

# EJ Disrupt Design: Environmental Justice Movement Fellowship



# WHAT DO WE DO DIFFERENTLY?

- Strengthen **Collective Leadership**
- apply **EJ Design** practice for social innovation + TEK + liberation
- scale **community-centered solutions** for disruption in complex systems

## 10 year vision:

EJ Design Network of alumni practitioners, designers & tech coaches that accelerates scaling solutions across the EJ movement + beyond for disruptive impact

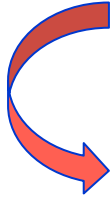


# ORIGINS



## LANDSCAPE ASSESSMENT

Just Transition, Public Health,  
Energy Democracy, Climate Justice



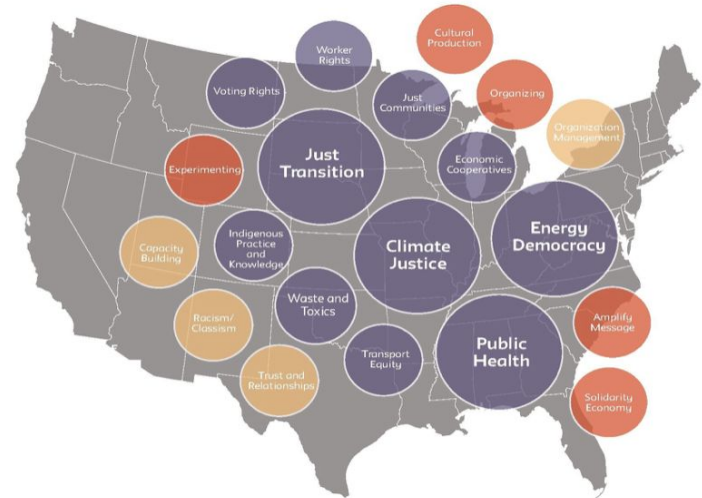
Tishman Environment  
and Design Center



**CoreAlign**  
Collaborate. Innovate. Impact.

## 2024 - Political Opportunities Tracking, Others?






- False Solutions
- Cumulative Impacts
- Swing States and Voting Rights
- Infrastructure Investments





# Overall Program

# POR Matrix

	 <b>COLLECTIVE LEADER MINDSET AND PURPOSE</b>	 <b>RE/IMAGINE</b>	 <del><b>DESIGN MANIFEST</b></del>	 <b>POWER/SCALE</b>	 <b>COMMUNITY</b>
PROBLEM/ OPPORTUNITY	<p>EJ leaders are often stuck in an action spiral and need space and time to ground, reflect, reframe action and practice for collective leadership to make meaning..</p>	<p>Incremental solutions to climate change are not effective. Some are harmful. Need to creatively id problems/approach ripe for disruption and opportunities ripe for harvest.</p>	<p>Our systems are reaching infrastructure breaking points. disruption is the new normal. Frontline leaders need to be designing/ implementing the multiple systems of our interdependent futures.</p>	<p>A one-size fits all climate solution is a myth; other forms of scaling multiple, diverse strategies will advance climate justice in the short to long term.</p>	<p>As a result of decades of work, in this moment EJ Is being centered and is ripe to harvest at the nexus of environment, economic, racial climate, and justice.</p>
OUTCOMES	<p><b>BE</b> in the practice of leadership mindsets, Collaborative culture, innovation, decolonial/liberatory/ feminist worldviews, + Just Transition. Grounding in historic EJ Milestones.</p>	<p><b>EXPAND</b> the capacity to explore the realm of possibilities and realize culturally grounded, disruptive, fresh, transformative solutions.</p>	<p><b>PROTOTYPE</b> innovative, disruptive or creative ideas to advance a climate justice agenda in order to test the idea, learn and iterate.</p>	<p><b>GROW</b> support to fellows' solutions from prototypes to scalable projects at the community, trans-local/regional, national, Tribal, and/or global levels.</p>	<p><b>BELONG</b> to a multisector community positioned to support create, design, innovate at scale for environmental justice.</p>
RELATIONSHIPS	<p>Strong individual leaders participate as a core group of 2-4 people. Plan disruptive action designs from the cumulative advances and failures of EJ over the last 30+ years.</p>	<p>Organizations and the social movements need creative structures to support radical reimaginings during disruption and climate chaos.</p>	<p>To grow impact, the EJMF has pulled in key contributors, leaders, and practitioners that have practiced policy, research and design with multiple movements .</p>	<p>Relationships and support circles are cultivated during the fellowship based on the needs of the participants. and disruptive designs.</p>	<p>Work with historical and emergent EJ and aligned movement leaders that honor the legacy of the environmental justice movement.</p>

# Recipe for Core Group Formation





COLLECTIVE  
PURPOSE

SHARED  
COMMITMENT

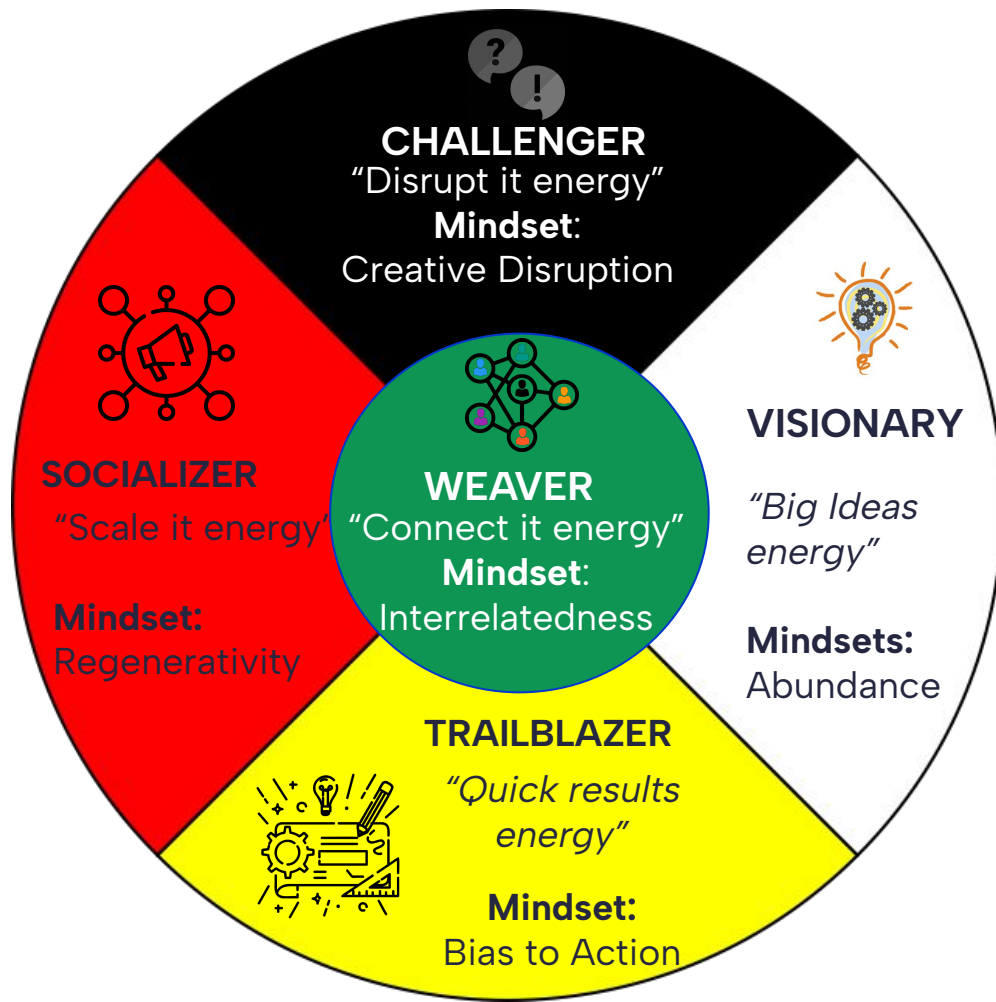
DIVERSITY



## Considerations:

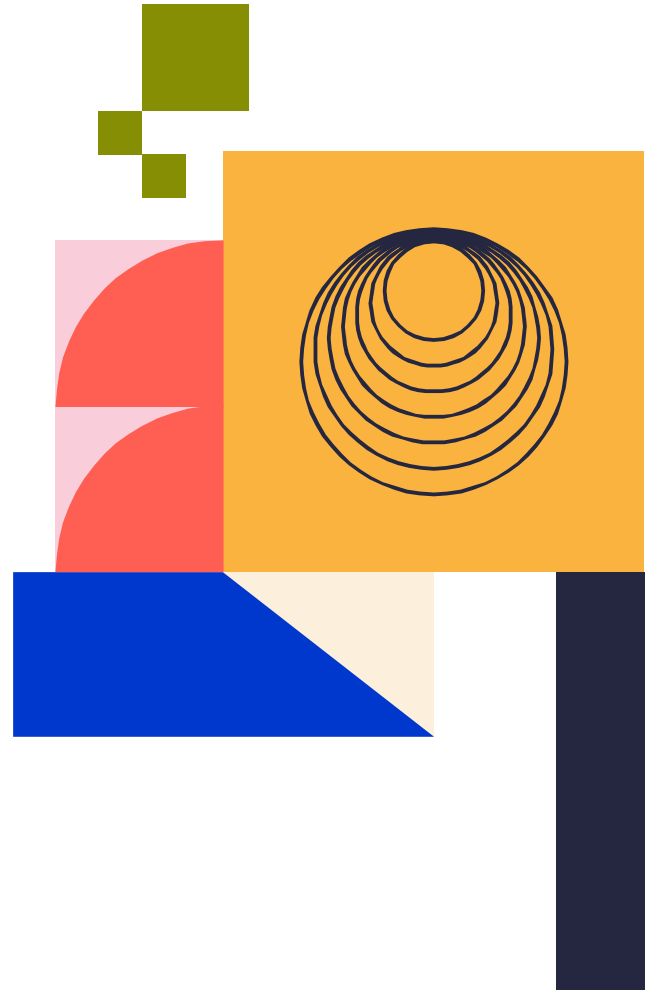
- **Geography** (from same area / time zone?)
  - **Relationships** / connections to each other
  - **TIP:** Set up working agreements, discuss expectations
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# WHAT'S YOUR INNOVATOR ENERGY GIVING?





# DISRUPTIVE IMPACTS





## 2021-23 PROTOTYPE HYPE

**HOW MIGHT WE...** *Create a coherent vision of the future that will steer us from an obsolete narrative to an exciting new one that propels our people toward a sustainable future?*

**MANIFEST:** Progressively bigger, multi-organization and community sustainability parades & workshops to merge narrative intersections with energy, agroecology, and art.







Publishing book on Just Recovery

3 Climate Justice Diaspora Org Trips to Senegal to address Black Burn-Out

150 People 25 international Leaders from Island to Pacific



Advising 12-18 Cities on Infrastructure For EJ Communities

Anchors for 250 orgs in New England for Thriving Communities Region



\$3mIn to the Cohort Orgs through Partnerships

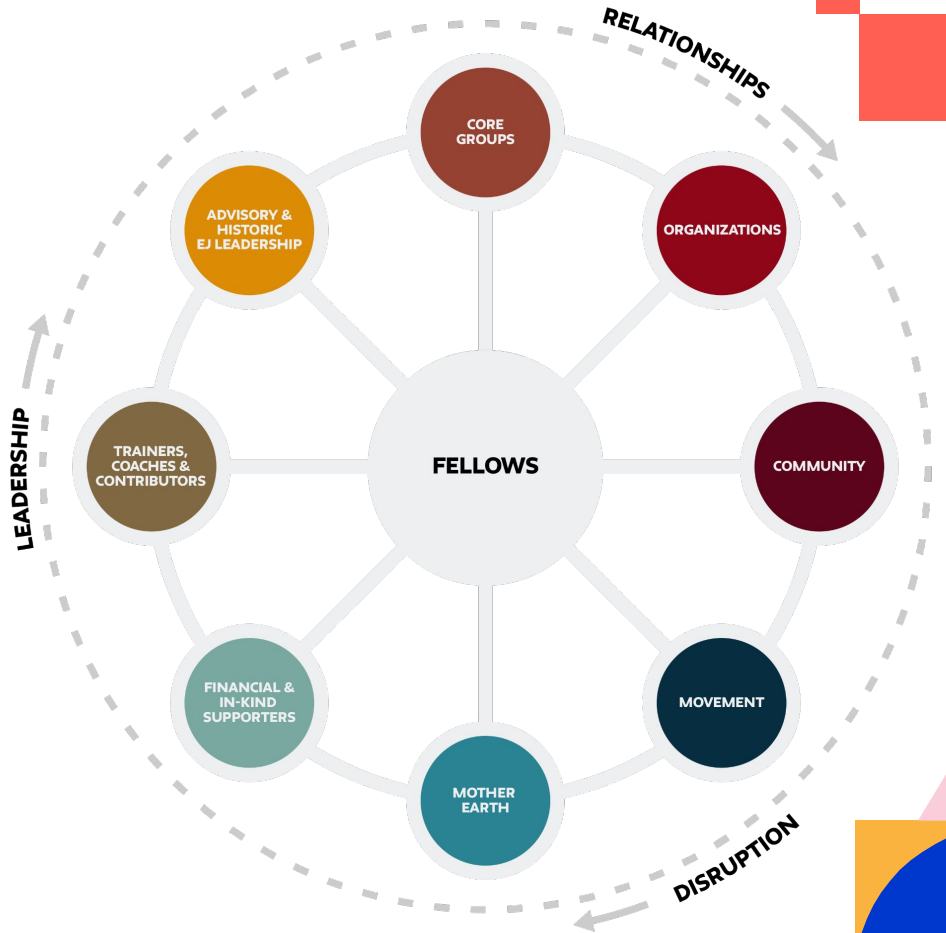
# 2021-23 PROTOTYPE HYPE



# WEB OF SUPPORT

## Resourcing EJ leaders and movement:

- Fellow stipend: \$28,000
- Prototype Funding: \$60,000 / group
- Org funding: \$17- 20k / fellow
- All travel and lodging covered
- Movement creatives and community labor resourced





**WHAT DO  
YOU  
EXPECT**



# Flow of a Phase

**Time Commitment:**  
270 Hours over 2 yr  
~60 -70 hours/ 6 mo

## Core Group Huddles

In person or virtual retreats with EJMF facilitator coach for collective leadership + planning

## Co-Learning Retreats

In person 5 days or virtual (5 hours)

## Weaver Meetings

Virtual co-learning & design with other Core Groups

## Design Dojos

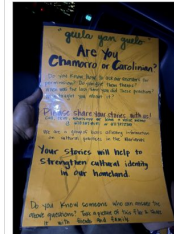
Virtual Practice Space

## Technical Coaching

Monthly Core Group Coaching sessions on technical solution



## Profile of a Prototype: Lemmai Loves



- What is your idea?
- What are the assumptions about this idea?
- What were you trying to learn?
- What was your manifest method?
- What made you choose this method?
- How did you test it?
- How are you documenting what you're learning?
- What did you learn?
- What's next?







**WHO ARE WE  
LOOKING  
FOR?**



# ELIGIBILITY REQUIREMENTS

**01**

## FRONTLINE EJ LEADERS

*Are you a group (3-4 People) of leaders connected to an EJ community working on issues of Climate Justice, Environmental Health, Energy Democracy and/or Just Transition?*

**02**

## INFLUENCE

*Do you have decision making power in your org and orientation to the movement and political landscape?*

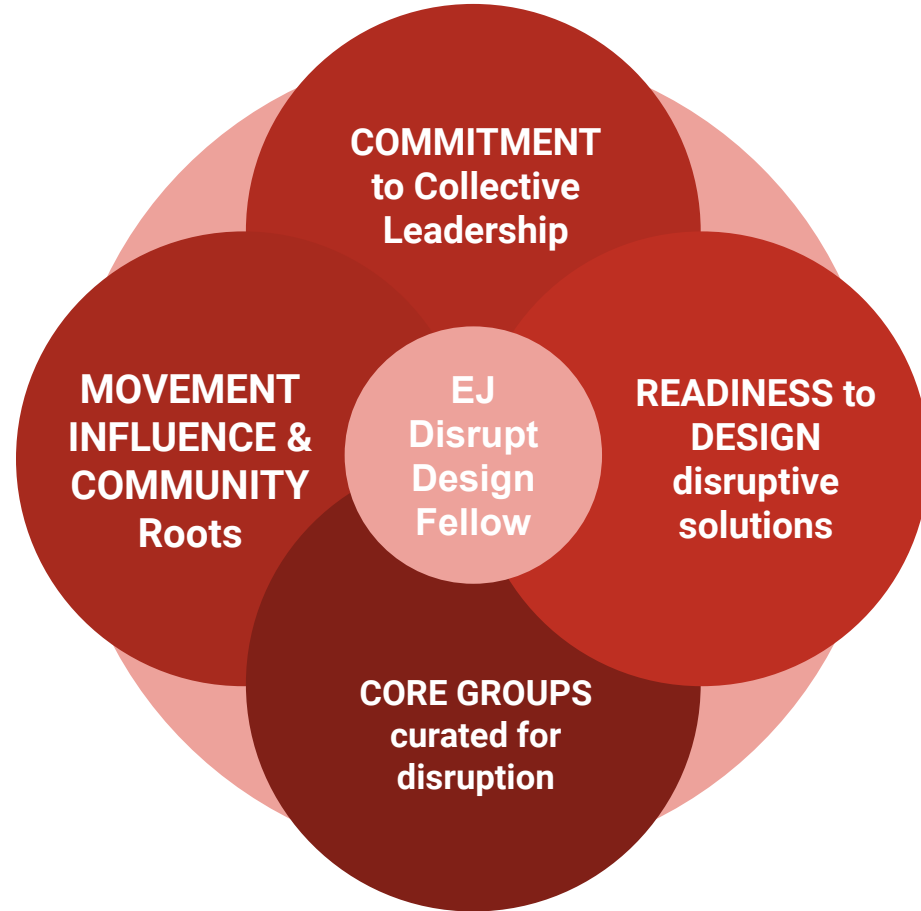
**03**

## JEMEZ PRINCIPLES

*Do you hold a commitment to the Jemez Principles?*



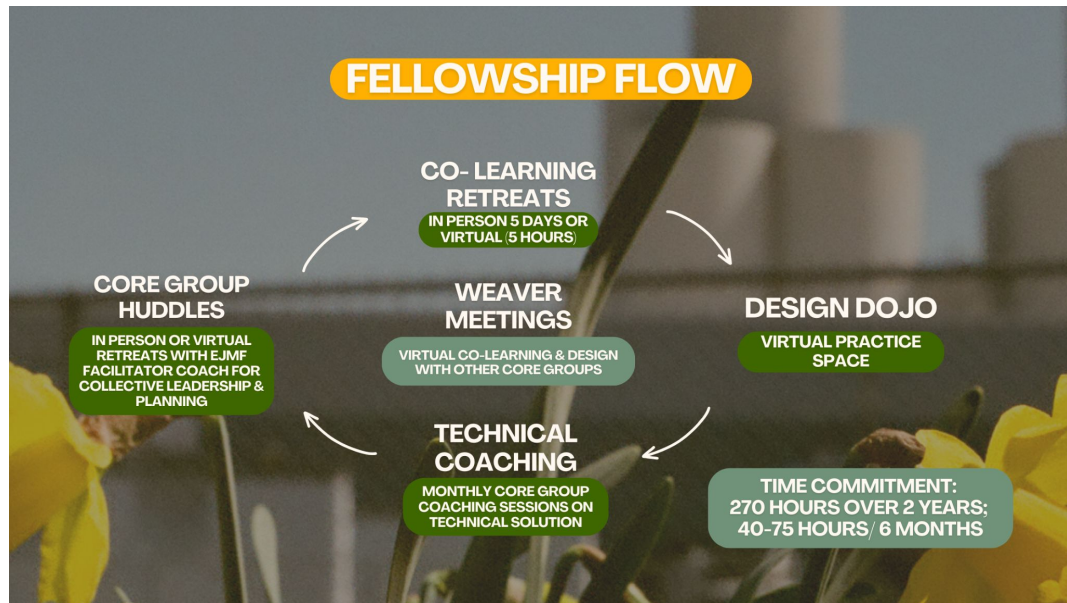
# QUALITIES WE SEEK



# EJ Disrupt Design

AN ENVIRONMENTAL JUSTICE  
MOVEMENT FELLOWSHIP

Proposed Retreat Dates



*For (Groups of 3-4) High Performing Environmental Justice Leaders ready to design beyond organizational boundaries and disrupt the climate crisis.*



## ***What Is the structure of the fellowship? Will it be in person or virtual?***

The fellowship will consist of 5 Phases, approximately 4-6 months long and includes both in person and virtual meetings; large and small core group gatherings. The typical flow of each phase includes:

- **Month 1:** In person (5 days) or virtual (5 hours) co-learning retreats
- **Month 2:** Monthly virtual group coaching and design dojos (practice sessions)
- **Month 3-4:** Community ideation and co-design sessions (in person and/or virtual)
- **Month 4:** Core Group Huddles, 3 day retreat with a EJMF coach.
  - Your group decides on the dates within this month, mode (in person/virtual/ hybrid) and location (if in person)
- **Month 5 -6:** Additional group coaching, design dojo and/or community ideation session

# Proposed Retreat Dates 2024-2026

(subject to confirmation by early 2024)



**COLLECTIVE  
PURPOSE &  
MINDSET**

Phase 1

May 2024 - Aug 2024

**JUNE 2024 - VIRTUAL  
RETREAT (5 hours)**

*Proposed Dates: TBD*



**ROOTING THE  
PROBLEM**

Phase 2

Sept 2024 - Dec 2024

**SEPT 2024 - CORE  
GROUP HUDDLE**

*Proposed Dates: Between  
Sept 9-14, 2024*

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**October 2024 - PHASE  
1 FULL FELLOWSHIP  
RETREAT (IN PERSON)**

*Proposed Dates: TBD*

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**DEC 2024 - VIRTUAL  
CORE GROUP HUDDLE**

*Proposed Date:  
Wednesday, December 4,  
2024*



**REIMAGINE**

Phase 3

Jan 2025 - April 2025

**FEB 2025 - PHASE 3  
FULL FELLOWSHIP  
RETREAT (IN PERSON)**

*Proposed Dates: Feb 18-23,  
2025*

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**APRIL/MAY 2025 -  
CORE GROUP HUDDLE**

*Proposed Dates: Between  
April 28-May 3, 2025*



**MANIFEST**

Phase 4

May 2025 - Oct 2025

**JUNE 2025 - VIRTUAL  
RETREAT (5 hours)**

*Proposed Date: June 25,  
2025*

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**SEPT 2025 - CORE  
GROUP HUDDLE**

*Proposed Dates: Between  
September 8-13, 2025*



**POWER AND  
SCALE**

Phase 5

Nov 2025 - May 2026

**JAN 2026 - VIRTUAL  
RETREAT**

*Proposed Date  
Jan 15, 2026*

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**MARCH 2026 - CORE  
GROUP HUDDLE**

*Proposed Dates: Between  
March 23-29, 2026*

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**MAY 2026 - Phase 5  
Full Fellowship  
Retreat**

**Agenda: Learning &  
Celebration**

*Proposed Dates: May 4-9,  
2026*

# Next Steps + Key Dates



## Preparing for the application:

- ❑ Consider what problems or solutions you are passionate about
- ❑ Who are your people? Consider who you might tap to form a diverse team ripe for disruptive design

## Upcoming dates:

- **Jan. 22: Application Closes**
- **Feb – Mar: Selection Process**
  - Applications assessed by Advisory committee
  - Core Group interviews
  - Core Groups selected and informed
- **March 2024: Virtual Orientation Call for Cohort 2**
- **June 2024: Cohort 2 Fellowship Launch**

