Strategic Plan 2023

The Resilient Activist

Presented To: AARP Purpose Prize Award Selection Committee
Date Prepared: February 2023

CONTACT

Sami Aaron, Founder, and Executive Director

Email: sami@theresilientactivist.org
Phone: 913-915-1971
Website: https://www.theresilientactivist.org/
Tax ID: 82-4982519
# Table Of Contents

Table Of Contents  
Executive Summary  
Company Overview  
  Background  
  Management Team  
  Who We Serve  
  What We Do  
Research Partnerships  
  Kansas City University College of Osteopathic Medicine  
  University of Kansas  
Marketing and Outreach  
  Events and Attendees  
  Online Presence  
Funding  
SWOT Analysis  
Strategic Goal Implementation 2023  
Appendix
Executive Summary

<table>
<thead>
<tr>
<th>MISSION</th>
</tr>
</thead>
<tbody>
<tr>
<td>We cultivate resilience to environmental stress by supporting community, personal well-being, and vital ecological health.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>VISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Through our efforts, current and future generations will live in a healthy, diverse, and regenerative environment.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PRINCIPLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are guided by principles of kindness, compassion, communication, diversity, deep understanding, transparency, and ongoing education about the grief and angst that activists experience over the pressing issues surrounding Earth’s environmental and social justice needs.</td>
</tr>
</tbody>
</table>

| STRATEGIC GOALS |
|---|---|---|
| **Infrastructure Development** | **Audience and Outreach** | **Fiscal Stability** |
| We will have organized, fiscally responsible governance within our administration with adequate resources to support our programs and products. Our governance supports a diverse atmosphere of growth and learning for our board members, staff, and audience. | We will provide relevant high-quality programming and communication for healthy, inclusive environmental activism, create a safe space for community connection, and produce measurable, relevant, and innovative research to inspire our audience in the United States and around the world. | We will be fiscally sound and have diverse funding sources that will balance and grow our infrastructure and audience. |
Company Overview

Background

The vision of The Resilient Activist (TRA) was first ignited in 2003 as Sami Aaron our founder struggled to find some meaning in the suicide of her older son, Kevin.

According to studies from the American Psychological Association, people everywhere are experiencing severe emotional distress caused by climate change and environmental devastation. For many people, the more they learn about the state of ecological devastation, the deeper their grief.

For Kevin, who had degrees in environmental studies and sociology and was working on a graduate program in urban and regional planning with a joint law degree - believing that his personal well-being was of little importance when weighed against the needs of the world, he wrote, “Letting go of the passion to work on substantive structural change in favor of personal happiness is not a viable option.”

Sami founded The Resilient Activist in 2018 to develop a multigenerational approach for activists like Kevin to recognize the critical value of self-care and to provide community, resources, and insight to support long-term resilience.

The newly emerging field of ecopsychology, brings us an understanding of the interconnected relationship, both physically and emotionally, between humans and the health of the planet. New terms like eco-anxiety (fear about the ecology of the planet) and solastalgia (grief over the loss of beloved places in nature) are being recognized by leaders in mental health. You can find powerful discussion on the various ways the term ecopsychology is defined and evolving in “What is EcoPsychology?” by Robert Greenway.

Through Sami’s studies in meditation, yoga nidra (yoga sleep), yoga for trauma, nature-connected teachings, and the benefits of her own time spent in nature, along with her desire to guide others into a life rich in nature connection, she visualized The Resilient Activist program to build a community that will nurture, uplift, and support those who strive to live in conscious harmony with Earth.
Management Team

The Resilient Activist was founded and has operated with a voluntary working board since 2018.

In 2022 we began paying a small stipend to our founder for 1.0 FTE full-time Executive Director duties and hired a 0.25 FTE part-time Administrative Assistant for administrative support. In February of 2023, we hired a 0.75 FTE full-time Development and Operations Director. Job Descriptions are attached. Additionally, we subcontract for marketing and media needs. Contractor Memorandum of Understanding Template is attached.

To date, we rely heavily on our dedicated and long-term volunteer working Board of Directors and Advisory Boards for in-kind hours donations for program and content development, and the remaining day-to-day operational functions not covered above. A Board Member Agreement, Volunteer Memorandum of Understanding, and Advisory Council Agreement are attached.

Our board is actively adapting a sociocracy model of governace that seeks to create psychologically safe environments and productive organizations.
Who We Serve

TRA brings together community organizers, nonprofits, corporate entities, and individuals who are concerned about climate change and related social justice issues. Our community includes those at all socio-economic levels, many of whom work with underrepresented communities that are most negatively impacted by environmental disasters. See Appendix Scope of Problem.

While our main emphasis is to provide support for climate, environmental, and social justice activists, we also support others who work with low-to-moderate income communities, crime victims and offenders, mental health professionals, students and educators, business professionals, faith communities, and others interested in having conversations about climate change, resilience, and diversity, equity, and inclusion but do not identify as activists. Below you will see a broad breakdown of our 1200+ program attendees in 2022 by subjective category.
What We Do

We offer uplifting and nurturing community-building activities, articles, stories, speakers' bureau events, and programs to give voice and support to those who share our passion for a sustainable, flourishing, nature-connected future. We provide safe spaces for conversation and learning for interested individuals to encourage and support attendees as they explore opportunities for further community awareness and engagement.

<table>
<thead>
<tr>
<th>OUR PROGRAMS</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Resilience Support</strong></td>
<td>The Resilient Activist offers events and programs to address ecological grief. TRA provides access to a directory of Climate-Aware Therapists and mental health resources through our programs and research studies.</td>
<td><strong>Speakers' Bureau</strong></td>
<td>Speakers' Bureau online and in-person presentations provide uplifting and informational programs for groups and organizations. Presentations are offered in person and virtually and offer a wide range of topics from mindfulness to nature to environmental action.</td>
</tr>
<tr>
<td><strong>Visionary Activist</strong></td>
<td>Through nature connection, guided meditations, and journaling this program offers insight for visionary activism imbued with tools for personal well-being.</td>
<td><strong>Four Steps for a Resilient Life</strong></td>
<td>Through journaling and small group conversations, these workshops guide participants to create a personalized activism plan that emphasizes self-care.</td>
</tr>
<tr>
<td><strong>JEDI Book Club</strong></td>
<td>The Justice, Equity, Diversity, Inclusion Book Club offers a safe space for participants to develop an understanding of these concepts with a group of like-minded and open-hearted people.</td>
<td><strong>Mindfulness and Resilience Training (MRT)</strong></td>
<td>This 10-week intensive is designed for activists to help them cope with the stresses of their work, build resilience in the face of adversity, and foster compassion for themselves and others over the long term.</td>
</tr>
<tr>
<td><strong>Climate Café Gatherings</strong></td>
<td>Based on training from the Climate Psychology Alliance of North America, our Climate Café events guide inclusive conversations about climate grief and anxiety in supportive and nurturing ways.</td>
<td><strong>Five Essentials for a Resilient World</strong></td>
<td>Workshops for a healthy mindset and way of being in the world: Reconnect to Nature, Respect all Life, Regreen our Planet, Revamp our Spending, and Replenish our Resources.</td>
</tr>
<tr>
<td><strong>Partnerships</strong></td>
<td>We offer joint programming with a variety of organizations whose missions complement ours. Mindfulness groups, wilderness and nature organizations, environmental activist groups, and educational communities.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Our programs are built around the Five Essentials for a Resilient World. We explore these concepts through Five Essentials for Earth-Care and Self-Care, as well as for Business.

**FIVE ESSENTIALS FOR A RESILIENT WORLD**

- **Reconnect with Nature**
- **Respect All Life**
- **Regreen the Planet**
- **Revamp Our Spending**
- **Replenish Our Resources**

**FIVE ESSENTIALS FOR EARTH-CARE**

**FIVE ESSENTIALS FOR SELF-CARE**

**FIVE ESSENTIALS FOR BUSINESS**

**Earth-Care**

Simple concepts to help our audience understand, make decisions and take action in ways that benefit humans, non-humans, and our planet’s ecosystems.

**Self-Care**

Mindfulness, nature, and resilience tools to nurture ourselves, our families, and communities for stress relief and well-being as we nurture Earth.

**Business**

Interpreting the Five Essentials through all aspects of a business landscape; creating the vital shift that will repair the world.
Research Partnerships

Kansas City University College of Osteopathic Medicine

In 2022, TRA partnered with a doctoral candidate at Kansas City University to develop studies evaluating the impact of our MRT and Four Steps curricula. Study results indicate these curricula support the development of psychological resilience and adaptive coping skills.

- **Climate Activists.** The Resilient Activist Mindfulness and Resilience Training: Pilot Data from a Novel 9-Week Curriculum
  - Evaluated the MRT course provided to activists. Psychological resilience was measured before and after the program using the Connor-Davidson Resilience Scale (CD-RISC).
    - Average pretest score was 64.36, while their average post-test score was 72.36, an 8-point increase in resilience.
  - The Coping Flexibility Inventory (COFLEX) was used to measure pre- and post-levels of adaptability in coping with stress.
    - Participants’ COFLEX total scores increased from an average of 35.55 to 40.27, a 5-point increase in adaptability in coping with stress.

- **Kansas Department of Corrections Office of Victim Services:** Pilot Data from a Novel 8-Week Curriculum.
  - Invited by the Kansas Department of Corrections (KDOC) to provide a Mindfulness and Resilience Training (MRT) course for their staff to address secondary trauma and stress they encounter through their job responsibilities.
  - The course taught personal self-care practices and resilience skills and also taught participants how to share these concepts with clients, system partners, and families.
  - Results of the study were evaluated using the Ryff Scales of Psychological Well Being. KDOC participants showed statistically significant increases in feelings of Autonomy (4.4%), Environmental Mastery (4.4%), and Self-Acceptance (6.9%) from the start to the conclusion of the course.

- **Four Steps for a Resilient Life.** Preliminary Data from a Novel 6-Hour Workshop
  - Invited by leaders from the Kansas Sierra Club and Kansas Natural Resource Council to offer the Four Steps 6-hour retreat for environmental leaders. Between the pre- and post-test surveys, retreat attendees reported an increase in levels of psychological well-being in Ryff subscales, including Autonomy (7.3%), Environmental Mastery (8.3%), Personal Growth (6.7%), and Purpose in Life (6.9%).
In 2020 and 2021, TRA partnered with the Psychology Department at the University of Kansas for research studies on the emotional impact of climate change on environmental activists. The psychologists who were involved with those studies are still active on our Professional Advisory Board and continue to refine and present the findings from our studies. With the inclusion of a research writer on our Board of Directors in 2023, we will revisit these earlier studies and disseminate the findings in various ways through social media, press releases, and magazine articles.

- **Focus Group Investigation of Climate Change Anxiety Among Environmental Activists**, University of Kansas Study, 2020. We asked participants, many of whom were local environmental activists, to engage in a group discussion via Zoom videoconference which lasted between 60 and 90 minutes. While this study does not provide us with a large sample size to make robust comparisons, here is a glimpse of what we found.
  - The majority of participants reported feeling sad, angry, and frustrated about climate change and environmental degradation. Participants also reported feelings of hopelessness, anxiety, fear, guilt, and numbness.
  - Younger participants (compared to older participants) reported that they experience more emotions overall regarding climate change ($r = -.37, p < .05$).
  - Women (35.3%) were more likely than men (0%) to report experiencing hopelessness when thinking about the climate crisis $X^2(1, N= 43) = 4.41, p = .036$.
  - Women (47.06%) were more likely than men (11.1%) to report that they tend to seek a place in nature to help with intense emotions regarding climate change $X^2(1, N= 43) = 3.85, p = .050$.
  - Participants who reported religious affiliation (6.67%) were less likely than those who did not (34.6%) to report that they attended the focus group to help with intense emotions $X^2(1, N = 43) = 4.03, p = .045$.

- **Climate of Community Survey**, University of Kansas Study, 2021. We distributed a survey concerning recent TRA events. Our goal was to explore whether participation in the events was associated with improved emotions and perceptions of collective efficacy concerning the climate crisis, among other things.
  - People who attended at least one Climate of Community event reported greater Place identity ($p = .04$), Community connection ($p = .04$), and Social responsibility ($p = .02$) than people who did not attend any of these events.
  - Attendance was also associated with greater perceived Collective Efficacy to address climate change ($p = .04$).
Marketing and Outreach

Events and Attendees

In our inception year 2018, TRA held just two events with a total of 150 attendees. The graph below shows tremendous growth in both the number of events and the number of attendees over the subsequent four years.

As can be seen in this graph, the number of attendees in 2020 is higher than in 2021. Although this may seem counterintuitive, with the onset of the coronavirus pandemic, TRA quickly pivoted to offering shorter virtual programs on a regular basis (daily, weekly, and monthly). These programs focused on building community and providing mental health support through stress relief, mindfulness, and meditation. TRA used the opportunity to increase our outreach beyond the Kansas City Metropolitan area. These programs were often the only opportunity folks had to connect with like-minded individuals as in-person programming was non-existent in their communities. With the easing of pandemic restrictions in late 2021 and 2022, TRA began to host more in-person events while also developing new virtual programs to meet the needs of our audience outside of the Kansas City region.

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Events</th>
<th>% Δ</th>
<th>Number of Attendees</th>
<th>% Δ</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018 (inception year)</td>
<td>2</td>
<td>–</td>
<td>150</td>
<td>–</td>
</tr>
<tr>
<td>2019 (first full year)</td>
<td>36</td>
<td>1700%</td>
<td>972</td>
<td>548%</td>
</tr>
<tr>
<td>2020 (pandemic - virtual)</td>
<td>65</td>
<td>80.5%</td>
<td>1181</td>
<td>21.50%</td>
</tr>
<tr>
<td>2021 (pandemic ease - virtual and in-person events, workshops, courses, nature retreats, speaker's bureau)</td>
<td>85</td>
<td>30.76%</td>
<td>970</td>
<td>-17.9%</td>
</tr>
<tr>
<td>2022 (pandemic ease - virtual and in-person events, workshops, courses, nature retreats, speaker's bureau)</td>
<td>166</td>
<td>95.3%</td>
<td>1260</td>
<td>73%</td>
</tr>
<tr>
<td>2023 (projections)</td>
<td>210</td>
<td>26.5%</td>
<td>2000</td>
<td>58.7%</td>
</tr>
</tbody>
</table>
The figure below graphically represents the number of events hosted by TRA versus the number of attendees from 2018 through 2022.

Since March 2018, TRA has had more than **4,551** attendees at our programs, events, and activities. The graphic below shows the increase in attendees, events, and in-kind donations between 2021 and 2022.

As can be seen from the graphic, TRA offered 81 more events with an additional 290 attendees at our events in 2022 as compared to 2021. TRA is proud of our “working” board of directors and volunteers who provided 870 hours of in-kind professional services to the organization in 2022, an increase of 549 hours over 2021. This support includes developing content for and presenting at speakers’ bureau events, leading meditation courses, offering marketing and design support, moderating our Mighty Networks online community, managing our financial reporting, sharing expertise in strategic planning, and diversity, equity, and inclusion planning.
Online Presence

TRA has a significant online presence through our website, social media accounts, YouTube channel, and our Mighty Networks Community. A list of connection links is attached.

- Our website has received more than 70,000 unique visitors who have been inspired by our blog posts and other educational content.
  - We have published 80+ blog posts that include content from more than 20 guest bloggers who have inspiring or thoughtful stories and resilience tips they wanted to share with our audience. Blog posts categories include
    - Inspiration
    - You Just Gotta Laugh
    - eARTh (nature and art)
    - EnviroTips (simple steps, big impact)
    - Emotional Support
    - Gardening for Nature
    - Greener Homes
    - Research
    - Climate Hope
    - Business for Good
- In 2022, our website hosted 25,783 visitors for a total of 29,382 sessions with viewers from 150 different countries.
- An additional 3,200+ participants have been served through recordings on our YouTube channel including 1,302 in 2022 with a total of 81 regular subscribers.
- We have had 23,000+ plays of our pre-recorded guided meditations on Insight Timer and SoundCloud. We were invited to record two meditations on Climate Anxiety and Visionary Activism with Headspace.
- Additionally, we have connected with another 20,000+ participants through our online Mighty Networks Community and other social media sites including Facebook, Instagram, and LinkedIn. Statistics for our online presence in 2022 show that our outreach has increased in every category over the prior year.
  - We have 1,266 Facebook followers with a reach of 22,516, an increase of 212.6% over 2021.
  - We increased our Instagram followers by 530 to a total of 872 and our total reach increased by 1,800% to 7,439.
  - Our LinkedIn followers increased by 134, to a total of 339.

The graphics below provide a summary of our online and social media presence and growth.
We are especially pleased that our email newsletter open rate is at about 40%, as MailChimp statistically shows that the average open rate for nonprofit email marketing is 25.96%.
Funding

The graph below summarizes individual, corporate, and fundraiser income between 2018 and 2022.

The diversity of our funding stream increased significantly between 2021 and 2022.

- In 2021, 84% of our funding came from individual donations, with 50% coming from one donor who supports a different organization each year. Only 8% of our funding came from programming and events. This is shown by the graph below.
In 2022, 28% of our funding came from individuals, while the remaining funding was received from corporate donations (3%), fundraising income (15%), program income (19%), speakers bureau stipends (17%), and online meditations (17%). **Increases in earned income confirms that our work is valued, and our community is willing to pay for our expertise.**

Additionally of note, in 2022, TRA hosted our first public fundraising event which featured a garden that provides habitats for pollinators, local experts in native gardening, resources, vendors, local art, and a silent auction. The successful event provided inspiration for all who attended. TRA plans to host another native garden fundraiser in 2023.
# SWOT Analysis

## SWOT Analysis

<table>
<thead>
<tr>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
</table>
| - Engaged and dedicated Executive Director, Board and Advisory Boards and Volunteers who bring diverse work and experience.  
- Community Partner Connections *(a copy of our partner is attached)*  
- Consistent individual donation stream  
- Newly hired staff supporting operational duties and funding expansion  
- Recognition by diverse organizations and leaders in various fields and invitations to speak at organizational and association meetings, panel discussions, radio, eg.  
- Creative and robust social media and video support from staff and subcontractors  
- High technical support and expertise through Google Workspace and 20+ online software platforms that support our work | - Lack of a Long Term Funding plan  
- Minimal relationships with corporate and philanthropic sponsors  
- Minimal marketing and public relations outreach activities due to lack of paid and/or professional staff  
- Minimal diversity in board, staff, and attendees  
- Limited or no perception of the emotional impact of climate change within mainstream media as well as mental health organizations, foundations, governmental agencies, and publications |

<table>
<thead>
<tr>
<th>Opportunities</th>
<th>Threats</th>
</tr>
</thead>
</table>
| - TRA is currently working on its Diversity, Equity, and Inclusion Strategic Plan to expand membership, outreach and also opportunities for funding.  
- Expand diversity with the recruitment of new board members  
- Increase fundraising and grant submissions  
- Increase program outreach  
  - Creating an online pre-recorded platform  
  - Marketing directly to university environmental education schools  
  - Promotion to national environmental organizations | - Funding to support newly paid staff positions  
- Lack of Internal board diversity  
- Competition for funding – environmental nonprofits receive a small percentage of charitable giving *(Article in Fast Company: Environmental nonprofits receive just 2% of charitable dollars; 2-19-21)*  
- Worldwide – Another virus/health threat like Covid which would again divert focus and interest in funding and programming away from climate change |
# Strategic Goal Implementation 2023

## Infrastructure Development

- Board education and implementation of sociocracy governance
- Recruitment of Board members and or volunteers with marketing and accounting subject matter expertise
- Hire Development and Operations Director
- Website Redesign
- Completion of a board-approved formal DEI plan for 2023-24 implementation. A copy of our DEI draft plan is attached.

## Audience and Outreach

- Improve online community engagement with more personal and educational virtual content and grassroots partnerships in the community.
- Design, develop, and publish research within the field of ecopsychology related to the efficacy of our interventions for resilience
- Expand and enhance our MRT curriculum
- Expand and enhance our Four Steps to a Resilient Life program
- Expand and enhance our Speakers Bureau Program
- We are committed to **increasing diversity** across all areas - from our Boards and partners to volunteers, presenters, bloggers, and content creators - as well as our audience.

## Fiscal Stability

- Completion of a board-approved formal Development plan for 2023-24 implementation
- Increase diversified funds, specifically grants and philanthropy, to support anticipated program and service growth and operational management (Executive Director, Administrative Assistant, Development and Operations Director).
- Host one large fundraiser focused on nature in the local Kansas City area
- Increase communication with and retention of individual donors.
- Creation of a recurring paid membership level structure and benefits
Appendix

I. Job Description Executive Director
II. Job Description Administrative Assistant
III. Job Description Development and Operations Director
IV. Contractor Memorandum of Understanding
V. Board Member Agreement
VI. Volunteer Memorandum of Understanding
VII. Advisory Council Agreement
VIII. Sociocracy Model Organizational Chart
IX. Scope of Problem Statement and Citations
X. List of The Resilient Activist Connection Links
XI. Community Partner Connections
XII. DEI Draft Plan
XIII. JEDI Statement and Native Land Acknowledgement
Appendix I.

Job Description Executive Director
JOB DESCRIPTION

POSITION: EXECUTIVE DIRECTOR

DEPARTMENT: Administration and Operations
REPORTS TO: Board of Directors
SUPERVISOR RESPONSIBILITIES
OVERSEES: Administration and Operations, Development, Programs and Events, Marketing and Technology
DIRECTLY SUPERVISES: Director of Development and Operations, Administrative Assistant

SUMMARY: The Executive Director is responsible for the day-to-day operations of The Resilient Activist and Board oversight. This is a full-time paid position.

Duties and Responsibilities

- Organization’s Departmental Oversight
- Budget oversight/cash flow
- Scheduling & managing upcoming events
- Prepare and file Form 990 and 1099s and other tax and government forms
- Working with the Development/Operations Director and Administrative Assistant to coordinate advertising and promotion of events and other tasks
- Speakers Bureau
  - Manages the speakers’ facilitation and training
  - Supports/develops content and presentations with facilitators
  - Support for facilitator outreach and events
- Coordinates with legal advisors to copyright/protect proprietary content and materials
- Coordinates with marketing professionals for the design of media kit, flyers, organizational materials, course, presentation, and promotional materials
- Expands outreach to new audiences for presentations and courses
- Oversees the content, design, and updates for the website, social media, and Mighty Networks
- Coordinates research projects, research writing, and promotional materials and sites

Skills, Knowledge, and Abilities

Candidates for this Executive Director position should possess the following skills or comparable expertise:

- Understanding of the impact of climate change on our emotional well-being and having the desire to alleviate suffering

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
- Enthusiasm for outreach and communications to activists in the environmental and social justice fields
- Knowledge of the United Nations' 17 Sustainable Development Goals and other global initiatives to address global warming including an understanding of the political, systemic, agricultural, energy, transportation, and other sectors that contribute to increased greenhouse gas emissions
- Knowledge of Google Workspace - understanding of Google Drive/Docs/Sheets/Forms
- Knowledge of WordPress, MailChimp, and technological skills and aptitude to learn a broad range of applications and software
- Strong communication skills with attention to detail including grammar, punctuation, and clarity
- Willingness to work flexible hours, dependent on programming and events

Education/Experience/License/Certification
- 10+ years of experience in an environmental or climate change-related field.
- 10+ years in upper-level management or as the owner of a successful business.
- Certification as a mindfulness instructor or related holistic practice
- Certificate or degree related to an understanding of the interconnectedness of natural earth systems and the environmental impact of human-caused climate change
- Optional: Upper-level employment experience in the nonprofit sector

Diversity Policy
At The Resilient Activist, we value our common humanity. We want and will strive to be a compassionate, reflective, learning community, actively reaching out to bridge differences and striving for equity through the transformation of ourselves, our organization, and our world.

Participation in our programs and employment opportunities will not be denied to anyone based on their race, creed, ethnicity, sex, sexual orientation or identity, country of origin, or religious or political beliefs. Read our full Diversity Policy here.

The Resilient Activist Principles
We are a diverse group of nature-loving souls aiming to live in a way that nurtures our own well-being in alignment with our planet's well-being and uplift others working towards these same goals.

We are guided by principles of kindness, compassion, communication, diversity, deep understanding, transparency, and ongoing education about the grief and angst that activists experience over the pressing issues surrounding Earth’s environmental and social justice needs.
Appendix II.
Job Description Administrative Assistant
JOB DESCRIPTION

POSITION: ADMINISTRATIVE ASSISTANT

DEPARTMENT: Administration and Operations
REPORTS TO: The Executive Director
SUPERVISOR RESPONSIBILITIES
OVERSEES: N/A
DIRECTLY SUPERVISES: N/A
SUMMARY: The Administrative Assistant is responsible for operation support to the Executive Director. This is a part time paid position.

---

Duties and Responsibilities

- Attend monthly board meetings
- Have a weekly call with the Executive Director or other board officer
- Monitor Mighty Networks site - welcome new members and make sure all posts are responded to by at least one person
- Add events and courses in WordPress and Mighty Networks
- Prepare the monthly newsletter in MailChimp
- Manage CRM in MailChimp
- Receive the “Info@theresilientactivist.org” emails, reply and/or forward as necessary
- Update/edit the Resources Search Engine as needed
- Programs and Events
  - Handle technology setups prior to and during events; post the event recordings, etc.
  - Communicate with event presenters and participants
  - Reach out to promotional contacts and connections
  - Moderate the chat box during online events

---

Skills, Knowledge and Abilities

Candidates for this Administrative Assistant position should possess the following skills or comparable expertise:

- Understanding of the impact of climate change on our emotional well-being and having the desire to alleviate suffering
- Knowledge of Google Workspace - understanding of Google Drive/Docs/Sheets/Forms
- Knowledge of WordPress, MailChimp, and technological skills and aptitude to learn a broad range of applications and software

---

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
Strong communication skills with attention to detail including grammar, punctuation, and clarity
Willingness to work flexible hours, dependent on programming and events

Education/Experience/License/Certification
- High school diploma or equivalent
- Experience with website design and management, social media management preferred

Diversity Policy
At The Resilient Activist, we value our common humanity. We want and will strive to be a compassionate, reflective, learning community, actively reaching out to bridge differences and striving for equity through the transformation of ourselves, our organization, and our world.

Participation in our programs and employment opportunities will not be denied to anyone based on their race, creed, ethnicity, sex, sexual orientation or identity, country of origin, or religious or political beliefs. Read our full Diversity Policy here.

The Resilient Activist Principles
We are a diverse group of nature-loving souls aiming to live in a way that nurtures our own well-being in alignment with our planet's well-being and uplift others working towards these same goals.

We are guided by principles of kindness, compassion, communication, diversity, deep understanding, transparency, and ongoing education about the grief and angst that activists experience over the pressing issues surrounding Earth’s environmental and social justice needs.
Appendix III.
Job Description Development and Operations Director
JOB DESCRIPTION

POSITION: DEVELOPMENT AND OPERATIONS DIRECTOR

DEPARTMENT: Administration and Operations
REPORTS TO: The Executive Director
SUPERVISOR RESPONSIBILITIES
OVERSEES: The Development Circle with Executive Director/Board Chair and Vice-Chair
DIRECTLY SUPERVISES: N/A

SUMMARY: The Development and Operations Director is responsible for the funding Development Plan and Implementation, general operations, and administrative tasks set for by the Executive Director and acting as a Board Liaison. This is a full-time paid position.

Duties and Responsibilities

● Responsible for the funding development plan and implementation
  ○ Grant proposals
  ○ Oversee major fundraisers
  ○ Develop/manage other funding opportunities, i.e. corporate giving, friendraisers, increasing individual giving, miscellaneous types of fundraisers, etc.
● Liaison with Board and volunteers
● Administration
  ○ Manage/negotiate Insurance contracts and risk management
  ○ File state reports
  ○ Assist in the preparation of Form 990 and 1099s and other required forms
  ○ Write thank you notes & get/send gifts
  ○ Budget review/cash flow
  ○ Organize/manage Google Drive, Tech lists, and Logins
  ○ Project and timeline management
  ○ Additional administrative duties to be determined

Skills, Knowledge and Abilities

Candidates for this Development and Operations Director position should possess the following skills or comparable expertise:

● Understanding of the impact of climate change on our emotional well-being and having the desire to alleviate suffering
● Knowledge of Google Workspace - understanding of Google Drive/Docs/Sheets/Forms
● Knowledge of WordPress and MailChimp
● Strong communication skills with attention to detail including grammar, punctuation, and clarity

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
- Willingness to work flexible hours, dependent on programming and events
- Understanding corporate back-office procedures and policies
- Project management

Education/Experience/License/Certification
- Associates Degree - minimum 2 years college education or 5+ years experience in any field of environmental/public health nonprofit sector.

Diversity Policy
At The Resilient Activist, we value our common humanity. We want and will strive to be a compassionate, reflective, learning community, actively reaching out to bridge differences and striving for equity through the transformation of ourselves, our organization, and our world.

Participation in our programs and employment opportunities will not be denied to anyone based on their race, creed, ethnicity, sex, sexual orientation or identity, country of origin, or religious or political beliefs. Read our full Diversity Policy here.

The Resilient Activist Principles
We are a diverse group of nature-loving souls aiming to live in a way that nurtures our own well-being in alignment with our planet’s well-being and uplift others working towards these same goals.

We are guided by principles of kindness, compassion, communication, diversity, deep understanding, transparency, and ongoing education about the grief and angst that activists experience over the pressing issues surrounding Earth’s environmental and social justice needs.
Appendix IV.
Contractor Memorandum of Understanding
Memorandum of Understanding

Contractor Memorandum of Understanding (MOU) Between The Resilient Activist (TRA), Kansas City, MO and Contractor, [NAME], [City, State]

EFFECTIVE DATE: [Type Here]

MISSION: [Type Here]

OBJECTIVES: [Type Here]

CONSTRAINTS/RESTRICTIONS (i.e. NDA): [Type Here]

[Contractor] will: [Type Here]

- Submit a current W-9 form.
- [more detailed description of the work they will do]
- Meetings [schedule].
- Track chargeable hours or fees under each project and send an invoice to:
  The Resilient Activist
  15 W 108th Terr
  Kansas City MO 64114
  info@theresilientactivist.org
- Agreed rate or method of determining the fee
- Notify TRA if there are recommended purchases to complete the project.
- Review Contract For Successful Collaboration from Sociocracy when completing this MOU

TRA will: [Type Here]

- Schedule regular meetings to review tasks, projects, and progress.
- Process invoices in a timely manner, within 5 days of receipt.
- Provide a 1099 each year

Confidentiality

- The Confidentiality Policy signed [date], suffices for this Memorandum.

Limitation of Liability

- No rights or limitation of rights shall be assumed between the parties as a result of the terms of this Memorandum.

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
**Termination**
- There is no ending date of this agreement. Either party may terminate this agreement with a 30-day written or email notice.

**Legal Compliance**
- This is not a legally binding contract. It simply intends that the signatories shall try to reach, to the best of their abilities, the goals and objectives stated in this MOU.

**Diversity Policy**
At The Resilient Activist, we value our common humanity. We want and will strive to be a compassionate, reflective, learning community, actively reaching out to bridge differences and striving for equity through the transformation of ourselves, our organization, and our world.

Participation in our programs and employment opportunities will not be denied to anyone based on their race, creed, ethnicity, sex, sexual orientation or identity, country of origin, religious, or political beliefs. Read our full [Diversity Policy here](#).

**The Resilient Activist Principles**
We are a diverse group of nature-loving souls aiming to live in a way that nurtures our own well-being in alignment with the well-being of our planet and to uplift others who are working towards these same goals.

We are guided by principles of kindness, compassion, communication, diversity, deep understanding, transparency, and ongoing education about the grief and angst that activists experience over the pressing issues surrounding Earth’s environmental and social justice needs.

___________________________________________  _________________________
Signature                                           Signature
Sami Aaron for The Resilient Activist                [NAME]
Date: ___________________                           Date: ___________________
Appendix V.
Board Member Agreement
[Name FIRST LAST] Board Member Agreement

Ways I would like to contribute to TRA:
  ● [Type Here]

TERM LENGTH: Starting Date: [Type Here]
Number of years for this term on the board of directors:

VOLUNTEER (commitment as a board member): [Type Here]
  ● Prepare for and attend monthly board meetings
  ● Respond to emails in a timely fashion regarding board decisions
  ● Attend/participate in fundraisers when possible
  ● Participate in events & Speakers Bureau presentations when possible
  ● Participate on Mighty Networks
  ● Regular one-on-ones with the Executive Director or other coordinating staff member or board member
  ● Annual $$$ contribution:

IN-KIND DONATIONS: [Type Here]
  ●

PAID SERVICE (Contractor, part time employee?): [Type Here]
  ●

Volunteer (other Commitments): [Type Here]
  ●

What I do not want to commit to: [Type Here]
  ●

Diversity Policy
At The Resilient Activist, we value our common humanity. We want and will strive to be a compassionate, reflective, learning community, actively reaching out to bridge differences and striving for equity through the transformation of ourselves, our organization, and our world.

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
Participation in our programs and employment opportunities will not be denied to anyone based on their race, creed, ethnicity, sex, sexual orientation or identity, country of origin, religious, or political beliefs. Read our full Diversity Policy here.

The Resilient Activist Principles

We are a diverse group of nature-loving souls aiming to live in a way that nurtures our own well-being in alignment with the well-being of our planet and to uplift others who are working towards these same goals.

We are guided by principles of kindness, compassion, communication, diversity, deep understanding, transparency, and ongoing education about the grief and angst that activists experience over the pressing issues surrounding Earth’s environmental and social justice needs.

Signature
Sami Aaron for The Resilient Activist

Signature
[NAME]

Date: ___________________  Date: ___________________
Appendix VI.
Volunteer Memorandum of Understanding
Memorandum of Understanding

[Volunteer] Memorandum of Understanding (MOU) Between The Resilient Activist (TRA), Kansas City, MO and Contractor, [NAME], [City, State]

EFFECTIVE DATE: [Type Here]

TERM LENGTH with Quarterly Review: [Type Here]

CONSTRAINTS/RESTRICTIONS (i.e. NDA): [Type Here]

Volunteer Commitment: [Type Here]
  ● [TYPE HERE]
  ● [TYPE HERE]

Professional In-Kind Donations: [Type Here]
  ● [TYPE HERE]

Confidentiality
  ● The Confidentiality Policy signed [date], suffices for this Memorandum.

Limitation of Liability
  ● No rights or limitation of rights shall be assumed between the parties as a result of the terms of this Memorandum.

Termination
  ● There is no ending date of this agreement. Either party may terminate this agreement with a 30-day written or email notice.

Legal Compliance
  ● This is not a legally binding contract. It simply intends that the signatories shall try to reach, to the best of their abilities, the goals and objectives stated in this MOU.

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
**Diversity Policy**

At The Resilient Activist, we value our common humanity. We want and will strive to be a compassionate, reflective, learning community, actively reaching out to bridge differences and striving for equity through the transformation of ourselves, our organization, and our world.

Participation in our programs and employment opportunities will not be denied to anyone based on their race, creed, ethnicity, sex, sexual orientation or identity, country of origin, religious, or political beliefs. Read our full Diversity Policy here.

TYPE HERE

**The Resilient Activist Principles**

We are a diverse group of nature-loving souls aiming to live in a way that nurtures our own well-being in alignment with the well-being of our planet and to uplift others who are working towards these same goals.

We are guided by principles of kindness, compassion, communication, diversity, deep understanding, transparency, and ongoing education about the grief and angst that activists experience over the pressing issues surrounding Earth’s environmental and social justice needs.

________________________________________  __________________________________________
Signature                                                                                     Signature
Sami Aaron for The Resilient Activist       [NAME]

Date: ___________________  Date: ___________________
Appendix VII.
Advisory Council Agreement
Memorandum of Understanding

[Advisory Council] Memorandum of Understanding (MOU) Between The Resilient Activist (TRA), Kansas City, MO and Contractor, [NAME], [City, State]

EFFECTIVE DATE: [Type Here]

TERM LENGTH with Quarterly Review: [Type Here]

CONSTRAINTS/RESTRICTIONS (i.e. NDA): [Type Here]

Ways I would like to contribute to TRA:
[Type Here]

Volunteer Commitment: [Type Here]
- Participate in our Mighty Networks site
- Annual $$$ contribution/pledge:
  - Personal donation
  - Solicitation from other individuals or organizations
  - Fundraisers/friendraisers (ideas: birthday fundraiser, personal friendraiser)
- Volunteer commitments to support the organization
- Social media - share articles, promote our events, etc.
- Participate in and bring in connections
  - participants for our events
  - venues/audiences for our speakers' bureau programs
  - donors/funders
  - corporations/sponsors

Professional In-Kind Donations: [Type Here]
- [TYPE HERE]

Confidentiality
- The Confidentiality Policy signed [date], suffices for this Memorandum.

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
Limitation of Liability

- No rights or limitation of rights shall be assumed between the parties as a result of the terms of this Memorandum.

Termination

- There is no ending date of this agreement. Either party may terminate this agreement with a 30-day written or email notice.

Legal Compliance

- This is not a legally binding contract. It simply intends that the signatories shall try to reach, to the best of their abilities, the goals and objectives stated in this MOU.

Diversity Policy

At The Resilient Activist, we value our common humanity. We want and will strive to be a compassionate, reflective, learning community, actively reaching out to bridge differences and striving for equity through the transformation of ourselves, our organization, and our world.

Participation in our programs and employment opportunities will not be denied to anyone based on their race, creed, ethnicity, sex, sexual orientation or identity, country of origin, religious, or political beliefs. Read our full Diversity Policy here.

The Resilient Activist Principles

We are a diverse group of nature-loving souls aiming to live in a way that nurtures our own well-being in alignment with the well-being of our planet and to uplift others who are working towards these same goals.

We are guided by principles of kindness, compassion, communication, diversity, deep understanding, transparency, and ongoing education about the grief and angst that activists experience over the pressing issues surrounding Earth’s environmental and social justice needs.

Signature
Sami Aaron for The Resilient Activist

Date: ___________________
Appendix VIII.
Sociocracy Model Organizational Chart
The Resilient Activist Sociocracy Organizational Chart

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
Appendix IX.
Scope of Problem Statement and Citations
SCOPE OF PROBLEM

The American Psychological Association reports that the negative impacts of Climate Change (CC) on the health and well-being of individuals, communities, and nations are growing more frequently and severe.¹ Mental health, like physical health, includes states of affirmative health, well-being, and emotional resilience, as well as illness.²³ While the mental health implications of CC can affect anyone, the impacts tend to be amplified in populations who are most marginalized and can trigger distress, grief, loss and frustration.¹³⁴ Ecoanxiety and solastalgia can result in stress, sleep disturbances, nervousness, depression and anxiety.³⁴ A 2021 systematic review of eco-anxiety linked anxiety about CC to poor mental health with an increase from 47% to 68% of Americans reporting CC affects their mental health.⁵ Young people are particularly vulnerable.⁶⁻⁹ In a multinational study in 2021 of 10,000 young people (16-25yo) in 10 countries, 78% reported CC impacts their overall mental health such as: high levels of distressing emotions, functional impact and negative perceptions of their future.⁶⁷ Psychological support from peers and like-minded individuals is needed to alleviate distress from pervasive exposure to loss activists endure. Supporting the mental health of this vulnerable population helps combat despair/helplessness and fosters hope resulting in feelings of empowerment, social connection and better long-term mental health.³⁴¹⁰

Index:

a. CC - Climate Change
b. Ecoanxiety - A new psychological term that refers to anxiety experienced in response to the ecological crisis. Experience of fear about environmental damage or disaster.
c. Solastalgia - A new psychological term that refers to environment induced stress. Distress caused by environmental destruction connected to your home environment.

citations:

4. What predicts climate change activism?: An Examination of how depressive symptoms, climate change distress, and social norms are associated with climate change activism. The Journal of Climate Change and Health. 8(2022) 100146.
5. Climate emotions and anxiety among young people in Canada: A National survey and call to action. The Journal of Climate Change and Health. 9(Jan Feb 2023) 100204.
8. Intergenerational approaches to climate change mitigation for environmental and mental health co-benefits. The Journal of Climate Change and Health. 8(2022) 100173.
Appendix X.
List of The Resilient Activist Connection Links
NPR Piece: Sami Aaron - our founder and Executive Director shares her story that led her to form the Resilient Activist: [https://tinyurl.com/5fs8kut9](https://tinyurl.com/5fs8kut9).

Website:  
[https://www.theresilientactivist.org/](https://www.theresilientactivist.org/)

LinkedIn:  
[https://www.linkedin.com/company/the-resilient-activist/mycompany/](https://www.linkedin.com/company/the-resilient-activist/mycompany/)

Instagram:  
[https://www.instagram.com/theresilientactivist/](https://www.instagram.com/theresilientactivist/)

Facebook:  
[https://www.facebook.com/TheResilientActivist/](https://www.facebook.com/TheResilientActivist/)

Youtube:  
[https://www.youtube.com/@TheResilientActivist](https://www.youtube.com/@TheResilientActivist)

Mighty Networks: Members of our Mighty Networks Community can share thoughts, feelings, and concerns, upcoming events of interest, book reviews, mindfulness and meditation tips, informative articles, blog posts, and podcasts, etc. in a safe space free from advertising and hate speech. It is a virtual community where members are supported, affirmed, and encouraged in their journey.  
[https://the-resilient-activist.mn.co/](https://the-resilient-activist.mn.co/)

Insight Timer: App for Sleep, Anxiety and Stress - We host guided meditations  
[https://insighttimer.com/samiaaron](https://insighttimer.com/samiaaron)

Climate Café: Hosts online meetings. Led by CPA-NA trained facilitators and a climate-aware therapist. These meetings, with attendees from all over the U.S., offer a safe space where people can share their thoughts and feelings on the climate crisis in support of their emotional well-being.  
([https://climatecafes.org/](https://climatecafes.org/))  
([https://the-resilient-activist.mn.co/posts/30833856](https://the-resilient-activist.mn.co/posts/30833856))
Appendix XI.
Community Partner Connections
The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
Appendix XII.

DEI Draft Plan
DEI Strategic Planning - DRAFT in process

February 26, 2023

Contributors

Sami Aaron, Founder
Brenda Bennett-Pike, Board of Directors
Indigo Gilmore, Administrative Assistant
Anna Graether, Board of Directors
Naomi Latini Wolfe, Board of Directors
Anne Melia, Vice Chair, Board of Directors
Heather Newhard, Board of Directors
Table of Contents

I. Introduction

II. Background & Context

III. Organizational Self-Assessment

IV. Goals & Objectives

V. Metrics & Strategies

VI. Implementation Plan

VII. Monitoring Progress & Adjustments

VIII. Reassess Organizational Self-Assessment
Introduction

This document outlines The Resilient Activist's (TRA) Diversity, Equity & Inclusion Plan for the following year. This plan will include an organizational self-assessment to identify existing strengths, challenges, and opportunities concerning DEI issues, goals and strategies for addressing these issues, metrics or indicators for measuring progress over the next year, and a concrete implementation plan with steps, responsibilities, and timelines. This document will also include TRA’s Justice, Equity, Diversity, and Inclusion Statement. This plan is a living document that is revisited annually.

We hope this DEI plan can serve as a blueprint for putting our mission and values into practice to create an inclusive environment at TRA.

The Importance of DEI to TRA:

At TRA, we can only achieve our environmental and social justice mission by striving for equity, diversity, and inclusion. We understand that to build a resilient activist community, everyone must feel safe and included. Therefore, we are committed to creating an inclusive environment by actively reaching out to bridge differences so that everyone can participate in our journey to creating a sustainable future.

TRA’s Commitment:

We are committed to implementing the goals and strategies outlined in this DEI plan and taking the necessary steps to ensure these initiatives are successful. We pledge to continually reassess our organizational self-assessment and set new goals and objectives for the next year to ensure that we meet our community’s needs.
One Year Timeline

Month 1:
- Organizational Self-Assessment: Conduct research to identify existing strengths, challenges, opportunities and needs in relation to DEI issues.
- Gather feedback from staff and stakeholders on what they believe are the most pressing DEI concerns facing the organization.

Month 2:
- Set DEI Goals & Objectives: Based on research and feedback from the previous month, set a list of DEI goals and objectives for the organization to consider in order to create an inclusive environment.
- Create Metrics & Strategies: Develop metrics or indicators for measuring progress over the next year, as well as strategies for achieving these goals.

Month 3:
- Develop Implementation Plan: Outline concrete steps, responsibilities, and timelines for putting the department's goals and strategies into practice.

Months 4-12:
- Monitor Progress: Track progress in implementing DEI initiatives and assess effectiveness of each strategy. Make adjustments to strategy as needed.

End of Year:
- Reassess Organizational Self-Assessment: Revisit the organizational self-assessment and set DEI goals & objectives for the next year.
Background & Context

At TRA, we recognize the importance of diversity, equity, and inclusion. We have already made strides in this direction by implementing the measures that include the following:

**Justice, Equity, Diversity, and Inclusion Statement:** Committed to a mindful way of living, upholding environmental and social justice, diversity, equity, and inclusion. Participation in programs and employment opportunities will not be denied based on race, creed, ethnicity, sex, sexual orientation or identity, country of origin, religion, or political beliefs.

**Racial Equity:** mission includes a Native Land Acknowledgement and exploring the emotional impact of racism on people of color.

**Online Community:** zero-tolerance policy for social bullying, racism, aggression, blaming, attack, or judgmental responses.

**Programming:** Participation in programs and employment opportunities will not be denied to anyone based on race, creed, ethnicity, sex, sexual orientation or identity, country of origin, religion, or political beliefs. JEDI book club is offered monthly to all staff + Community, with additional training and workshops available.

**Board:** the board is guided by the principles of sociocracy, emphasizing the importance of organizational effectiveness and equitable treatment among its members.

In January 2023, a new board member was recruited to lead the Diversity, Equity & Inclusion (DEI) department. As part of their role, they are tasked with creating a comprehensive DEI plan which will include an organizational self-assessment to identify strengths and weaknesses, objectives to focus on, and strategies to reach those objectives. This DEI plan is a living document that will be revisited and updated annually.

This plan aims to create an environment at TRA where everyone feels safe, respected and included – regardless of race, gender, sexual orientation, ability status, or other unique traits. We want to create a culture of equity, inclusion, and respect for everyone in our organization. We believe that by doing this, we can foster a more resilient activist community and strengthen our environmental and social justice mission.
Organizational Self-Assessment

TRA’s organizational self-assessment process will include surveys and interviews with staff and stakeholders to gather input on the current DEI issues in the organization. The DEI Committee will review this feedback and use it to inform the development of our goals and objectives for the following year.

Goals & Objectives
Based on the feedback from the self-assessment process, the DEI department will create a list of goals and objectives for the organization to focus on. This list should include measurable outcomes that can be tracked and assessed over time.

Strategies & Tactics
Once the goals and objectives have been set, strategies must be developed. These include educational programs, hiring initiatives, recruitment processes, or other DEI initiatives. The Board DEI Committee will review these strategies and approve the ones that best align with our mission and values.

Timeline
The timeline for implementing this plan should be divided into three sections: Months 1-3 (planning), Months 4-6 (implementation), and Months 7-12 (assessment). During the planning phase, the Board DEI Committee will review the plan and provide feedback. During implementation, we will begin executing our DEI initiatives. Finally, during the assessment, we will observe the impact of these efforts and identify areas for improvement or further exploration.

Current Status

We are currently completing an internal Diversity, Equity & Inclusion survey and a DEI Spectrum Tool. These two assessments will help us identify our current strengths and weaknesses regarding DEI work and provide objectives to focus on and strategies for achieving them.

As part of our commitment to Diversity, Equity & Inclusion (DEI), we invite you to review two assessments for reference:

1. **Internal DEI survey**: This survey is designed to help us understand how our organization can best promote DEI initiatives, and provide a platform for everyone in the TRA community to have their voices heard.

2. **DEI Spectrum Tool**: This tool outlines different characteristics of organizations at various points along a DEI continuum across 12 dimensions of DEI work.
Goals & Objectives

The overarching purpose of DEI at TRA is to create an inclusive environment where everyone can learn, grow, and contribute. We strive to ensure that individuals with diverse backgrounds feel safe, included, respected, and valued within our organization. This will involve continuously learning about ourselves and others to foster understanding and build meaningful relationships. By creating a welcoming, safe space for all individuals to contribute, we can foster an environment that encourages collaboration and innovation. This will lead to better problem-solving, increased creativity, and a more vital organization.

In order to measure our progress in meeting these goals over the next year, TRA is committed to using metrics and indicators such as membership demographics, program participation & feedback surveys. In addition, we plan to conduct regular self-assessments to measure progress and identify improvement areas.

Our goal is that this DEI plan will be used as a blueprint for putting our mission and values into practice to create an inclusive environment at TRA.

As this plan is still a work in progress, the goals and objectives outlined here are subject to change once all relevant surveys and assessments have been taken. We look forward to finalizing our DEI plan according to schedule.

Inclusive Community:
We will strive to create a culture of mutual respect, support, and understanding by fostering an inclusive environment.

Short Term Goal: Develop strategies for encouraging conversations that promote inclusivity and understanding. (e.g., organizing events celebrating diverse cultures; providing cultural humility training).

Mid-Range Goal: Increase accessibility of events and programs to all community members (e.g., providing translation services when possible for program materials; solidifying pricing structure for tickets for economically disadvantaged individuals).

Long-Term Goal: Establish a system of mentorship and coaching where multicultural and differently-abled individuals can access resources for career development.

Other goals: Incorporate community opinion via polls and other means when choosing speakers for the Speaker’s Series.
Equitable Structures:
We will ensure that all individuals are given equitable access to resources and opportunities.

Short-Term Goal: Create a system of processes and procedures that ensure equitable access to resources and opportunities (e.g., creation of a diversity and inclusion committee to review policies and practices).

Mid-Range Goal: Introduce an anonymous feedback system by the end of the current fiscal year and implement any necessary changes.

Long-Term Goal: Develop a system where feedback and input from multicultural and differently-abled individuals are incorporated into decision-making processes.

Other goals: Create an accessibility policy for all digital and physical events hosted by TRA that outlines the resources available to individuals with disabilities.

Empowerment & Accountability:
We will ensure that everyone is empowered to take action and hold each other accountable for furthering our shared mission and values.

Short-Term Goal: Develop a framework of standards that outlines expectations for behavior and participation (e.g., creating a code of conduct that outlines values and expectations).

Mid-Range Goal: Establish clear benchmarks and timelines for successfully implementing DEI goals.

Long-Term Goal: Create an accountability system to ensure long-term success in promoting diversity, equity, and inclusion.

Other goals:
- Organize at least two training sessions focusing on developing self-advocacy skills within the organization next year.
- Create a system of recognition for members who demonstrate commitment to DEI initiatives.
- Develop a vetting process for suppliers of in-person events that promote supplier diversity.

By implementing these strategies, we will foster a vibrant and inclusive culture that celebrates diversity, equity, and inclusion at all levels of the organization while striving toward our ultimate mission.
Metrics & Strategies

To ensure the success of our DEI plan, we will track progress using key metrics such as participation rates in programs, event feedback surveys, employee satisfaction and engagement surveys, attendance at events, and supplier diversity. These metrics will help us determine whether our strategies are achieving their desired outcomes and inform changes and adjustments to improve our DEI plan.

We will also develop a timeline and budget to ensure the successful implementation of our DEI plan, which includes staff training, developing systems of feedback, recognition, and accountability, running polls or surveys to solicit community opinion on speakers for our Speaker’s Bureau, creating an accessibility policy, and more.

By combining these strategies with our ongoing commitment to diversity, equity, and inclusion in all aspects of The Resilient Activist’s work, we will be able to create a vibrant culture that is accessible and inclusive for all community members.

The plan laid out here is just the beginning. There are many other opportunities for us to continue to promote diversity, equity, and inclusion in our organization. We look forward to making a positive impact on our community by continuing to provide equitable access to resources and opportunities for everyone.

As this plan is still a work in progress, the metrics and strategies outlined here are subject to change once all relevant surveys and assessments have been taken.

Inclusive Community:

Short Term Goal - Number of conversations that promote inclusivity and understanding.

Mid-Range Goal - Number of people who have access to events and programs.

Long-Term Goal - Number of multicultural and differently-abled individuals who receive mentorship and coaching services.

Equitable Structures:

Short-Term Goal - Number of processes and procedures developed to ensure equitable access.
Mid-Range Goal - Number of anonymous feedback submissions.

Long-Term Goal - Number of changes implemented based on the feedback from multicultural and differently-abled individuals.

**Empowerment & Accountability:**

Short-Term Goal - Number of standards outlined to define expectations for behavior and participation.

Mid-Range Goal - Percentage of DEI goals that are successfully implemented within the established timeline.

Long-Term Goal - Number of accountability systems put in place to ensure long-term success in promoting diversity, equity, and inclusion.

Other Goals - Number of training sessions organized for self-advocacy and the number of suppliers who promote supplier diversity.

Overall - Percentage increase in representation from marginalized communities within the organization's membership base.
Implementation Plan

The implementation plan for our DEI plan is still being developed and refined. We are committed to completing the plan within 8-12 weeks and securing approval from TRA’s Board of Directors. We will be regularly reviewing it to ensure that all of our goals are met on schedule. We have identified a team of individuals who will be responsible for overseeing each component of the implementation plan and will be working to ensure that all tasks are completed on time. Furthermore, we will regularly solicit feedback from our team members and stakeholders to ensure the plan is tailored to their needs.

Monitoring Progress & Adjustments

We are committed to monitoring progress throughout the implementation of our DEI plan. To ensure that we are on track and making consistent adjustments as necessary, we will analyze key metrics such as participation rates in programs, event feedback surveys, employee satisfaction and engagement surveys; attendance at events, and supplier diversity. Our team members and stakeholders will also be regularly consulted for feedback to ensure the plan is tailored to their needs.

Reassess Organizational Self-Assessment

At the end of our implementation period, we will conduct a thorough organizational self-assessment to evaluate our progress in achieving our DEI goals. We will use the results of this assessment to inform our plans for the following year, setting new DEI goals and objectives based on what has been achieved.
Appendix XIII.

JEDI Statement and Native Land Acknowledgement
The Resilient Activist Justice, Equity, Diversity, and Inclusion Statement

Our Community

At The Resilient Activist (TRA), we value our common humanity. Our mission depends on being a compassionate, reflective, learning community, actively reaching out to bridge differences, and striving for equity through the transformation of ourselves, our organization, and our world. Supporting our community as we navigate climate change must be preceded by individuals feeling both safe and included.

To that end, we are committed to a mindful way of living; this includes waking up to injustice and recognizing our personal and shared responsibility for eradicating it. This also means taking committed action that supports environmental and social justice, diversity, equity, and inclusion.

We hope you will stand in mindful and compassionate solidarity with us.

Participation in our programs and employment opportunities will not be denied to anyone based on their race, creed, ethnicity, sex, sexual orientation or identity, country of origin, religion, or political beliefs.

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).
Native Land Acknowledgement – 2022

Essential to our focus on deep nature connection, we acknowledge the previous stewards of the land from which this organization springs. In Kansas City, we are on lands once occupied by First Nations including the Kiikaapoi (Kickapoo), the Kaw, the Osage and the Oceti Sakowin [oh-CHEH-tee SHAW-koh-we] Lakota, Dakota, and Nakota). We recognize these lands were stolen by the U.S. government from the Great and Little Osage in 1825 through Cession ID 1232.

As of 2021, the Native American population in the United States was 6.79 million, 2.09% of the entire population, within 574 tribes that are Federally recognized.

Forced from their lands and often stripped of their culture, we bear witness to the historic loss of these people, their heritage and their knowledge of the land. While recognizing the part our forebears played in this history, we bear a responsibility to engender a new kind of community based on the best in all of us, for ourselves and our planet. We have the opportunity to bring about a better future that includes present-day Indigenous communities and that celebrates their unique cultures and world-view. To this end, we have reached out to the Kansas City Indian Center, the Haskell Indian Nations University in Lawrence, Kansas, and to the Blue River Forest Experience to enhance this endeavor in ways that are honorable and compassionate.

Kiikaapoi (Kickapoo)

We acknowledge the history of the Kiikaapoi tribe. They can be traced from lands in the Great Lakes region from where, between wars with other tribes and a push by the Government, they migrated to the Illinois lands in the 18th Century. The Kickapoo entered into 10 treaties between 1795 and 1854, resulting in the shift of tribes into four areas – a reservation near Horton KS, and to Oklahoma, Texas and Mexico. The Kickapoo tribe in Kansas is around 1600 people, about half of which still reside on the five- by six-mile reservation assigned to them in the Treaty of 1854.

Kaw, People of the South Wind

We acknowledge the history of the Kaw, People of the South Wind and from whom the state of Kansas derives its name, who lived along the Kansas River for at least a century, having migrated from the Ohio Valley likely due to displacement of other tribes from white colonization. After the Louisiana Purchase, the Kaw were hemmed in by other tribes and white settlers. In 1825 and again in 1844 they ceded millions of acres to the US and were pushed first to areas in Kansas and Missouri and finally to land in Kaw City, Oklahoma. The remaining full-blooded Kaw women were sterilized by the Indian Health Service in the 1970’s and the last remaining full-blooded Kaw, William Mehojah, died in 2000. The Kaw currently number around 3,100 and have a government and numerous businesses in Kaw City with an economic impact around $200 million annually.
Osage

We acknowledge the history of the Osage, who hunted buffalo and raised crops, living in earthen lodges across the Midwestern parts of the country. These “People of the Middle Waters” moved west to the confluence of the Missouri and Mississippi after the 17th century as a result of Iroquois invading the Ohio Valley. In the 19th century, the US Government forced the Osage to cede millions of acres, in 1810 they relocated near what is now Council Grove, KS where an Indian Mission at one point housed 50 boys. In 1872 they were forced to move to Osage County in Oklahoma. The discovery of oil and gas on their land allowed them to be one of the more prosperous Indian Nations, at the same time falling victim to white schemes to marry Indian women and murder them to inherit their land and oil rights. Today, the Osage Nation has 13,307 enrolled tribal members, with 6,747 living within the state of Oklahoma.

The Oceti Sakowin (Lakota, Dakota, Nakota)

We acknowledge the history of The Oceti Sakowin [oh-CHEH-tee SHAW-koh-we], or The Seven Council Fires, and its Lakota group who once occupied land that became Missouri, and who now reside in South Dakota. Oceti Sakowin, historically known to some as the Sioux Nation or in the Native language, Oyate, is a Native confederacy speaking three different dialects: the Lakota, Dakota and Nakota. Oceti Sakowin land was enjoyed and used in common by all members of the tribe for survival and sustenance. Communal tenure was a principle and norm of each tribe who established boundaries in the territories on which they lived. They defended these boundaries from encroachment by other tribes and later by foreigners. Every member of the tribe born into the group had a lifelong right to live on that land and became a custodian to preserve and protect the land for future generations. According to Oceti Sackowin Essential Understanding and Standards, “Tribal values are intrinsically rooted in tribal sovereignty and land preservation. Today, tribal councils still place high value on revitalizing Oceti Sakowin wicoun (way of life). As economic interests frequently conflict with tribal tradition and culture, careful consideration is given to the types of businesses that the tribes allow onto reservations. In an effort to address high unemployment rates, tribal councils are continually looking at economic development opportunities such as wind and solar energy, development of tribal lands, conservation of natural resources and tourism.”

Sources

1. From the map Native Land Digital
2. Sourced from Invasion of America Map
3. Summarized from Kickapoo Indian Reservation
4. Summarized from Kaw Nation
5. Wikipedia article Osage Nation
6. Killers of the Flower Moon, by David Grann
7. Oceti Sakowin Essential Understanding
8. World Population Review-Native Americans

The Resilient Activist is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3).