

Black
Lives
Matter

Ingredients for Liberation

A NEW DEAL FOR YOUTH



ND4Y Key Investments

Running a liberatory organization takes time and resources. The ND4Y initiative compensates staff, youth, and partners. ND4Y sponsored and coordinated travel to events that was flexible to Changemakers location and travel needs.

Year 1

- **Total Project Budget:** \$1.1 Million
- **Changemaker Honorariums:** \$2,500
- **Partner Honorariums:** \$2,000
- **Consultants:** \$116 K

Consultant services included:

- Web Design & Maintenance
- Evaluation
- Partner Relationship Support
- Communication & Social Media
- Sign Language Interpretation
- Livestreaming
- Event Photography
- Videography & Video Editing
- Artist Presenter Honorariums
- Muralist

Year 2

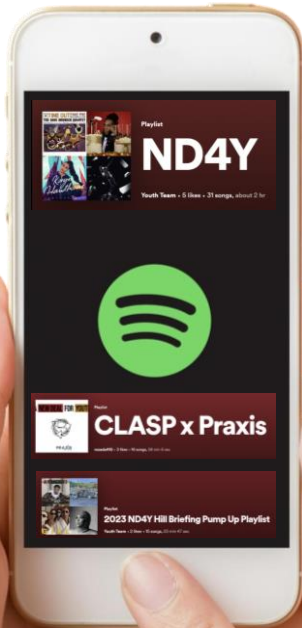
- **Total Project Budget:** \$1.8 Million
- **Changemaker Honorariums:**
 - New Changemakers - \$2,500
 - Returning Changemakers - \$3,250
 - Group Leads - \$5,000
- **Partner Honorariums:**
 - \$2,500 (All partners)
 - \$5,000 (Group Leads)
- **Consultants:** \$276 K

Travel Budget Considerations:

- Beyond airfare and hotel, travel costs included ground transportation, meal per diems, and checked bag fees.
- Budgeting included consideration for adults accompanying minors, children accompanying parents, and disability support companions.
- The team worked with airlines with friendly rebooking policies and strong policies for disability and body type accommodations

Engaging Changemakers

ND4Y engaged Changemakers during virtual and hybrid meetings using a variety of digital tools and platforms to build community, develop demands, and discuss strategy, including: Padlet, Spotify, Poll Everywhere, Kahoot, Nearpod, Word Clouds, Dot Votes, and Zoom.



Check out the ND4Y Spotify playlists by clicking the links below.

- [Year 1 Spotify playlist](#)
- [Year 2 Spotify playlist](#)
- [YPAR Spotify Playlist](#)
- [Hill Briefing Year 3 Spotify Playlist](#)

Building Changemaker Capacity

ND4Y offers Changemakers ongoing opportunities for **personal growth and skill development**. Listed below are some of the trainings that have been offered:

- Hill Visit: How to Guide
- Communications Training
- How to Score a Bill
- Resume Workshop
- Writing an Opinion Editorial (Op Ed)
- Changing the Narrative and Storytelling
- Creating a podcast
- Consultant Panel
- Organizing for Radical Change
- How to Start a Non-For Profit or Business



Strategy Groups Year 2: An Overview

In 2021 (Year 1), ND4Y virtually convened during the pandemic to brainstorm what were the most pressing issues that mattered the most to Changemakers. In 2022 (Year 2), ND4Y transitioned from taking those demands and focusing on how to make those demands into reality. This led to ND4Y to create the following five action-focused strategy groups. All Strategy Groups have three co leads: 1) ND4Y Staff member, 2) Changemaker, and 3) Partner

Legislative Advocacy:

Group Leads: Kayla T | Alexis | Jamiel

- [Scored bills](#)
- Created our [Legislative Agenda](#)
- Hosted a [ND4Y Hill Briefing](#)
- Advocacy through Hill meetings
- Organize a Youth Caucus

Federal Admin Advocacy SG

Priya | Ashley | Rosebud | Lisette

- Submitted [Public Comments](#) to the U.S. Dept. of Housing and Urban Development (HUD)
- Hosted a [White House and Agency Advocacy Day](#)
 - [Emailed](#) the Office of the President

Grassroots Organizing SG

Whitney | Kayla K | Kim

- Hosted the [Atlanta ND4Y Block Party](#)
- Hosted the [Week of Action Block Party](#)

Public Awareness SG

Emily | Aaron | Mitali | Eleven Thirty Six Strategies

- Launched the [Inspiration for You\[th\] podcast](#)
- Collaborated on Creating Social Media Campaigns and [Social Media Toolkits](#) with ND4Y Consultants
 - Hosted the [Week of Action Block Party](#) with Grassroots
 - Produced [Original Social Media Content](#) for ND4Y

Evaluation

Group Leads: Kathy | Praxis Institute

- Designed a Continuous Quality Improvement Process for ND4Y
- Led a Community Assessment of their Local Areas
- Designed Surveys and Interview Protocols
- Developed the 2022 Year End Report Documenting Accomplishments and Recommendations
- Documented ND4Y Atlanta Block Party, and DC Week of Action
- Analyzed nearly 160 hours of Changemaker Interviews

Leadership Structure

In its second year, ND4Y added a steering committee made up of Changemaker and Partner co-leads from each strategy group. The group met monthly to share cross-project updates, brainstorm ideas, plan quarterly full group meetings, and provide feedback. This structure was developed to ensure that the voices of the leadership team truly influenced the work done in between meetings, and to increase Changemaker and partner ownership of the project.



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Lessons Learned

In 2022, Praxis conducted 14 interviews with CLASP staff documenting the process and overall implementation of ND4Y. The lessons learned include:



Adaptability: It is critical to be flexible when implementing strategies. The pandemic forced ND4Y to consistently reassess and modify in order to meet the evolving needs of Changemakers.



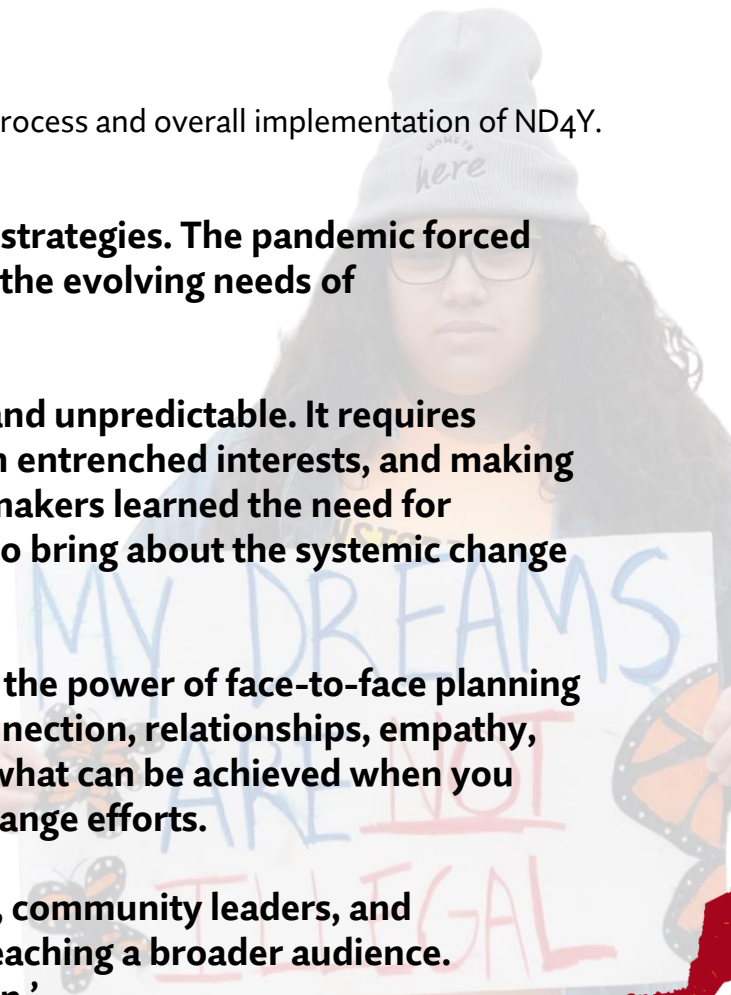
Non-linear Process: Achieving legislative success is messy and unpredictable. It requires navigating complex power dynamics, facing resistance from entrenched interests, and making strategic compromises. While frustrating at times, Changemakers learned the need for persistence, long term strategy, and grassroots organizing to bring about the systemic change their communities deserve.



Better Together: While digital tools work, you can't replace the power of face-to-face planning and networking. In-person opportunities foster deeper connection, relationships, empathy, and collaboration. Post pandemic, ND4Y was reminded of what can be achieved when you engage Changemakers in community building and social change efforts.



Collaboration is Key: Working with partners, organizations, community leaders, and Changemakers is key to amplifying the ND4Y impact and reaching a broader audience. 'Together, we can achieve far more than working in isolation.'



Lessons Learned



Building Trust is a Process: Building trust takes time and intentionality. ND4Y staff learned that authenticity, transparency, and active listening are crucial in establishing trust and cultivating long-term relationships. It takes meeting Changemakers and partners where they are and understanding the diverse needs and interests of everyone involved. This type of support allowed for trust to be nurtured between Changemakers in order to foster engagement and meaningful participation.



Radical Joy: 'We can't thrive without it.' ND4Y continues to focus on Changemakers having the opportunity to reclaim their happiness, celebrate their identities, and envision a world filled with liberation, justice, and collective well-being.



Continuous Evaluation and Learning: Regularly evaluating the programs and learning from both successes and failures is essential for growth. ND4Y is committed to refining strategies, improving impact, and adapting to the ever-changing lives of Changemakers.



Self-Care is Non-Negotiable: The work can be emotionally and mentally demanding. ND4Y realized the importance of prioritizing self-care for staff and providing spaces for well-being.

