

A group of people, mostly women, are gathered in a room. Some have their hands raised in the air. The image is overlaid with a blue gradient. The text "2021-2022 TRAINING REPORT" is written in white, bold, sans-serif font across the middle of the image. Below it, the text "TRAINING FOR CHANGE" is written in a smaller, white, sans-serif font.

2021-2022 TRAINING REPORT

TRAINING FOR CHANGE

OVERVIEW

In our 2021-2022 program year, we continued to navigate pandemic shifts, tiptoed into in-person training, and launched new projects. Contrasted to the rapid response of the year before, we, like many movement organizations, worked to establish a new sustainable rhythm and asked, 'what's next?'

Internally, Core Trainers, alongside their TFC roles, settled into new political homes or transitioned out of prior political projects. Our Executive Director took parental leave to welcome a little one into the world. As in-person programming became possible, we experimented and envisioned how to resume our core, in-person training-for-trainers workshops, like the *Training for Social Action Trainers*.

We continued training groups working for social, economic, and racial justice. Our expanded *Online Facilitation Lab*, now offering six unique public workshops, trained organizers and activists to maximize the power of virtual spaces. We launched the new *Organizing Skills Institute*, to support fundamental organizing skills, and helped launch *Talleristas por la Justicia*, a training program for activists and organizers in Latin America.

2022 marks TFC's 30th Anniversary. **We're dedicated as ever to cultivating powerful training and group facilitation skills, rooted in popular and experiential education, to support left and social justice movements.** This report offers some highlights; if you'd like to learn more, we'd love to hear from you.

"In my organizing experience - from pipeline blockades and organizing domestic workers, to leading direct action campaigns and building Asian Pacific Islander electoral power - a posture of curiosity has always buoyed me. Whether in a training room, a strategy meeting, a one-on-one conversation, my capacity to be curious about people around me, about parts of myself, about the options available to me in the moment helps me build the bigger 'we,' wield our power, and stay resilient in the face of so much pessimism. I'm excited to build the OSI in ways that share this posture with organizers doing the hard, vital work every day."

- Kim Huynh, Core Trainer and OSI Program Coordinator

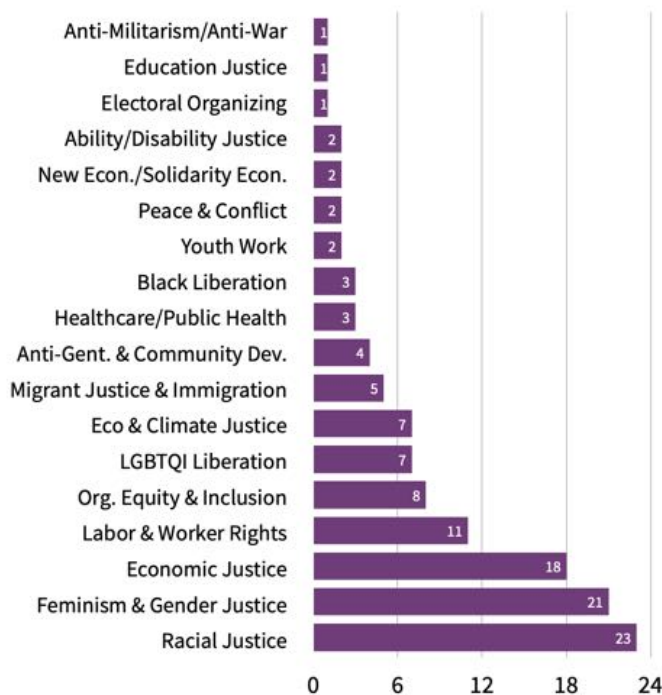
BY THE NUMBERS

In our 2021-22 Program year (July 2021 - June 2022):

- We offered **25 public online workshops** in English, training **over 575 participants**
- We offered **10 public online workshops** in Spanish, training **over 130 participants**
- We offered **2 in-person public workshops**, a three-day training for trainers and a four-day organizing skills workshop, training **44 participants**.
- We partnered with **27 organizations** to offer direct support **57 times** in English and Spanish, training nearly **700 people**.
- Majority of our participants, across programs, are Black, Indigenous, and/or People of Color.

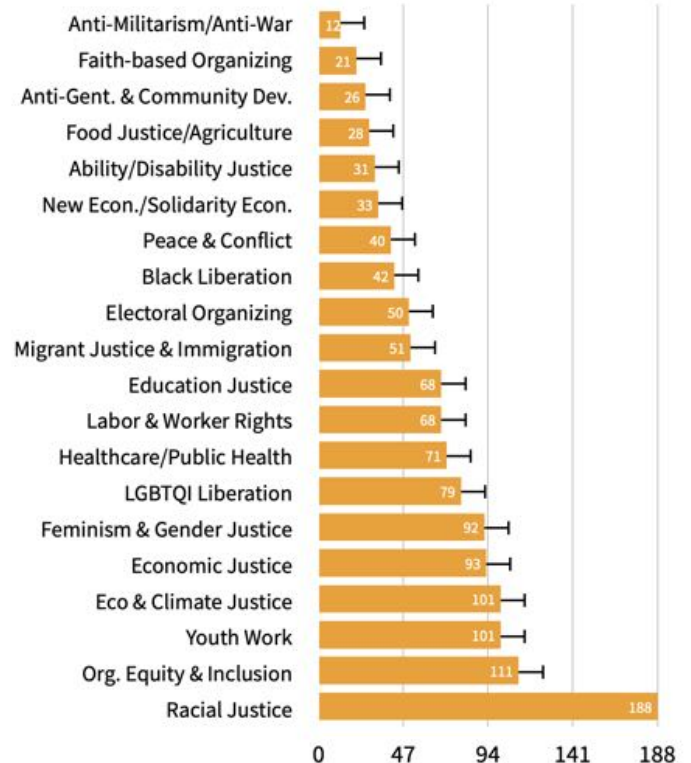
ISSUES

Partner Work, Trainer Reported



ISSUES

Public Workshop Participants



TRAINING FOCUS

Partner Work, Trainer Reported



NEW PROGRAMS

This year, we're proud to launch two new programs: the *Organizing Skills Institute* and *Talleristas por la Justicia*, both led by Core Trainers.

ORGANIZING SKILLS INSTITUTE (OSI)

The *Organizing Skills Institute*, through workshops, partnerships, and training tools, aims to strengthen fundamental skills for base-building, waging campaigns, and contesting for governing power. It offers cross-movement spaces where community, labor, and electoral organizers can learn together across organizing traditions and experience levels.

Through the OSI, we don't promise one-size-fits-all solutions. Instead, we believe popularizing fundamental skills, with an emphasis on the 'learning curve' – the capacities to experiment, reflect, assess, and apply lessons – can help fuel the hope, solidarity, and creativity this moment demands.



West Virginia Organizing Skills Intensive,
OSI & West Virginia Can't Wait (June 2022)



Adventure Based Learning, Bogotá,
Talleristas por la Justicia (April 2022)

TALLERISTAS POR LA JUSTICIA (TxJ)

Talleristas por la Justicia is a hub for Latin American trainers and facilitators. Through online facilitation training and in-person training-for-trainers workshops, built upon TFC's approach and curriculum, TxJ resources social justice trainers across the region.

Training and facilitation skills are key to building progressive movements in Latin America, where many countries face ultra-right and authoritarian forces amid further neoliberal concentration of power and wealth. While TFC anchors TxJ, it's led by Latin American trainers and leaders as an autonomous program.

TRAINING HIGHLIGHTS

We most consistently train on training and facilitation skills, supporting movement groups to learn, make decisions, and shape strategies collectively. Much of this training-for-trainers continues to take place online. This past year, we piloted in-person workshops as part of the *Organizing Skills Institute* and *Talleristas por la Justicia*. Alongside our public programming, we partnered with organizations for customized training, coaching, and curriculum development. Here are highlights from the last year.

ROGUE CLIMATE

Training skills and curriculum design for climate justice organizers



We offered a customized virtual training for *Rogue Climate* leaders, as they engaged in a skill-building and curriculum design process, covering principles of experiential learning and the fundamental practice of 'elicitive questions.'

"In our curriculum process, we are learning from you all by trying to simplify and incorporate more creative approximations and experiences. Everyone can't stop talking about the kitchen metaphor and how spacious and easeful you all made this training space."

- Jess Grady-Benson, South Coast Energy Justice Organizer

WASHINGTON STATE LABOR EDUCATION AND RESEARCH CENTER

Online facilitation skills for union leaders

We partnered with staff of the *Labor Education and Research Center* to offer customized online facilitation training for labor educators in Washington. In addition to skill-building workshops, we facilitated a discussion among union leaders about the turn to online spaces during the pandemic and strengths and gaps of online learning.



NATIONAL BAIL FUND NETWORK

Power mapping training for bail fund campaigners

We led a two-part workshop on power and landscape analysis for bail fund organizers as they assessed potential campaign strategies. Workshop tools supported participants to make choices about where to focus energy, what demands to make, and how to relate to other campaigns in the field.

NATIONAL BAIL FUND NETWORK

"We loved how this training catalyzed the National Bail Fund Network's member funds' organizing skills. The sharp and generous facilitation team created a virtual space for learning, challenge, visioning and insight using interactive slides, storytelling and the right questions at the right time to move the group forward with joy and rigor."

- Elizabeth Nguyen, Immigration Bond Coordinator

TALLERISTAS POR LA JUSTICIA

Training for activist trainers in Bogotá, Colombia

TxJ launched in 2022 with two in-person pilot workshops in Bogotá, Colombia - the *Training for Social Action Trainers (TSAT)* and *Adventure-Based Learning (ABL)*.



"We couldn't have imagined a better opening of the TxJ network. In the second workshop, '*Adventure-based learning*' we explore movement and play as strategies for a group to reflect on gender, privilege, hierarchy, and ableism - this is how we learned with the body, among of a group of very powerful activists."

- Andrea Parra, TFC Core Trainer and TxJ Program Director

WEST VIRGINIA ORGANIZING SKILLS INTENSIVE

Pilot workshop from the Organizing Skills Institute

The OSI offered its first in-person workshop, the *West Virginia Organizing Skills Intensive*, in partnership with *West Virginia Can't Wait*. Over four days, we trained emerging leaders working on a range of issues.

A central theme was “power” - facing ambivalence about it, identifying where it comes from, and taking responsibility for building power as a fundamental task of organizing. We practiced preparing and leading structured one-on-one conversations, designing roles for onboarding new people, and creating effective group structures.

"I've attended leadership trainings before and they were nothing like this. Thank you for the assurance that the work I do is not only an asset but this work is what I was meant to do. Also learning to recognize, acknowledge, and give proper space for the emotional impact of this work is invaluable."

- Christina Baisden, Campaign Manager for Tony O. Martin House of Delegates 44

JUDITH C. JONES FELLOWSHIP FOR TRAINERS OF COLOR

Three Judith C. Jones Fellows renewed for a second year in 2022. Fellows receive coaching, workshop scholarships to TFC opportunities, and membership in the *TFC Trainer Salon* learning cohort. [Learn more on our website.](#)



Mina Itabashi



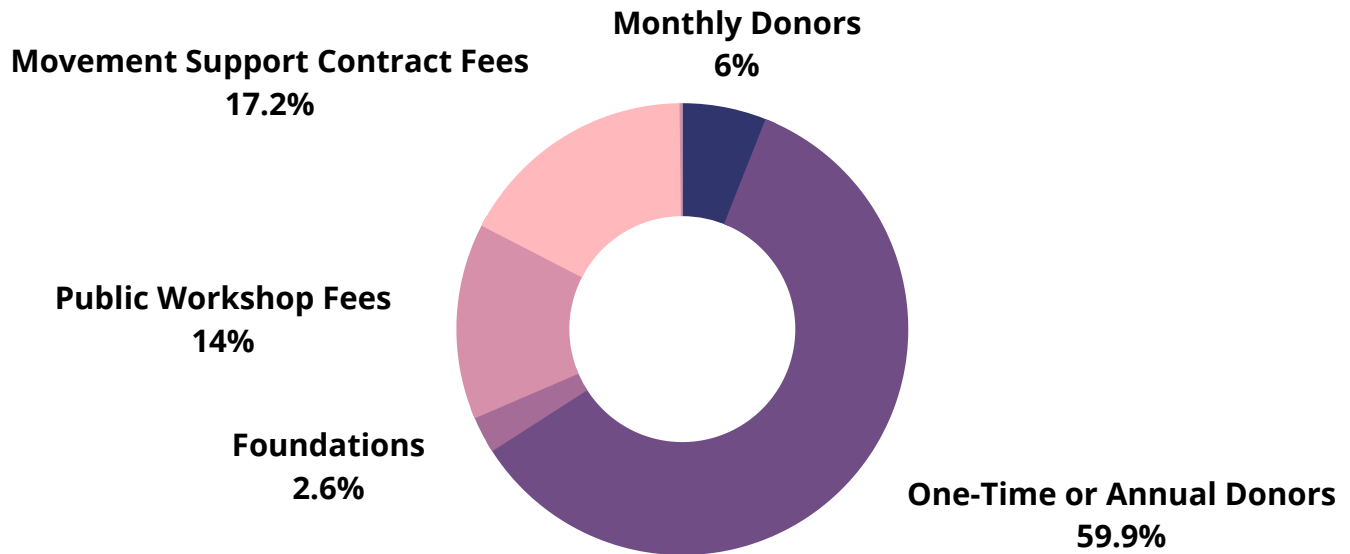
Tierra Ragland



Shanequa Smith

FINANCIALS

INCOME



WAYS TO SUPPORT

Become a monthly donor: Monthly Sustainers are the backbone of our grassroots funding, making general operations sustainable and innovative programming possible. Sustainers give any amount monthly and get behind the scenes updates on our work.

Become a major donor: Major Donors provide vital support to TFC programs, scholarships, and operations. Major Donors give at least \$300 a year and receive additional updates about our work. Whether you're able to give \$300, \$3,000, or \$30,000, larger gifts help our work thrive.

Plan a Bequest or Legacy Gift: In recent years, bequests – donors adding TFC to their will – have enabled new programs, grown staff, and increased accessibility for all of our workshops. We're so grateful for these very personal and thoughtful gifts. If you're interested in exploring giving through a bequest, we'd love to talk with you.

To become a donor, visit trainingforchange.org/donate!

ORGANIZATIONS WE WORKED WITH

We partnered with the following organizations for direct training support:

Canadian Union of Postal Workers (CUPW)
Canadian Union of Public Employees
Civic House - University of Pennsylvania
Coalition of Kaiser Permanente Unions (CKPU)
Community Revitalization Fellowship
East Bay Community Foundation
Educators for Consent Culture
Fundación Acceso*
Instituto de Liderazgo Simone de Beauvoir*
Inter American Foundation*
Marea Verde México*
Momentum
National Bail Fund Network
National Coalition for Asian Pacific American Community Development
(National CAPACD)
Oficina del Alto Comisionado de las Naciones Unidas Guatemala*
Planned Parenthood Federation of America
Planned Parenthood – Organizing, Engagement, and Campaigns
Post-Landfill Action Network (PLAN)
Power Up North Carolina
Public Service Alliance of Canada
Robert Sterling Clark Foundation
Rogue Climate
Social Movement Technologies
Transgender Law Center
Unmasking Fidelity Campaign Coalition
Washington State Labor Education and Research Center
We Make the Future

** indicates work led by Talleristas por la Justicia*