

# 21 tips for simple and flexible conversations about 26 January.

#### Mark Yettica-Pauslon

# listen adapt have conversations learn get inspired

#### ABOUT MARK YETTICA-PAULSON

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He has advised organisations such as the National Australia Bank, Australian Football League (AFL) Indigenous Development programs and the Indigenous All Stars, Medibank, Australia Post, Australia Council for the Arts, Foundation for Young Australians, and held roles as Joint Campaign Director for Recognise, CEO of the Australian Indigenous Leadership Centre and a senior leader at Office of the Registrar of Aboriginal Corporations.

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- **01** 1/21: What is the purpose of a National Day?
- **02** 2/21: Origin stories matter.
- **03** 3/21: Why are some of us so hyped about January 26?
- **04** 4/21: How do my actions matter?
- **05** 5/21: How to avoid stuck positions.
- **06** 6/21: How reframing can make a difference.
- **07** 7/21: We are the pivot points for change.
- **08** 8/21: Reframing attitudes: Many streams into the one river.
- **09** 9/21: Reframing attitudes: Many ways to get there.
- **10** 10/21: Reframing attitudes: Many ways to have the same experience.
- 12 11/21: Reframing attitudes: Many ways to hold the same idea.
- 14 12/21: Reframing attitudes: 'The Castle' an Aussie icon.
- **15** 13/21: Reframing attitudes: NRL State of Origin.

CONTENTS

- **17** 14/21: Claiming, Naming and Reframing.
- 18 15/21: Our National Day is "No shame Day."
- **19** 16/21: Our National Day is "Live Up to It Day."
- 20 17/21: Our National Day is "Love the Land Day."
- 21 18/21: Our National Day is "Postcode Pride Day."
- 22 19/21: Our National Day is "Generations Day."
- 23 20/21: Our National Day is "Peoples Day."
- **24** 21/21: January 26. Let's make it count.
- 26 Follow me.

CONTENTS

#### 01/21:

# WHAT IS THE PURPOSE OF A NATIONAL DAY?

Let's start with the question. Why do we have National Days?

National Days are days set aside to remember something special.

Usually, it's an anniversary of something significant that the nation wants its citizens to actively keep remembering because it relates to belonging.

When we investigate National Days for other countries, we notice similar feelings and approaches to the day as we have in Australia.

Some of us see it as a wonderful moment of national patriotism. Some express hyper-nationalism.

Some of us see it as a chance to express discontent and rejection of what this day stands for.

Some of us see it as a celebration of survival and resistance. Also, for some of us none of these approaches and feelings matter, and it's just a holiday.

National Days ignite reflection questions like, who are we, how did we get here, and why does that story matter?

Our challenge, and my encouragement, is to generate genuine conversations about our National Day that allow us to listen and learn from each other.

"What is the purpose of our National Day?"

**Coming up next:** How did Australia get its National Day? Is the story big enough?

#### <mark>02/21</mark>:

#### **ORIGIN STORIES MATTER.**

From origin stories we build our big belonging stories, and they help us make sense of who we are now, and how we got here.

Australia's National Day has an origin story like all other countries. As we know, not everyone is on the same page when it comes to the feelings and approaches to the day, and its origin stories.

This post is not about setting the record straight on the origin story. It is more about leaning into origin stories more openly for conversation, rather than getting stuck in a culture war it.

A critical point for conversation is whether the origin story being put forward is big enough for us to build our collective belonging?

Is the story big enough to handle celebration of achievements and commemoration of losses?

Is the story big enough to keep us striving for better belonging in this land together.

Does the story encompass us here together as the oldest living cultures on earth and every living culture on earth?

My encouragement to you, is that one of the ways to be more open and flexible in the conversations about January 26 is to lean into the question, "How did Australia get its National Day?"

Then try a follow up question for conversation: "Is the story big enough?

**Coming up next:** Why are some of us so hyped about January 26th?

#### 03/21:

#### WHY ARE SOME OF US SO HYPED ABOUT JANUARY 26?

The short answer is we care deeply about what January 26 represents.

For some of us it represents everything good about modern Australia, For some of us it represents everything wrong.

We know that feelings and approaches to the day are different. Hype and intensity spill over because we care so much and so deeply about our big belonging stories.

We become intensely attached to our belonging stories and we can find it hard to accept that others care so deeply about theirs.

Deep Collaboration practice teaches that it's vital to dedicate time for understanding the heart of those that think differently to yourself. Only by understanding their heart can we truly appreciate what they love, value, and fear losing.

We can use this knowledge to either generate a culture of understanding to build a better National Day or use it to further entrench our stuck positions.

One of the ways to be more open and flexible in conversations about January 26 is to take the time to discover the heart of the hype.

We can ask questions like "Why are some of us so intensely hyped up about Australia's National Day?", "what are we protecting?", "what do we value?", and "what are we afraid of losing?".

Hope this encourages you to have more conversations about January 26.

Be encouraged and encourage others.

Coming up next: How my action matter?

#### <u>04/21</u>:

#### **HOW DO MY ACTIONS MATTER?**

It's not just the highly visible and highly active who are creating the feelings and approaches to January 26. It is all of us. Whether we are part of the movements through more dedicated demonstrations, or through silent agreement, we are all contributing to the collective national atmosphere around January 26.

The intention of this post is to highlight the importance of our own intentions. How do we intend to show up for January 26 this year? Will it be any different to other years? How much are we carrying the memory of the 2023 Referendum results? How does that make us feel?

Whether you are attending celebrations or commemorations, your attendance and participation matters.

Whether you are organising parties or protests, your commitment to big stories of belonging matters.

Whether you are deliberately checking out or genuinely not paying attention, your silence speaks volumes.

One of the ways to be more open and flexible in the conversations about January 26 is to be more honest and open about what our intentions are for the way we treat the day.

Our actions and our intentions on the day matter. We all contribute the way Australia holds its National Day.

Your actions matter. You matter.

Be encouraged and encourage others.

Coming up next: How to avoid stuck positions?

#### <mark>05/21</mark>:

#### HOW TO AVOID STUCK POSITIONS.

This post is the whole point of this series.

That is, January 26 conversations tend to lock people into categories, and we often feel stuck.

One of the ways to be more open and flexible in the conversations about January 26 is to ask reflective questions. The kind of questions that allow us to explore 'what if' and 'how.'

- How can we break free from being categorised into a label and getting locked in?
- How do I take responsibility for my own views but not become so fixed my views that I get stuck?
- How can we avoid sliding into polarised positions feeling like 'us' versus 'them'?

One way to be more open and flexible is acknowledging that being passionate does mean being stuck in a position. We can move to explore different ways of seeing, knowing, and understanding to appreciate different perspectives.

Another way is accepting that feeling strongly convinced of a position does not mean cancelling others. We can show regard to other points of view, challenge them respectfully, and allow them to be, while remaining true to our own.

The more we can practice be open and flexible, the more we can generate cultures for a National Day that brings us more together and holds more of our big stories of belonging.

Be encouraged and encourage others.

**Coming up next:** How reframing can make a difference.

#### <mark>06/21</mark>:

#### HOW REFRAMING CAN MAKE A DIFFERENCE.

Reframing is a practice used to help people see things differently. It is a way of changing a mindset or perspective that can allow people to shift in thinking, behaviour and meaning.

One of the ways to be more open and flexible with the way we approach January 26 is applying the principles and practices of reframing.

Reframing helps us to realise the ways we are seeing the issues, challenges, and opportunities surrounding January 26. It highlights however, we are seeing them through our own limited lenses and frames. Here are three ways that reframing can help us to shift.

1. Validation of our feelings. Whatever we are feeling about January, the practices of reframing help us to validate the feelings and explore why we have them. It can also extend to having the capacity to validate other feelings as well.

2. Changing our point of view. This is like asking fundamental questions of whether there is another way of looking at January 26. Then reframing would ask of us to acknowledge reasons for the other points of view.

3. Showing compassion is one of the key elements to using reframing. It allows us to develop a compassionate view of others and of ourselves.

Using the practices of reframing is one way we might be able to be more open and flexible in the conversations about January 26.

Be encouraged and encourage others.

**Coming up next**: A Friday Reflection video – We are the pivot points for change.

#### <mark>07/21</mark>:

# WE ARE THE PIVOT POINTS FOR CHANGE.

#### NOTE: Click on the link to watch this video

In this 4 min video I highlight how we are the pivot points for change.

We are the people we've been waiting for. We are the generation that can make the changes needed to improve our experience of our National Day.

Be encouraged and encourage others.

**Coming up next**: Reframing attitudes: Many streams into the one river.

#### <u>08/21</u>:

#### **REFRAMING ATTITUDES:** MANY STREAMS INTO THE ONE RIVER.

IOne way to be more open and flexible in the conversations about our National Day is to use a metaphor that allows for differences leading into something greater than all the parts.

Here we're using the image of 'many streams flow into the one river'.

In this image each of the different streams represents different feelings, approaches and perspectives on January 26. The flowing into the one river acknowledges that we are all destined to continue to live and work together. Our thoughts and actions influence the quality of the stream flowing into the river.

Imagine if we shifted our attitude to how others think and feel about January 26 and used the metaphor that many streams flow into the one river?

The image of many streams to one river is dynamic, flowing and always moving. It invites conversations about our national day to also be dynamic and flowing, and not stagnant.

Many streams into one river also acknowledges our shared destiny and future. We might start from different places and perspectives, but we are destined to build our future together.

Changing our language in our conversations about January 26 into a metaphor that we have many streams flowing into one river together might allow us to be more open and flexible.

**Coming up next:** Using the metaphor of many ways to get there.

#### <u>09/21</u>:

#### **REFRAMING ATTITUDES:** MANY WAYS TO GET TO OUR DESTINATION.

Imagine if we used metaphors like "there are many ways to get to arrive at our destination" for conversations about January 26?

The root of the word 'destination' can be paraphrased to mean, "the place we've arrived at purposefully." It's like it was meant to mean our "destiny-nation".

What is the nation we are trying to arrive at with purpose?

For some of us, the destination looks remarkably like it did in the past when we felt more secure in our belonging.

For some of us, the destination looks like an extension of movement trajectories we currently see. Some of these are for better and some are for worse.

And for some of us, the destination is unlike anything we have seen yet. It is a brave new world.

Although we have many ways to there, we ultimately arrive at the same destination because it is a place where we feel at home. It is a place where we get our strongest resonating sense of belonging.

Maybe it's the same place? Maybe not? It might be the same place but experienced very differently. Maybe what we need to learn is that we not only have many paths to a destination (purposeful arrival point), but we also might have very different ways of experiencing this same destination.

One of the ways to be more open and flexible in conversations about January 26 is using this metaphor to acknowledge the many ways we approach our national day to arrive at our destination of belonging.

Be encouraged and encourage others.

Coming up next: Using a classic Aussie image of "a day at the beach."

#### 10/21:

#### REFRAMING ATTITUDES: A DAY AT THE BEACH. MANY WAYS TO HAVE THE SAME EXPERIENCE.

In the last post we talked about the word 'destination' meaning purposeful arrival. In today's post we are joining the idea of a classic Aussie image of "a day at the beach" to help us be more open and flexible in our conversations about January 26.

I remember doing 'a day at the beach' very differently as a child, then a young adult and now as a parent. My role and experience of the day has changed over time.

Our mental images for 'a day at the beach' can be vastly different.

For some of us, it means cool to warm waters and golden sands of the east.

For some of us, it means rugged cold-water swells of the south.

While for others, it means watching the warm water for crocodiles in the north.

Whatever your mental image of a day at the beach, we begin to realise that we a powerfully common experience that is also radically different.

Additionally, a day at the beach could mean immersion in the water under the sun or relaxing on the land under shade protection. One of the ways to be more open and flexible in our conversations about January 26 is to draw on the principles of the metaphor of 'a day at the beach.'

We will have an experience of it that has changed over the years. We will have ideas about what it means to us, and we know that it means different things to different peoples. We also know that context matters.

January 26 is like our day at the beach, it means different things to different people, our experiences of it have changed over time, and context matters.

Be encouraged and encourage others.

Coming up next: A teaching from trees

#### 11/21:

#### REFRAMING ATTITUDES: A TEACHING FROM TREES. MANY WAYS TO HOLD THE SAME IDEA.

You've probably noticed opinions about Australia's National day are heating up as we wrestle with our differences.

One of the ways to illustrate that we can hold an idea in very different ways is from an activity involving a teaching from trees.

Over the years I've asked people to draw a depiction of a "tree" to illustrate that we can all hold the same idea very differently. Immediately there are two reactions. Firstly, the groan about drawing. Then secondly, there is a moment of pause as people reflect, "what kind of tree am I thinking of?"

Through this simple activity we demonstrate a couple of significant things about the way we can hold an idea about a thing like a tree or a National Day:

- 1. We are all holding very different ideas about the same thing.
- 2. We catch ourselves with an internal question because we are invited to think more deeply about a thing.
- 3. We notice that there are some who are very clear about what they think is a proper representation of a thing.
- 4. We can live with a wide range of interpretations of things and accept them as other people's representation.

One of the ways to improve our understanding of how others are holding their feelings, ideas and approaches to January 26 is to use this teaching from trees.

We are all holding something. For some of us, it is the first chance to think more about it. For others, it is a chance to share their deep feelings and well-developed thoughts.

I encourage us to keep working at it until we can look at each other's views like people look at their drawings of trees. They hold them lightly and with interest in others.

Be encouraged and encourage others.

**Coming up next:** Remembering The Castle as a model for Jan 26 conversations.

#### REFRAMING ATTITUDES: THE CASTLE. A MODEL FOR JANUARY 26 CONVERSATIONS.

There are many iconic moments in the classic Aussie film, 'The Castle'. Whether it's the references to 'the pool room', 'the vibe of the thing', or 'jousting sticks', The Castle keeps giving.

One of the ways to be more open and flexible with our conversations about January 26 is to make use of these references. The brilliance of 'The Castle' is that it used dry Aussie humour to bring the story of Native Title into Australian folklore. It is culturally iconic for capturing Aussie accents, ways of life and a simple fight justice.

Imagine if we deliberately used more of The Castle's references when we were in conversations about January 26. We might identify what's really important to us and declare that "it's going straight to the pool room". We might listen to the views of others we don't agree with and offer a wry rebuttal to "tell them they're dreaming". And finally, we might find a way to genuinely resonate "the vibe of the thing" with others who are also trying to be more open and flexible with January 26 conversations.

The point of this post is that using humour can be liberating and lifegiving. The conversations we find ourselves in about January 26 can often feel frustrating and stuck. Holding the ideas more lightly and being more The Kerrigans of the Castle might help to soften the rough edges of our conversations.

I encourage you to find something that helps you to be more open and flexible in the lead up to January 26. I hope that you can find "serenity, so much serenity."

Be encouraged and encourage others.

**Coming up next:** Using the State of Origin as a model for January 26.

#### <u>13/21</u>:

#### REFRAMING ATTITUDES: THE NRL STATE OF ORIGIN. A MODEL FOR JANUARY 26 CONVERSATIONS.

One of the ways to be more open and flexible in the conversations about January 26 is to adopt principles and practices from the State of Origin.

The NRL State of Origin is about as good as it gets for epic classic battles. There are two sides, charged with passion and fierce determination to win in an arena that showcases the best of home-grown NRL talent.

What are some of the principles and practices we can learn from State of Origin?

Firstly, there is incredible history and passion in the State of Origin and once you're on one side, you are there for life.

Secondly, the competition is fierce every year and it impacts all walks of life and all corners of the country.

Thirdly, when State of Origin is over for the year, everyone resumes normal life. Additionally, there's customary boasting and gloating mixed with sorrow, humiliation and promises for next year.

One remarkable thing we do at State of Origin is both be super loyal to our side, and still work together, live together and enjoy life before and after the games together. During State of Origin, we are literally a country divided, and yet we are so full for the love of the game and of our peoples that we share the spirit together in cafes, pubs, restaurants, workplaces, schools, and homes.

Imagine if we did this for January 26. Imagine if we allowed ourselves to be together, then passionate about our different sides, and still be together.

I hope that we will be able to access the spirit of State of Origin. We are on different sides and have different approaches and feelings. However, we still live and work together when our National day is over.

Be encouraged and encourage others.

**Coming up next:** Offering up different ways to get into the spirit of Australia's National Day: Naming, Claiming and Reframing.

#### <u>14/21</u>:

#### CLAIMING, NAMING & REFRAMING.

#### NOTE: Click on the link to watch this video

In <u>this 3 minute video</u> I put forward the idea that we will be able to be more open and flexible in our conversations about January 26 if attend to the process of 'Claiming, Naming, and Reframing'.

The idea is that we "Reframe, Re-name, and Re-claim" our identity and belonging outside the boundaries of current conversations about our National day.

Stay tuned to get a taste of what our National day could be re-framed into.

Be encouraged and encourage others.

**Coming up next**: Our National Day is 'No Shame Day.'



#### OUR NATIONAL DAY IS 'NO SHAME DAY.'

What if we reframed Australia's National Day as "No Shame Day"?

On 'No Shame Day' we would celebrate overcoming whatever has held us back from being the best Australia we can be.

We would honour citizens who have gone out of their way to serve others. They had no shame being a servant.

We would amplify and encourage young people who showed no restraint to shine brightly in their identity, belonging, and for taking on the challenges of their generation.

We would pause for commemoration in recognition of our past hurts and ongoing impact. But we would not get stuck in the pain because we celebrate not being ashamed of our past and not being afraid of our future.

No Shame Day means we reach out to strangers with good cheer celebration. We have survived. We continue to thrive. We strive to be better.

C'mon Aussies. Let's go 'No Shame Day!'.

Be encouraged and encourage others.

Coming up next: Our National Day is 'Live Up To It Day.'

#### <u>16/21</u>:

## OUR NATIONAL DAY IS 'LIVE UP TO IT DAY.'

What if we reframed Australia's National Day to "Live Up to It Day"?

On 'Live Up to It Day' we recognise and celebrate the best of us living together and we encourage all fellow citizens to 'live up to it' and give the country your best.

Do your best to live up to the sacrifices made by previous generations. Do your best by acknowledging and remembering the hurt and pain that continues to impact us, and celebrating the special ways that we are united in our belonging to the land and to each other.

'Live Up to It Day' means we take up the best of us being here together, remember the best examples of Aussies in your communities and in our personal lives.

We honour those who persevered through hardships of unacceptance to end up becoming part of the fabric of our collective identity and belonging.

We live up to our generosity and practical mateship displayed in disaster response times, and we extend that to improve our sense of belonging to a neighbourhood.

We celebrate and live up to our acceptance of difference without trying to have one culture dominate over others.

We live up to being the best people in our neighbourhoods, in our towns, and in our times.

Be encouraged and encourage others.

Coming up Next: Our National Day is 'Love the Land Day.'

#### <u>17/21:</u>

## OUR NATIONAL DAY IS 'LOVE THE LAND DAY.'

What if we reframed Australia's National Day to "Love the Land Day"?

The tag line could be, throw off your shoes and throw off your fears, get connected with the Land we all Love.

On 'Love the Land Day' people are encouraged to walk on the land with their bare feet and learn to love it more. In a genuine way, people are encouraged to deepen their relationship to nature and to share in connection activities with their neighbours.

'Love the Land Day' is not just about nature. It is also about place. Where we live matters. On 'Love the Land Day' people are encouraged to find out more about the place where they live. What's the history, how has it changed over time, and what's the next phase for your place?

If Australia's National Day was 'Love the Land Day' it could help draw us closer through a common love of land and common fate. If we don't love it, who will? If we don't care and nourish the lands and waters, it will negatively impact the quality of life for all of us.

'Love the Land Day' takes us into the spiritual and personal with our individual connection to land, as well as the national arena of caring for country.

Most importantly, 'Love the Land Day' will bring us closer together, feeling more belonging and pride in our places and neighbourhoods.

Be encouraged and encourage others.

Coming up Next: Our National Day is 'Postcode Pride Day.'

#### 18/21:

## OUR NATIONAL DAY IS 'POSTCODE PRIDE DAY.'

What if we reframed Australia's National Day to "Postcode Pride Day".

We'd spend our energy and focus on learning to embrace and belong with all the people in our postcode.

We would have street parties, community events, sports competitions, arts and food festivals in our neighbourhoods to strengthen our sense of community. We would acknowledge and pay respect to the history of our postcode area. We would tell stories about how it has changed over time. We would create fun competitions that reflect our best values of belonging together.

'Postcode Pride Day' is an alternative story to our postcodes being a determining factor of access, privilege and success in life. 'Postcode Pride Day' is about being proud of your own community and it can build a strong bond of belonging to flip the script on negative stereotypes. We could develop happiness and belonging indicators to tell a different narrative about our people in our Postcodes.

The 'Postcode Pride Day' is a chance to build real connections with local people in your place. It is a way of acknowledging that we are the community that call this postcode home. Be proud and keep learning about the place you call home.

Be encouraged and encourage others.

**Coming up next:** Our National Day is 'Generations Day.'

#### 19/21:

## OUR NATIONAL DAY IS 'GENERATIONS DAY.'

What if we reframed Australia's National Day to "Generations Day"?

On this day we honour the inheritance we've received from the generations before us. We embrace our role as current pivotal generations in shaping Australia and take up our responsibility to hand over the best we have for the generations coming.

On 'Generations Day' we honour the countless generations of First Nations who were here for as long as there have been humans. We commemorate the losses, pain and hardship that has been carried by previous generations. We acknowledge the hard work from generations that have forged this great country we live in now. We celebrate the changing expressions of our identity and wrestle with the challenges and opportunities in maintaining the core of what is to be Australian.

'Generations Day' is a chance to celebrate and make fun of all the stuff that changes through generations and acknowledge all the stuff that stays the same. We can share stories of what it was like growing up in generations past, and what we hope for growing up in generations to come.

On Generations Day, we celebrate our collective coming of age as a nation. We are no longer infants on the global stage. We have the oldest living cultures on earth and every living culture on earth calling this land home.

We continue to grow and develop our understanding of who we are, where we are from and where we are going.

Be encouraged and encourage others.

Coming up next: Our National Day is 'Peoples Day.'



#### OUR NATIONAL DAY IS 'PEOPLES DAY.'

What if we reframed Australia's National Day to "Peoples Day"?

On 'Peoples Day' we would celebrate that we are the people now called Australians. We have the oldest living cultures on earth and every culture on earth. We honour all our peoples and our precious gift to live on this land together.

On 'Peoples Day' we spend our time to honour the First Peoples of this land. We acknowledge the peoples who have travelled here to make this country the way it is now. We celebrate that all peoples now call this place home.

On 'Peoples Day' we acknowledge our shared humanity. We amplify that there are more commonalities and connections we share than our differences.

On 'Peoples Day' we accept our shared destiny. We embrace that we face the future together and will need to work together to make it the best we can.

On 'Peoples Day' we celebrate the best of being the peoples here together. We claim and call out the things we do as Australians that show the best of us and make us proud.

We could do all of these things on 'Peoples Day' to highlight that we can craft a belonging story big enough to hold our highs and lows together.

I encourage you to embrace a notion that all the peoples here on this land that call this place home have a right and place on 'Peoples Day'.

Be encouraged and encourage others.

Last in this series: January 26 – Let's Make It Count.



#### **JANUARY 26: LET'S MAKE IT COUNT.**

Here is my final article for this series of 21 Ways in 21 Days leading up to January 26.

This series also forms part of my regular Friday Reflections which I share on Linkedin and soon, instagram). Over the past 3 weeks, I've been offering reflections based on a central purpose – to practice ways to be more open and flexible in our conversations about January 26.

We've reflected on how to ask some questions to be more open and flexible.

We've looked at the power of reframing and using different ideas to model changes in attitudes.

We've experimented with different ways of naming Australia's National Day.

We've tried to move around the more stuck positions that tend to dominate at this time of year. This strategic side-stepping is not avoiding our tough reality. In fact, by deliberately moving around the stuck positions, we've been able to exercise flexibility, compassion, and openness. These attributes will be needed to craft a way forward for our National Day.

Some people will provide advice, direction, and guidance for how to spend today. I acknowledge their sincerity and beliefs in seeking to raise awareness and build belonging on this day.

I am not going to provide advice on how to spend your time on this day. Rather, I offer an encouragement to spend your time with purpose. Some of us celebrate the best things about being Australian today. Some of us celebrate survival.

Some of us will spend today quiet, withdrawn from society and some of us will be grieving.

Some of us gather socially today without any political agenda because it is a public holiday. Some of us are treating today like any other Friday.

Some of us will use today to promote maintaining status quo, and some of us will use today to promote change.

However you spend today, I encourage you to be safe, be kind, be respectful, and be at peace. Make today matter to you.

Do January 26 in your way with purpose and intent. I've made my appeal to be more open and flexible with the conversation space about January 26. That's all there is.

Be encouraged and encourage others.

Let's make today count.

#### FOLLOW ME

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