The Belly Project Design + Log

May 12, 2020 - June 2, 2020

Accountable: Sabrina

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How might we organize to a critical tipping point – 3.5% of Minnesotans, or 215,000 – to make a permanent shift in Minnesota's ideology?

-How might we build a base of 2,500 activists whose identities include a majority of those most oppressed by our systems and history to lead this permanent ideological shift?
--How might we build a high-quality list of Minnesotans to get to our purpose AND activate that list?
---**How might we activate and engage existing leaders in our target communities?**

- How do we prepare existing leaders to take leadership in the diverse organization that we are trying to build?

Creating a design team for the community train the trainer program and focusing on relationship building will increase shared ownership of it.

This worksheet is designed to help you design and track your experiment. Use it to collect and analyze your data as well as capture lessons learned and decisions made. Contact Alison <alin (at) magmail (dot) com> with questions or suggestions for improvement.

Experiment Design

Participants *Who is involved in the implementation of this experiment?*	Sabrina, Select members of leadership council, possibly two of Sabrina's organizing staff.
How will you test your hypothesis? *What is the action or activities that you'll undertake to complete this experiment?* *Include date benchmarks for each steps and document the people responsible.*	Ask leadership assembly people to join the Design Team for the Community Train the Trainers Program Invite people into the development of this program. - What does ask look like? (how of invitations, given COVID life, email today could start it there and decide how to follow up and make it fun…video with kids….)
*How will you **measure the outcomes** of this experiment?* *What would success look like?*	GOAL | MEASURE Have 2-5 conversations with leadership assembly resulting from ask.

What are the minimum standards of success? What would failure look like? How will you collect the data or complete the analysis?	Feel strengthened trust and relationships with 2-3 people in the leadership assembly. Know I have trust if we wrestle together versus "having conversations".
	 - Wrestling convos(Raising tensions)- sign of trust and bloom. (this is what we need of each other, have to show our bellies, can't pretend it is all fine and we all have it figured out)
	  - 1 as collective
	  - 1 with Sabrina individually.
	
	1 member of the design team recruited someone else as trainer. (sign of ownership), investing in the role.
	 - Sharing progress in slack along way.
	
	 2 organizers who would be good for Community Trainer program - decide on if including them on the design team.

Data

Enter and store your data and observations from your test here.

Analysis

Debrief, Reflection, Learnings

*What were the most impactful 3-5 **lessons learned** from this test? Be concise!*	2 weeks post George Floyd's murder, felt in an emobodied way, the only thing that will carry us through this is relationships. This is the only thing that matters. As an org, we were able to keep moving and bring what we had to the table. Elianne's leadership reminded those of who ware not Black to not turn off our brains to follow Black leadership in this moment but to bring what we have to offer to the table and discern what we need to ask for permission to do and what actions of support we can just do. Had "wrestling conversations" with individuals including from orgs who have been rivals and groups of people. This mindset of leaning into tension and conflict allowed for more possibilities and a bigger we. People who didn't have a relationship or organizational relationship - what is our capacity to hold those relationships collectively now?
*Record any **decisions made** during or upon finishing this test. For example, "We will now keep meeting notes for all of our internal and external meetings."*	
*What **questions** do you have as a result of your experiment?*	
Did your test disprove your hypothesis?	
Will you do another iteration of this experiment? (Yes/No)	

Notes

June 19, 2020

What happened, this was important until is just wasn't.
- Ex. Creating a design team for the community train the trainer program : stopped trying to do that directly.
- Updated leader team in an email and lots of people are engaging with us for the first time, who want to be in thinking and design those roles.
    - Didn't match the moment anymore.
    - Work became wild.

Stuff that happened in the same vein as experiment.
    -

Success Measures
Feel strengthened trust and relationships with 2-3 people in the leadership assembly. Know I have trust if we wrestle together versus "having conversations".
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    - 1 as collective
    - 1 with Sabrina individually.

Yes, did this. Member meeting 4 day after George Floyd was killed, wasn't sure about keeping this. Feeling do we want to go here, what if it explodes. Focused on grounding a space in we don't have same experiences, collectively painful, putting Black folks at the center (As most impact), listening with empathy and understanding, asking questions to learn. Very vulnerable and raw. Ex. Tell me what you mean about abolishing the police, questions about property damage.

Feeling our people and where we were at! People didn't leave with relationships with one another but an experience of tension, vulnerability, oppress across race and age in an intense moment.. Valuable precursor to the relationship building. Pretending that relationship building can only happen in fun stuff, but here in intense moment. We do'nt know b/c we haven't been in this but learned about how set up the space.

Sabrina had set this intention before.
I didn't expect this learning from BL project. What didn't feel great is that I didn't have my team, didn't convene, kept putting it off. Organizing focus.

Freedom and privilege to be able to pivot at TAMN. ***Lesson (said over 2 weeks) the only thing that will carry us through this is relationships. This is the only thing that matters. People who didn't have a relationship or organizational relationship - what is our capacity to hold those relationships collectively?***

Organizer created different groups
- ***Black leaders group***

We've had huge week long before and felt like a huge departure from plan rather than keep building with them. Bas been hard to basebuild, not clarity on how to move basebuilding forward without being tone deaf or ….. Center these relationships not sit on hands or cancel everything or just totally pivoting.

One on one wrestling convos: yes developed skills and strength around that in the last month, particularly with organizers, community partners and leadership team. Collective feeling of it is hard to know who to trust and follow on a deep level in terms and then also superficial level (eg. rumors of neo-nazi's down the street). The fear about acting on wrong info or not having right info felt about new stakes because was around literal safety. No simple answers anymore, practice of nuance (eg. property damage). Being human and org that is holding nuance has served us well in this time. Lots of Ands!!!! Both with new and existing relationships. Ex. can we help with needing Marshals at event, asking people what they need. ***As Elianne said, we are not coming empty handed, following Black leadership doesn't mean turning off your brain. Sabrina's take: I want to follow black leadership, I don't need Candice to wipe my ass. We need their brilliance focus, stop asking permission for everything.(letting go and moving with clarity and grace and being willing to make mistakes). So proud of our organization… and staff is not burnt out.***

Political Rivals in St Paul running food. Saying here is what I offer, what are you trying to do and being curious with people. A lot on the group end.

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1 member of the design team recruited someone else as trainer. (sign of ownership), investing in the role.
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 2 organizers who would be good for Community Trainer program - decide on if including them on the design team.

We have skill in building the list, activation is where we have bottleneck. Have a powerful first ask but stunting that keeps people from taking more leadership.

See Program of Train the Trainers Here

How to orient team towards this? Concurrent thread? Dive more into the letting go of control with team. DESIGN MORE HERE/ next time.

Experiment design:

- Select 1-3 political education trainings that are timely and relevant
- Define the role of a "Community Trainer", expectations, commitments, etc.
- Recruit 3-10 people into the role as a pilot test
- Develop a trainer training (slides+Zoom call) + toolkit (Zoom account, written guide, facilitation notes) + support structure (Slack group?) for Community trainers.
- Have Community Trainers run 1-3 local trainings each, then complete a survey and debrief session w/ organizers.

Sabrina has been thinking about this as program level, unemployment politicization and immediate resource connection. Hungry for something that is an experiment, hard to get team there because of fear of experimentation. Feel less willing to fail here.

What curious about where there could be a breakthrough?
- People who are recruited following through that is the rub (eg the newly trainer trainers). Who do they train, where do people come from? Must haves for when we recruit people in.
- In time of transformation, focused more on how (qualitative), releasing that is challenging. That would be a breakthrough.
- Sabrina and her team
- Multi-racial and multi-generation diverse state wide - saying that more, not everyone is trying to do that…….. Beautiful emergence of identity centered spaces. We're trying to build that solidarity and people don't have a common experience it is value. That has freaked us out, middle class white folks and poor and working class POC. ***How do we prepare people to take leadership in the diverse organization that we are trying to build? What is the support they need to do that, that we can provide? (need people centered on power and can't have years of therapy).***   How does that get built into the work?

How could this be built into train the trainers?
- Dominant centered spaces, how do we replace that?
- Center on building relationships between people in the program(who are leading the trainings) and support them in naming challenges and hopes or fears around facilitating a diverse space? Position them amongst each other as leaders in having a space.
    - Sabrina and other organizers to create a training space
        - How do people have a hands on experience of doing training as a practice within T4T space--- fa

Hypothesis: Starting to create spaces that bring in non dominant centered ……. Will allow our team to start to feel what it is like to   embracing our multiracial and multi generational….
We are so top heavy, our teams are not self organized in terms of facilitation. People don't feel empowered to be leaders. (Letting go of some of the control!) Not in practice for people to seize leadership and are allowed, asking for permission and the top leaders have taught them to do it. Trying to disrupt it but then can't keep reigns on.

Fractal experience - inside TAMN, then with member leaders.

Target people is leadership assembly - 80 people. Some are clear on roles. Is there a pile of those people who can be Sabrina's go to people to make asks and think through and design things. Some people would be hungry.

- Ask people to play with this experiment an dbe partners
    - Some might recruit into being trainers or other buddies and cheerleaders.
    - Hard not to be in person!!!!!!
- Action: Join the Design Team: Who wants to be on experiment with me? (next 2-3 weeks)
    - What does ask look like? (how of invitations, given COVID life, email today could start it there and decide how to follow up and make it fun...video with kids….)
    - Success
        - Feel strengthened trust and relationships with 2-3 people in leadership assembly. Know I have trust if wrestle together versus "having conversations".
        - Wrestling convos(Raising tensions)- sign of trust and bloom. (this is what we need of each other, have to show our bellies, can't pretend it is all fine and we all have it figured out)
            - 1 as collective
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        - 1 member of the design team recruited someone else as trainer. (sign of ownership), investing in the role.
        - Sharing progress in slack along way.
- How to orient team towards this? Concurrent thread? Dive more into the letting go of control with team. DESIGN MORE HERE/ next time. Getting people to wrestle with their experimental tolerance, 2 organizers who would be good for Community Trainer program - what would that include in design team.

Name and Image:
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 (center of power within) and vulnerable embodied thing. Core of power and we have everything within us and also need interconnetion to make it through.

Matt will keep providing support on the overall program on train the trainers.

Have some slides and some stuff on unemployment but not baked yet, also had mutual aid yesterday on how to share resources, have a lot of piles of stuff.

Metrics measured:

- **Activation** - How many people are interested in the role? How many complete the training and run at least 1 training themselves?
- **Retention** - Do Community Trainers have a deeper commitment to TAMN upon completion? Are they eager to take on more responsibility and leadership asks?
- **Referral -** How many new people join TAMN from the community trainings organized by leaders?

Photo possible for Belly Project 2

https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.romper.com%2Fp%2F7-facts-about-belly-buttons-that-are-fascinating-weird-16999367&psig=AOvVaw2QiWM-kv6YjVhyHNZ2_sv1&ust=158939919196852000&source=images&cd=vfe&ved=0CAIQjRxqFwoTCID89ZaLr-kCFQAAAAAdAAAAABAE