

# Learning & Facilitation Track

Seeds of Power Fellowship Program participants in the Learning & Facilitation track will participate in Creative Reaction Lab (CRXLAB) learning engagements, which includes CRXLAB's Redesigners in Action Webinar Series and private workshops for CRXLAB clientele. Fellows will have the opportunity to curate and facilitate content centered around Creative Reaction Lab's Equity-Centered Community Design framework, Redesigners for Justice, Theory of Change, and content that promotes racial and health equity.

Fellows in the Learning & Facilitation track will develop an understanding of how to assess the learning needs of a variety of audiences, navigate and facilitate challenging conversations, and plan, implement and execute a variety of learning engagements including webinars and workshops. Fellows participating in this track should be ages 18-26.

## FACILITATION

Increase skills and confidence to lead + facilitate activities and discussions of equity, inclusion, and redesigning systems.

## POWER-SHIFTING

Examine the ways in which power is accessed and held within the community, identify barriers to sharing and accessing power within the community, and identify strategies to challenge power structures.

## CURRICULUM & CONTENT DEVELOPMENT

Curate and implement curriculum and content that further enhances the learning engagements of groups and individuals, identify areas of focus that can help shape a community of learning and engagement.

# Problem & Opportunity

In school systems today, 10.4 percent of the educators are Black and 15.6 percent are Latinx. There is a significant gap in the number of educators that are of color versus educators that are white. Gaps like these are reflected across the entire learning profession and have an impact on the education and learning of the youth. With the lack of representation, the narrative shaping of curriculum is greatly impacted and doesn't inject the narratives of people of color, who have contributed greatly to society and the world as we know it.

Today, the topic of Critical Race Theory in education [specifically in public school systems] is at the forefront of the education and learning sector. Examining the concepts of racism, and the narratives of those who have been marginalized allows for a breath of understanding and cultural competency.

Fellows participating in the Learning & Facilitation track will engage in the opportunity to shift the narratives and leave a lasting impact on what it means to facilitate and engage with learning communities.

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## MAIN DELIVERABLES

- Develop an understanding and skills to facilitate learning engagements (workshops and webinars) and on behalf of Creative Reaction Lab (CRXLAB)
- Curate new webinar and workshop activities to be used in CRXLAB learning engagements
- Understand how to assess the learning needs and priorities of individuals in various learning spaces
- Navigate and facilitate varying levels of conversations (debate vs dialogue) and topics

## INFORMAL LEARNINGS (SKILLS)

- Public speaking
- Facilitation and Coaching
- Community engagement and organizing
- Conflict Resolution
- Interpersonal and Intrapersonal communication
- Curriculum/Webinar Design
- Digital/Virtual Education or Coordination
- Project Management
- Program Design
- Community Building
- Evaluation
- Growth Mindset
- Critical Thinking + Consciousness
- Problem Solving
- Navigating Ambiguity
- Time Management
- Relationship Management

## CAREERS

*Careers associated with the Learning & Facilitation track can be, but are not limited to:*

- Educator
- Consultant
- Broadcaster (News Anchor/Journalist)
- Training Specialist
- Law
- Social Work
- Counseling
- Community Organizer
- Public Health
- NGO/Nonprofit
- Program Coordinator
- Diversity, Equity, and Inclusion (DEI) Specialist
- Mediator
- Human Resources/Talent Officer
- Learning Designer
- Curriculum Developer/Coordinator

