



PREVENTION PROGRAM

# BURN-OUT

To prevent, attend to and prevent the  
exhaustion of human rights defenders



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# JUSTIFICATION

## Why is it so important?

The rehabilitation and rest program is designed for defenders who due to overwork, stress and stress require a period of rest, reflection, resuscitation, care of the body and health. It consists of a four-week period in which participants have workshops on body awareness and mobility; nutrition and health; self-care and safety; digital security; human rights; leisure and leisure; personalized psychosocial care and peace.

Participants during the four weeks, from Monday to Friday will have the opportunity to participate in workshops, talks, scheduled recreational activities and one of the three weekends takes place a scheduled outing of tourism, amusement, recreation and cultural recreation.

## Participants

The programme is aimed at human rights defenders in all its forms and with an emphasis on those who are exhausted ("**burn-out**"). The people who participate will intend to carry out the entire program and will be subject to Casa Xitla standards and the guidelines of the program itself. They will also have the will to improve their condition and work for themselves and for the group to generate adequate conditions of return to daily life.



## Ethical conditions

Since the program is aimed at people in a condition of exhaustion ("**burn-out**") and therefore of certain fragilities and stress situations, the participants will keep the due discretion and confidentiality of their peers and colleagues in the program. Therefore, they will sign a confidentiality agreement, especially for the group sessions of psychosocial containment and all those that violate the safety and freedom of the participants.

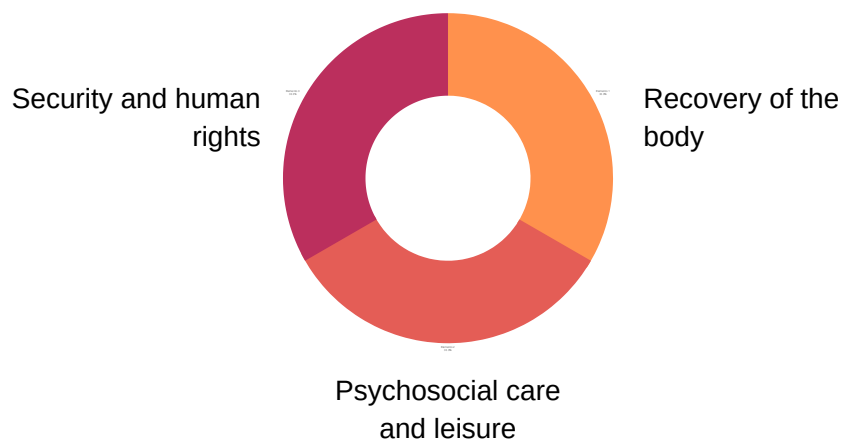
Any violation of the regulations of Casa Xitla and the regulations of the program will be grounds for suspension of the program.





## ELEMENTS OF THE PROGRAM

The program consists of three large areas that seek to recover a holistic vision of the person and his work environment serene and attentive to the care of the environment. The three programme areas are:



Each area will have a series of activities or workshops that will be taught throughout the four weeks of the program. The working sessions will start at 7:30 am. starting with body awareness and mobility activities for fitness and concluding with the afternoon-evening leisure and leisure management session.



# 1- RECOVERY OF THE BODY

Defenders and journalists in a situation of "burn-out" exhaustion have very often lost consciousness with their bodies, their health and their diet. Often there is neglect and minimization of this according to the great cause that they perform.

Sometimes people in this situation often get sick or do not fully heal from the diseases they suffer. Therefore the program emphasizes the recovery of the body based on the somatic integration of our being in the idea that we are our own body. Therefore, we propose the following workshops and activities. Martha Elena Welsh and Myrna de la Garza are responsible for this component of the programme.

## Body awareness and mobility workshop

Throughout this workshop will seek to revalue the condition and overall health of the body in relation to thought and state of mind. Through proper movement and exercises for physical recovery and bodily awareness, it will seek to rescue self-confidence, by rediscovering the individual's possibilities and sense of belonging to a group as a stimulus to health care. The workshops will be held in the morning at the Research Center of the Movement in Casa Xitla (CIM-cx).

## Workshop of massage techniques and self-care from movement

This is a workshop in which, from a basic sequence of Thai Yoga Massage, a different approach to the body is proposed. Activating both the recipient of the massage and the practitioner, a series of sequences will be performed that take into account the alignment and body organization of both the recipient and the massage giver. Knowing the body, its organization, its differences and its possibilities from the Thai Yoga Massage, establishes a fertile ground for learning, provides more and different forms of communication and puts into practice generosity, kindness, listening and companionship. The idea of these sequences, among other benefits, is to promote the passive movement of the receiver to work from different muscle groups; to expand body awareness and proprioception.



## Body expression and free movement workshop

Through the rediscovery of personal movement and the individual possibilities of mobility and recovery of body sensitivity, it seeks to link the consciousness of the body with imaginative thought and intention towards an integral well-being that helps each participant to create new ways of approaching for somatic consciousness, as well as to facilitate the expression in motion of their affections, feelings and thoughts in a clearer way.

## Nutritional consultations

Participants will be able to evaluate their diets with the doctor and a nutrition specialist in order to improve diets and nutritional performance. Efforts will be made to reorder eating habits according to a healthy diet.

## Medical consultations

The participants will have access to medical consultations throughout the program in order to generate a general diagnosis of the situation of each participant and to verify progress in the health issue. From these consultations will also be made a personalized assessment for a diet appropriate to the personal needs that will be implemented in the menu offered by Casa Xitla. The doctor in charge of this is Dr. Siddhartha Garcia.

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1 Certainly, participants who are diagnosed with a chronic or degenerative disease that prevents them from participating in the program will be reimbursed the amount of the program and will look for ways to channel them to a strictly medical care.



## 2- PSYCHOSOCIAL CARE AND LEISURE MANAGEMENT

Persons participating in the program will have two types of psychosocial care and one hour of scheduled daily recreation. One will be through group sessions and another through personalized sessions. Many people in a situation of "burn-out" exhaustion deny their condition of extreme stress and fatigue, attributing their behavior to others and not taking charge of this phase of their health. That is why the programme places so much emphasis on this dimension.

### Group and Individual Psychosocial Space

Four group psychosocial accompaniment sessions will be conducted throughout the programme. These sessions will be carried out by a specialist who will be the same one who attends the personalized sessions.

This perspective in the program allows us to look broadly at the effects of violence and physical and emotional wear and tear, de-privatizing the pain that sometimes manifests in the body and in the interaction with one/to/to, with other people and with the environment. The individual and group psychosocial accompaniment allows to contextualize these impacts, as something that involves people in the individual and their relationship in the social, understanding that what happens to people in their health is caused by structural inequalities and violence. It also allows to know the ways that people have to face these situations. The psychologist in charge is Edith Escareño Granados.

Individuals participating in the program will have four sessions of personalized psychosocial care to more specifically target more urgent individual situations.

For an attention will be given the clues for actions towards medium and long term.



## Management of leisure and leisure time

During the program, several hours of accompaniment are scheduled to generate leisure and free time management spaces. The purpose is to revalue and recover the times destined to the administration of leisure, time of programmed coexistence and time to work with the understanding of retirement and solitude. The activities will be in charge of Julio César Castro Argüelles.

## Cooperative Games for a Culture of Peace

This workshop seeks to provide participants with the necessary tools to build peace and at the same time understand what conflict is and how to transform it in a positive way. They will be able to do so with the awareness that they will obtain from the playful dynamics of teamwork and cooperation that will be imparted in each working week.



## 3- SECURITY AND HUMAN RIGHTS WORKSHOPS

Security and human rights workshops will be led by Michael W. Chamberlin and Pablo Romo. These workshops will address issues of self-care and security: personal and collective security, digital security and human rights workshops according to the needs of the group.

### Self-care and safety workshops

The self-care workshop addresses security issues and self-protection techniques in the context of the work of human rights defenders and journalists. There will be several sessions where tools, experiences and techniques in personal security will be offered.

### Digital security workshops

The digital security workshop will consist of exercises in computer protection techniques, cell phones and in general care of the entire computer dimension.

### Human rights workshops

Human rights workshops will be conducted according to the needs of the participants. A central theme is the specific focus they need. Similarly, there will be peace workshops and positive conflict transformation.

### Workshops of life project

One of the objectives of the programme is to achieve at the end of the four modules the development of a life plan that includes the learnings and good practices acquired.



# ANNEX 1

Programme location:  
Casa Xitla







# CASA XITLA

**Address:** Calle. of Convent No. 37, Sta Úrsula Xitla, Tlalpan, 14420 Mexico City, CDMX

**Telephone:** (55) 5573 3360

**WhatsApp:** (044) 55 2028 5442

Its location is SOUTH of Mexico City. 10 minutes walk from the Metrobus Santa Úrsula Xitla station (Line 1). <http://www.metrobus.cdmx.gob.mx/mapa.html>

Scan the QR code for more information.





# ANNEX 2

## Curriculum Profiles







# OUR TEAM



**Martha Elena Welsh Herrera**

Co-founder of Casa Xitla

**Pablo Romo Cedano**

Co-founder of Casa Xitla



**Michael W. Chamberlin**

Independent Consultant on Human Rights

**Myrna De la Garza Breña**

Bachelor of Arts Education



**Edith Escareño Granados**

Psychosocial companion, psychologist

**Siddhartha Emmanuel García Tamez**

Psychosocial companion, psychologist



**Julio César Castro Argüelles**

Coordinator of Casa Xitla

**María Cristina Loera Sánchez**

Bachelor of Human Rights and Peace Management



**Leticia O. Godoy**

Coordinator of Logistics and Customer Service

**Oscar Duque Luciano**

Public Accountant





## MARTHA ELENA WELSH HERRERA

Co-founder with Félix García and Pablo Romo of the independent organization Lekil Kuxlejal, A.C., responsible for the Casa Xitla project.

Co-founder with Myrna de la Garza of the Casa Xitla Movement Research Center.

Specialist in Movement Studies for the Nellie and Gloria Campobello National Dance School of INBAL. Graduate in Art Education from the Yucatan School of Arts/CENART.

Dancer in active contemporary dance, with training and professional trajectory as a classical dancer. He is currently a member of the contemporary dance companies El Cuerpo Mutable/Teatro de Movimiento and MdMar Danza.

Independent dancer for various projects, especially related to social commitment and for the construction of peace.

Classical dance teacher for professional dancers (El Cuerpo Mutable, Taller Coreográfico de la UNAM, Barro Rojo, y Compañía Tania Pérez Salas, EsDanza de Montréal, Fóramen M. Ballet, Danza Contemporánea Universitaria de la UNAM, and UX Onodanza), and students in training (Academia de la Danza Mexicana del INBA y en Centro de Formación para Bailarines de Danza Contemporánea de Barro Rojo CEFOBRAE), creator of workshops and courses for the approach to ballet from a somatic perspective.

Honorary National Advisor Professor at the Autonomous University of the State of Hidalgo Author of the Dance Conditioning, Dance Appreciation, and Courtly Dances workshops as professor at the Cultural Diffusion Department of Tecnológico de Monterrey, CCM.

Author of the Dance Conditioning Manual published in 2006 by the Department of Cultural Diffusion of Tecnológico de Monterrey in co-publication with CONACULTA - INBA. Certificate of occupational competence in Design and Course Delivery awarded by CENEVAL, CONOCER and Tecnológico de Monterrey.



## PABLO ROMO CEDANO

PhD in Human Rights from UNED, Madrid, Spain. He has obtained the degree of Licentiate in Theology from the University of Freiburg, Switzerland and Licentiate in Philosophy in Mexico. Founding member of the Human Rights Center "Fray Francisco de Vitoria" A.C. in Mexico City, founding member and director (1993-1996) and researcher (1996 - 1999) of the Human Rights Center "Fray Bartolomé de Las Casas" A. C. Adviser to the National Brokering Commission (1994 - 1998). President of the international organization *Dominicans for Humans Rights*, in Geneva, Switzerland (1999 - 2003). Co-director of Voluntariado Internacional Dominicano (2000 - 2003), Buenos Aires, Argentina. Member and Partner of Services and Advice for Peace A.C. (SERAPAZ) since 1995. Coordinator of the Observatory of Social Conflict in Mexico (2005 - 2011). Founder of Casa Xitla (2009).

Professor of Subjects at the Universidad Claustro de Sor Juana (2009 - 2015), professor of Subjects of "Positive Transformation of Conflicts" in the Faculty of Political Sciences of the UNAM. Academic advisor to the National Mechanism for the Protection of Human Rights Defenders and Journalists (2011-2017) and president of the same Council (2014 - 2017). Researcher of the Truth Commission for the State of Guerrero. Advisor to the Truth Commission of the State of Oaxaca. Jury of the Franco-German prize "Gilberto Bosques" (2013 - 2018). Consultant on human rights, protection and historical memory.

He has also co-founded the human rights journals "Justice and Peace" (1982), "Amnámnesis", de Teología (1990) Resiliencia (2016). Co-founder of Melel Xojoval A. C. (1995). Writer in national newspapers. Author of some articles and essays on human rights, peace issues and positive conflict transformation. Ashoka Fellow since 2007. Founder of Casa Xitla.



## MICHAEL W. CHAMBERLIN



Independent consultant on human rights. Ethnologist by the National School of Anthropology and History (ENAH) and Master in Human Rights and Democracy by the Latin American Faculty of Social Sciences (FLACSO-Mexico).

He was Director General of Association and Collective Reparations in the Executive Commission for Victim Care (CEAV). He has worked as a consultant for the Open Society Justice Initiative for the inclusion of victims and civil society organizations in transitional justice processes in Mexico. He was a member of the Advisory Council of the National Human Rights Commission (CNDH).

Former deputy director at the Fray Juan de Larios AC Human Rights Center in Coahuila accompanying relatives of disappeared persons. Member of the first Advisory Council of the Mechanism for the Protection of Human Rights Defenders and Journalists, and of its Governing Board.

It has several publications and a weekly column on RompeViento.TV



# MYRNA DE LA GARZA BREÑA



Choreographer, dancer and teacher graduated from the Sorbonne University in Paris 1989. Degree in Art Education from the Yucatan School of Arts/ CENART 2013. Certified Movement Analyst (CMA) by Laban/Bartenieff Institute of Movement Studies, NY.

Certified Thai Yoga Massage Therapist from Lotus Palm School, Montreal, Qc. Instructor and therapist at the EMTA School of Massage and Alternative Therapies in Mexico and the Casa Xitla Movement Research Center.

Director and choreographer of the contemporary dance group "M d'Mar" since 1992.

She is the creator of the technique El Movimiento Lógico which she has taught since 2009 at the bachelor level at the Mexican Dance Academy (INBA) CdMx. He designed and taught, in two editions (2009-2010 and 2010-2011), the Diploma of Professional Updating in the Technique The Movement Lógico (237 hours) CENIDI-DANZA "José Limón", CENART.

Member of the National System of Art Creators, issue 2018.

**Recognition:** In 1991 participates in the XII National Dance Award with the original choreography and music "...And passes a train" and gets the Mention for the Best Musical Composition, Fine Arts Theatre, Mexico D.F.

**Awards:** Benefit derived from article forty-second of the Budget of Expenditures of the Federation 2012 for dance production, EPRODANZA. He obtained First place in the Donde pongo el Ojo pongo la Danza, with the video dance "Drop" in collaboration with Alfredo Salomón and Sr. González. Festival Bailar A pantalla, Guadalajara, Jal. February 2016.

**Publications:** "The Legislative Movement: pairing between Laban and Alexander" Centrifugal Dance Magazine number 3, winter 2010.



# EDITH ESCAREÑO GRANADOS



Psychologist by the National Autonomous University of Mexico. Master in Subjectivity and Violence in the School of Knowledge. It is part of the National Network of Independent Experts/ Experts against Torture and Psychosocial Space for Human Rights. She is a professor at the University of the Cloister of Sor Juana and at the Ibero-American University.

He has experience in the study and investigation of acts of torture and their families, as well as relatives of enforced disappearance and extrajudicial execution and human rights organizations. Psychosocial support for relatives of disappeared persons, in particular children and adolescents. She has participated in the preparation of psychological and psychosocial assessments on gender issues (gender violence, sexual rape, femicide) in serious human rights violations (torture and enforced disappearance) and reparation of harm. Participated in the generation of inputs for the current torture law in Mexico; as well as various reports on the situation of torture in Mexico for national and international human rights bodies (CAT, SPT, Amnesty International). He was a member of the working groups for the updating of the Istanbul Protocol.

Co-author of *"I just wanted to wake up: diagnosis of psychosocial impacts of the Ayotzinapa case"*<sup>1</sup>; *"Implementation of the Istanbul Protocol: Tool of impunity in Mexico"*<sup>2</sup>; *"Analysis of the patterns of torture used in Mexico and the impacts on survivors of torture"*<sup>3</sup>; *"Covering up torture in Mexico: the responsibility of health professionals in Mexico"*<sup>4</sup>; and Psychosocial Accompaniment Sessions, a group experience, unpublished.

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1 Available at <http://fundar.org.mx/mexico/pdf/InformeAyotziFin.pdf>

2 Available at <http://www.contralatoru.org.mx/index.php/component/k2/item/167-implementacion-del-protocolo-de-mbul-arma-de-impunidad-en-mexico>

3 Available at <http://www.contralatorura.org.mx/index.php/component/k2/item/138-analisis-sobre-los-patrones-de-tortura-usados-en-mexico-y-los-impactos-en-los-sobrevivientes-de-tortura>

4 Available from [https://drive.google.com/file/d/1EaLQilif5ExW3n1SSxzm8z697OLDa0nF/view?usp=sharing&fbclid=IwAR2IfyxTqk-kzF\\_Om\\_oWFJeTWJddBXF2\\_iNvmuCFbhw-GBeZn2IOEAcmT-I](https://drive.google.com/file/d/1EaLQilif5ExW3n1SSxzm8z697OLDa0nF/view?usp=sharing&fbclid=IwAR2IfyxTqk-kzF_Om_oWFJeTWJddBXF2_iNvmuCFbhw-GBeZn2IOEAcmT-I)



## SIDDHARTHA EMMANUEL GARCÍA TAMEZ

He studied at the National School of Medicine and Homeopathy of the National Polytechnic Institute (IPN) the Bachelor of Surgeon and Homeopath. While studying, he realized that you have to have many therapeutic tools for the comprehensive treatment of people so he complemented his professional studies with diplomas in: Chiropractic, Acupuncture and Traditional Chinese Medicine, Masotherapy, Nutrition. Subsequently, seeking to improve the health of people and enhance their physical performance and following his passion, he studied the Specialty in Physical and Sports Activity Medicine in the Sports Medicine Directorate of the National Autonomous University of Mexico (UNAM).

He has been the titular physician of teams from various sports disciplines, coordinating health programs with different public and private institutions.

Currently works as a teacher in the Faculty of Medicine of the UNAM, is a lecturer in medical congresses and related to health and leadership, She attends her clinic where she assists people to recover from their injuries and improve their athletic performance and works continuously with Casa Xitla to improve the health of her staff as well as her assistants.



## JULIO CÉSAR CASTRO ARGÜELLES



He has been working at Casa Xitla for a little more than 10 years as a maintenance coordinator and is a logistics and user support assistant.

He is in charge of the free time management workshop in which he puts into practice his professional studies in philosophy. He has knowledge in the art, technique and practice of gardening.

## MARÍA CRISTINA LOERA SÁNCHEZ

Graduate of the Bachelor of Human Rights and Peace Management of the Generation 2015-2018 from the University of the Senate of Sor Juana with a specialty in Reconstruction of the social fabric in Mexico: democracy, citizenship and culture of peace and theories of gender and political action.

Has worked on migration issues in projects aimed at regularizing migration for humanitarian reasons, refugee status and political asylum, and training and empowerment of vulnerable migrant women through their work and collaboration with the CAFEMIN shelter and the Asylum Access organization.

She has also worked as a researcher on gender in the Senate of Sor Juana and on human rights with a perspective of peace in the civil association Lekil Kuxlejal, where she currently works in design, implementation, development and systematization of workshops and projects on the culture of peace, with a focus on cooperative games; while being part of the Human Rights School of the Fray Francisco de Vitoria Human Rights Center.





## LETICIA O. GODOY

Born in CDMX on May 7, 1986, she is currently 35 years old.

She has been working at Casa Xitla for just over two years as coordinator of Logistics and Customer Care, as well as administrative assistant.

She has recently joined the burn-out team, largely advised by Edith Escareño, who is a psychologist, for psychosocial support. Develops a craft workshop that is focused on self-care and individual observation for recognition and emotional work.



## OSCAR DUQUE LUCIANO

Public Accountant graduated from the National Polytechnic Institute.

He has worked as an administrator, deputy director and administrative coordinator and has a career as an accountant in civil society organizations. He has experience in the administrative, management, accounting and fiscal fields in non-profit organizations.



# BURN-OUT



LEKIL KUXLEJAL

