

2020 - 2021 TRAINING REPORT

TRAINING FOR **CHANGE**

OVERVIEW

Our 2020-2021 program year was like no other. From the realities of COVID-19, the fraught presidential election, mass uprisings, and increasing political polarization, the year demanded adaptation from everyone organizing for social justice.

As much organizing and facilitation moved online in Spring 2020, we scaled up our capacity for online facilitation training, including an expanded Online Training Series. Much of our work over the past year was supporting organizations to do powerful training and group facilitation online. We believe experiential learning, facilitation that harnesses group dynamics, and transformation is not only possible online, but vital to winning justice.

We had to pause our core, in-person public workshop intensives like the Training for Social Action Trainers and the Super-T, but we're eager to resume them as soon as it's safe.

Apart from online facilitation training, we remained available for direct support for organizations across a range of topics, including campaign and strategy development, team retreats, and organizing skills. We continue to partner with organizations for training and third-party facilitation across issues and sectors of left and social justice movement builders.

TFC was a life saver when we had to quickly adapt to online education last year. Our program is designed by staff using the popular education model and it's primarily delivered by peers who have been trained as member facilitators. TFC helped us to understand what is possible online and feel confident in the design and delivery of online education.

**Sylvia Sioufi, Director of Union Education,
Canadian Union of Public Employees**

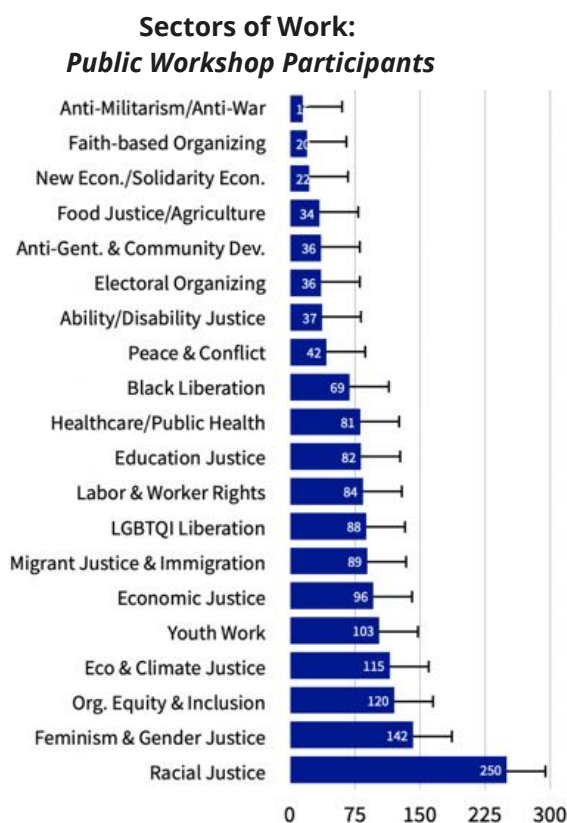
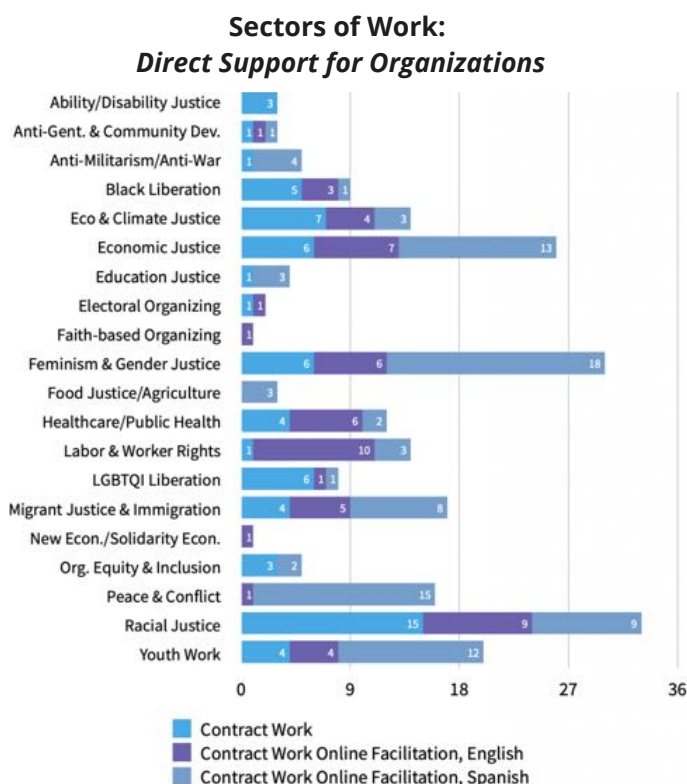
"We are about to launch our 3rd 3-week environmental and social justice online workshop for youth about a Just Transition on the Navajo Nation and Hopi lands. The training we received from Training for Change was invaluable in helping us figure out how to instantly pivot from place-based field trips to online learning."

**Audrey Kruse,
Grand Canyon Trust**

BY THE NUMBERS

In our 2020-21 Program year (July 2020 - June 2021):

- We offered **44 public online workshops** in English, training **over 1,900 participants**
- We supported **17 public online workshops** in Spanish, training **over 600 participants** in the U.S. and across Latin America
- We partnered with **53 organizations 73 times** to offer direct support in English and Spanish, training **over 2,000 people**.
- We welcomed **4 new fellows** into our Judith C. Jones Fellowship for Trainers of Color



Training Focuses:
*Direct Support for Organizations**



* This chart does not include the 52 online training and facilitation skills sessions, which were the majority of our contract work.

WELCOMING OUR NEW JCJ FELLOWS

We graduated 5 fellows, and welcomed in a new cohort. The fellowship changed format this year – here's what it includes:

Individualized Coaching with a TFC Core Trainer. Regular coaching sessions to track learning goals, create work plans, build skills, and reflect on practice.

Workshop Scholarships. Full scholarships and travel stipends to any 2021 TFC workshop.

TFC Trainer Salon Membership. Automatic acceptance into our new Trainer Salon with TFC network trainers. Includes skill-building sessions and peer-to-peer learning.

Meet our Fellows!



Mina Itabashi

Mina is an organizer, trainer, facilitator, and coalition builder. She has been engaged in student, community, and labor organizing for the past 10+ years. Currently, Mina is the Network Engagement Organizer at Jobs With Justice.



Shanequa Smith

Dr. Shanequa Smith is a Restorative Practitioner with a focus on assisting in the process of healing the well-being of individuals who are or have been systematically oppressed. Her work includes bridging relationships and synergizing collaborative opportunities.



Lawrielle West

Lo is a sister, TT, partner, daughter, Detroit, abolitionist organizer, entrepreneur, creative, and facilitator. They enjoy being a facilitator of fun and meaningful spaces that build community, relationship and understanding.



Tierra Ragland

Tierra has eight years of experience as a community organizer, advocate and trainer. She serves as the Director of the Virginia Progressive Leadership Project, as well as the Deputy Executive Director of the Virginia Civic Engagement Table.

TRAINING HIGHLIGHTS

In addition to our public programming, we partnered with dozens of organizations to offer customized support for their leadership. Our workshops cover a range of topics – building training and facilitation skills, planning campaigns, supporting leadership transitions, and strengthening team dynamics.

TRAINING OF TRAINERS

Training other social justice trainers using our experiential approach is our bread and butter. Due to COVID-19, our workshops have uniquely been entirely online. Most of our training of trainers focused on skills to lead powerful meetings and trainings online. Here's what our trainers have said about some of these workshops:



Black Youth Project 100: We led a series of online training for trainers for leaders of BYP100, a member-based organization of young Black activists.

"I did a costume change with a virtual background. This led to 'costume changes' being added to the ways to maximize engagement. It was an expansive conversation about how to do costume changes in a way that supports the goals of a session, and low to no-tech ways to do a costume change on Zoom."



Core Trainer
Matthew Armstead



Canadian Labour Congress: We led an Online Facilitation 101 session plus a 5-week online learning course on "Facilitating Online Learning for Labour" for labor educators in CLC, the largest labor organization in Canada, representing over 3 million workers.

"This was a good experience for demonstrating experiential approaches in a blended environment - how to build a course with synchronous and asynchronous elements, how to plan for facilitation and co-facilitation in blended online environment, as well as how to read a group and work with group dynamics and individual challenges."



**Online Training
Co-Coordinator**
Jeanne Rewa

ORGANIZING SKILLS TRAININGS

In March, **Core Trainer Kim Huynh** joined staff to build our organizing skills training program. She's currently planning new workshops, as well as coordinating support for partner organizations.



Unmasking Fidelity: In the spring, Kim led a multi-session strategy training around demands, tactics, and base-building for Unmasking Fidelity, a coalition targeting Fidelity Charitable for enabling funding of bigoted organizations.

"Working with Training for Change helped catalyze a turning point for our campaign. The workshops and coaching provided us with the direction to relaunch with a more expansive campaign vision, demands rooted in a divest/reinvest framework, and powerful escalation and base building plans. The TFC training team effectively guided us through creative brainstorming and shared decision making, and wove storytelling and examples from other campaigns to inspire our work."

**Nadav David (Resource Generation), Amira Al Subaey (Muslim Justice League),
& the Unmasking Fidelity Strategy Team**

TEAM BUILDING AND RETREATS

We know that strong teams are the building blocks of strong movements. We also know it can be hard for groups to find time for reflection and team-building while doing the work. TFC provides team-building sessions as a space for organizers to strengthen their relationships, in support of the long-term viability of movement groups.



This spring, we offered this support to Siembra NC, an organization building power in Latinx immigrant communities across North Carolina. When founder and TFC Core Trainer Andrew Willis Garcés stepped down from his leadership role,

Core Trainer Zein Nakhoda was asked to support staff through the leadership transition.

"Our relationship with Siembra NC leaders supported us to dive right into team dynamics, self-limiting beliefs, and naming truths about folks' changing roles in the organization. The team got to name examples of 'Andrew's voice you don't want to lose...' and 'Andrew's voice that you could let go of...'; I got to spend time eliciting from each person deeper examples, how it might show up in their work, and what they wanted to do about it. We spent some time naming how rank and roles were shifting in their newly established positions before closing."



ORGANIZATIONS SERVED

We partnered with the following organizations for direct training support:

ENGLISH LANGUAGE WORK

Analyst Institute	New Orleans Workers' Center for Racial Justice
Black Youth Project 100	Oregon Poor People's Campaign
Campaign Bootcamp	Planned Parenthood Federation of America, Inc
Canadian Labour Congress	Post Landfill Action Network
Coalition of Kaiser Permanente Unions	Powershift Network
Community Resource Exchange	Public Service Alliance of Canada
Forward Together	Re:power
Global Fund of Children - Latin American members	Robert Sterling Clark Foundation
Global Health Advocacy Institute	Siembra NC
Harm Reduction Coalition	Social Movement Technologies
Inroads	Southeast Asia Resource Action Center
Inter-American Foundation	Sunrise Movement
Korean Queer and Trans National Network	Team for West Virginia Children
Lutheran Settlement House	The Interfaith Center of New York
Minnesota Association of Professional Employees	The Management Center
Momentum	Transgender Law Center
National Coalition for Asian Pacific American Community Development	Unite for Reproductive and Gender Equity
	Unmasking Fidelity

SPANISH LANGUAGE WORK

Amnistía Internacional, Diversxs
Centinelas & Despertar Mujeres
Colectiva Feminista para el Desarrollo Local - El Salvador
Colectivo de Abogados José Alviar Restrepo
Dejusticia
Fondo Lunaria
Grupo de Información en Reproducción Elegida
Instituto de Liderazgo Simone de Beauvoir
La Cuerda
Mesa por la Vida y la Salud de las Mujeres
ONU Mujeres Colombia
Somos Mayfair