

Module 12 Working for a Just & Equitable Future

Methodology:

Mitigating the Risk of Burn-Out

- Burn-out is a real and ongoing risk when working in service roles, especially in challenging environments like correctional facilities and community centers.
- Self-care is critical and must be treated as a permission slip to rest, reconnect, and continue personal education and growth.
- Practicing *Asteya* (non-stealing) includes not stealing energy or well-being from oneself by overextending or neglecting self-care.
- Resistance and misunderstanding from others are inevitable; maintaining resilience requires remembering the **Four**

Agreements:

- Be Impeccable with Your Word
- Do Not Make Assumptions
- Do Not Take Anything Personally
- Always Do Your Best
- Deep listening, humility, authenticity, and staying true to one's heart are essential in navigating difficult environments.
- Commitment to *Ahimsa* (non-harm) must include both others and oneself to sustain long-term service work.
- Radical self-care is not selfish—it is necessary for authentic, sustainable leadership and healing work.

Burnout versus Compassion Fatigue

- **Burnout** results from stresses in the workplace, such as: problems with coworkers, loss of economic security or position or diminished control.
- Characteristics
 - Emotional exhaustion
 - Alienation from work-related activities
 - Reduced performance
- **Compassion fatigue** is an emotional and physical burden created by the trauma of helping others in distress, which leads to a reduced capacity for empathy toward suffering in the future.
- Characteristics
 - intrusive negative thoughts,
 - physical problems (gastrointestinal issues, headaches and lethargy),
 - loss of hope,
 - questioning one's contribution,
 - skepticism and guilt

The “Discipline” of Practice – Teaching Commitment to Self:

- **Energetic Influence:** Anyone working or interacting with others (teachers, caregivers, service workers, etc.) is susceptible to absorbing the energy and emotions of others.
- **Vulnerability and Healing:** When in a vulnerable stage of personal healing, external emotional influence can have a stronger impact.
- **Priority of Self-Service:** Taking time to recover and replenish personal energy is essential before offering service to others.
- **Daily Self-Care Practice (like a healing-centered sequence):**
 - Release excess energy
 - Move major muscles and joints through a range of motion
 - Center yourself and set an intention
 - Build strength and flexibility (mentally and physically)
 - Find personal balance and honor your needs
 - Replenish and rest
 - Reduce harm through thoughts, words, and actions, and align with passions
- **Commitment to Practice:** Sutra 1.14 emphasizes that yoga benefits come through uninterrupted practice over time, maintained with a positive outlook.
- **Self-Worth Reminder:** We must believe we are worthy of the healing and transformation we seek—the *kleshas* (afflictions) try to convince us otherwise.

Incorporating Mudras:

- **Tactile Learning:** Some individuals connect more deeply through touch and physical engagement.
- **Mudras Defined:** Mudras are symbolic hand gestures used to enhance focus during movement and meditation practices.
- **Purpose and Benefits:**
 - Deepen emotional connection during practice
 - Strengthen body-brain connection through tactile engagement
 - Soothe pain and stimulate endorphin release
 - Help regulate mood and increase energy levels
- **Cultural Roots:** Mudras are commonly used in Hindu and Buddhist rituals.
- **Practice Invitation:** Participants are encouraged to review a provided diagram, try various mudras, and explore additional ones beyond the examples shared.

Index to mudras-Mudras for emotional well-being

Acceptance Acceptance mudra Calmness 4 mudra Gyan mudra	Concentration 4 mudra Gyan mudra Hakini mudra Intuition Bhudy mudra	Energy 4 mudra Apan mudra Pran mudra Prithvi mudra	Fear Ahankara mudra Grounding Gyan mudra	Patience Shuni mudra Self-confidence Ahankara mudra Apan mudra	Stability 4 mudra Prithvi mudra Timidity Ahankara mudra
Acceptance Mudra	Ahankara Mudra	Apan Mudra	Back Pain Mudra	Bhudy Mudra	
					
Hand position The index finger is folded into the space between thumb and this finger, so that the nail touches the fold. The outer lower corner of the thumb's nail touches the inner lower corner of the pinky finger's nail. Emotional / spiritual use To overcome sadness or an unnecessary resistance to situations, this mudra can help to get into a mood of acceptance.	Hand position Bend index fingers slightly and put the upper phalanx of the thumb to the side of the middle phalanx of the index finger, at the upper part. Other fingers are straight. Emotional / spiritual use Self-confidence and self-assertion. For counteracting fear and timidity.	Hand position Join the middle finger and the ring finger with the tip of the thumb; the forefinger and the little finger should be held upright. Physical use Moves energy to the periphery of the body. This may help with constipation and urinary problems. Emotional / spiritual use Gives energy and makes one more self-confident.	Hand position Right hand: The thumb, middle and pinky fingers touch. Ring and index finger are extended. Left hand: Put the thumb's upper phalanx over the nail of the index finger. Physical use Back pain, and particularly of the lower back, can be a sore feeling. When muscles start cramping, it can become very painful. This mudra helps against this escalation.	Hand position The tips of the pinky finger and thumb touch. Emotional / spiritual use Improves feeling and intuition.	
Gyan Mudra	Hakini Mudra	Pran Mudra	Prithvi Mudra	Shuni Mudra	
					
Hand position The tips of the thumb and index finger touch, other fingers are straight but relaxed. Emotional / spiritual use Stimulates the Root chakra, and grounds. Calms and improves concentration.	Hand position Let the tips of the corresponding fingers of each hand touch. Emotional / spiritual use People tend to naturally put their fingers in this position while talking. This helps to concentrate.	Hand position The tips of the pinky and ring finger touch with the tip of the thumb. Emotional / spiritual use Gives energy.	Hand position The tip of the ring finger and thumb touch. Emotional / spiritual use Increases energy, and fosters a sense of inner stability and self-assurance.	Hand position The tips of the middle finger and thumb touch. Emotional / spiritual use Helps being aware of the moment, and thereby makes one more patient.	
Set of four mudras for balancing energy					
					
Emotional / spiritual use The overall effect is that you get calmer, more relaxed and concentrated. The separate mudras (hand positions) have the following effects: Thumb touches tip of index finger: Opens the Root chakra, and moves more energy to the legs and lower body. Makes one calmer and more concentrated. Thumb touches tip of middle finger: Fosters patience. Thumb touches tip of ring finger: Energy, stability and self-confidence. Thumb touches tip of pinky finger: Intuition and feeling.					
Hand position Execution This is a simple way of balancing your energy that you can do almost anywhere, while sitting, standing, walking, lying down. Set of four mudras for balancing energy that are used in a sequence. Alternately touch the tips of each finger with the tip of your thumb. Keep each connected for a few seconds or longer and do for a few minutes total. Do this with both hands simultaneously					

Yoga Philosophy:

Isvarapranidhana:

- **Meaning:** Isvarapranidhana translates to “laying your actions at the feet of God” and centers around the concept of surrender.
 - **Adaptation:** For those not resonating with “God,” it can mean surrendering to self, trusting oneself, and being accountable for one’s actions.
 - **Trust in the Process:** Trust that following your truth without causing harm leads to deeper self-connection and gratitude for growth.
 - **Doubts and Self-Sabotage:** Trauma and past conditioning can make it hard to trust good things and believe in personal worth.
 - **Personal Story:** The difficulty of surrender was illustrated through a childhood trauma story, showing the internalized resistance to “surrender” and its connection to deep wounds.
 - **Healing Through Yoga:** The eight limbs of yoga (especially the Yamas and Niyamas) provide a daily guide to building a healthy, trusting relationship with self.
 - **Commitment:** Living according to yoga’s principles creates a foundation of confidence, clarity, and compassion.
 - **Surrender to Authenticity:** True surrender is trusting your unique path, honoring your voice, and offering your authentic self in service to others.
 - **Spiritual Connection:** Whether religious or not, there is an encouragement to nurture the spiritual part of oneself as part of the healing and growth process.
 - **Path to Samadhi:** Full commitment to the eight limbs of yoga leads to Samadhi... a unified, blissful connection with self and life.
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Working for a Just & Equitable Future:

- **Pause and Reflect:** Take time to acknowledge where you are in your personal journey and where you genuinely want to proceed... whether that’s continuing your own healing or stepping into service.
 - **Self-Honoring:** Rushing into action just to move forward does not align with the Yamas: patience, trust, and dedication must guide your path.
 - **Service and Timing:** It is valid if, after this training, your primary service is to continue healing yourself before facilitating others.
 - **Real-World Realities:** Expect to encounter situations where equality and justice are still deeply flawed and where systemic barriers remain unaddressed.
 - **Equity vs. Equality:** Equity is a beginning, but true justice and liberation must serve *all* people, not just provide surface-level fairness.
 - **Recognizing Systems of Oppression:** Generational oppression, white supremacy, and patriarchal systems have created societal Samskaras... deep-rooted patterns... that distort true justice.
 - **Challenge the Norm:** Part of working for a just future is questioning why systemic inequalities continue to be accepted by so many.
 - **Commitment to True Liberation:** True healing and service mean recognizing, challenging, and working beyond these systemic illusions toward genuine freedom for everyone.
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Aligning your Higher Purpose – Past, Current, & Future Social Justice Work:

- **Envision Your Future:** Take time to imagine yourself facilitating yoga—what does it look like, where are you, and how do you feel doing it?
- **Natural Shift to “What’s Next”:** As the program concludes, it’s normal to think about how to apply what you’ve learned going forward.
- **Different Paths Ahead:**
 - Some will apply these teachings to communities they already serve.
 - Others will begin facilitating new programs.
 - Some may continue focusing on personal healing before stepping into service for others.
- **Action Without Major Change:** Even if your external circumstances stay the same, *you* have changed. Focus on how you can start taking aligned action right where you are now.
- **Emerging as a Leader:** Leadership doesn’t always mean launching something new—it can mean being a steady example of healing, service, and mindfulness within your current environment.
- **Setting Passions into Action:** Reflect on how you can bring your inner growth outward, aligning your energy, values, and skills with service and advocacy.

Embodied Anatomy:

Embracing Self – Unique Gifts of Body Design:

- **Reflect on Anatomy and Assumptions:** Consider the lessons about body function and the damaging societal assumptions placed on mental and physical abilities.
- **Impact of External Voices:** Recognize how external judgments can infiltrate internal thoughts and distort self-perception.
- **Permission to See Strength:** Begin offering yourself permission to see, honor, and nurture your own unique strengths and abilities.
- **Yoga as a Starting Point:** Use yoga practice to connect inwardly, strengthen self-acceptance, and begin healing from internalized shame and judgment.
- **Healing Beyond Self:** Deepening self-connection naturally expands to seeing and supporting others on their journeys too.
- **Revolutionary Force for Change:** Even though societal pressures and commercialized ideals may persist, embracing your unique self fuels the passion to create social change.
- **Only You Can Be You:** Each person’s authentic actions, words, and thoughts are powerful contributions to collective healing and justice.

Posture & Sequencing:

Honoring Fatigue, Avoiding Injury, and Incorporating Personal Edge:

- **Primary Responsibility:** Ensure participant safety through understanding body mechanics, planes of movement, and supportive transitions.
- **Accessible Variations:** Always offer variations that honor individual abilities and promote a safe, inclusive environment.
- **Self-Awareness and Limits:** Foster self-awareness so participants can recognize their limits and personal edge without

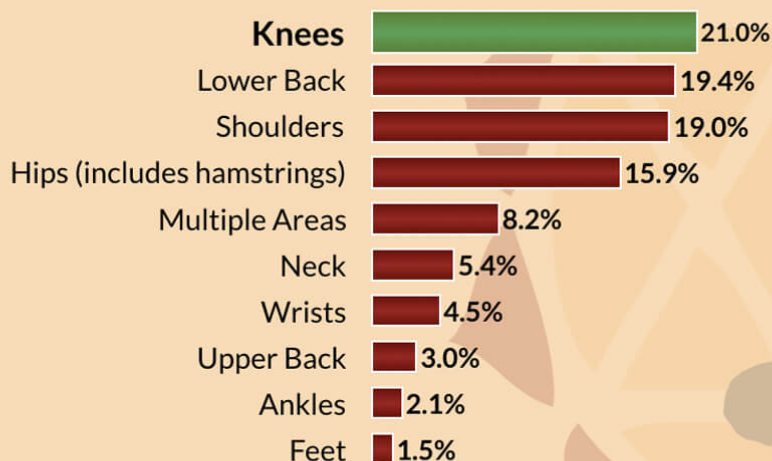
pushing into harm.

- **Daily Variations:** Acknowledge that each person's edge changes daily based on sleep, nutrition, stress, and recovery.
- **Support with Svadhyaya (Self-Study):** Encourage reflection on physical, mental, and emotional states to cultivate body awareness.
- **Model Ahimsa (Non-Harm):** Demonstrate the safest versions of postures and prioritize facilitator self-care to maintain a safe teaching space.
- **Guide with Aparigraha (Non-Attachment):** Invite participants to release comparisons and expectations, practicing presence and acceptance.
- **Embodied Yamas and Niyamas:** Use yoga philosophy not just for participants, but as personal guiding principles for safe and healing facilitation.

Reducing Risk and Promoting Safety:

- **Injury Check-In:** Invite participants to share injuries, sensitivities, or concerns at the start of each session.
- **Balanced Sequencing:** Create classes that balance joint mobility, muscle conditioning, and restoration to meet diverse needs and reduce strain.
- **Encouraging Rest with Santosha (Contentment):** Normalize rest as essential, fostering contentment and connection within the body.
- **Nonjudgmental Space with Satya (Truth):** Encourage participants to honor their truth and choose modifications without fear of judgment.
- **Workshops and Patience with Tapas (Discipline):** Offer workshops that mindfully break down postures to build resilience, strength, and competency.
- **Supporting Injury and Recovery:** Promote gentle, mindful movement over “no pain, no gain” mentalities.
 - **For Physical Injuries:** Use slow movements like Cat/Cow, seated folds, and supported twists.
 - **For Muscle Fatigue:** Offer restorative postures such as Child's Pose and Supported Bridge Pose.
- **Prioritizing Self-Compassion:** Remind participants that healing and growth are sustainable when paced with care and kindness.

Percent of Injuries Reported in Each Body Area (n=1299)



***Remember, this is NOT 21% of all respondents of the survey; this is 21 % of those respondents who have reported an injury.**

Structuring Trauma-Informed Practices:

● Complete Sequence Structure:

- **Energetic Awareness:** Start with grounding exercises like rhythmic tapping or cyclic sighing (inspired by Brahmacharya - Moderation).
- **Range of Motion Exploration:** Warm key joints and muscles through gentle stretches (guided by Aparigraha - Letting go of expectation).
- **Centering and Somatics:** Integrate stillness, tactile tools, or journaling (inspired by Saucha - Purity and clarity).
- **Strength & Resilience:** Introduce accessible, controlled postures to build strength and discipline (Tapas - Self-discipline).
- **Concentration & Focus:** Practice balance and coordination to foster focus and self-awareness (Satya - Truth, Svadhyaya - Self-study).
- **Integration & Relaxation:** Close with restorative practices like Supported Fish Pose or Yoga Nidra (Ahimsa - Non-harm).

● Facilitator's Role:

- **Model Safety and Accessibility:** Demonstrate variations that honor personal limits.
- **Prioritize Self-Care:** Practice in ways that protect your own body and energy while guiding.
- **Create Empowerment:** Set a tone of patience, self-compassion, and respect for each participant's journey.
- **Use Yamas and Niyamas as Compass:** Align your facilitation with Ahimsa, Santosha, Tapas, Aparigraha, Satya, and Svadhyaya to foster healing and growth.