

Seeds of Power Fellowship (SOP)

PROGRAM OVERVIEW

The **Seeds of Power Fellowship Program (SOP)** trains youth to grow a skill set and expand knowledge and experience in facilitation of [Equity-Centered Community Design](#), content development, or charitable giving in order to assess issues of systemic inequity to identify and co-create concrete opportunities for change. Additionally, SOP Fellows will develop other areas such as growing their cultural and racially historical competency, systems-thinking to understand structures of power and inequity, and using their skillset to translate work to action. Opportunities for skill-building and program involvement will evolve with each year of participant engagement to deepen their understanding and capacity to be the Redesigners for Justice™ that we need.

“I want our young people to know that they matter, that they belong. So don’t be afraid — you hear me, young people? Don’t be afraid. Be focused. Be determined. Be hopeful. Be empowered. Empower yourselves with a good education, then get out there and use that education to build a country worthy of your boundless promise. Lead by example with hope, never fear.”

—Michelle Obama final speech as First Lady

LEARN MORE

For more information and to apply, visit <https://www.creativereactionlab.com/seeds-of-power-fellowship>

Have questions? Send our team an email at seedsofpower@crxlab.org

Why is the Seeds of Power Fellowship Program unique?



“Seeds of Power has given me the structure to nurture and amplify my voice in a safe space, which in turn, has allowed me to enter and advocate in spaces that historically I wouldn’t have felt comfortable doing so.”

- Nora Garcia, Seeds of Power Fellow 2020-21

COMPETENCY BUILDING

Seeds of Power fellows will grow cultural and racially historical competency, personal humility, and civic/public leadership capacity, knowledge, and opportunities. In addition, they will increase skills and confidence to lead, facilitate, create content, and provide philanthropy based on equity, inclusion, and redesigning systems.

SYSTEMS THINKING + ACTION

Increase skills to assess and engage with systemic issues of inequity and power to make recommendations that center living expertise and shift power to historically underinvested communities.

GROWTH OPPORTUNITIES

Increase opportunities for further personal and professional development through partnerships with Creative Reaction Lab’s network.

GAINING 21ST CENTURY SKILLS

Seeds of Power Fellows gain the skill sets necessary to become [Redesigners for Justice™](#) through the program’s focus on creative problem solving, cultural history and healing, civic leadership, and ownership. Each participant develops 21st-century skills of creativity, curiosity, critical thinking, problem solving, leadership, cultural awareness, civic literacy, and more.



PROGRAM ELIGIBILITY

To be eligible to participate in the Seeds of Power Fellowship Program, a person must:

- Identify as Black and Latino/a/x/e

Meet age requirements for the desired track:

- Learning & Facilitation: ages 18-26
- Media & Content Development: ages 18-26

GENERAL PROGRAM TIMELINE

Application + Onboarding

- Application Window: July 1 - September 15, 2023
- Rolling Review of applications: July 1 - Sept. 15, 2023
- Applicant Interview window: July 17 - Sept. 22, 2023
- Notification of selection: October 3, 2023

Program Year

- Launch of Program Year: October 2023
 - SOP Immersive - October 20- 23, 2023
- October 2023 - May 2024
 - Bi-Weekly program track convenings
 - Monthly office hours with program staff
 - Monthly Cohort convenings
 - Two (2) all program convenings
- May 2024: End of Program Year

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.

Learning & Facilitation Track

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

Media & Content Development Track

Seeds of Power Fellowship Program participants in the Media & Content Development track will explore what it means to shape narratives [not only for themselves, but for others] through developing original content aligning with racial and health equity. Through the use of various methods of media and communication, Seeds of Power Fellows will create, plan, and produce a series of content sponsored by Creative Reaction Lab which amplifies their voices and creativity

Fellows in the Media & Content Development track will have the opportunity to explore a variety of topics related to media and content development including, but not limited to: storytelling, scriptwriting, podcast creation, graphic design, storyboard development, blog writing + management, video production, social media marketing, and more! Fellows participating in this track should be ages 18 - 26.

CREATIVE CONTENT DEVELOPMENT

Youth are empowered to create, design, plan, and produce original content that highlights their passions and interests through various modes of

IMPACT & SHAPE NARRATIVES

Fellows will have the opportunity to impact and help shape their own and others narratives through the lens of their own lived experiences. Through this, fellows will be empowered to provide their perspectives on what's happening in the world around them.

Problem & Opportunity

Black communities have historically been left out of the narratives of Black people due to the portrayal of themselves in the media. From People of Color being featured in the news in violent acts, to being shown as a music artist or athlete, the media doesn't show the breadth and depth of the community of people. Today, there are only approximately 26 percent of People of Color who form the media sector.

Lack of representation has been shown for decades across the media sector, but more recently with the institution of the Academy Awards, with the hashtag

"Oscars So White". This was due to the stark realization and highlighting of lack of representation and nomination of any person of color during the 2020 Academy Awards. This is just one of many examples of why the lack of representation in media is detrimental to communities of color.

With fellows participation in the Media & Content Development track, they will have the opportunity to take back, and challenge the narratives that media has placed on People of Color.

Media & Content Development Track

MAIN DELIVERABLES/OBJECTIVES

- Create original content centered around racial and health equity
- Explore what it means to shape narratives [not only for themselves, but for others] through developing original content
- Development skills and experience developing and producing content for a variety of audiences
- Become connected with community leaders and members in CRXLAB's network and build their own network
- 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
- Written communication
- Content Development + Management
- Media Development + Management
- Timeline management
- Interviewing
- Researching
- Editing
- Digital Communication
- Project Management
- Copywriting
- Audio/Sound Editing
- Digital Marketing
- Illustration
- Adobe Creative Suite
- Graphic Design
- Animation

CAREERS

Careers associated with the Media & Content Development track include, but are not limited to:

- Journalist (Writing, Broadcasting)
- Author
- Film/Video Editor
- Producer
- Director
- Screenwriter
- Production Designer
- Graphic Designer
- Marketing
- Digital Media Specialist
- Social Media Specialist/Manager
- Communications Specialist/Manager
- Podcaster
- Digital Content Creator
- Camera Operator
- Narrator/Voice Actor
- Content Strategist
- UX Designer
- Creative Director
- Videographer



ABOUT CREATIVE REACTION LAB

Creative Reaction Lab's mission is to educate, train, and challenge Black and Latino/a/x/e youth to become leaders in designing healthy and racially equitable communities in the United States. We recognize that youth have been the primary architects for change, and so their voices must remain at the center of dismantling racial and health inequities in historically underinvested communities. Our mission is to challenge the belief

that only adults with titles have the power and right to challenge racial and health inequities. Adults (and the institutions in which they work) and young leaders alike must work together to co-create equitable communities. Learn more about Creative Reaction Lab at www.creativereactionlab.com.