We spent one full year cultivating the soil... This year, we will plant, water, grow + harvest our way into an anti-racist organization.

The sun, moon and stars represent the land that offers her memory, the ancestors who guide us through their wisdom + those who will inherit all that we create.

**PLANT**
- Form committees
- Explore Emergent Strategy
- Revisit American History

**WATER**
- Onboard community members
- Begin Liberatory Design process
- Understand Structural Racism

**GROW**
- Complete Liberatory Design process
- Create anti-racist solutions
- Present draft solutions to stakeholders

**HARVEST**
- Revise recommendations
- Share with stakeholders again
- Draft AS220 Strategic Plan
Staff members are encouraged to join one of our 3 Racial Justice committees: Community, Education or Policy. Committees will meet biweekly and be led by two artist-organizers. Together you will learn, develop goals, recruit community members and contribute to an organizational strategy screen / rubric that will guide our work moving forward.

All staff will be asked to join one of our race-based affinity groups: the White affinity group or the BIPOC affinity group. Affinity groups will meet biweekly and explore the history or race in America. Affinity groups will read elements of *Caste: The Origins of our Discontents* by Isabel Wilkerson.

During our weekly staff meetings, all staff will share their takeaways from *Caste* and explore the principles and elements of *Emergent Strategy: Shaping Change, Changing Worlds* by Adrienne Maree Brown. Anjel will facilitate this portion of our staff meetings, which will be about 45 minutes in length each week.
January
form committees

February
Race History + Emergent Strategy + Team Building + Strategizing
kick off design process + engage community members

March
Notice + Empathize Phases

April
Empathize + Define Phases

May
Ideate + Prototype Phases

Summer 2021
Test + Reflect Phases

Fall 2021
Draft Strategic Plan
**HOW DO I SIGN UP?**
Anjel is going to send out this information along with a committee sign up list. This list is for staff only, not community members. Please add your name and what committee you are hoping to join. Joining a committee is not mandatory but highly encouraged.

**WHAT IF I’M PART-TIME BUT WANT TO JOIN A COMMITTEE?**
We will be able to provide extra hours to part time staff who want to participate! Talk to your supervisor.

**DO I HAVE TO PARTICIPATE IN AN AFFINITY GROUP?**
We don't like the word mandatory but like yes, kind of. It would be great for everyone to take part since this is the direction that AS220 as a whole is moving.

**WHEN WILL COMMUNITY MEMBERS BE INVITED TO PARTICIPATE?**
We will be recruiting starting now and inviting them to hang with us in March.

**WHERE DO THE DEMANDS COME INTO PLAY?**
During the design process that will start in March. The demands will form the basis of the recommendations that the committees will make.