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
LANDSCAPE ASSESSMENT
Just Transition, Public Health, Energy Democracy, Climate Justice

2024 - Political Opportunities Tracking, Others?
- False Solutions
- Cumulative Impacts
- Swing States and Voting Rights
- Infrastructure Investments
## Overall Program

### PROBLEM/OPTOPORTUNITY

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<th>MANIFEST COLLECTIVE AND PURPOSE</th>
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<td>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.</td>
<td>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.</td>
<td>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.</td>
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<td>BE in the practice of leadership mindsets, Collaborative culture, innovation, decolonial/liberatory/feminist worldviews, + Just Transition. Grounding in historic EJ Milestones.</td>
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<td>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.</td>
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<td>As a result of decades of work, in this moment EJ is being centered and is ripe to harvest at the nexus of environmental, economic, racial, climate, and justice.</td>
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Recipe for Core Group Formation

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

**CHALLENGER**
“Disrupt it energy”
Mindset: Creative Disruption

**VISIONARY**
“Big Ideas energy”
Mindsets: Abundance

**SOCIALIZER**
“Scale it energy”
Mindset: Regenerativity

**WEAVER**
“Connect it energy”
Mindset: Interrelatedness

**TRAILBLAZER**
“Quick results energy”
Mindset: Bias to Action
DISRUPTIVE IMPACTS
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.
2021-23 PROTOTYPE HYPE

- 150 People
- 25 international Leaders from Island to Pacific

- Publishing book on Just Recovery
- 3 Climate Justice Diaspora Org Trips to Senegal to address Black Burn-Out
- Advising 12-18 Cities on Infrastructure For EJ Communities
- Anchors for 250 orgs in New England for Thriving Communities Region
- $3mln to the Cohort Orgs through Partnerships

Making Waves
FOR PEACE & CLIMATE JUSTICE IN THE PACIFIC
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

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**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

COMMITMENT to Collective Leadership

MOVEMENT INFLUENCE & COMMUNITY Roots

EJ Disrupt Design Fellow

READYNESS to DESIGN disruptive solutions

CORE GROUPS curated for disruption
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.
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)

May 2024 - Aug 2024
JUNE 2024 - VIRTUAL RETREAT (5 hours)
Proposed Dates: TBD

Sept 2024 - Dec 2024
SEP 2024 - CORE GROUP HUDDLE
Proposed Dates: Between Sept 9-14, 2024
—
October 2024 - PHASE 1 FULL FELLOWSHIP RETREAT (IN PERSON)
Proposed Dates: TBD
—
DEC 2024 - VIRTUAL CORE GROUP HUDDLE
Proposed Date: Wednesday, December 4, 2024

Jan 2025 - April 2025
FEB 2025 - PHASE 3 FULL FELLOWSHIP RETREAT (IN PERSON)
Proposed Dates: Feb 18-23, 2025
—
APRIL/MAY 2025 - CORE GROUP HUDDLE
Proposed Dates: Between April 28-May 3, 2025

May 2025 - Oct 2025
JUNE 2025 - VIRTUAL RETREAT (5 hours)
Proposed Date: June 25, 2025
—
SEP 2025 - CORE GROUP HUDDLE
Proposed Dates: Between September 8-13, 2025

Nov 2025 - May 2026
JAN 2026 - VIRTUAL RETREAT
Proposed Date
Jan 15, 2026
—
MARCH 2026 - CORE GROUP HUDDLE
Proposed Dates: Between March 23-29, 2026
—
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

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