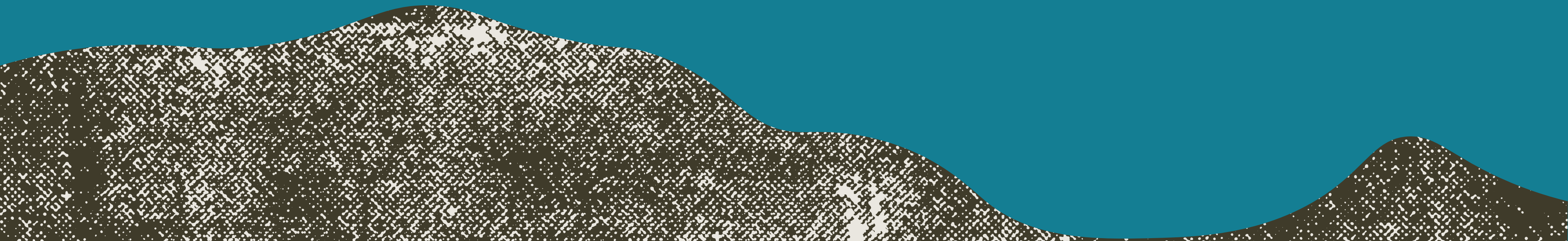
WHAT DOES IT MEAN TO CULTIVATE ECOLOGIES?

ecologies thrive on  
collective care and  
interdependence.





**HOW DO WE CULTIVATE OUR  
RELATIONSHIPS TO BE CENTERED  
AROUND CARE AND RECIPROCITY?**





ADRIENNE MAREE BROWN ♦ EMERGENT STRATEGY

“How we are at the  
small scale is how we  
are at the large scale”





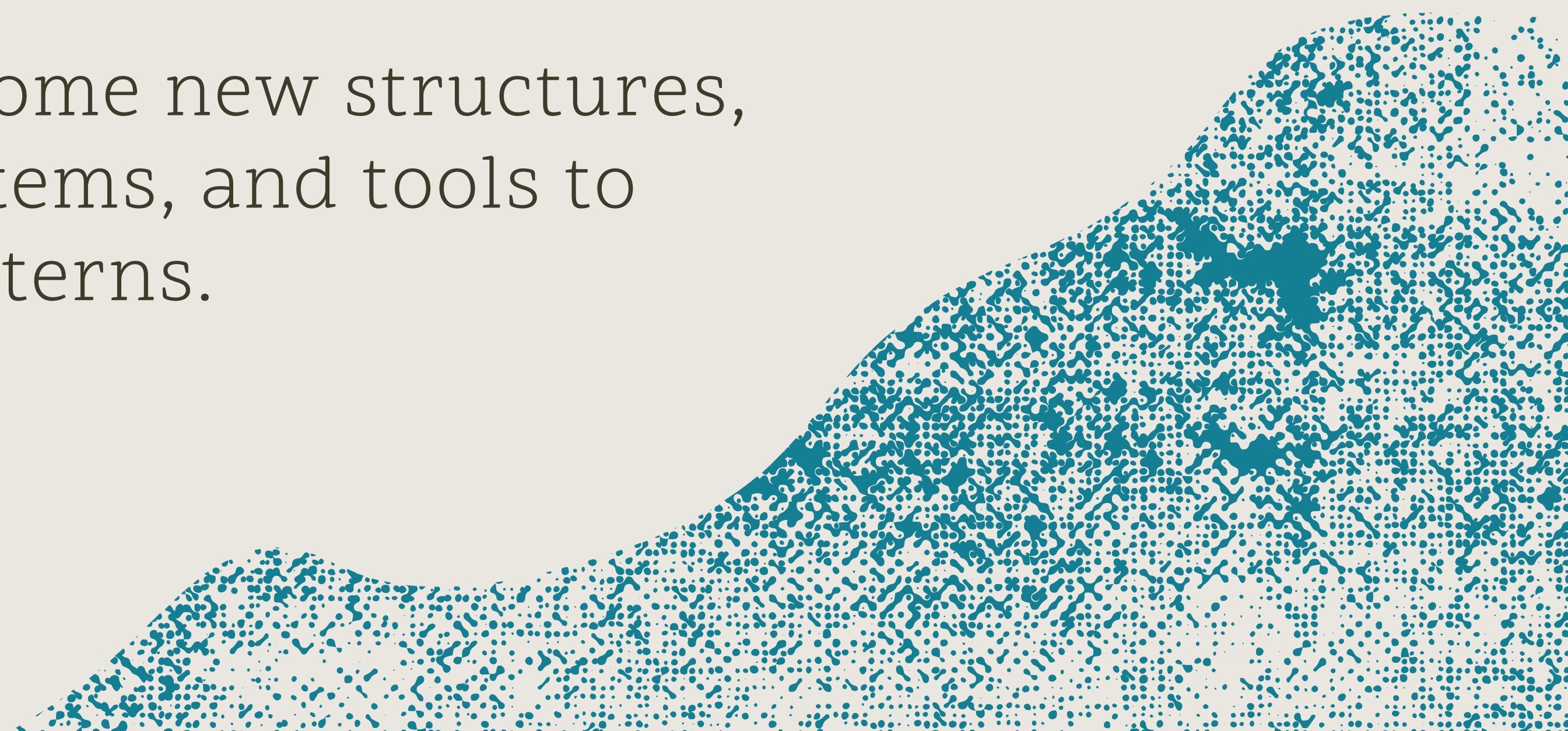
# Fractals of change



## WHY DESIGNOPS?

DesignOps is uniquely positioned to plant new seeds.

So let's plant some new structures, processes, systems, and tools to create new patterns.





# DESIGNING NETWORKS OF CARE





What do we mean  
when we say care?





**ADRIENNE MAREE BROWN ♦ PLEASURE ACTIVISM**

“Liberated relationships are one of the ways we actually create abundant justice, the understanding that there is enough attention, care, resource, and connection for all of us to access belonging, to be in our dignity, and to be safe in community.”







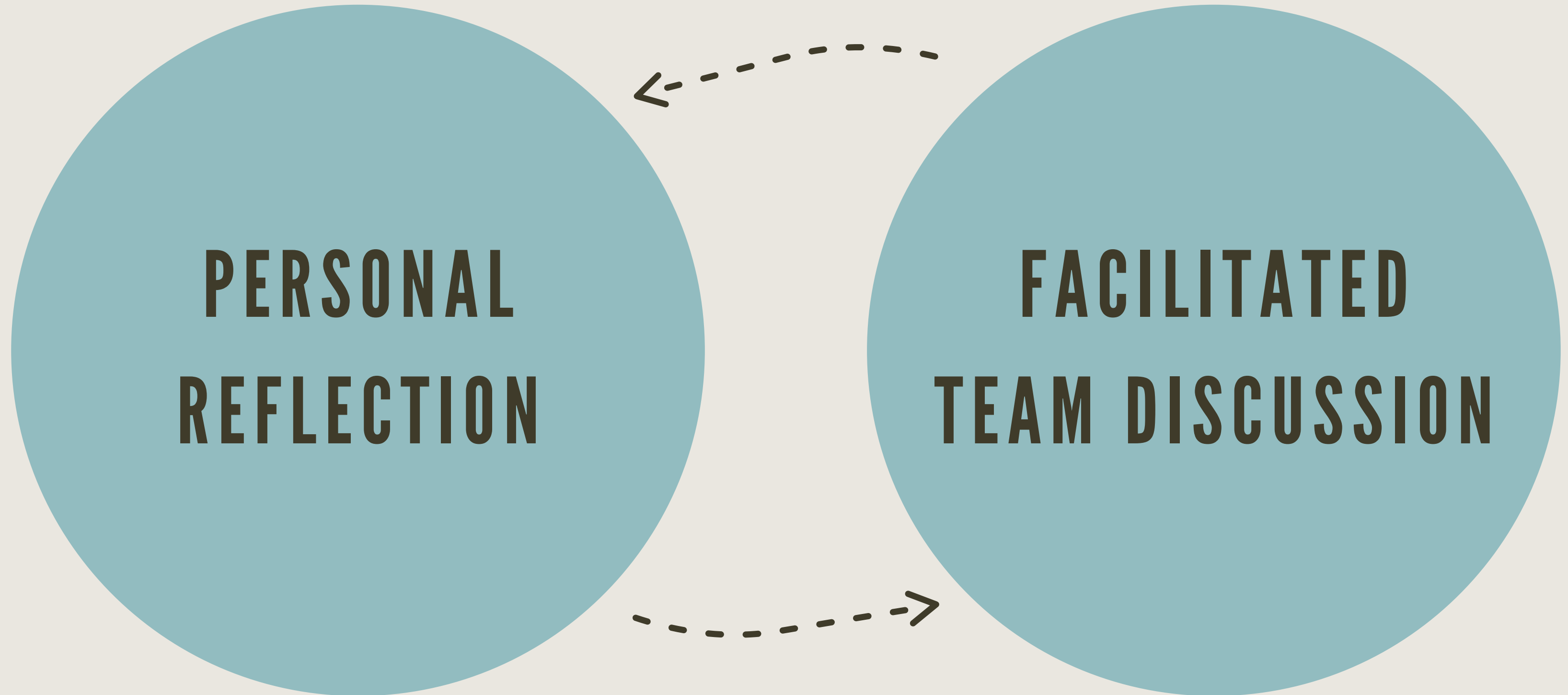
## USING THIS FRAMEWORK

**PERSONAL  
REFLECTION**

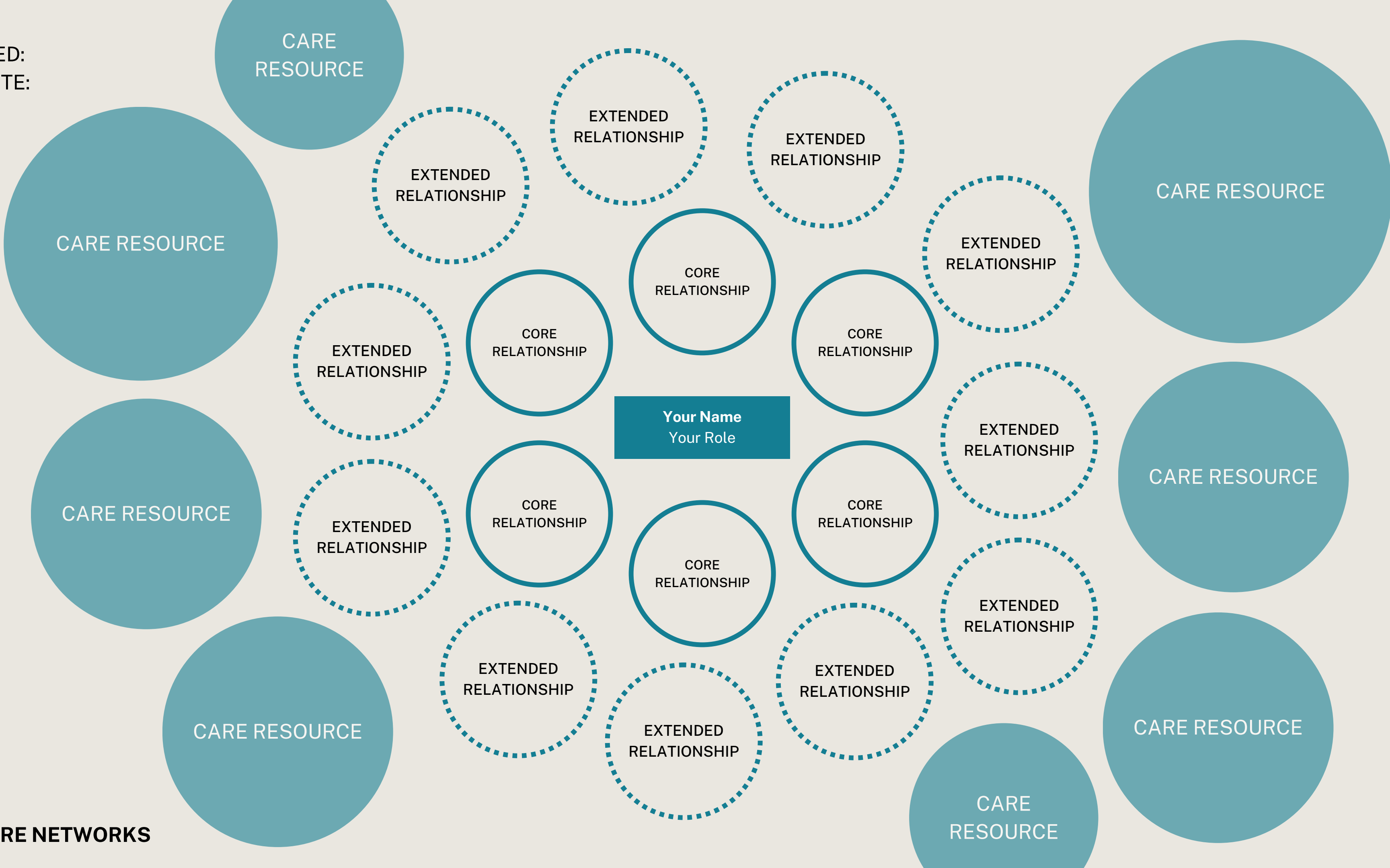
**FACILITATED  
TEAM DISCUSSION**



## USING THIS FRAMEWORK



NAME:  
DATE CREATED:  
CHECK-IN DATE:



NAME: **MARTHA**  
DATE CREATED: **9/19/2023**  
CHECK-IN DATE: **12/19/2023**

WALKING  
OUTSIDE

RECEIVING  
FEEDBACK WITH  
REFLECTION TIME

**BUSHRA**  
Mentor,  
Principal  
Product  
Designer

**ALYSSA**  
Therapist

**STEVE**  
Staffing /  
Teaming

WEEKLY CHECK-INS  
WITH MENTOR

**JESSI**  
Work Friend

**CARLY**  
Lead UX  
Researcher

**ANGIE**  
Managing  
Director

**SARAH**  
Experience  
Designer

**NICOLE**  
Mentor, Design  
Director

AAPI ERG

**MARTHA**  
Product Designer

**SADIA**  
Product  
Designer

MOVEMENT /  
WORKOUT  
DURING THE DAY

**NAME**  
Role

**RAMON**  
Lead Engineer

**STEPH**  
Associate  
Project Manager

**AZIZ**  
Lead Data  
Scientist

TEAM DINNERS

**KHADIJA**  
Roommate

EXTENDED  
RELATIONSHIP

EXTENDED  
RELATIONSHIP

EXTENDED  
RELATIONSHIP

HYBRID WORK

TEAM RETROS

NAME:  
DATE CREATED:  
CHECK-IN DATE:

CARE RESOURCE

CARE RESOURCE

CARE RESOURCE

CARE RESOURCE

CARE RESOURCE

CARE RESOURCE

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CORE RELATIONSHIP

CORE RELATIONSHIP

CORE RELATIONSHIP

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CARE RESOURCE

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CORE RELATIONSHIP

Your Name  
Your Role

CORE RELATIONSHIP

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CARE RESOURCE

CORE RELATIONSHIP

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CARE RESOURCE

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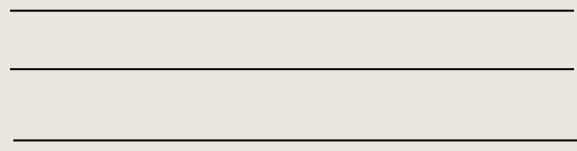
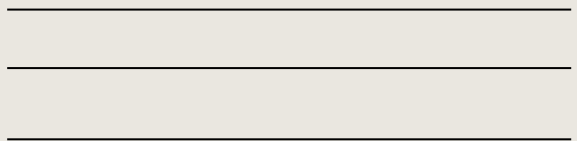
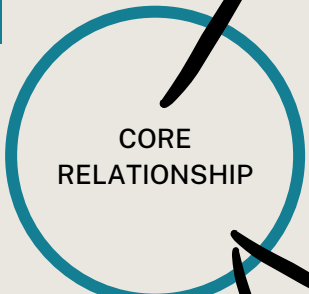
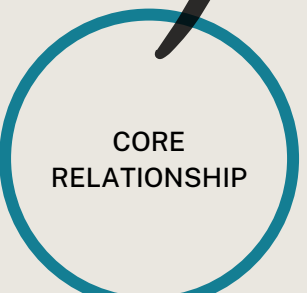
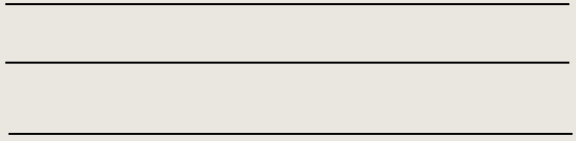
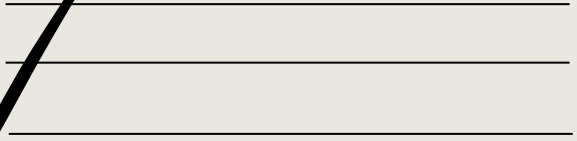
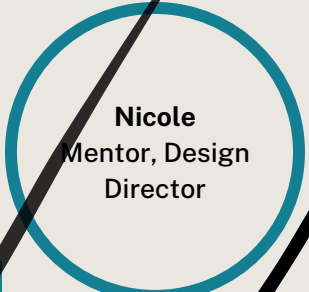
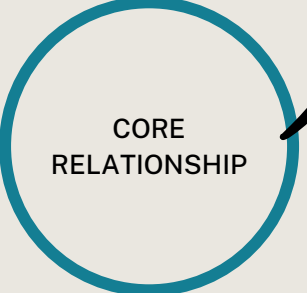
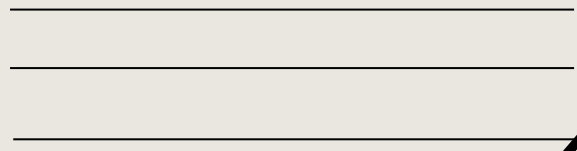
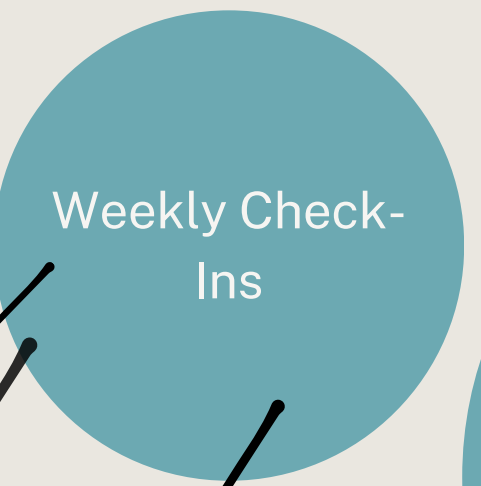
CARE RESOURCE

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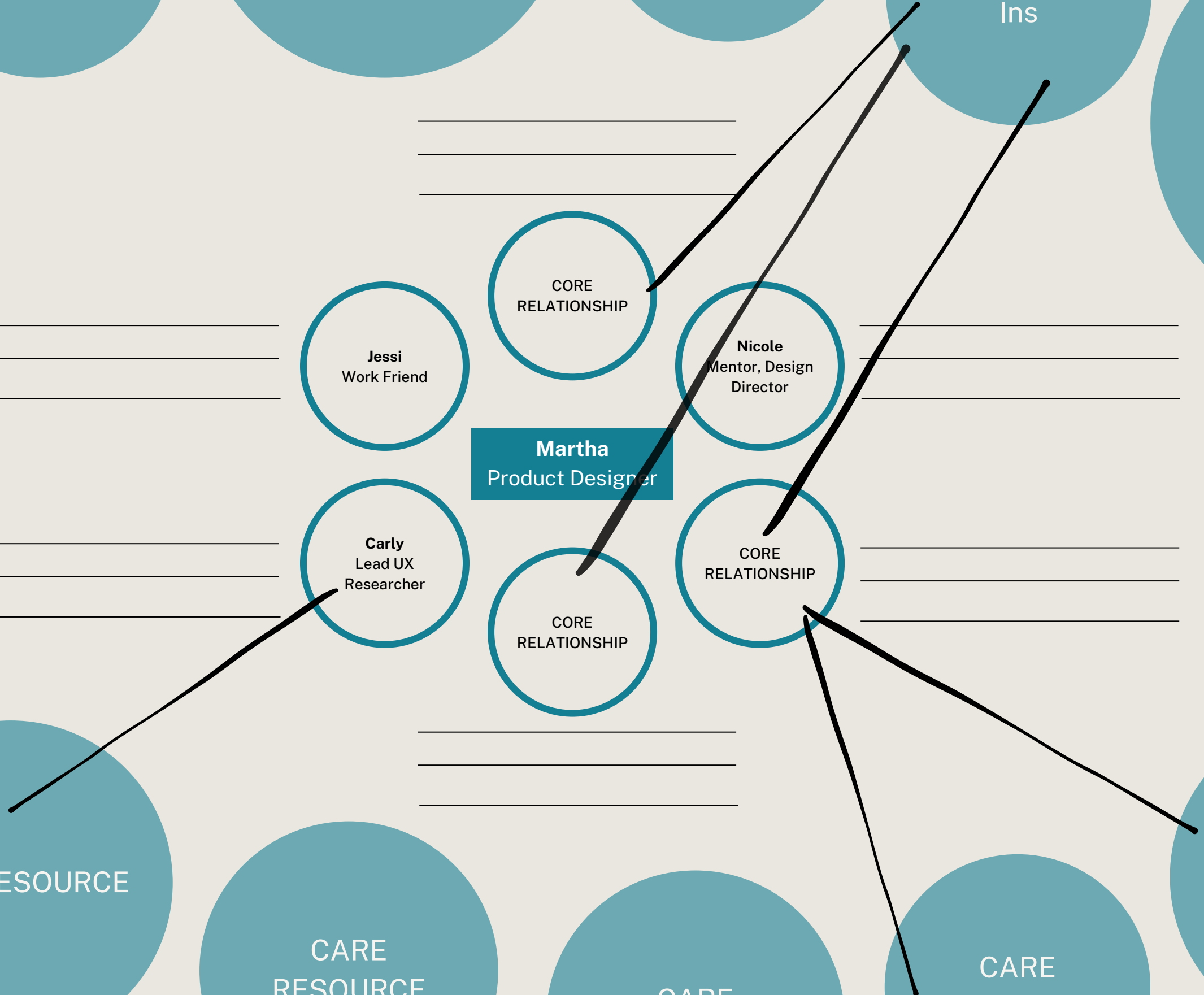
CARE RESOURCE

CONNECTIONS + NEEDS

NAME:  
DATE CREATED:  
CHECK-IN DATE:



CONNECTIONS + NEEDS





# THE PATH TO THIS SUMMIT WASN'T SMOOTH.

We're grateful for your time, presence, and participation. Looking forward to planting new seeds!

