

Analysis Summary of Org X Needs
Training Revamp
1/20/21

The Initial Analysis

- Org X has used and adopted a 3-Day Organizing Institute Training for the past several years. While the training has served the members needs well enough with some modifications, the goal is to update the organizations training to include relevant diversity, equity, and inclusion (DEI) lens with culturally relevant scenarios.
- Org X would also like its training to include critical analysis and critical thinking components.
- Org X would like to see more diversity in its trainers.
- A new curriculum also needs to be developed to support the outcomes in the grant provided by the California Workforce Development Board's organizational institute.
- The goal is to reach 250 people this year (2022) and train 30 trainers by May.
- There is a need to build and implement a train-the-trainer program that incorporates relevant training skills like facilitations, communication and active listening organized into modules.
- An organizing framework is also needed for reaching community members who wish to engage in labor organizing.
- The target audiences of the trainings include: other union members, students of organizing, worker centers, community organizations and residents.

The Need

- Trainers need additional support to develop facilitation skills with DEI relevant approaches.
- Org X desires to create a training tailored to its needs and outcomes.
- Trainers need additional support to replicate themselves through a train the trainer program.
- Org X wants to strengthen its Learning Institute by incorporating a culturally relevant approach and curriculum.

Current Training

- 3-Day Organizing Institute training is being utilized and is modified according to trainer.
- The current training program functions as an action-oriented training to get organizers ready for a 10-day membership drive. It also is also used as a way to identify the next group of leaders who will be ready to start their grooming as trainers in the organization and in their respective unions.
- Primarily conducted as an in-person classroom training
- Trainers learn from and utilize the experience each brings to the training space in order to make the curriculum relevant.

Current Opportunity

Train the Trainer Training

Equitable Breakthrough Solutions, LLC

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Create a Train-the-Trainer Professional Development Program (TTT PD) that supports the needs of Org X's trainers and to meet the overall program outcomes. The TTT PD provides support for program development and instruction to meet Org X goals and objectives. Each of the TTT days can include a lesson plan, multimedia materials, and training handouts.

The purpose of the TTT PD is to strengthen and support the Org X Trainers in the following ways:

- Introduce and engage trainers with Org X's vision, mission, goals, and objectives;
- Engage trainers on a variety of topics and issues concerning their target audience and organizational practices, with an emphasis on diversity, equity, and inclusion
- Provide instructional support and time for Org X trainers to support each other in the ongoing improvement of lessons and curriculum, as well as rituals and routines.

The following topics provide an example of a Day One TTT training with sample goals and objectives:

- Provide participants with a thorough idea of what's in store for them over the next five days.
- Set Clear Expectations of participants
- Establish a base for a learning community of trainers focused on empowering leaders in various organizations
- Begin to develop an understanding of organizing and the Org X training program
- Be introduced to organizing practices and routines
- Build Community by Developing Norms of Participation
- Assign Homework to provide experiential learning opportunities and deepen contact with materials
- Get to Know Each Other

3-Day Organizer Training

In addition to building upon the current OI training, we can assist with revamping the current training to achieve the desired outcomes and learning needs of Org X by including culturally relevant modules. Potential themes include:

- Understanding antiracism
- Addressing Implicit Bias
- Building psychological safety
- Building belonging and togetherness
- Rethinking history
- LA Freeway Stories; The Development of South Central
- The Watts Uprisings
- Mexican deportations in LA County
- Native American repatriation in LA County
- Mass Incarceration
- Understanding Concentrated and Accumulated Disadvantage
- The Chinese Massacre

The organizing training will include experiential learning opportunities such as practice scenarios, strategy planning, communications and bias exercises and other activities intended to encourage critical thinking.

Field Program Training

The Field Program Training could have the following goals:

- 1. Reflect & debrief Org X's impact on organizing locally, regionally and statewide. (S.W.O.T. analysis & Power analysis)
- 2. Revisit Org X 's campaign strategy and identify new goals, tactics, potential partners, and initiatives.
- 3. Identify new leads, roles, and standards moving forward
- 4. Create a space that encourages relationship building and integrates new coalition members (Steering committee & base)

This effort could also lead to a certification program where certified trainers are able to implement training on their own as needed.

Preliminary Timeline

Jan-May 2022 - 3-Day Organizer Training – completed and implemented so that it's in compliance with grant deadlines.

(TBD) - TTT PD – Modules and program designed and developed in order to launch when needed.

(TBD) - Learning Academy, Certification program – Modules and program designed and developed in order to launch when needed.