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Template: Youth Leadership Board Advisory Committee

Template documents for Youth Leadership Board (YLB) including application form, enrollment packet, sample timeline, and sample curriculum. Program is designed for YLB members to collaborate on design campaigns, attend bi-monthly meetings, organize with local coalitions, and co-facilitate workshops.
Welcome powerful leader,

(INSERT organization name) is proud to announce that we are launching a fall program called the (INSERT program name). The (INSERT program name and description) is a program created to invite constituent leadership at our organization's inception.

This consists of things like building mass recruitment, build/win campaigns, effectively serving on coalitions, rapidly responding to community issues, community building, and healing practice. Youth selected to be on the (INSERT program name) Advisory Committee are expected to determine new programming for the next cohort, complete assignments regarding such and attend weekly meetings/activities.

The duration of the committee will last five months from (INSERT dates), the committee will meet every (INSERT schedule). Youth will also be given a stipend up to (INSERT stipend) for their participation on the committee.

**FORM QUESTIONS**

**GENERAL INFORMATION**

Email

First & Last Name. We only ask for your legal name due to the potential for travel opportunities. If you do not wish to be addressed by your legal name, please write your preferred name in the section that reads "Preferred Name."

Preferred Name

Birth Date

What Are Your Gender Pronouns?

What Is Your Gender Identity?
(Gender Nonconforming, Non-Binary, Femme, Cisgender, Transgender, Other: )

What Is Your Address? Please write your entire address including apartment number (if applicable), city, state, and zip code.

Preferred Methods of Contact. Please check all that apply.
(Phone Call, Text, Email, Slack, Instagram DM, Facebook Messenger, Twitter DM)
Please list the necessary information so we can contact you. This includes any social media handles, phone numbers, and/or special instructions based on your answer to the previous question.

Legal Guardian First & Last Name (If Under 18)

Legal Guardian Phone Number (If Under 18)

Special Instructions for Contact?
Please let us know if there are any special instructions for contacting your legal guardian. This can include but is not limited to using different gender pronouns, using a different name, etc. Your safety is our priority.

PRIOR EXPERIENCE WITH (INSERT organization name)
What programs have you been involved in with (INSERT organization name)?

Please list the year(s) of involvement in each program you have been part of

Please explain what your experience was like in (INSERT organization name) programming in detail.

COMMITMENT AND EXPECTATIONS
The (INSERT program name) will run from (INSERT date) until (INSERT date). The expectations of the (INSERT program name) members are as follows:
- Responsiveness to all communications (text, email, etc.) within 48 hours of receiving said communications.
- Regular attendance to meetings.
- Completing all delegated work by the deadline.
- Come prepared to each meeting.

The (INSERT program name) will meet on the following dates: (INSERT dates)

Can you fully commit to (INSERT program name)?
(Yes, No, Maybe)

If you selected "Maybe" on the previous question, please explain why.

Do you have any other obligations and/or responsibilities that may interfere with your full participation in the (INSERT program name)? If so, please explain them.

Do you have any black out dates (dates that you would not be able to participate in the (INSERT program name))? If so, please list them.
ESSAY QUESTIONS
What are your strengths when it comes to your leadership?
What excites you the most about the (INSERT program name)?
What do you expect and/or wish to gain from this experience?

TECH ASSESSMENT
These questions are just for us to get a scope for what you have readily accessible to you to be able to support the work of the (INSERT program name). No one will be turned away due to technological barriers.

On a scale of 1 - 5, how comfortable/proficient are you with Slack
(Never Used it 1 2 3 4 5 I'm a Pro)

On a scale of 1 - 5, how comfortable/proficient are you with Google Docs
(Never Used it 1 2 3 4 5 I'm a Pro)

On a scale of 1 - 5, how comfortable/proficient are you with Google Sheets
(Never Used it 1 2 3 4 5 I'm a Pro)

On a scale of 1 - 5, how comfortable/proficient are you with Gmail
On a scale of 1 - 5, how comfortable/proficient are you with ZOOM
(Never Used it 1 2 3 4 5 I'm a Pro)

On a scale of 1 - 5, how comfortable/proficient are you with Google Hangouts
(Never Used it 1 2 3 4 5 I'm a Pro)

On a scale of 1 - 5, how comfortable/proficient are you with Google Calendar
(Never Used it 1 2 3 4 5 I'm a Pro)

Please check all of the devices that you have easy access to
(Phone, computer, Tablet, Other:)

Do you have reliable internet?
(Yes, No)
Enrollment Packet Template

Congratulations!

It is with great pleasure that (INSERT organization name) would like to invite you to be a part of the Youth Leaders Board (YLB) Advisory Committee!

You have been chosen because you have demonstrated leadership, and a passion for social justice in your community. We believe you can make valuable contributions to the Youth Leaders Board (YLB) Advisory Committee, and will grow tremendously over the course of the program. Your commitment to creating social change has led the committee to believe that you are well qualified to help pioneer this movement. You will gain the opportunity to participate in weekly planning sessions to focus on leadership and organizing skills, while developing the new programmatic structure for our youth leadership development program.

This program includes:
- Leadership development
- Weekly planning sessions
- Stipend
- And much more!

Attached are forms for you and your parent/guardian to complete. It is important that we have both your signature and your parent/guardian’s signature on the commitment form and other applicable pages. The forms to complete are the following:
- Blanket Parent Permission Form
- Commitment Form
- Participant Demographic Information Form
- Confidential Participant Information Form
- Emergency Contact Form
- Photo Release Form

Please note that you will not be allowed to participate in the Advisory Committee should you fail to return the completed forms.

If your child is under 18 years old, please expect a welcome call from the program staff in the week leading up to the institute. We will provide more information about the organization and program.

If you decide not to accept your place in the Youth Leaders Board (YLB) Advisory Committee, please notify us immediately.

Additionally, please feel free to contact us if you have any questions, comments or concerns. Once again, congratulations! We can't wait to meet you!
In Siblinghood,

(INsert staff signature)
Month 1 (INSERT date)

Theme: Getting Grounded & Organizing Principles (How do we shift narrative?)
- Launch of the Advisory Board
  - Orientation & Collecting Welcome Packets
- Organizing 101 (building the foundational knowledge to figure out how to move forward)
  - Political education
  - Combating ageism
  - Intersectionality
  - Grassroots community building
  - Radical visioning to struggle together

Month 2 (INSERT date)

Theme: Campaigning, Direct Action, & Organizing
- Organizing 101 (building the foundational knowledge to figure out how to move forward)
  - Political education
  - Combating ageism
  - Intersectionality
  - Grassroots community building
  - Radical visioning to struggle together
- Building mass recruitment
- Build/win campaigns
- Serving on coalitions
- Rapid response to community issues
- Radical visoning to win (impacting policy, elections, etc.)

Month 3 (INSERT date)

Theme: Logistics & Culture
- Tech manual
  - Tech accessibility
    - How to access ZOOM
    - What to do when your WiFi is choppy
    - What can organization provide in terms of tech
    - Slack 101
    - GSuite 101
- Branding
- How does someone become a member of organization?

Month 4 (INSERT date)

Theme: Self Care & Squad Care (We Keep Us Safe) & Wrap Up
- Creating the wellness component of the YLB
- Self care tool kit
- Standard activities/workshops that can be done in YLB meetings
- How to assess stress, burn out, etc.
- We Keep Us Safe (how do we avoid state and police intervention when it comes to making sure our communities are safe)
  - Wrap up/last minute final touches
  - Closing of the Advisory Board
Home Learning/Prep for Next Session

*Please note that the prep is an integral component of this Advisory Committee as it will allow us to stay on schedule and provide foundational knowledge between sessions. Please prioritize the prep.*

**Month 1 (INSERT date)**
- **Session 1**
  - Research 2 other organizations and/or collectives that focus on youth organizing (past or present). How does their structure look? Are they active? Do they have merch? How do you become a member? What work have they done so far? What is the demographic of their base?
- **Session 2**
  - Review the Emergent Strategy excerpt handout
  - Review the [Combahee River Collective Statement](#)
- **Session 3**
  - Watch: [Organizing 101 - Activism vs. Organizing](#)
  - Watch: [What is Direct Action?](#)

**Month 2 (INSERT date)**
- **Session 4**
  - Map out your community! What organizations are in your city? What groceries stores/food stores exist in what neighborhoods? Where is gentrification hitting the hardest?
- **Session 5**
  - Research 2 organizing campaigns and answer the following questions: (1) who started the campaign? (2) do the founders have a political home? (3) are the founders from the community or did they just pop up? (4) what were the demands of their campaign? (5) what strategies did they use to get people to join their campaign? (6) did they win?
  - Examples of Campaigns: #BLM, SheSafeWeSafe, WeKeepUsSafe, Free the Block
- **Session 6**
  - TBD
- **Session 7**
  - Review the following links for inspiration as it relates to organization's own branding and merchandise
    - DreamDefenders Bernie Merch Drop
    - BYP100 Summer Shorts
    - BYP100 Fanny Pack
    - BYP100 Socks
    - BYP100 Hoodie
    - (F)empower MIA Merch
Month 3 (INSERT date)

- Session 8
  - Create a sketch or mood board of the color scheme and crest of the YLB
- Session 9
  - TBD
- Session 10
  - Research websites, blogs, etc. to be added to the organization's library
- Session 11
  - Research the following topics: self care, mutual aid, trauma informed care
  - Watch: Radical Self Care: Angela Davis
  - Watch: What Is Transformative Justice

Month 4 (INSERT date)

- Session 12
  - Work on any action items that came from the review to wrap up
- Session 13
  - Work on any action items that came from the review to wrap up
- Session 14
  - Graduation/Closing Ceremony
Dear Parent/Guardian:

This is a blanket permission slip stating that your child is eligible to participate in trips coordinated by (INSERT organization name). These activities will take place under the guidance and supervision of employees of the (INSERT organization name).

For events taking place within various neighborhoods and boroughs, a parent notification letter will be given to each child prior to the scheduled trip or delivered to parent/guardian via email. The notification letter will provide the location of the trip, date and time. Staff will also call each youth’s parent to leave a message regarding the scheduled trip at least 48 hours in advance of the trip.

For events taking place outside of (INSERT geographical area), a separate permission slip will be provided for your signature. This blanket permission form covers activities taking place outside of (INSERT geographical area) also.

The methods of transportation that will be used to transport youth are private contract bus, public bus, railroad, subway, vans, airplanes and walking.

The activities that will be planned include artistic activities, enrichment activities, educational activities and recreational activities that include, but are not limited to the following:

- Outings to the park
- Basketball games
- Baseball games
- Other recreational activities
- Movies
- Museum Exhibits
- Concerts
- Parades
- Vocational Fairs
- Bowling
- Tours

If you do not desire for your child to participate in the activity planned, you must contact the (INSERT staff name and contact). In the event they cannot be reached, contact (INSERT staff name and contact) to express your objection to the planned activity.
Date range of contract: (INSERT date)

Schedule: (INSERT schedule)

Summary

This contract is to ensure that the participants of the program commit to attending and participating during the (YLB) Advisory Committee. (Insert organization name) staff want to make sure that everyone that is in the program receives the same access to opportunities and are clear on what is required of them.

Guidelines/Responsibilities

- Participant must commit to attending the Advisory Committee for the entire duration of the program (with 1 allotted excused absence);
- Must participate during planning sessions, complete all assignments and adhere to the values of the group;
- Complete required evaluations;

Stipend: (INSERT stipend amount)

All participants who successfully complete the National (YLB) Advisory Committee will receive their full stipend amount at the end of the term.

NOTE: The following deductions will be made to the stipend if you have not completed all of your tasks and/or responsibilities outlined in the Guidelines/Responsibilities section above. If you do not complete the evaluations you will NOT be eligible to receive a stipend.

- $5 for being late per planning session
- $10 for missing a planning session
- $25 for not completing an assignment

If at any point you are unable to meet the guidelines/responsibilities of this contract, please contact (INSERT staff name and contact) to inform them of your current situation.

__________________________  __________________
Participant Signature          Date
FOR PARTICIPANT:

I, ______________________________, commit to participating in the (INSERT organization name and program name). I understand that if at any time I am no longer able to participate, I will immediately contact (INSERT staff name and contact) in order to discuss my situation. In the event they cannot be reached, contact (INSERT staff name and contact), I understand that in order to gain the full experience of this program and the full stipend, I must attend every session.

______________________  ____________________
Signature of Participant  Date

FOR PARENT/GUARDIAN:

I have read the information about the (INSERT organization name and program name) and fully understand the participant’s commitment to, and participation in, this leadership program. I give permission for the participant above to participate in the (INSERT program name), a program of (INSERT organization name), and all related field trips.

I give (INSERT organization name) my permission to take photographs and/or videos of my child during the (INSERT program name) classes, workshops and/or activities. The photographs and/or video will be used solely for the purposes of educating others about the (INSERT organization name).

________________________________
Printed Name of Parent/Guardian

________________________________
Signature of Parent/Guardian

________________________________
Date
PARENT CONSENT

I, __________________, consent to my child’s participation in all trips as described above. I understand that trips will take place away from (INSERT organization name) program grounds and that my child will be under the supervision of (INSERT organization name). I further consent to the conditions stated above for participation, including the methods of transportation. By consenting to my child’s participation, I acknowledge my understanding that (INSERT organization name) cannot be held responsible for events over which it has no control, such as acts of God and war, including terrorist activity, or for acts or omissions of persons or agencies including hotels, restaurants, airlines, and sea and land transportation companies which it does not control directly and agree to release and hold blameless for such acts. I hereby release (INSERT organization name) from all liability it might incur as a result of such outings.

____________________  ______________________
Print Name of Parent/Guardian    Signature of Parent/Guardian

____________________  ______________________
Phone Number             Date

AUTHORIZATION for MEDICAL TREATMENT of MINORS

I, being the parent/guardian of the above named minor DO / DO NOT (circle one) hereby appoint the current staff of: (INSERT organization name), to act on my behalf in authorizing unexpected medical, dental, surgical care and hospitalization for the above named minor(s) during my absence. This document shall be presented to a physician, dentist, or appropriate hospital representative at such time as unexpected, medical, dental, surgical care or hospitalization may be required.

____________________  ______________________
Print Name of Parent/Guardian    Signature of Parent/Guardian

____________________  ______________________
Phone Number             Date
(INSERT organization name)

THIS TO BE FILLED OUT BY A PARENT OR GUARDIAN ONLY.

PARTICIPANT DEMOGRAPHIC INFORMATION FORM

The information requested below is for statistical purposes and used ONLY to help us obtain funding for our programs. THIS IS STRICTLY CONFIDENTIAL. Please note: income level does NOT determine eligibility for (INSERT organization name) programs. Please answer ALL questions completely.

Name of person filling out form: ________________________________

Relationship to participant: ________________________________

1. How many people are in your household (including you and the program participant)? _______

2. What is your approximate household income--Not the income of just the participant, but your entire household? (check one)

   $0 - $10,000 __  $10,001 - $15,000 __  $15,001 - $20,000 __
   $20,001 - $25,000 __  $25,001 - $30,000 __  $30,001 - $40,000 __
   $40,001 - $50,000 __  $50,001 and up __

3. Is your child eligible for free/reduced school lunch? (This does not mean that you necessarily participate in the program, only that you are eligible) (check one)

   YES ____  NO ____  I DON’T KNOW ____

4. Parent/Guardian Email address: ________________________________

5. I would like to sign up for the (INSERT organization name) newsletter to learn about additional opportunities and events

   ❑ Yes
   ❑ No

Signature of the Person Filling Out this Form: ________________________________

Date: ________________________________
CONFIDENTIAL PARTICIPANT INFORMATION FORM

Name of Student: ________________________________________

Birth date:___________________ Age: ________________

Grade (20-21 school year):__________

Home Phone Number: ___________

Home Address: __________________________

Street Apt. City Zip Code

Health Insurance (if available):

Company: ________________________________

Policy #: ________________________________

Does the student have any allergies (medications, foods, environment, etc.)?  
☐ Yes  ☐ No

If yes, please explain:
________________________________________________________
________________________________________________________

What occurs if student is exposed to the above?
________________________________________________________
________________________________________________________

Does the student take any medications regularly?  
☐ Yes  ☐ No

If yes, please explain: ____________________________________________
Does the student have any medical conditions or disabilities?

- Yes
- No

If yes, please explain: ________________________________________________________________

________________________________________________________

Does the student need any special accommodations due the condition/disability?

______________________________________________________________________

Has the Student had any serious mental or physical illnesses or injuries recently?

- Yes
- No

If yes, please explain: ________________________________________________________________

______________________________________________________________________
# EMERGENCY CONTACT FORM

<table>
<thead>
<tr>
<th>Student's Name</th>
<th>Date of Birth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parent’s/Guardian’s Name</td>
<td></td>
</tr>
<tr>
<td>( ) Cell/Home Phone</td>
<td>( ) Work Phone</td>
</tr>
<tr>
<td>Parent’s/Guardian’s Name</td>
<td></td>
</tr>
<tr>
<td>( ) Cell/Home Phone</td>
<td>( ) Work Phone</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>City, ST ZIP Code</td>
<td>City, ST ZIP Code</td>
</tr>
</tbody>
</table>

## In Case of Emergency Please Contact

<table>
<thead>
<tr>
<th>Primary Emergency Contact (Relationship)</th>
<th>Secondary Emergency Contact (Relationship)</th>
</tr>
</thead>
<tbody>
<tr>
<td>( ) Home Phone</td>
<td>( ) Home Phone</td>
</tr>
<tr>
<td>( ) Work Phone</td>
<td>( ) Work Phone</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Address</th>
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</thead>
<tbody>
<tr>
<td>City, ST ZIP Code</td>
<td>City, ST ZIP Code</td>
</tr>
</tbody>
</table>

## Medical Information

<table>
<thead>
<tr>
<th>Hospital/Clinic Preference</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician’s Name</td>
<td>Policy Number</td>
</tr>
</tbody>
</table>

Important medical information (allergies, medicines, conditions, etc.)

Print Name of Parent/Guardian: ____________________________________________
Signature of Parent/Guardian: ____________________________________________
Signature of Student: ____________________________________________
(INSERT organization name)
PHOTO RELEASE FORM

I give the (INSERT organization name) permission to take photographs and/or video of me during the (INSERT program name) program. The photographs and/or video will be used solely for the purposes of educating others about the (INSERT organization name) and its programs.

________________________________________________________________________
Printed Name of Participant or Parent/Guardian (if under age 18) ____________ Date

________________________________________________________________________
Signature of Participant or Parent/Guardian (if under age 18) ____________ Date
Month 1 (INSERT date)
Theme: Getting Grounded & Organizing Principles (How do we shift narrative?)
- Launch of the Advisory Board
  - Orientation & Collecting Welcome Packets
- Organizing 101 (building the foundational knowledge to figure out how to move forward)
  - Political education
  - Combating ageism
  - Intersectionality
  - Grassroots community building
  - Radical visioning to struggle together

Month 2 (INSERT date)
Theme: Campaigning, Direct Action, & Organizing
- Organizing 101 (building the foundational knowledge to figure out how to move forward)
  - Political education
  - Combating ageism
  - Intersectionality
  - Grassroots community building
  - Radical visioning to struggle together
- Building mass recruitment
- Build/win campaigns
- Serving on coalitions
- Rapid response to community issues
- Radical visoning to win (impacting policy, elections, etc.)

Month 3 (INSERT date)
Theme: Logistics & Culture
- Tech manual
  - Tech accessibility
    - How to access ZOOM
    - What to do when your WiFi is choppy
    - What can organization provide in terms of tech
    - Slack 101
    - GSuite 101
- Branding
- How does someone become a member of organization?

Month 4 (INSERT date)
Theme: Self Care & Squad Care (We Keep Us Safe) & Wrap Up
- Creating the wellness component of the YLB
- Self care tool kit
- Standard activities/workshops that can be done in YLB meetings
- How to assess stress, burn out, etc.
- We Keep Us Safe (how do we avoid state and police intervention when it comes to making sure our communities are safe)
  - Wrap up/last minute final touches
  - Closing of the Advisory Board
Home Learning/Prep for Next Session

Please note that the prep is an integral component of this Advisory Committee as it will allow us to stay on schedule and provide foundational knowledge between sessions. Please prioritize the prep.

Month 1 (INSERT date)

- Session 1
  - Research 2 other organizations and/or collectives that focus on youth organizing (past or present). How does their structure look? Are they active? Do they have merch? How do you become a member? What work have they done so far? What is the demographic of their base?

- Session 2
  - Review the Emergent Strategy excerpt handout
  - Review the Combahee River Collective Statement

- Session 3
  - Watch: Organizing 101 - Activism vs. Organizing
  - Watch: What is Direct Action?

Month 2 (INSERT date)

- Session 1
  - Map out your community! What organizations are in your city? What groceries stores/food stores exist in what neighborhoods? Where is gentrification hitting the hardest?

- Session 2
  - Research 2 organizing campaigns and answer the following questions: (1) who started the campaign? (2) do the founders have a political home? (3) are the founders from the community or did they just pop up? (4) what were the demands of their campaign? (5) what strategies did they use to get people to join their campaign? (6) did they win?
    - Examples of Campaigns: #BLM, SheSafeWeSafe, WeKeepUsSafe, Free the Block

- Session 3
  - TBD

- Session 4
  - Review the following links for inspiration as it relates to organization's own branding and merchandise
    - DreamDefenders Bernie Merch Drop
    - BYP100 Summer Shorts
    - BYP100 Fanny Pack
    - BYP100 Socks
    - BYP100 Hoodie
    - {F}empower MIA Merch
Month 3 (INSERT date)

- Session 1
  - Create a sketch or mood board of the color scheme and crest of the YLB
- Session 2
  - TBD
- Session 3
  - Research websites, blogs, etc. to be added to the organization's library
- Session 4
  - Research the following topics: self care, mutual aid, trauma informed care
  - Watch: Radical Self Care: Angela Davis
  - Watch: What Is Transformative Justice

Month 4 (INSERT date)

- Session 1
  - Work on any action items that came from the review to wrap up
- Session 2
  - Work on any action items that came from the review to wrap up
### Orientation: Getting Grounded

- Kick off of the YLB Advisory Board
- Signing and receiving commitment forms

### Deliverables and Outcomes

- Each participant understands the full history of organization and program
- Each participant has a full understanding of the 5 year vision of program

### Meeting Breakdown

#### Session 1 (Orientation)

- **Opening/Grounding**
  - Land Acknowledgement
  - Introductions
    - Name, pronouns, past & present involvement with programming
  - Somatics Practice: Breathing
    - Inhale deeply and when you exhale, make the *shhhh* sound with your mouth. Pay attention to how this makes you feel in the area between your chest and your stomach. Repeat this 8 more times.
    - The sound *shhhh* is useful for opening the diaphragm, which is often stuck or tight in states of internalized fear, limiting our breathing. Opening it helps us shift from a frozen state into becoming more activated. ([Source](#))
  - So Why Are We Here?
    - History of organization and program
    - 5 year vision of the YLB
    - How do we lay the foundation to get there together
- Break (5 Min)
- Do It For the Culture
  - Our Community Guidelines
    -
  - How Do We Handle Conflict
    -
- Next Steps
  - Getting on Slack
  - Emails
  - Prep for Next Meeting
    - Research 2 other organizations and/or collectives that focus on youth organizing (past or present). How does their structure look? Are
they active? Do they have merch? How do you become a member? What work have they done so far? What is the demographic of their base?

- Closing

<table>
<thead>
<tr>
<th>Prep for Next Meeting</th>
<th>Session 1 (Orientation)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Research 2 other organizations and/or collectives that focus on youth organizing (past or present). How does their structure look? Are they active? Do they have merch? How do you become a member? What work have they done so far? What is the demographic of their base?</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>Month 1: Organizing Principles (How Do We Shift Narrative?)</th>
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<tbody>
<tr>
<td>- Organizing 101 (building the foundational knowledge to figure out how to move forward)</td>
</tr>
<tr>
<td>- Political education</td>
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<td>- Radical visioning to struggle together</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Deliverables and Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Each participant has a solid foundation of what organizing looks like in theory &amp; praxis</td>
</tr>
<tr>
<td>- Each participant understands the importance of building community</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Meeting Breakdown</th>
<th>Session 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Opening/Grounding</td>
<td></td>
</tr>
<tr>
<td>○ Land Acknowledgement</td>
<td></td>
</tr>
<tr>
<td>○ Check In</td>
<td></td>
</tr>
<tr>
<td>■ Name, pronouns, rose &amp; thorn of the week</td>
<td></td>
</tr>
<tr>
<td>○ Grounding Practice: Breathing Into Your Body</td>
<td></td>
</tr>
<tr>
<td>■ Breathe into your head, heart, and gut 3x each. Make sure the breaths are deep belly breaths.</td>
<td></td>
</tr>
<tr>
<td>- Get Into It</td>
<td></td>
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<tr>
<td>○ Report back from last week’s prep</td>
<td></td>
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<tr>
<td>○ What do we like and not like?</td>
<td></td>
</tr>
<tr>
<td>○ How can we draw inspiration from our research?</td>
<td></td>
</tr>
<tr>
<td>■ Building membership base</td>
<td></td>
</tr>
<tr>
<td>■ What do you have to do to become a member and keep membership status? (Rites of Passage)</td>
<td></td>
</tr>
<tr>
<td>- Break (10 Min)</td>
<td></td>
</tr>
<tr>
<td>- Do It For the Culture</td>
<td></td>
</tr>
</tbody>
</table>
Quickly revisit our Community Guidelines and How We Handle Conflict
  ■ Is there anything that needs to be reworked?
  ○ What in the Community Guidelines and How We Handle Conflict is fluid and what is static moving forward in this structure?

Next Steps
  ○ Prep for Next Meeting
    ■ Review the Emergent Strategy excerpt handout
    ■ Review the Combahee River Collective Statement

Closing

Session 3

Opening/Grounding
  ○ Land Acknowledgement
  ○ Check In
    ■ Name, pronouns, weather forecast
  ○ Movement Practice: Basic Stretching & Releasing Tension
    ■ Rotate your neck 3 times. Raise and drop your shoulders 3 times. Rotate and stretch your arms. Twist your torso. Shake it all out.

Get Into It
  ○ How did the readings land for folks?
  ○ What frameworks, structures, values, and ideals from the readings align with our mission and vision?
  ○ What key lessons do we need to adopt for the new structure?

Break (10 Min)

Do It For the Culture
  ○ Building Out the Program
    ■ Co-creating the following:
      ● What is the mission?
      ● What is the vision?
      ● What are the values?
      ● What are the ideals?
      ● What is the personality?

Next Steps
  ○ Prep for Next Meeting
    ■ Watch: Organizing 101 – Activism vs. Organizing
    ■ Watch: What is Direct Action?

Closing

Prep for Next Meeting

Session 2 (1st meeting)
  ● Review the Emergent Strategy excerpt handout
**Review the Combahee River Collective Statement**

**Session 3 (2nd meeting)**
- Watch: [Organizing 101 – Activism vs. Organizing](#)
- Watch: [What is Direct Action?](#)

---

### Month 2: Campaigning, Direct Action, & Organizing

- **Organizing 101** (building the foundational knowledge to figure out how to move forward)
  - Political education
  - Combating ageism
  - Intersectionality
  - Grassroots community building
  - Radical visioning to struggle together
- Building mass recruitment
- Build/win campaigns
- Serving on coalitions
- Rapid response to community issues
- Radical visioning to win (impacting policy, elections, etc.)

---

<table>
<thead>
<tr>
<th>Deliverables and Outcomes</th>
<th>Each participant understands how to mobilize community members in order to achieve strategic wins and changes.</th>
</tr>
</thead>
</table>

### Meeting Breakdown

**Session 4**
- **Opening/Grounding**
  - Land Acknowledgement
  - Check In
    - Name, pronouns, highs and lows of your week?
  - Joy Practice: [Watch: Black Joy](#)
- Get Into It
  - Let’s Talk About Organizing (Canva Presentation)
- Break (10 Min)
- Do It For the Culture
  - Building Our Organizing Toolkit
    - Now that we’ve deepened our understanding around the legacy and practice of organizing, how do we bring this into a tangible structure for moving forward?
    - Organizing 101
    - Debrief the presentation
- Next Steps
  - Prep for Next Meeting
Map out your community! What organizations are in your city? What groceries stores/food stores exist in what neighborhoods? Where is gentrification hitting the hardest?

- Closing

**Session 5**

- Opening/Grounding
  - Land Acknowledgement
  - Check In
    - Name, pronouns, you have an all expenses paid vacation where do you go and why?
    - Releasing Practice: Stream of Consciousness
      - Take 3 minutes to write out whatever comes up in your head (this is called your stream of consciousness). After the 3 minutes are up, take 1 minute to sit with what came up for you. After the minute is up, destroy and dispose of the paper in the way that makes the most sense to you. Take 3 deep belly breaths.
  - Get Into It
    - Community Building & Siblinghood
  - Break (10 Min)
  - Do It For the Culture
    - How can we engage with community in a deeper way than we have become used to?
    - What type of projects could we do to establish relationships with our community?
      - E.g. renting an ice cream truck to provide free refreshments in the neighborhood, etc.
  - Next Steps
    - Prep for Next Meeting
      - Research 2 organizing campaigns and answer the following questions: (1) who started the campaign? (2) do the founders have a political home? (3) are the founders from the community or did they just pop up? (4) what were the demands of their campaign? (5) what strategies did they use to get people to join their campaign? (6) did they win?
      - Examples of Campaigns: #BLM, SheSafeWeSafe, WeKeepUsSafe, Free the Block
    - Closing

**Session 6**

- Opening/Grounding
○ Land Acknowledgement
○ Check In
  ■ Name, pronouns, weather forecast
○ Love Practice: Watch: Eartha Kitt Speaks on Relationships: Compromise for What?
  ■ What is one thing that you can do to fall in love with yourself?

● Get Into It
  ○ Building Our Campaign Toolkit
    ■ Identifying Our Issues
      ● What social justice topics do we care about?
      ● What roles do we want to have when we show up for other initiatives? (healing room, panelist, etc.)

● Break (10 Min)

● Do It For the Culture
  ○ Building Out Campaign Toolkit (Continued)
    ■ Campaign Structure
      ● How many campaigns is each cohort responsible for?
      ● Where should the campaigns take place? (online vs. IRL)
      ● What types of campaigns/initiatives are we not showing up for?

● Next Steps
  ○ Prep for Next Meeting
    ■ Watch: Adrienne Maree Brown: Pleasure Activism

● Closing

Session 7
● Opening/Grounding
  ○ Land Acknowledgement
  ○ Check In
    ■ Name, pronouns, how have you been taking care of yourself lately?
  ○ Pleasure Practice: Watch: Adrienne Maree Brown: Pleasure Activism
    ■ What is one way that you can center pleasure today?

● Get Into It
  ○ Building Our Direct Action Toolkit
    ■ Identify Our Actions
      ● How many actions is each cohort responsible for attending? How many are they responsible for hosting?
What types of direct actions can we think of?
  ○ Example: die-ins, marches/protests, canvassing (phone banking, door to door, etc.), hosting a conference/convention, etc.

What direct actions are we not willing to attend and why?

Break (10 Min)

Do It For the Culture
  ○ Building Our Direct Action Toolkit (Continued)
    ■ Direct Action Guidelines
      ● Who is responsible for researching the direct action?
      ● What are our responsibilities?
        ○ Food, chanting, set up/break down, etc.
      ● What is our escape plan if something goes down and what supplies do we need (milk, gas masks, walkie-talkies, etc.)?

Next Steps
  ○ Prep for Next Meeting
    ■ Review the following links for inspiration as it relates to organization’s own branding and merchandise
      ● DreamDefenders Bernie Merch Drop
      ● BYP100 Summer Shorts
      ● BYP100 Fanny Pack
      ● BYP100 Socks
      ● BYP100 Hoodie
      ● {F}empower MIA Merch

Closing

Prep for Next Meeting

Session 4 (1st meeting)
  ● Map out your community! What organizations are in your city? What groceries stores/food stores exist in what neighborhoods? Where is gentrification hitting the hardest?

Session 5 (2nd meeting)
  ● Research 2 organizing campaigns and answer the following questions: (1) who started the campaign? (2) do the founders have a political home? (3) are the founders from the community or did they just pop up? (4) what were the demands of their campaign? (5) what strategies did they use to get people to join their campaign? (6) did they win?
Examples of Campaigns: #BLM, SheSafeWeSafe, WeKeepUsSafe, Free the Block

Session 6
- None!

Session 7
- Review the following links for inspiration as it relates to organization's own branding and merchandise
  - DreamDefenders Bernie Merch Drop
  - BYP100 Summer Shorts
  - BYP100 Fanny Pack
  - BYP100 Socks
  - BYP100 Hoodie
  - {F}empower MIA Merch

Month 3: Logistics & Culture

- Tech manual
  - Tech accessibility
    - How to access ZOOM
    - What to do when your WiFi is choppy
    - What can organization provide in terms of tech
    - Slack 101
    - GSuite 101
- Branding (Blazer/Business Attire & Jackets)
- How does someone become a member of (INSERT organization name)?
- Building out the YLB Living Research Library

Deliverables and Outcomes
- Each participant is able to contribute to building out the Tech Manual to be used within all aspects of programming.
- Each participant created a rough draft of potential merchandise sketches as it related to membership.
- The color scheme, font package, and program crest is determined.
- The membership base's structure is established.

Meeting Breakdown
Session 8
- Opening/Grounding
  - Land Acknowledgement
  - Check In
    - Name, pronouns, rose & thorn of the week
  - Togetherness Practice: Reflection (on Menti)
What does togetherness mean to you? (Debrief together)

- Get Into It
  - Building the Tech Manual (Break into working groups)
    - Step by step guide on how to navigate everything for tech/virtual programming (ZOOM links, Slack, DocuSign, point people, etc.)
    - What types of technology would someone need to participate in program?
    - What is organization's responsibility to provide?

- Break (10 Min)
- Do It For the Culture
  - YLB Branding (Crest & Color Scheme)
    - When you think of the YLB, what types of feelings, emotions, and colors come to mind?
    - What types of imagery do you associate with the YLB?

- Next Steps
  - Prep for Next Meeting
    - Create a sketch or mood board of the color scheme and crest of the YLB

- Closing

Session 9

- Opening/Grounding
  - Land Acknowledgement
  - Check In
    - Name, pronouns, weather forecast
  - Meditation Practice: _____________

- Get Into It
  - Revisit & finalize the crest, color scheme, and font package of the YLB
  - Revisit & finalize the tech manual

- Break (10 Min)
- Do It For the Culture
  - Rites of Passage (Creating the Patch/Badge System)
    - What learned skills and/or milestones should every YLB member learn and/or do?
      - Example: become RJ trained
    - Draft designs for the patches/badges together

- Next Steps
  - Prep for Next Meeting

- Closing
**Session 10**

- **Opening/Grounding**
  - Land Acknowledgement
  - Check In
    - Name, pronouns, on a scale of 1 to 5 how are you feeling?
  - Movement Practice: Move Your Body
    - Watch: [Gentle Seated Yoga](#) (first 5 min)

- **Get Into It**
  - Review and refine the drafts of patches/badges
  - Revisit the membership structure document

- **Break (10 Min)**

- **Do It For the Culture**
  - Building the YLB Research Library (Living Google Doc/Folder)
    - Finding trusted sites online for statistics (databases, writings, blogs, etc.) & other social justice oriented learnings (abolition, etc.)

- **Next Steps**
  - Prep for Next Meeting
    - Research websites, blogs, etc. to be added to the library
    - Research the following topics: self care, mutual aid, trauma informed care
    - Watch: [Radical Self Care: Angela Davis](#)
    - Watch: [What Is Transformative Justice](#)

- **Closing**

**Session 11**

- **Opening/Grounding**
  - Land Acknowledgement
  - Check In
    - Name, pronouns, what has brought you joy lately?
  - Imagination Practice
    - Watch: [Afrofuturism mixes sci-fi and social justice. Here’s how it works.](#) (& debrief)

- **Get Into It**
  - Revisit and finalize the membership base structure

- **Break (10 Min)**

- **Do It For the Culture**
  - Finish the YLB Research Library

- **Next Steps**
  - Prep for Next Meeting
    - Research the following topics: self care, mutual aid, trauma informed care
    - Watch: [Radical Self Care: Angela Davis](#)
<table>
<thead>
<tr>
<th>Prep for Next Meeting</th>
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<tbody>
<tr>
<td><strong>Session 8 (1st meeting)</strong></td>
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</table>
| * Create a sketch or mood board of the color scheme and crest of the YLB  
| **Session 9 (2nd meeting)** |  
|  
| **Session 10 (3rd Meeting)** |  
| * Research websites, blogs, etc. to be added to the organization’s library  
| * Research the following topics: self care, mutual aid, trauma informed care  
| * Watch: [Radical Self Care: Angela Davis](#)  
| * Watch: [What Is Transformative Justice](#)  
| **Session 11** |  
| * Research the following topics: self care, mutual aid, trauma informed care  
| * Watch: [Radical Self Care: Angela Davis](#)  
| * Watch: [What Is Transformative Justice](#)  

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<thead>
<tr>
<th>Month 4: Self Care, Squad Care (We Keep Us Safe), &amp; Wrap Up</th>
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</table>
| * Creating the wellness component of the YLB  
|   * Self care tool kit  
|   * Standard activities/workshops that can be done in YLB meetings  
|   * How to assess stress, burn out, etc.  
|   * We Keep Us Safe (how do we avoid state and police intervention when it comes to making sure our communities are safe)  
| * Wrap up/last minute final touches  
| * Closing of the Advisory Board  

<table>
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</table>
| * Each participant will be able to understand the fundamentals of self care, community care, and trauma informed care.  
| * Each participant member will participate in fleshing out a standardized wellness component that can be implemented regardless of if there is a Freedom Coach/Social Worker currently on staff.  

<table>
<thead>
<tr>
<th>Meeting Breakdown</th>
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</thead>
<tbody>
<tr>
<td><strong>Session 12</strong></td>
</tr>
</tbody>
</table>
| * Opening/Grounding  
|   * Land Acknowledgement |


- **Check In**
  - Name, pronouns, rose & thorn of the week
- **Self Care Practice**
  - Get Into It
    - Building the Wellness Component of the YLB
  - Break (10 Min)
  - Do It For the Culture
    - Building the Wellness Component of the YLB Part 2
    - Quick review of what we've co-created together to wrap up any loose ends & identify action items
- **Next Steps**
  - Prep for Next Meeting
    - Work on any action items that came from the review to wrap up
- **Closing**

---

**Session 13**

- **Opening/Grounding**
  - Land Acknowledgement
  - Check In
    - Name, pronouns, weather forecast
  - Reflection Practice: Your Time On This Committee
    - Reflect on the positives and negatives of the time that we've shared together
- **Get Into It**
  - Final Review
    - YLB Foundation
      - What is the mission?
      - What is the vision?
      - What are the values?
      - What are the ideals?
      - What is the personality?
    - Organizing Toolkit
    - Static Community Guidelines & How We Handle Conflict
    - Membership Structure & Rites of Passage
      - Patch System
    - Merchandise Ideas
    - How We Engage With Community
    - Wellness Component
  - Break (10 Min)
  - Do It For the Culture
    - Continue Final Review
  - **Next Steps**
    - Prep for Next Meeting
<table>
<thead>
<tr>
<th>Prep for Next Meeting</th>
<th>Session 11 (1st meeting)</th>
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<tbody>
<tr>
<td></td>
<td>Work on any action items that came from the review to wrap up</td>
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</table>

<table>
<thead>
<tr>
<th>Session 12 (2nd meeting)</th>
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<tbody>
<tr>
<td>Work on any action items that came from the review to wrap up</td>
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<table>
<thead>
<tr>
<th>Session 14 -- Graduation/Closing Ceremony</th>
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<tbody>
<tr>
<td>Opening/Grounding</td>
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<tr>
<td>Land Acknowledgement</td>
</tr>
<tr>
<td>Check In</td>
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<tr>
<td>Name, pronouns, on a scale of 1 to 5 how are you feeling?</td>
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<tr>
<td>Graduation/Closing Ceremony</td>
</tr>
<tr>
<td>Reflection Practice: Looking at Our Time Together</td>
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<table>
<thead>
<tr>
<th>Closing</th>
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</thead>
<tbody>
<tr>
<td>Work on any action items that came from the review to wrap up</td>
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</table>

- Closing
EMERGENT STRATEGY

SHAPING CHANGE, CHANGING WORLDS

adrienne maree brown
All successful life is Adaptable,
Opportunistic, Tenacious,
Interconnected, and Fecund.
Understand this. Use it. Shape God.
PRINCIPLES OF EMERGENT STRATEGY

In the study and practice of emergent strategy, there are core principles that have emerged and that guide me in learning and using this idea and method in the world. I gather them here with the expectation that they will grow.

Small is good, small is all. (The large is a reflection of the small.)

Change is constant. (Be like water).\(^1\)

There is always enough time for the right work.

There is a conversation in the room that only these people at this moment can have.\(^2\) Find it.

Never a failure, always a lesson.\(^3\)

---

1 “You must be shapeless, formless, like water. When you pour water in a cup, it becomes the cup. When you pour water in a bottle, it becomes the bottle. When you pour water in a teapot, it becomes the teapot. Water can drip and it can crash. Become like water my friend,” Bruce Lee, *Bruce Lee: A Warrior’s Journey* (Warner Home Video, 2000).

2 Idea articulated by Taj James in the cofacilitation of environmental justice resource redistribution initiative Building Equity and Alignment’s inaugural meeting in 2013.

3 Rihanna has this concept tattooed on her chest.
Trust the People. (If you trust the people, they become trustworthy).\textsuperscript{4}

Move at the speed of trust.\textsuperscript{5} Focus on critical connections more than critical mass—build the resilience by building the relationships.

Less prep, more presence.

What you pay attention to grows.

\textsuperscript{4} This is an inversion of the quote “If you don’t trust the people, they become untrustworthy,” from Stephen Mitchell’s translation, Lao Tzu, \textit{Tao Te Ching} (New York: HarperCollins, 1988).

\textsuperscript{5} This is communications strategist Mervyn Marcano’s remix of Stephen Covey’s “speed of trust” concept.
If, as you are engaging these elements, a clearer framework appears, or an additional piece, that’s good news. Let’s all be conduits of the wisdom of this planet. I think any efforts to engage the emergent brilliance of our world will help with this turning, will help with liberating humanity from its current role as a virus Earth should shake off.

So, without further ado, the elements:

<table>
<thead>
<tr>
<th>Element</th>
<th>Nature of Element</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fractal</td>
<td>The Relationship Between Small and Large</td>
</tr>
<tr>
<td>Adaptative</td>
<td>How We Change</td>
</tr>
<tr>
<td>Interdependence and Decentralization</td>
<td>Who We Are and How We Share</td>
</tr>
<tr>
<td>Non-linear and Iterative</td>
<td>The Pace and Pathways of Change</td>
</tr>
<tr>
<td>Resilience and Transformative Justice</td>
<td>How We Recover and Transform</td>
</tr>
<tr>
<td>Creating More Possibilities</td>
<td>How We Move Towards Life</td>
</tr>
</tbody>
</table>
Youth Leaders Board Advisory Committee 2020-2021

ORGANIZING 101 PART 1
TODAY'S FLOW

- Opening/Grounding
- Get Into It
- Break
- Do It For the Culture
- Next Steps & Closing
CHECK IN

NAME

GENDER PRONOUNS

ROSE & THORN OF YOUR WEEK
BREATHEING INTO YOUR BODY

Breathe into your head, heart, and gut 2x each. Make sure the breaths are deep belly breaths.
GET INTO IT

The Creation Process

WHAT DID WE LIKE AND NOT LIKE FROM LAST WEEK’S PREP?

HOW CAN WE DRAW INSPIRATION AROUND BUILDING OUR MEMBERSHIP BASE?

RITES OF PASSAGE: HOW DO YOU BECOME A MEMBER OF SSLC AND STAY ONE?
LET'S TAKE A QUICK 10 MINUTE BREAK!
DO IT FOR THE CULTURE

The Creation Process

Revist Our Community Guidelines & How We Handle Conflict

What in the Community Guidelines and How We Handle Conflict is Fluid and What is Static Moving Forward in the YLB Structure?
NEXT STEPS & CLOSING

- Review the Emergent Strategy excerpt handout
- Review the Combahee River Collective Statement
- Rose, Thorn, & Bud of Today's Meeting
BUILDING OUR ORGANIZING TOOLKIT

S.O.U.L. SISTERS LEADERSHIP COLLECTIVE
YOUTH LEADERS BOARD
ADVISORY COMMITTEE (2020)
WELCOME!

Today's Agenda

- Land Acknowledgement / Indigenous Spotlight
- Check In
- Organizing 101 (Strategies, Grassroots vs. Non-Profit, etc.)
- Break
- Free-form Discussion: Building Our Organizing Toolkit
- Closing
CHECK IN

HOW ARE FOLKS FEELING ON ELECTION DAY?
JOY PRACTICE: BLACK JOY
GRASSROOTS VS. NON-PROFIT ORGANIZING

WHAT'S THE DIFFERENCE?
Grassroots Organizing

- Not created or conceptualized by a non-profit organization.
- Not bound by deliverables/requirements from funders.
- "Heart work" most of the time (AKA work that you do not get paid for).
- Only successful if you build with your community (establishing relationships is essential).
- Funding is limited to community donations and certain grants that do not require legal non-profit status.
- Dependent upon building a culture (what are our values, how do we hold each other accountable, etc.)

Non-Profit Organizing

- Has a paid staff that is responsible for organizing.
- Receives most funding through grants, donations, and philanthropy.
- Usually has access to networks and/or fellowships that can provide resources only accessible to organizations that have legal non-profit status.
- The culture of organizing is solely dependent upon the culture of the non-profit. If a non-profit is inflexible and unwilling to change, it will impact the way they organize.
ORGANIZING NON-NEGOTIABLES

ORGANIZING IS NOT GLAMOROUS. IF YOU ARE IN IT FOR CLOUT, MONEY, AND ACCESS, THEN YOU AREN’T AN ORGANIZER. YOU'RE JUST AN OPPORTUNIST.

HONESTY & INTEGRITY
If you are an organizer who is harmful, then you need to re-evaluate why you are organizing and if you should be in the work at this point in time. The same systems that we work to abolish show up in organizing.

OPERATING IN PRAXIS
If you believe that no one deserves to be in a cage (jail, prison, or ICE), then that means living up to that value even when it’s hard. You can’t say you’re a student of abolition on one hand and then demand for the arrest of the cops that murdered Breonna Taylor. This is uncomfortable. Struggle with it.

GROUNDED IN LEARNING/STUDY
You cannot organize if you do not study! To organize for liberation is to challenge and unlearn many of the things we were conditioned to believe as we grew up. This is not easy. We must learn and struggle collectively as we figure out how to build the world that we deserve.
REAL VS. RAGGEDY

WE ARE GOING TO TAKE A LOOK AT PROMINENT ORGANIZERS/EDUCATORS TO DETERMINE WHETHER OR NOT THEY LIVE IN PRAXIS.

DO THEY WALK THE WALK? DO THEY LIVE IN ALIGNMENT WITH THEIR WORK? ARE THEY TRUSTED BY COMMUNITY? HAVE THEY CAUSED HARM?

ARE THEY REAL OR ARE THEY RAGGEDY?
Has started multiple organizing/business ventures that have solicited millions in donations. None of the ventures have been completed and there is no clarity on what happened to the money.

Has stolen work from Black queer women and femmes and has used his platform to doxx them.

Does not have an organizing home.

Spread information that resulted in the wrong man being arrested for a murder case.

IS HE REAL OR RAGGEDY?
Founded in 2013 after Trayvon Martin was murdered.
A global organization (Black Lives Matter Inc.)
Has fundamentally shifted culture forever
Question: Outside of awareness and agitation, has #BLM used their platform to gain tangible wins?
Question: Where does the money go that is donated to the network?
REAL VS. RAGGEDY

Bree Newsome

- Was arrested for taking down the confederate flag at the South Carolina state house grounds after the Charleston Shooting
- Caused the public to pressure the state officials to remove the flag permanently (removed on July 10th, 2015)
- Has an organizing home in Charlotte, North Carolina
- Is also an artist/film-maker
- Has come under fire for attempting to sue someone into silence for speaking out about how her husband sexually assaulted them

IS SHE REAL OR RAGGEDY?
CREATIVE SOLUTIONS
FOR CREATIVE PROBLEMS

CREATIVE COMMUNITY ORGANIZING STRATEGIES AND ACTIVITIES
# Approaches for Social Change

## Part 1

<table>
<thead>
<tr>
<th>Approach</th>
<th>Activities</th>
<th>Strengths</th>
<th>Challenges</th>
</tr>
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<tbody>
<tr>
<td><strong>Organizing:</strong></td>
<td>• Membership drives&lt;br&gt;• Petitions&lt;br&gt;• Call-in campaigns&lt;br&gt;• Pickets&lt;br&gt;• Boycotts&lt;br&gt;• Town hall meetings&lt;br&gt;• Direct actions</td>
<td>• Builds community and power of people directly affected by an issue&lt;br&gt;• Builds leadership of people directly affected by an issue&lt;br&gt;• The power of numbers can overcome a lot of resistance and is often the only avenue for marginalized communities (e.g., people without voice, resources, credibility, influence)</td>
<td>• Takes a lot of time&lt;br&gt;• Usually need trust and longer-term presence in a community in order to organize&lt;br&gt;• Building leadership of affected communities takes a lot of work</td>
</tr>
<tr>
<td><strong>Advocacy:</strong></td>
<td>Same as above, except advocacy involves a smaller group of individuals who speak on behalf of others. May also include: &lt;br&gt;• Starting a task force or commission on an issue&lt;br&gt;• Testifying to decision makers&lt;br&gt;• Lobbying</td>
<td>• Requires a smaller group than organizing&lt;br&gt;• Good role for people who are not members of affected groups&lt;br&gt;• Often one doesn’t have to mobilize a big group in order to win a meaningful change</td>
<td>• Depends on the credibility or influence of the advocates&lt;br&gt;• Advocacy may not be enough to win some changes – when the resistance is strong, a small group of people often are not effective enough&lt;br&gt;• Does not build leadership for large numbers of people from affected groups</td>
</tr>
<tr>
<td><strong>Alliance Building:</strong></td>
<td>• Coalition building&lt;br&gt;• Collaboration and coordination of communications and activities&lt;br&gt;• Joint platforms&lt;br&gt;• Joint campaign planning&lt;br&gt;• Resource sharing</td>
<td>• Builds on strengths, work, and membership of existing organizations&lt;br&gt;• Reduces duplication and competition&lt;br&gt;• Increases collaboration and relationship building&lt;br&gt;• Increases awareness across organizations, issues, populations</td>
<td>• Alliances are hard to keep together – different historical divides are hard to overcome&lt;br&gt;• Divide and conquer tactics work to break coalitions&lt;br&gt;• Competition for resources or recognition&lt;br&gt;• Individual member organizations have no money or time to take part in collective/alliance activities</td>
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*Source: YP4 Blueprint for Social Justice 2008*
<table>
<thead>
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<th>APPROACH</th>
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<th>CHALLENGES</th>
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</table>
| CAPACITY BUILDING & LEADERSHIP DEVELOPMENT: Developing sustainable leadership, skills, and knowledge of others | • Training Institutes  
• Classes, workshops  
• Field trips and exposure to new experiences  
• Sharing curricula and other training documentation | • Builds people’s ability to keep fighting for social change beyond the issue of the moment  
• Increases efficiency of groups as their members gain new skills  
• Builds sustainability by supporting new leaders who can continue the work after current leaders move on | • Takes a lot of time to build leadership - experiential learning, step by step  
• People often don’t have time to do training or professional development because they are too busy doing everything else |
| IDEA CREATION - MEDIA, RESEARCH, & CULTURE: Creating knowledge and promoting ideas usually through media, research, and culture | • Reports  
• Surveys, polls  
• Articles (in magazines, blogs, newspapers, etc.)  
• Films, Videos  
• Music  
• Visual art (e.g., posters, photo exhibits, etc.)  
• TV shows  
• Theater  
• Websites  
• Cultural/ethnic traditions: dance, ceremony, arts, song | • Research and data is crucial to backup proposed policy changes  
• Creating culture around issues makes it appealing and accessible to more people  
• Arts and culture is key to the survival, articulation, and development of different identities and traditions | Mainstream media outlets do not like to publicize social change projects or ideas |
| GOVERNANCE: Pushing for social change from within institutions or positions of formal (elected or appointed) decision-making power | • Running for office  
• Voter registration  
• Becoming a member of a formal decision-making body (e.g., student regent, task force member, police review board, etc.) | You don’t have to depend on someone else to change policy, you as the decision maker are able to change it yourself | • Often one has to compromise to stay in a position of power  
• Takes resources and time to run for office, the bigger the office, the more resources |
S.O.U.L. SISTER’S STRATEGIES

**ADVOCACY**
- Black Girls Day at the Capitol

**IDEA CREATION**
- Altar Building
- Zines
- Music
- Culture: Circle

**CAPACITY BUILDING & LEADERSHIP DEVELOPMENT**
- Sisterhood Academy (SA)
- Youth Leaders Board (YLB)
- Ujima Leadership Collective
- Summer Internships (RRR, etc.)

**ORGANIZING**
- The Florida March for Black Women
- Here Comes the BOOM
- Community Circle for Black Lives

**ALLIANCE BUILDING**
- Black GIrls Matter Miami Coalition
- Miami Coalition for Queer Youth
“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.”

audre lorde

Healing is often times overlooked as a strategy to win. The reality is that if your organizing has no room for healing, you are doomed to burn yourself out and/or re-traumatize yourself and those around you. Organizing is not easy work. It’s not a sprint, but a marathon. You have to be around long enough to win the marathon.
LET’S TAKE A QUICK 10 MINUTE BREAK!
FREE-FORM DISCUSSION:

BUILDING OUR ORGANIZING TOOLKIT

Now that we’ve deepened our understanding around the legacy and practice of organizing, how do we bring this into a tangible structure for moving forward?
“No movement can survive unless it is constantly growing and changing with the times. If it isn't growing, if it's stagnant, and without the support of the people, no movement for liberation can exist, no matter how correct its analysis of the situation is. That's why political work and organizing are so important. Unless you are addressing the issues people are concerned about and contributing positive direction, they'll never support you. The first thing the enemy tries to do is isolate revolutionaries from the masses of people, making us horrible and hideous monsters so that our people will hate us.”

- Assata Shakur
CLOSING & NEXT STEPS

PREP FOR NEXT SESSION
• MAP OUT YOUR COMMUNITY! WHAT ORGANIZATIONS ARE IN YOUR CITY? WHAT GROCERIES STORES/FOOD STORES EXIST IN WHAT NEIGHBORHOODS? WHERE IS GENTRIFICATION HITTING THE HARDEST?

DEBRIEF
• ROSE, THORN, & BUD

CLOSING QUESTION
• WHAT IS ONE WAY YOU WILL TAKE CARE OF YOURSELF TONIGHT?
Youth Leaders Board Advisory Committee 2020-2021

Building Our Foundation

S.O.U.L. SISTERS LEADERSHIP COLLECTIVE
Welcome!
Today's Flow:

- Opening/Grounding
- Get Into It: Reviewing last week's prep
- Break
- Do It For the Culture: Building the cultural foundation for the YLB
- Next Steps
- Closing
Check In

- Name
- Pronouns
- Which Cardi B are you today and why?
Movement Practice: Basic Stretching & Releasing Tension

Rotate your neck 3 times.
Raise and drop your shoulders 3 times.
Rotate and stretch your arms.
Twist your torso.
Shake it all out.
Get Into It

- How did the readings land for folks?
- What frameworks, structures, values, and ideals from the readings align with our mission and vision
- What key lessons do we need to adopt for the new YLB structure?
Let's Take a Quick 10 Minute Break!
Get Into It

Building Out the YLB

- What is the YLB’s mission?
- What is the YLB’s vision?
- What are the YLB’s values?
- What is the YLB’s personality?
Next Steps & Closing

Prep for Next Session
- Watch: Organizing 101 - Activism vs. Organizing
- Watch: What is Direct Action?

Rose, Thorn, & Bud of Today's Meeting
COMMUNITY AND SIBLINGHOOD

Youth Leaders Board (YLB) Advisory Committee (AC) 2020-2021
WELCOME! HERE'S TODAY'S FLOW:

- Opening/Grounding
- Get Into It: Community & Siblinghood
- Break
- Do It For the Culture: YLB & Community
- Next Steps
- Closing
INDIGENOUS SPOTLIGHT
CHECK IN

- Name
- Pronouns
- You have an all expenses paid vacation. Where do you go and why?
RELEASING PRACTICE:
STREAM OF CONSCIOUSNESS

Step 1: Take 3 minutes to write out whatever comes up in your head (this is called your stream of consciousness).
Step 2: After the 3 minutes are up, take 1 minute to sit with what came up for you.
Step 3: After the minute is up, destroy and dispose of the paper in the way that makes the most sense to you. Take 3 deep belly breaths.
OPEN DISCUSSION

- When you hear the words *community* and *siblinghood*, what do you think of?
- Is community and siblinghood important to you? Why or why not?
- What does ideal community and siblinghood look like to you?
LET'S TAKE A QUICK 10 MINUTE BREAK!
How can the new YLB engage with community in a deeper way than we have become used to?

What type of projects could we do to establish relationships with our community?
NEXT STEPS

Research 2 organizing campaigns and answer the following questions:
(1) who started the campaign?
(2) do the founders have a political home?
(3) are the founders from the community or did they just pop up?
(4) what were the demands of their campaign?
(5) what strategies did they use to get people to join their campaign?
(6) did they win?

(Examples of Campaigns: #BLM, SheSafeWeSafe, WeKeepUsSafe, Free the Block)
CLOSING

Next Meeting: November 17th (same time, same place)

Debrief: Rose, Thorn, Bud of today's meeting

Closing Question: What is one thing that you can do this week to bring you closer to your community?
ALL ABOUT OUR CAMPAIGNS

YOUTH LEADERS BOARD ADVISORY COMMITTEE

S.O.U.L. Sisters Leadership Collective
WELCOME!

TODAY’S FLOW:

- Opening/Grounding
- Get Into It: Building Our Campaign Toolkit
- Break
- Do It For the Culture: Toolkit Continued
- Next Steps
- Closing
Indigenous Teen Fights For Environmental Justice
CHECK IN

WHAT'S YOUR WEATHER FORECAST FOR TODAY?

EXAMPLE: HAPPY = SUNNY
What is one thing that you can do to fall in love with yourself?
DEBRIEFING
LAST WEEK’S
PREP

WHAT DID YOU FIND?
WHAT SURPRISED YOU?
WHAT DID YOU LIKE OR DISLIKE?
BUILDING OUR CAMPAIGN TOOLKIT

IDENTIFYING OUR ISSUES

- What social justice topics do we care about?
- What roles do we want to have when we show up for other initiatives? (healing room, panelist, etc.)
LET’S TAKE A QUICK 10 MINUTE BREAK!

Don't forget to stretch and drink water!
BUILDING OUR CAMPAIGN TOOLKIT (CONT.)

CAMPAIGN STRUCTURE

- How many campaigns is each YLB cohort responsible for?
- Where should the campaigns take place? (online vs. IRL)
- What types of campaigns/initiatives are we not showing up for?
NEXT STEPS & CLOSING

PREP FOR NEXT SESSION
None! Enjoy your free time!

DEBRIEF
Rose, Thorn, & Bud of today's meeting

CLOSING QUESTION
How are you going to center joy this week?
ALL ABOUT OUR DIRECT ACTIONS
Welcome! Today's Flow:

- Opening/Grounding
- Get Into It: Building Our Direct Action Toolkit
- Break
- Do It For the Culture: Building Our Direct Action Toolkit (Continued)
- Next Steps/Closing
Indigenous Spotlight

Island Findings - Episode 8: The Calusa People
Check In

How have you been taking care of yourself lately?
What is one way that you can center pleasure today?
Get Into It: Building Our Direct Action Toolkit

IDENTIFYING OUR ACTIONS

- How many actions is each cohort responsible for attending?
- How many are they responsible for hosting?
- What types of direct actions can we think of?
  - Example: die-ins, marches/protests, canvassing (phone banking, door to door, etc.), hosting a conference/convention, etc.
- What direct actions are we not willing to attend and why?
Let's take a quick ten minute break!
Do It For the Culture: Building Our Direction Action Toolkit (Continued)

DIRECT ACTION GUIDELINES

- Who is responsible for researching the direct action?
- What are our responsibilities?
  - Food, chanting, set up/break down, etc.
- What is our escape plan if something goes down and what supplies do we need (milk, gas masks, walkie-talkies, etc.)?
Prep for Next Session

Review the following links for inspiration as it relates to SSLC’s own branding and merchandise. Write down some ideas for SSLC merchandise and bring it to the next meeting.

- DreamDefenders Bernie Merch Drop
- BYP100 Summer Shorts
- BYP100 Fanny Pack
- BYP100 Socks
- BYP100 Hoodie
- {F}empower MIA Merch
Closing

Rose, Thorn,& Bud of Today's Meeting
ALL ABOUT LOGISTICS

YOUTH LEADERS BOARD ADVISORY COMMITTEE
WELCOME!
TODAY'S FLOW:

- Opening/Grounding
- Get Into It: Building Out the Tech Manual
- Break
- Do It For the Culture: YLB's Branding
- Next Steps/Closing
INDIGENOUS SPOTLIGHT
CHECK IN

Name
Pronouns
Rose & Thorn of your week
WHAT DOES TOGETHERNESS MEAN TO YOU?
What is the tech manual?
- A step by step guide on how to navigate everything for SSLC tech/virtual programming (ZOOM links, Slack, DocuSign, point people, etc.)

Essential Questions
- What types of technology would someone need to participate in the YLB?
- What is SSLC’s responsibility to provide?
LET'S TAKE A QUICK 10 MINUTE BREAK!
DO IT FOR THE CULTURE

All About YLB Branding

• When you think of the YLB, what types of feelings, emotions, and colors come to mind?
• What types of imagery do you associate with the YLB?
PREP FOR NEXT MEETING

- Create a sketch or mood board of the color scheme and crest of the YLB
- Check out the following IG accounts for inspiration
  - @vrye
  - @mama____lucha (4 underscores)
  - @catherine_villalonga
  - @masisiofficial
  - @frostgawd
CLOSING

Rose, Thorn, & Bud of today's meeting
Logistics and Culture

YLB Youth Advisory Board
Communication is an essential part of culture. In what ways have you been fostering healthy communication?
Land Acknowledgement
State your name/what you wish to go by, your pronouns, and how you're feeling on a scale of 1-5.

How are you feeling about the holidays?..
MOVEMENT PRACTICE: LET'S MOVE OUR BODIES!

Let's do a quick yoga session.
Duration: 5 minutes
STEP ONE
Let's review and refine the drafts of patches/badges
(notes from the branding brainstorm)

STEP TWO
Let's revisit the membership structure document

Let's get into it!
Break: 10 minutes
Do It For the Culture

Next Step: **Building the YLB Research Library** (Living Google Doc/Folder)

We are going to be finding trusted sites online for statistics (databases, writings, blogs, etc.) & other social justice oriented learnings (abolition, etc.)
Overall Next Steps

Prep for Next Meeting

- Research websites, blogs, etc. to be added to the library
- Research the following topics: self care, mutual aid, trauma informed care
Next Steps:
Related Videos

Radical Self Care: Angela Davis & What Is Transformative Justice
What are you going to do to celebrate yourself?
Get your head in the game
Today's Flow

01 Opening & Grounding
02 Get Into It: Finalize the Membership Base Structure
03 Break
04 Do It For the Culture: Building the Living Library
05 Next Steps
06 Closing
Check In

Welcome to 2021

- Name
- Pronouns
- How are you, really?
Self Care Practice
A Quick Social Media Cleanse

Step 1
Choose a social media platform that you frequent often

Step 2
Ask yourself the following: (1) how does my timeline make me feel? (2) Does this bring me joy? (3) Do I see people that look like me?

Step 3
Take another 5 minutes to make any adjustments based on what you noticed (Example: unfollowing The Shade Room)
Get Into It

Finalizing the Membership Structure

01 Focus Area
What is the YLB's role (if any) as it relates to the membership base?

02 Focus Area
Reviewing the membership tiers

03 Focus Area
Revisiting the Rites of Passage
LET'S TAKE A QUICK 10 MIN BREAK!
Get Into It

Building the Living Library.

We are going to be finding trusted sites online for statistics (databases, writings, blogs, etc.) & other social justice oriented learnings (abolition, etc.)
Next Steps

01 Graduation!
Graduation will be on January 26th from 4pm - 6pm. Feel free to invite two loved ones to celebrate you!

02 Post Test Evaluation
We will be communicating around a post-test evaluation. Be on the lookout for that message.

03 Prep for Next Session
Same as last session. We will be working on creating a self care component next week!
Closing

Rose

Thorn

Bud