



# Policy Statement

## Storytelling

AUGUST 2021

### Statement of Purpose

Our 2017-2021 strategic plan directs us to share narratives and stories that help illustrate pressing issues and promising solutions. We recognize that storytelling can create opportunities for individuals to harness, apply, and amplify their power. We also recognize that storytelling can educate and compel policymakers.

Nourish California needs thoughtful organizational policies, practices, and processes to advance storytelling that

- Respects individuals and communities and honors their experiences;
- Builds and supports social movements; and
- Influences actions and opinion.

This statement aims to establish such policies, practices, and processes.

### Storytelling as a Strategy

We seek stories that advance our mission by giving voice and support to our campaigns, projects, and allied movements. We also seek stories that inform our understanding of the challenges and assets affecting our fellow Californians. Storytelling is a tool to amplify the voices of individuals who will be directly impacted by the policy changes we are seeking to change together.

Over time, we intend that our collective efforts to gather and share stories will:

- Present a diversity of experiences and identities
- Portray the strengths and assets of individuals and communities;
- Challenge white supremacy, oppression, inequity, and isms; and
- Provide alternatives to dominant narratives that perpetuate biases and stereotypes.
- “Connect the dots” by drawing connections to other social movements.

### Soliciting Stories

In soliciting stories, all Nourish California staff, Board, contractors, and other representatives will:

- **Honor and Protect the Rights of the Storyteller**

We will uphold the [Storytellers Bill of Rights](#).

- **Be Transparent**

We will clearly explain to prospective storytellers why we are collecting stories, what impact we hope the stories will have, and how we anticipate using the stories. We will proactively share the Storytellers Bill of Rights, this policy, and a description of accompanying processes in whichever language is preferred by prospective storytellers and involved community partners.

- **Establish Informed Consent**

We will not publish, share, or draw from stories without a signed consent form. Staff will design a consent form that clearly communicates the following to prospective storytellers:

- ☐ How their story will be used and distributed, including intended audiences and media formats
- ☐ The duration of use for their story
- ☐ Storytellers have a right to end, update, or recapture their story to the extent permitted by technology (e.g. the internet)
- ☐ Storytellers can dictate other conditions not already listed on the form

The consent form will be made available in the prospective storyteller's preferred language and will address barriers such as varying literacy levels. Staff will establish a process and practices to distribute and collect consent forms without exerting explicit or implicit pressure on prospective storytellers. Staff will also establish a process and practices to ensure a prospective storyteller understands the above rights, parameters, and procedures before giving consent.

## **Compensation**

We will compensate storytellers for their time and expertise. To inclusively engage with storytellers, we will identify and address potential barriers to storytelling such as transportation and child care.

Staff will develop a process that aims to make compensation the least burdensome and most timely for storytellers, including those who are unbanked, receive public benefits, or need accessibility accommodations. Staff will develop a menu of reimbursement options to offer storytellers with an element of choice. At no point shall the value of compensation for storytellers fall below Nourish California's minimum wage of \$25 per hour. Travel and child care arrangements and reimbursements shall be agreed upon in writing between Nourish California and the storyteller in advance of any expenses being incurred.

## Resources

We will not actively pursue stories unless organizational resources are available to compensate storytellers.

Subject to available resources and strategic considerations, staff may engage other organizations as partners to assist with story collection. This policy does not require that we compensate partner organizations for their assistance with story collection, but compensation can be provided as deemed appropriate by staff.

The respectful, effective collection and application of stories requires a specific skill set. The Board will allocate resources to support ongoing training and development of this skill set amongst staff.

In order to gather and share stories in multiple languages as needed, we will invest in the translation and transcription of stories. We will invest in making sure our forms and processes are accessible in preferred languages.