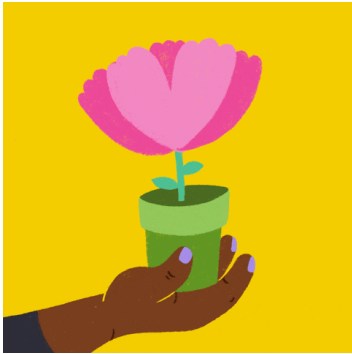


Environmental Justice Movement Fellowship Design Workshops - Spring 2021



On April 29 and May 14, 2021, twenty Environmental Justice leaders along with key movement and cultural contributors joined the Environmental Justice Movement Fellowship's (EJMF) pedagogical and monitoring, evaluation, and learning (MEL) team, to dig into the question, ***How can the EJMF do different things and do things differently, together, in ways we could not do alone?*** Over the course of the two days, we uplifted EJ leadership and the innovative work already happening in the movement, while exploring the underlying frameworks and outcomes of the proposed fellowship including: describing what innovative leadership looks like in the EJ movement; reflecting on our cumulative advances and failures; and imagining how we can continue to disrupt the system that is causing climate and ecological chaos. This report is a brief summary of the workshop happenings and learnings. The learnings from the workshop will continue to inform the EJMF, including the formation of an advisory committee to guide the fellowship's development beginning this summer.

Thank you to all of the EJ leaders who participated in the workshops and shared their time, experiences, and insights with us. You could've been anywhere else in the world but, you chose to imagine new possibilities and build community with us and for that we will be eternally grateful.

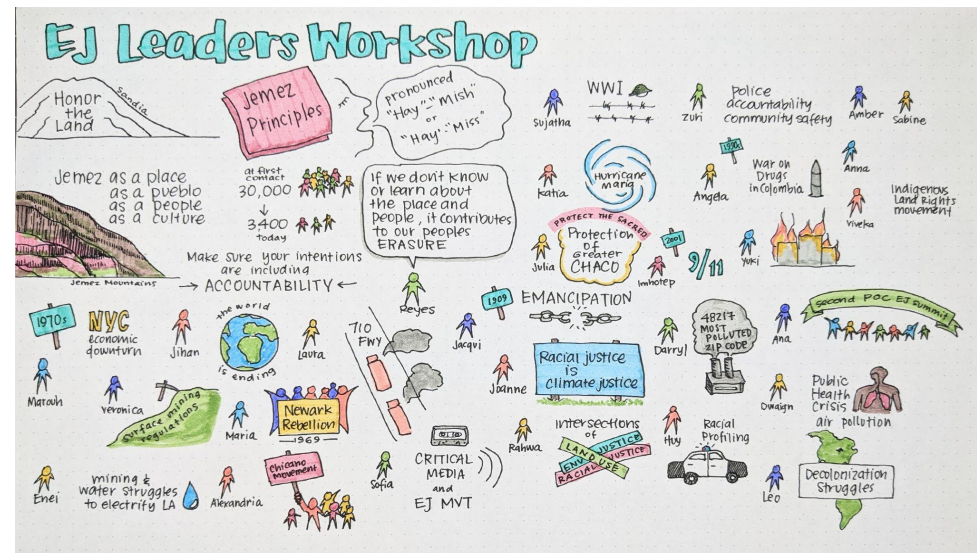
CULTURAL AND MOVEMENT MOMENTS

[Reyes DeVore, of Jemez Pueblo; Pueblo Action Alliance](#) - "Jemez Principles were based on ensuring that all voices were being heard. That all people were being respected when they came together to organize... if we don't continuously amplify and uplift the Jemez People through the Jemez Principles and indigenous peoples organizing, it is contributing to the erasing of us. We must be the values that we say we are struggling for..."

[Imhotep Adisa and Aghilah Nadaraj, KHEPRW](#) - "But wealth itself really is much broader than that. It's your intellectual wealth. What kind of information do you know? Others in your community, what do they know? Breadth and depth of your relationship with others in your community. Spiritual wealth. Faith. Your heart. Music. Art. Those things all make up wealth in your community."

[Crystal Clarity, Medicine Walls](#) - "One thing that art does is, it allows us to activate the reward centers in our brains. Seeing things made, seeing the possibility of a future that isn't necessarily here yet but we're fighting for all the time."

Graphic notes by Yuki Kidokoro



EJ Workshops Summary Report - Spring 2021

Cumulative Advances and Failures, Learning Frameworks Activity

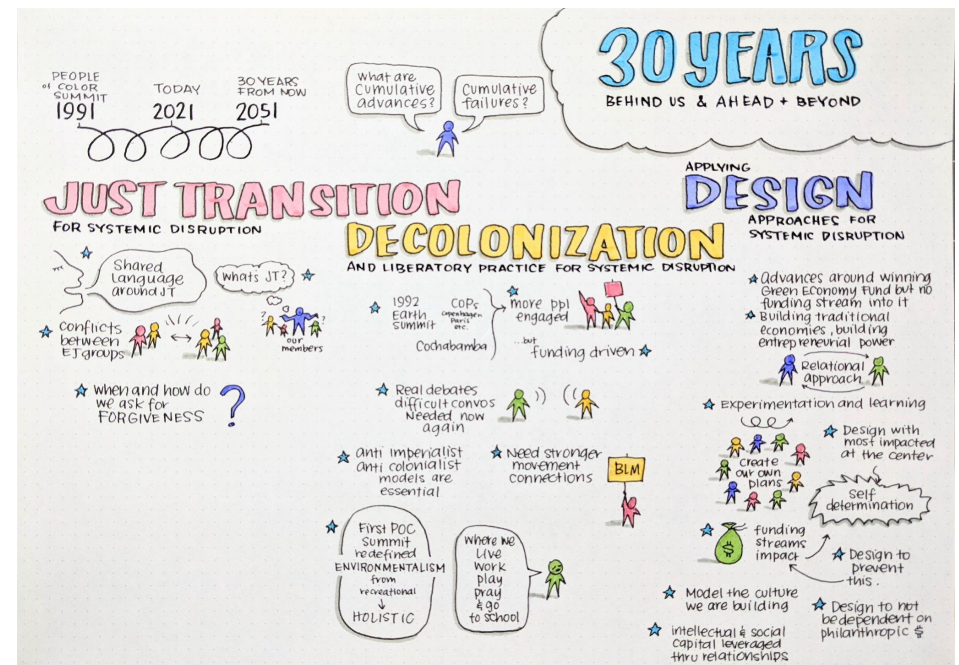
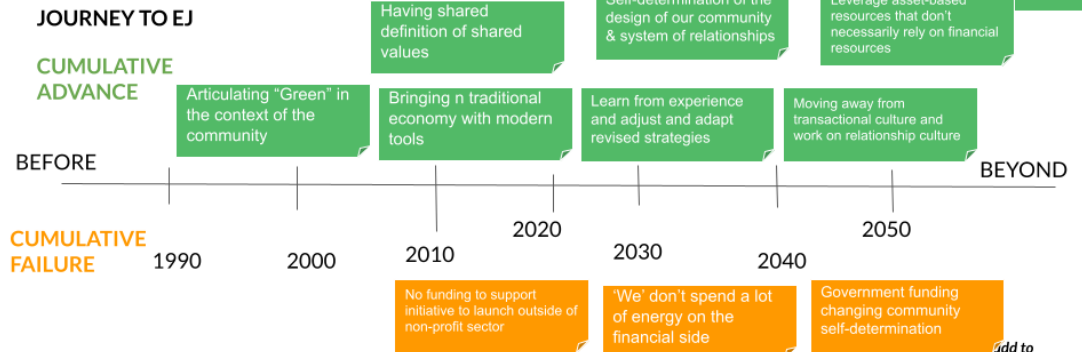
Workshop participants were asked to form groups and identify key movement markers from the last 30 years of EJ that have led to either **cumulative advances or failures**. They were then asked to identify what events could lead to movement advancement or failure in the next 30 years. In their groups, participants were also asked to discuss one of three underlying frameworks of the Fellowship's design: **Just Transition, Decolonization and Liberatory World Views, Design Approaches for EJ**.

This is what we heard and learned:

- Appreciation for the space to discuss failure and to dig deep with trust without judgment
- There are a mix of entry points (*intergenerational perspectives, rural, urban, Tribal; local and global*) when it comes to these frameworks
- All groups placed **failure as central to future wins** and part of learning
- The need to prevent co-option
- The need for shared values and shared definitions - these initiatives may not name the same successes that a lot of the organizations are fighting for.
- **"We have always been designers."** EJ lived experiences and conditions require design and redesign on a day to day basis.
- There is abundance in our community that we overlook because we are driven through a funding model or fiscal model; there is a need to think beyond money as wealth.

Graphic notes by Yuki Kidokoro

Room 3 - Applying Design Approaches for Systemic Disruption



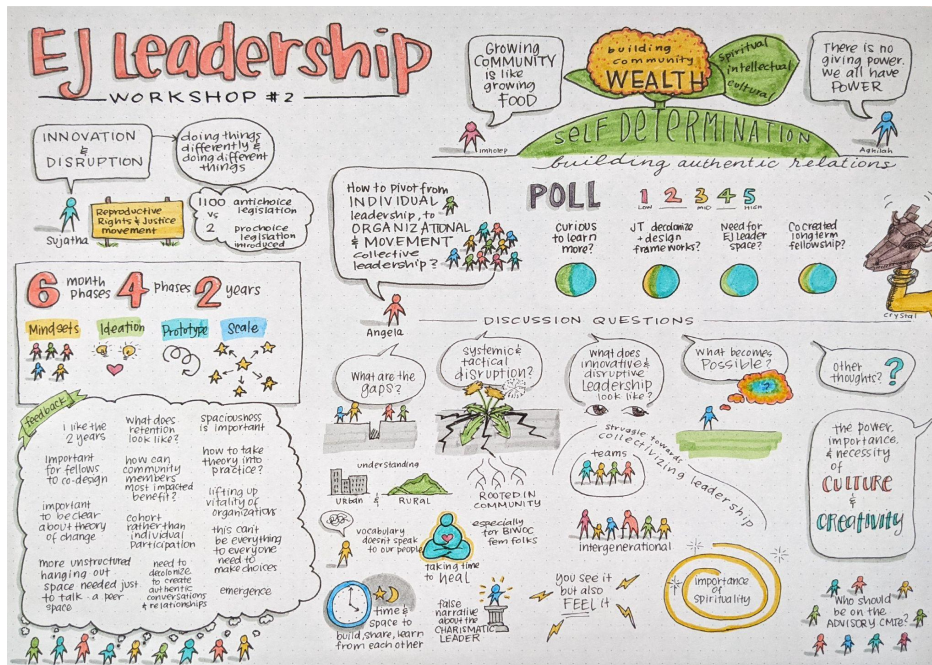
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FELLOWSHIP DESIGN

Six-month phases; four phases; two years

Mindsets	Ideation	Prototype	Scale
- Team building - Design - Risk-taking	- Research - Empathy - Coaching	- Testing - Feedback - Pitching	- Implement - Evaluate - Seed funding

1 Pilot cohort; 2 cohorts/ year after; 16-24 cohort participants



Graphic notes by Yuki Kidokoro

PROGRAM PURPOSE: The proposed hope and aim of the EJMF is to support and grow the capacity of movement leaders to **develop innovative and disruptive strategies** that can advance a more transformative **climate justice agenda** on a national and global scale.

Guiding frameworks: Just Transition, Decolonization and Liberatory World Views, Design Approaches for EJ

Focus on impact at the **Individual, Organizational, and Movement** levels

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FEEDBACK ON FELLOWSHIP DESIGN

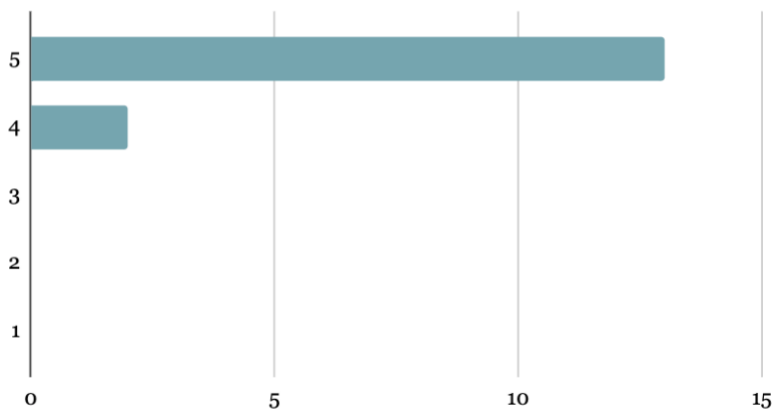
- Resonance with having **time and space** for these deep discussions and imagining new realities (outside of capitalism definitions of money, wealth, power)
- **"We've always figured it out."** - Poor, BIPOC communities have always been designing, experimenting, and reimaging without resourcing.
- Self-determination has always been at the forefront of the work
- Changing the narrative about wealth, money, and value - **what capitalism has taught us vs. what is needed and real and liberatory**
- The importance of **land** - land sovereignty, valuing land, acknowledging land (who has it, who doesn't)
- Recognition of the complicated, complex movement history and the need for **healing and forgiveness**

- **Intergenerational** movement building: always recognizing those who came before and paving the way for those who come after
- The importance and role of **art**
- The length of the program (**2 yrs**) resonated with what is needed
- The importance of going from theory to **practice**
- Support for **team approach** to fellowship, over individual fellows
- The importance of **having space to just talk**

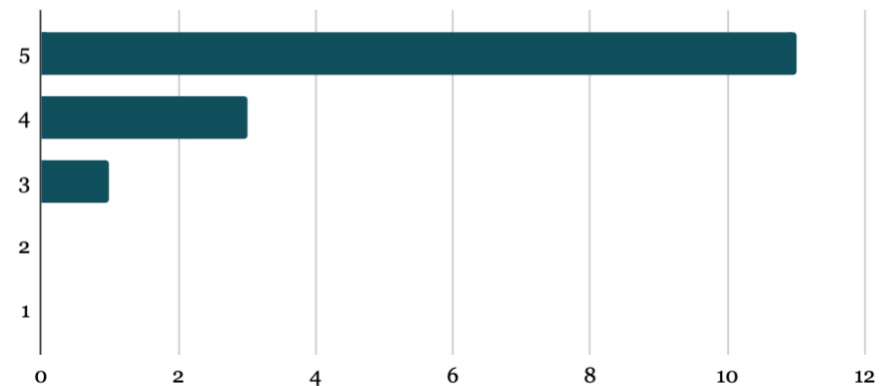
Remaining questions:

- How will we allow the fellows themselves to co-design this? Some fellows may need more time in some phases than others.
- How much time does the cohort spend co-creating and how much time do they spend on the passion project that brought them in?
- What will retention look like?
- How will community members be involved?

On a scale of 1-5, what is the need for the EJ Movement to have a long term fellowship co-created by the movement itself?

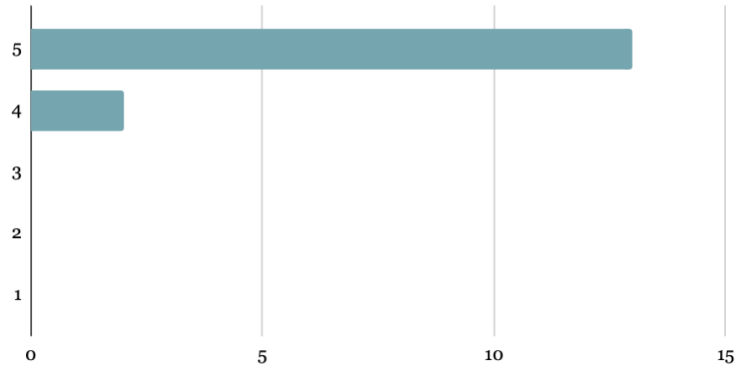


On a scale of 1-5 (1 being the lowest), what is your desire for the EJMF to continue to dive into Just Transition Framework, Decolonizing and Liberatory World Views, and Design Approaches?

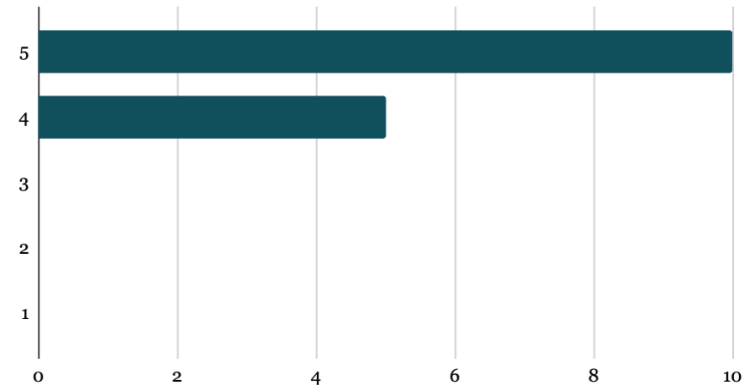


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On a scale of 1-5 (1 being the lowest), how much do you agree that there is a need for EJ leaders to cultivate a space for fresh thinking, fresh collaboration, and practice to fail with the power to embody thoughtful creation?



On a scale of 1-5 (1 being the lowest), following the first workshop, how curious are you to learn more about the EJMF?



LEADERSHIP MINDSETS

Workshop participants discussed in groups: What are the components of an effective leadership at the individual, organization, movement level for the EJ movement given our current political and ecological opportunities and threats?

This is what we heard and learned:

- It's necessary to examine gaps and differences in organizing in **rural and urban contexts**
- The need for intergenerational leadership models
- Leadership as a **collective, collaborative, distributed model**; debunking the myth of a charismatic individual leader
- Innovative leadership allows for **transformational change**; leaps of change rather than incremental, reformist models
- Incorporating our **relationship with Mother Earth** into leadership
- It's not just seeing, it's **feeling leadership** - discomfort at times; lights a fire within people; industries become scared
- Leadership and solutions often emerge in casual meetings; deep personal ways and conversations
- The need for culture and practice of **deep relationship building**
- The need to **center BIPOC, BIWOC** in leadership
- Rest and healing as central to movement work and leadership

EJ Workshops Summary Report - Spring 2021

NEXT STEPS

We ended the workshops with a discussion of the application and selection process for the Fellowship, and a call for nominations for an advisory committee that will continue to support the development of the Fellowship.

This is what we heard and learned:

- *Fellows Criteria*: Co/Un-learning mindsets; BIPOC Leaders; community members
- *Cohort diversity*: intergenerational; urban, rural, Indigenous reservations context
- *Strong support in Padlets for teams*; strong orientation towards base building over national orgs; organizational teams and/or community teams
- *Barriers to entry we should address*: Defining leadership, fatigue/energy/time to dedicate to program; internet access; variety of entry points

Advisory committee nominees:

Appreciations for the Advisory Committee volunteers and nominations. Please see the [updated scope of work document](#) for the final list of nominees and selection.

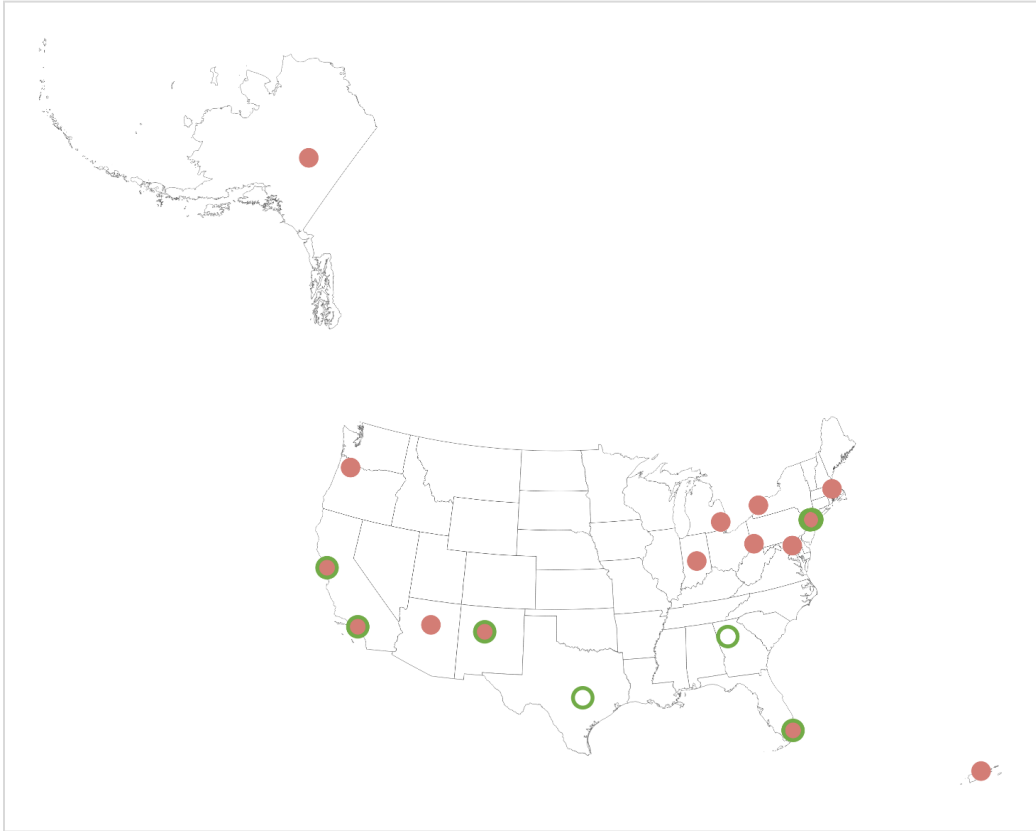
What happens now?

Following the two workshops, our team reconvened for two debrief meetings and a program design meeting to review everything we've heard. Based on what we learned at the workshops, the EJMF is moving forward in the following ways:

- Advisory Committee nominees will be notified starting the week of June 7th and onboarded in June to help design and support the application and selection process for the program. **A few critical questions they will explore first are the team approach to the fellowship (over individuals), the application process, selection criteria, and timeline.** All of the information provided at the EJ workshops will be shared with the advisory committee to inform their process.
- We plan to share more outcomes of the EJ Workshops once the application launches. We may be in touch during that time for input, quotes and other media approval, and general guidance!
- Thank you again! We're looking forward to keeping in touch and updating you all on our progress over the next few months. Look out for our summer newsletter!

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WORKSHOP PARTICIPANTS



* Pink dots represent the location of participants, and the green outline represents the location of PED/MEL team.

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Environmental Justice Leaders



Aghilah Nadaraj
[Kheprw](#)
Indianapolis, IN



Alejandra Lyons
[SouthWest Organizing Project](#)
Albuquerque, NM



Darryl Jordan
[East Michigan Environmental
Action Council \(EMEAC\)](#)
Detroit, MI



Dwain Tyndal
[Alternatives for Community
and Environment \(ACE\)](#)
Boston, MA



Enei Begaye
[Native Movement](#)
Fairbanks, AK



Huy Ong
[OPAL Environmental Justice](#)
Portland, OR



Imhotep Adisa
[Kheprw](#)
Indianapolis, IN

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Jacqui Patterson
Trusted Advisor
Baltimore, Maryland



Jihan Gearon
Trusted Advisor
Flagstaff, AZ



Joanne Perodin
[Florida Rising](#)
Miami, FL



Julia Bernal
[Pueblo Action Alliance](#)
Albuquerque, NM



Katia Vazquez
Instituto para la Investigación
y Acción en Agroecología
and [Organisacion Boricua](#)
San Juan, Puerto Rico



Laura Cortez
[East Yard Communities for
Environmental Justice](#)
Commerce, CA



Maria Lopez-Nunez
[Ironbound Community
Corporation](#)
Newark, NJ



Miya Yoshitani
[Asian Pacific Environmental
Network](#)
Oakland, CA

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Rahwa Ghirmatzion
[PUSH Buffalo](#)
Buffalo, NY
Sofia Martinez
[Los Jardines Institute](#)
Albuquerque, NM



Sofia Martinez
[Los Jardines Institute](#)
Albuquerque, NM



Veronica Coptis
[Center for CoalField Justice](#)
Washington, PA

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EJMF PEDAGOGICAL LEADS AND STAFF



Ana Baptista, PhD Co-Founder

Dr. Ana Baptista is an Assistant Professor of Professional Practice in the Environmental Policy and Sustainability Management Program. She is also an Associate Director of the Tishman Environment and Design Center. She has nearly two decades of work within the EJ movement and her research and professional practice focuses on environmental justice policies and community based strategies for tackling environmental injustice. Dr. Baptista's research extends to a wide range of issues; zero waste and anti-incineration, climate justice, urban air pollution mitigation policies, and the impacts of the global goods movement.



Sujatha Jesudason, PhD Co-Founder

Dr. Sujatha Jesudason is a Professor of Professional Practice in Management. For more than 25 years, Dr. Jesudason has worked as an activist, organizer, and scholar in a range of social justice movements and is a leading voice in movement building with a focus on race, gender, and innovation. A serial start-up leader, she is the Faculty Director of the Social Movements + Innovation Lab at The New School, was the founder and Executive Director of CoreAlign, a reproductive justice organization teaching innovation for social change to frontline activists, and the founder of Generations Ahead, an organization that raised awareness of the social justice implications of emerging human genetic technologies. Her current teaching, research, writing, and consulting practice focuses on leadership, social justice innovation, and speaking race to power.

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Angela Mahecha, Fellowship Director

Angela Mahecha is a Climate Justice leader originally from Colombia. She was previously the Executive Director of the Climate Justice Alliance, where she centered the national influence of 74 frontline urban and rural alliances, movement-support organizations, and base-building grassroots groups to move forward a Just Transition and Just Recovery. She has served as a leader of multiple organizations including: It Takes Roots, the Rising Majority, La Via Campesina North America, US Food Sovereignty Alliance, the Rural Coalition, Friends of People Affected by Dams from Brazil, and the Green New Deal National Network. As a natural weaver, she facilitates relationships between sectors such as greens, philanthropy, and now academia, with those on the frontlines. In her advisory roles with partners like the Mosaic Fund and others, she has been able to move millions to the grassroots. Angela splits her time between New Jersey and Florida with her two kids, partner, and the occasional manatee.



Marouh Hussein, Fellowship Manager

Marouh manages the day-to-day operations of the EJ Movement Fellowship. Prior, she was a Community Coaching Manager at Partnerships for Parks, where she provided tailored organizational development support to volunteer-run community organizations across NYC. She has also held positions with Global Cities, Inc., a program of Bloomberg Philanthropies, and Project Harmony, Inc. Marouh has an MPA from Columbia University's School of International and Public Affairs and a BA from SUNY Stony Brook. She is a native New Yorker and during her time off can be found volunteering at a beautiful community garden in Harlem.



Anna Yulsman, Program and Communications Coordinator

Anna recently graduated with an MA from the New School studying Theories of Urban Practice. Her research involved exploring the relationship between education models, conceptions of nature and capitalism as a part of her graduate thesis. At the Tishman Center Anna is both a designer and researcher. Her passions include film editing, cartography as well as dance.

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MONITOR, EVALUATION, AND LEARNING (MEL)

Zuri Tau, LMSW, ABD, Founder - Social Insights Research (SIR)



Zuri Tau is deeply committed to practicing research and evaluation in service of equity. She has over 16 years of experience in advancing social justice through on the ground organizing and evaluating government programs and non-profits, facilitating workshops and partnering with community agencies. Currently she advises international organizations like RAND Corporation and Open Society Foundation on best practices for equity in research.

Zuri has developed a curriculum for decolonizing research, trauma-informed care, and practicing evaluation from a racial equity lens. She is the former managing editor of the academic journal, *City and Community*, a licensed therapist, yoga teacher and is completing her Ph.D. in Sociology. Zuri leads a talented team of consultants to do the work of Social Insights and is the founder of Liberatory Research, an initiative to challenge inequity in research

and evaluation.

Amber Levister, SIR Data lead, MA



Amber Levister is passionate about fostering safe and unapologetic Black spaces and uplifting the stories and experiences that accompany different identities. Much of her work has been in Atlanta's non-profit sector, where she's worked with incarcerated parents and their children, as well as women of color in community engagement and capacity-building efforts. As an educator in sociology, Amber believes that an interdisciplinary and intersectional theoretical foundation informs the public of social structures and agents who perpetuate the systems we aim to address through various social justice and community organizing means.

Sabine Monice, SIR Project Manager, MPH



Sabine Monice is an experienced evaluator who has worked in non-profit and educational settings throughout California and the South. She has co-managed community-based mixed-methods projects for the last eight years and is skilled at creating and establishing study protocols for focus groups and interviews, providing technical assistance, training community researchers, and cultivating rich relationships. She is inspired by and grounded in her Haitian heritage and her unique experiences as a first-generation American inspire her to center those who are often marginalized in research and evaluation.

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KEY CONTRIBUTORS



Reyes Devore,
Indigenous Cultural and Land Grounding

Reyes DeVore, of **Jemez Pueblo**, co-founded Pueblo Action Alliance in 2016 and currently serves as the Community Programming Director. Reyes co-developed the Cultivating Indigenous Resistance workshop and leads the Youth Internship with PAA. She has been integral in mutual aid efforts as a Co-Director with the Indigenous Impact Community Care Initiative in partnership with Seeding Sovereignty. Before taking on this role with PAA she was invested in Early Childhood Education as a teacher and a home visitor. She has over 7 years of experience working with marginalized communities where she provided parent education on child development to break cycles of trauma and build healthy relationships in the home.

Since 2019, Reyes has also worked with the Native American Community Academy in Tiwa Territory supporting the school's Indigenized curriculum, where she currently leads an Indigenous Arts Elective class. In addition to the many roles she plays within Indigenous communities she is a mother to a 13-year-old son who ultimately drives her compassion to continue this life work.



Yuki Kidokoro, L.A. Co-op Lab,
Artistic and Graphic Documentation

Yuki is the Reinvest Project Director for the Climate Justice Alliance, an experienced facilitator, and helped create a 45 unit affordable housing cooperative at the Los Angeles Eco-Village where she lives. She loves gardening, karaoke, board games, and thinking about community governance structures.

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Viveka Chen

Pedagogical Design and Facilitation

Viveka Chen is an organizational development consultant, certified coach, facilitator and trainer. For over twenty years she has worked for social justice across a spectrum of cultures, communities, movements and sectors. She specializes in leading through change and conflict, leadership transition, visioning, strategy, theory of change, alliance building, developing learning communities, and designing and implementing leadership development and capacity building initiatives. She is currently experimenting with social innovation methods and racial equity leadership development cohort programs. Viveka brings a strengths-based approach, a commitment to liberation and joy, and a deep grounding in emotional, healing, and mindfulness practices drawing from her training as a Buddhist meditation teacher.



Leo Figueroa Helland

Pedagogical Design and Facilitation

[Leonardo Figueroa Helland](#), is Chair and Associate Professor of Environmental Policy and Sustainability Management at The New School. Figueroa's work focuses on how Indigenous and decolonizing approaches intersect with other transformative paradigms to address environmental challenges, climate crises and social injustices. He leads the [Indigeneity, Decolonization and Just Sustainabilities Initiative of the Tishman Environment and Design Center](#).



Crystal Clarity

Disruptive Art and Cultural Grounding

[Crystal Clarity](#) is an Artist, Illustrator, printmaker, Art director, dream weaver, and visual strategist for movement moments. She brings 15+ years experience directing community mural projects across the city and beyond. She has mentored hundreds of young people through the rich history and tradition of community mural process from concept to finish and giving them the skills and techniques to use art as a tool in activism, organizing and mobilizing. In 2020 she launched **Medicine Walls**, a mural art and creative consulting project, to partner with organizers to use public space to promote social transformations like defunding the police and help folx visualize positive outcomes. She often supports

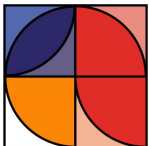
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training activists in the applications of visual resistance; strengthening visual strategies for direct actions, large mobilizations and protests. She activates her talents with the singular objective of magnifying our collective ability to imagine and lean into a better world. Her praxis is a passion of disseminating that knowledge through focused mentorship, skill sharing and leadership development of the next generation of movement artists. Follow her work on instagram at: [@Msclarity83](#) and [@Medicine-Walls](#).



Tishman Environment
and Design Center

The [Tishman Environment and Design Center](#), as part of The New School, is a university-wide center committed to fostering the integration of bold design, policy, and social justice approaches to environmental issues to advance just and sustainable outcomes. Following the [Jemez Principles for Democratic Organizing](#), the Tishman Center serves as a hub for climate and environmental justice research and practice, with a specific focus on critical, participatory action-based research produced in collaboration with frontline, grassroots and community based organizations and coalitions. Through our collaborative efforts, we impact research, practice and policy.



social movements
+ innovation lab

[Social Movements + Innovation Lab](#) provides space and tools for social justice leaders to explore and experiment with new and innovative ways to address some of society's most entrenched problems of inequality and repression. Using creative and intersectional approaches to design and innovation, it supports leaders with fresh approaches to generating new ideas, approaches, tactics, and strategies to bring us closer to dismantling toxic and unequal systems and structures.

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[Social Insights Research](#) is a women of color led firm whose members employ their diverse backgrounds and skills to inform their work on challenging projects. Our goal is to shift the evaluation paradigm by utilizing mixed methodologies that go beyond counting hours, people, and dollars. We work to decolonize evaluation and research in partnership with organizations that resource and center marginalized populations.

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Meeting Materials

[Slide Show](#)

[Agenda](#)

[Leadership mindset padlets](#)

[Outreach padlet](#)