

Welcome!

COMMUNITY-DRIVEN PLANNING

for racial and climate justice

FACILITATOR CERTIFICATION PROGRAM

IN THE CHAT:

*What comes to mind when you think
of community power? What words,
images, experiences...*



**Facilitating
Power**

Community Agreements

- 1. BE FULLY PRESENT**
- 2. PRACTICE RESPECT FOR ALL**
- 3. HONOR MULTIPLE PERSPECTIVES**
- 4. TAKE SPACE, MAKE SPACE**
- 5. BE OPEN TO NEW POSSIBILITIES**
- 6. CULTIVATE MUTUALITY**
- 7. ASK FOR WHAT YOU NEED**

AUG 26, 2025

CULTIVATING LIBERATORY POWER

25 min

WELCOME, OVERVIEW, AND GROUNDING

45 min

STORYSHARING WITH KADIN LOVE

5 min

BREAK

25 min

FRAMEWORKS FOR LIBERATORY POWER

10 min

PERSONAL REFLECTION

30 min

PEER COACHING

10 min

CLOSING REFLECTION

OBJECTIVES

Increased confidence, knowledge, and tools to...

- Practice liberatory community power throughout the planning process, using methods rooted in liberation and consciousness raising
- Ensure community members are not only heard, but lead in defining the political, economic and cultural power needed to advance the vision
- Build consensus around a power building strategy based on the strengths of the community. Consciously cultivate narratives that amplify community power



Reflect on a time when you felt genuinely seen and heard

How did you know? What experiences, sensations, outcomes let you know that you were seen and heard?

What made it possible?
What relationships or realities created the conditions for you to feel seen and heard?

Qualities

How did you know? What experiences, sensations, outcomes lwt you know that you were seen and heard?

Conditions

What made it possible? What relationships or realities created the conditions for you to feel seen and heard?



Story Sharing with Kadin Love

Gulf South Manager, Dogwood Alliance

"Kadin Love is a dedicated community organizer and activist from Hattiesburg, MS. He graduated from Ridgeland High School in 2017 and earned a Bachelor's degree in Psychology from the University of Southern Mississippi. He's been organizing for over 10 years in various sectors and was named a Young Climate Leader of Color and Young Black Climate Leader by the People's Climate Innovation Center. He currently serves as Gulf South Manager of the environmental justice nonprofit Dogwood Alliance."

A photograph of a group of people at a conference or event. In the foreground, a woman with a headband and a lanyard with a badge that says 'NAACP' is looking down. To her right, a woman with long dark hair is looking towards the camera. In the background, several other people are visible, including a woman with long curly hair and glasses. The text 'BREAK TIME!' is overlaid in large, bold, red letters in the center of the image.

BREAK TIME!



FRAMEWORKS FOR CULTIVATING LIBERATORY POWER IN THE COMMUNITY- DRIVEN PLANNING PROCESS

CINDI SUAREZ ON LIBERATORY POWER

"Supremacist power is a crude form of power, related to scarcity consciousness, or the belief that the world holds limited supplies for the things we want -- love, power, recognition.

An alternative type of power is **liberatory power -- the ability to create what one wants.** It stems from abundance consciousness. It requires the transformation of what perceives as a limitation.

It requires a commitment to living mindfully, constantly increasing one's level of awareness, so that when one finds oneself in an interaction that positions one as powerless, one is able to perceive it, keep calm, and assert mutuality."



CONCENTRIC CIRCLES OF COMMUNITY INVOLVEMENT

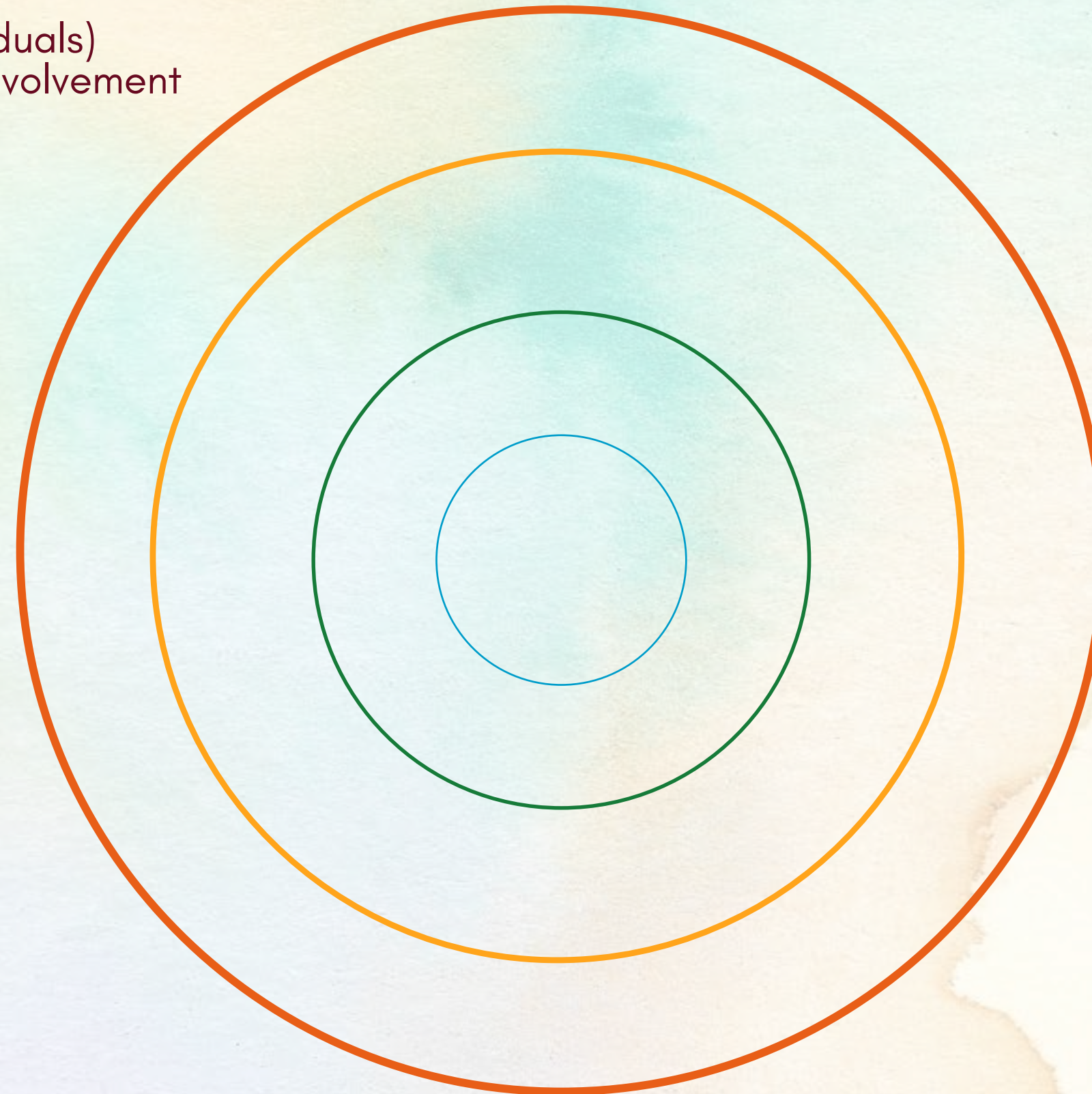
Map community groups (or individuals) across the concentric circles of involvement in the planning process

Those who are 'involved' at all stages of the process would also be consulted and informed throughout.

Those who are consulted during the process would also be informed throughout the process

Factors for deciding who is in which circle for this given planning process:

- How relevant/important is it to their work?
- What is their interest in being involved (ask folks what circle they see themselves in!)
- What is their capacity for being involved?



INFORMED

Who should receive information about the planning process, the results and outcomes of the process?

CONSULTED

Who should be invited to participate in consultation activities such as surveys, polling, etc.?

INVOLVED

Who is this planning process for? Who will participate in all stages of the planning process?

CORE

Who from the community will co-design & co-facilitate the planning process?

COMMUNITY MEMBER LEADERSHIP IN THE PROCESS

Generate clear practices for engaging your core as leaders at each stage of the planning process...

CO-DESIGN OF THE PROCESS

How can community members participate in and help lead in the design of the planning process?

CONSENSUS-BUILDING

How can community members participate in and help lead in building alignment and consensus among all involved?

- Ensuring people are seen & heard
- Documenting ideas generated
- Synthesizing information & ideas generated into proposals for moving forward together
- Gauging alignment, etc.

VISIONING

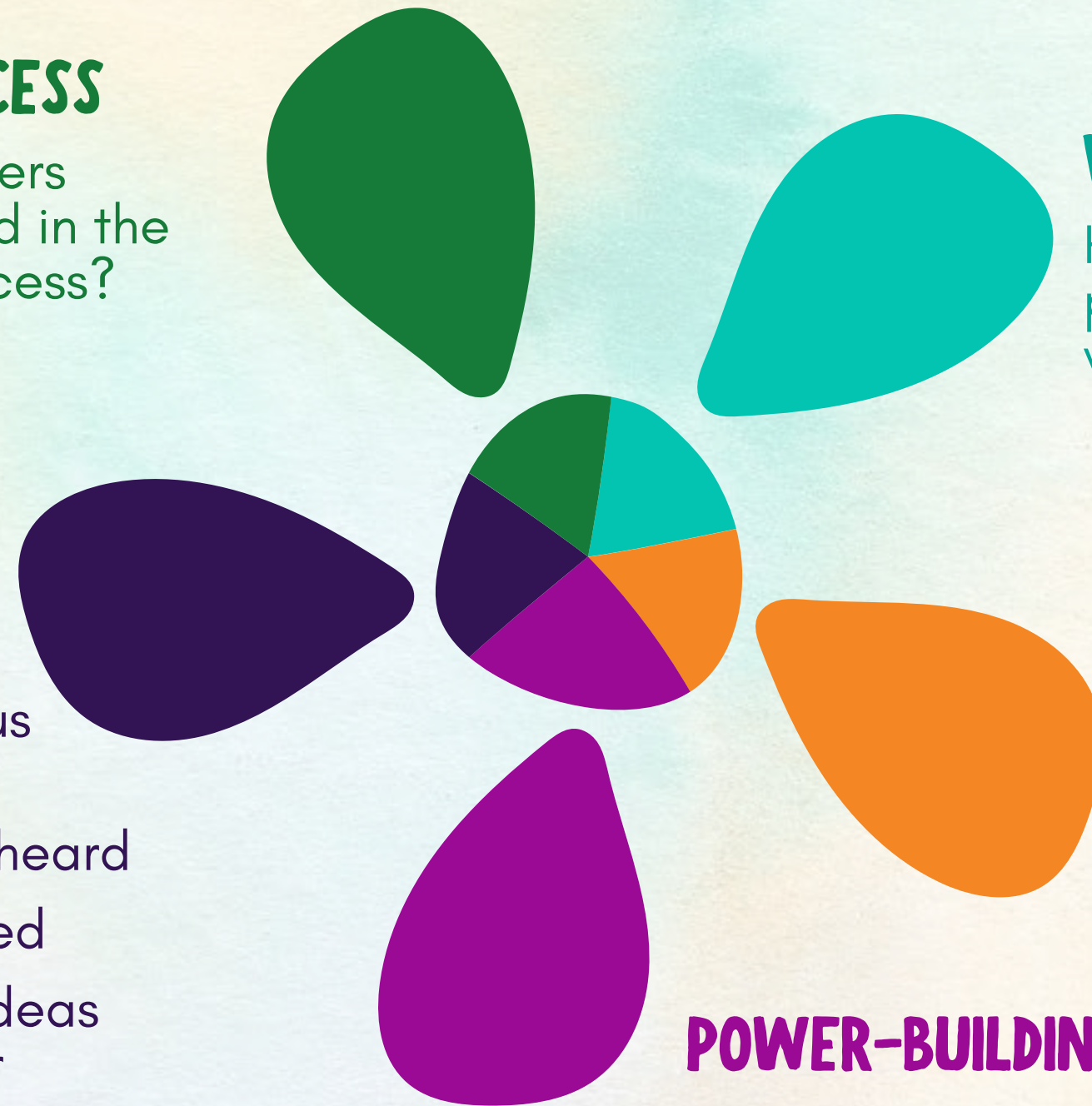
How can community members participate in and help lead in visioning and priority-setting?

SOLUTIONS DEVELOPMENT

How can community members participate in and help lead in development & implementation of solutions? Including the information and learning needed...

POWER-BUILDING

What opportunities are there for community members to participate in and lead in building power to advance solutions?



WHAT FORMS DOES LEADERSHIP TAKE IN A COMMUNITY-DRIVEN PLANNING PROCESS?



1

Actively participate in planning activities, assert community priorities based on lived experiences and the common good

2

Invite/recruit other community members to participate in the planning process

3

Help to design and/or facilitate planning activities

4

Organize around the solutions identified in the plan; support implementation of solutions

Framework 3

HOW TO INTRODUCE CONCEPTS OF POWER & LIBERATION

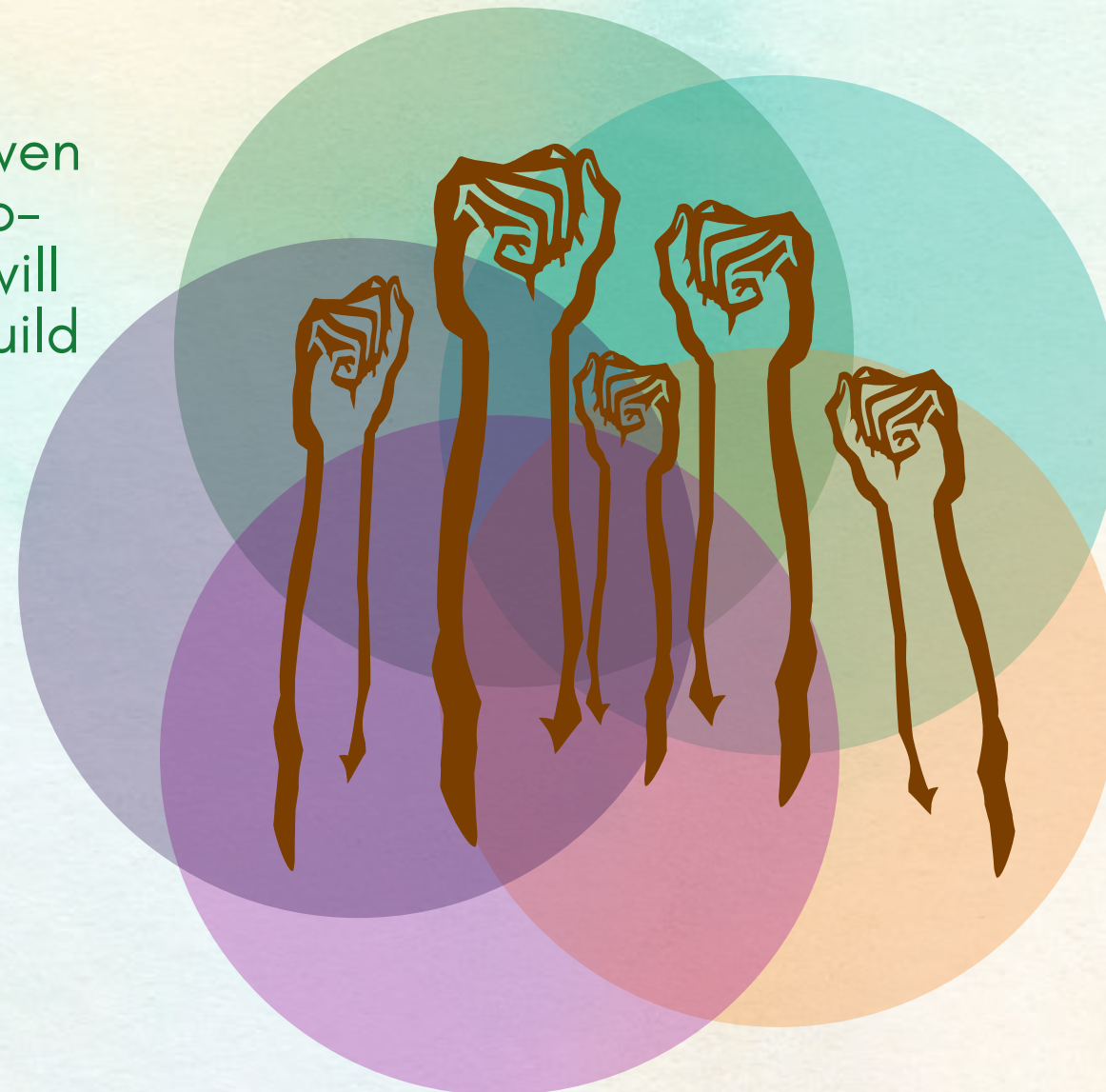
Think through how you will SEED, HARVEST, and WEAVE liberatory power at each stage of the planning process...

CO-DESIGN OF THE PROCESS

How can we introduce community-driven planning with a power analysis and co-design it with clarity around how we will consciously shift power dynamics & build community power?

CONSENSUS-BUILDING

How can we use our consensus-building process to deepen relationships, mutuality, and long-term commitment to each other's liberation?



VISIONING

How can we remove mental barriers and unleash a transformative vision grounded in abundance for our community?

SOLUTIONS DEVELOPMENT

How can we raise consciousness around the root causes of the issues we are aiming to address and collectively generate transformative solutions rooted in liberation?

POWER-BUILDING

How can we get outside the box as we develop our power-building strategy?

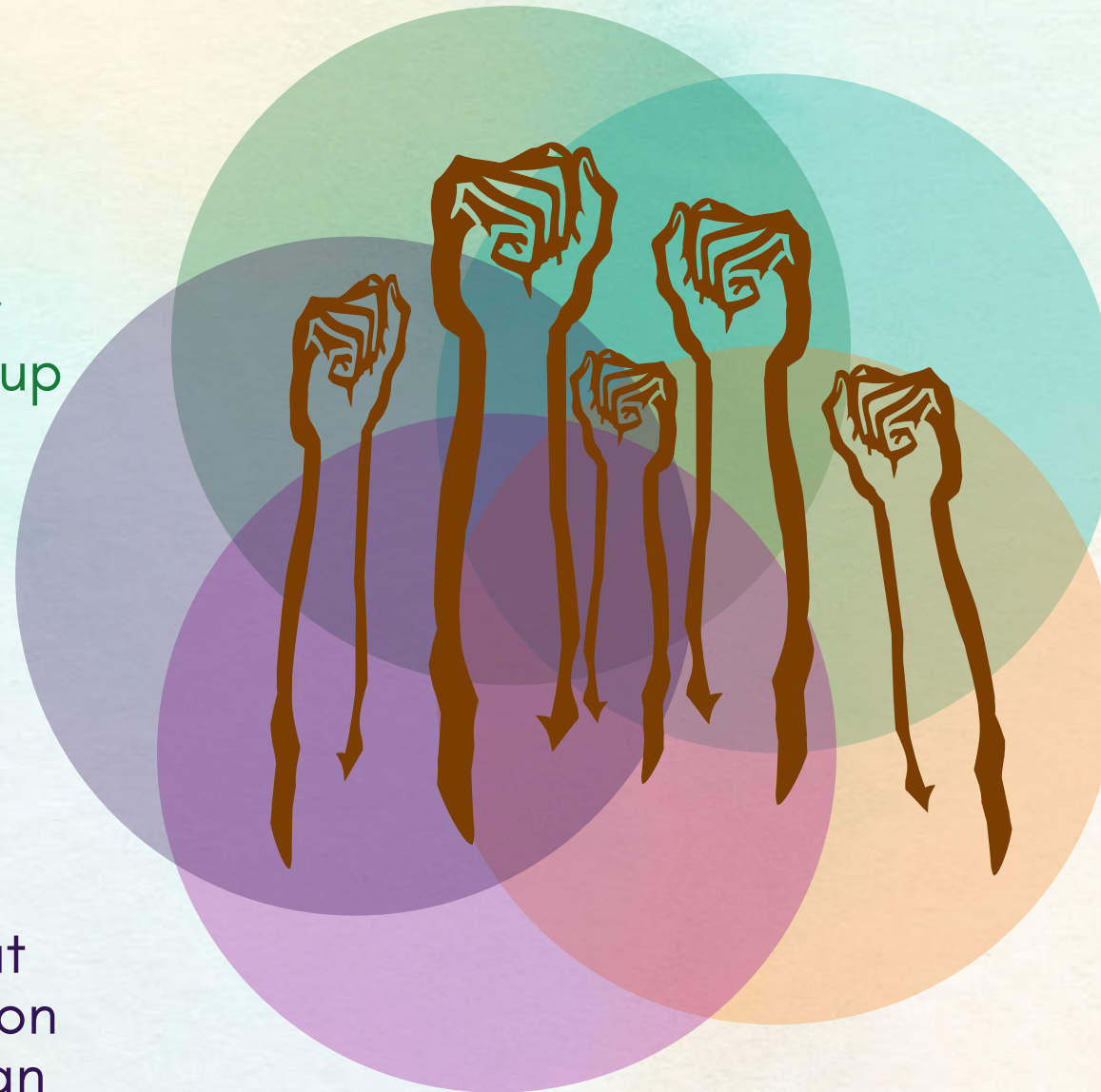
EXERCISES FROM THE BINDER THAT SUPPORT LIBERATORY POWER

COLUMBIAN HYPNOSIS

A theater game that gives people a chance to simulate top-down power dynamics and how they are structurally created and reinforced so that the group can then talk strategically about the power dynamics we WANT to create.

FACILITATING ALIGNMENT TOOLSET

Tools to maximize the power of community dialogue to genuinely align around the solutions and strategies that people are truly motivated to take action on. Including root cause analysis to align on more transformative solution.



100-YEAR VISIONING

The opportunity to envision our communities along a longer time horizon can open up bigger possibilities

SOLUTIONS DEVELOPMENT

How can we raise consciousness around the root causes of the issues we are aiming to address and collectively generate transformative solutions rooted in liberation?

THREE CIRCLES EXERCISE

This tool developed by Movement Generation helps groups think beyond what is politically feasible to what the community actually needs and how we need to build collective power to achieve what is actually needed.

Framework 4a

DEVELOPING A POWER-BUILDING STRATEGY

Once we have built consensus around the solutions the community is ready to organize around, we will develop a power-building strategy that answers the following questions:



WHO

Who has the power to advance our solutions? How aligned are they with us and our solution set? Who have influence over those with the power to advance our solutions? How aligned are they with us and our solution set?

HOW

How do we need to build power to advance our solution set?

- Political power (what rules need to be changed?)
- Cultural power (what narratives need to be shifted?)
- Economic power (what relationships to resources need to be transformed?)

WHAT

What specific actions can we take to move people to action? To influence decision-makers? To build political, cultural, and/or economic power?

WHEN

By when will we take each action? Consider organizing by short- mid- and long-term phases. What time systems parameters are we working within? What community considerations should we make when it comes to timeline (community events happening, possibility of burnout, striking a good rhythm or momentum with the work

Framework 4b



POWER MAPPING

Who can make the decision you need to influence? (place them at the top) Who influences them? Who exercises influence for/against this decision?

Once you map decision-makers, groups, and other key players, analyze the map to inform your power-building strategy.

strongly oppose

decision-maker

strongly support

no influence

Personal Reflection Time (10 min)

1

Choose: Which framework feels most relevant to where you are at in the planning process.

2

Respond: Choose 1 or more of the questions in that framework to think through. Notice where you're own thinking is at and what information you're drawing on to come up with answers.

3

Reflect: What information and preparation is needed to do this process in your community?

Peer Coaching (30 min)

Share with your peer coach: which framework you focused on (and why!) And share your initial thinking on one or more of the questions in that framework.

Peer coach asks you:

- What do you see as your next steps?
- What questions or challenges come up for you as you think about those next steps?
- How does your own relationship to power (and/or being seen and heard) affect how you are thinking/feeling about this process

Facilitative Leadership for Community-Driven Planning

Core capacities



SEED

Design and facilitate a **visioning process that embodies the purpose** of the project &/or community power; be open to infinite possibilities

Practice liberatory community power throughout the planning process, using **methods rooted in liberation** and consciousness raising

Design a planning process in which community members have **what they need to identify or design transformative solutions** to the problems they face

DESIGN & FACILITATION OF THE
PROCESS



HARVEST

Use creative means to **gather the different pieces of the vision** that community members are holding

Ensure community members are not only heard, but lead in defining **the political, economic and cultural power needed** to advance the vision

Use participatory methods to identify community strengths and challenges/threats, analyze the root causes of problems, and build consensus around **community-driven solutions**

THE INFORMATION & INSIGHTS YOU
GATHER



WEAVE

Build consensus around a community vision that energizes folks around the planning process and can unite people for the long haul

Build consensus around a power building strategy based on the strengths of the community. Consciously cultivate narratives that amplify community power

Build consensus around a solutions set that the community is ready to take action around to address root causes of the issues

THE CONTENTS OF THE ACTUAL
PLAN