



# SPRING UP

Cultivating a culture of consent & liberty for all

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**Consulting & Community Education**



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# MEET OUR COLLECTIVE

Spring Up was founded in 2013 by Stas Schmiedt, Leander Roth, and Shaïna Caceres-Doliny as a community education, arts, and healing project. Now, we are a worker coop with 8 other members on the journey to co-ownership: Mara, Brianna, Gaya, rj, Thanh, Amanda, Juli, and Natasha. Our four guiding pillars are Imagine, Create, Build, and Support. Over our 10 years of existence, we have balanced our efforts in each of these approaches.



## **Imagine**

We conduct arts projects including our 2014 Imagine a World (without Gender Based Violence) photo project and our 2020 Resilience & Revitalization: Youth Visions of an Abolitionist Future project. We use narrative, myth, and visual arts to anchor our vision and values.



## **Create**

We self-publish workbooks including our Transformative Justice Workbook, Cultivate Consent Workbook, and Liberatory Education Workbook. We also have a free resources page on our website with downloads of various tools and worksheets we have created, including a variety of safety and care plans, our power map generator and organizational accountability wheel.



## **Build**

We build our own collective infrastructure as an autonomous worker co-op. We consult groups and organizations in building community and harm prevention and response infrastructure, working through conflict, and strengthening shared understanding through trainings.



## **Support**

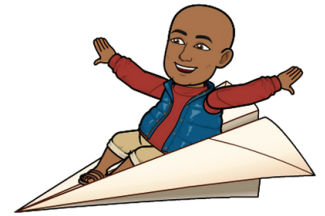
We are a mutual aid project sharing resources and revenue. We have a Patreon donor network of friends and alumni, a trust-based scholarship fund, and sliding scale pricing for individuals and groups. We offer low-cost coaching to people going through accountability processes or navigating conflict and burnout.



*ry (he/him)*



*Brianna (she/her)*



*Amanda (they/them)*



*Juliana (they/them)*



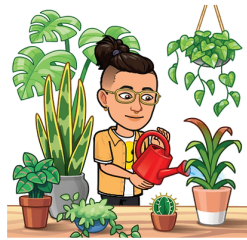
*Stas (they/them)*

*Leander (they/he)*

*Shaina (they/them)*



*Mara (they/them)*



*Thanh Mai (they/them)*



*Gayatri (they/them)*



*Natasha (she/her)*

## The Spring Up Approach

At Spring Up, we believe in the power of the liberatory arts, and use storytelling and dialogue to facilitate trauma-informed personal and collective transformation. We view education as a mutual process- everyone has wisdom to share and something to learn. We honor this through the methodologies we use to design, develop, evaluate, and adapt. We use design thinking to generate our courses, emergent strategy to respond organically to the needs of our learning community, and participatory action research to lift up the wisdom of all participants in evaluating and collectively designing the future we desire.

Furthermore, consent is at the heart of our work. Each of us exist at the intersections of many identities and possibilities, experiences and realities that contribute to who we are. This means we do not tell you what you should think, we ask what your values are and how you want to live by them. We use liberatory education and emergent design to craft transformative learning spaces. We are rooted in histories of liberation and oppression. We believe that the present moment cannot be viewed in isolation if we wish to move towards a desirable future. Through storytelling, empathy, and values-building, we can create more equitable, enjoyable, and effective organizations and communities.

# Theory Of Change

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Our vision is a **mass popularization of the skills necessary to be free together**. These skills include consent, generative conflict, accountability, mutual aid and reciprocal care. Spring Up was founded in 2013 as a community education project around working across difference to prevent and respond to violence. We launched bluelight academy of the liberatory arts in 2021 to offer accessible resources to the public alongside providing consulting and training to aligned and resourced organizations.

We have always been guided by **Transformative Justice** philosophy and practices in our work - this means we believe in addressing root causes of violence and decreasing dependence on external intervention. When we first started Spring Up, we claimed to work exclusively with survivors of violence - however, over time we realized that this reinforced a false binary between survivors and those who perpetuated harm. The more we claimed to only be working with survivors, the harder it was to discuss the ways we and our participants were also part of perpetuating violence, not just being harmed by it. This caused us to pivot to working across the binary of harm with both survivors and perpetrators, centering a harm reduction philosophy in our approach. **We now understand that everyone and every organization has been impacted by violence - both perpetuating and experiencing harm. Being cognizant of how your organization has participated in the perpetuation of harm (internally and/or externally) is a prerequisite to being able to collaborate with us.**

Our approach is also grounded in **liberation psychology**, which asserts that most unwellness is a result of colonization and exploitation, inviting us to transform those impacts through group work and collective mobilization. These two core philosophies of Transformative Justice and liberation psychology shape our core values as a collective, which are consent, accountability, and transformation.

We believe that **every community has an incredibly rich aquifer of knowledge and skills beneath the surface in their own network. Our goal is to create a “spring” that can connect the community to those resources.** The goal then is that once we tap the spring, that community understands that they have the resources they need with or without our support. Our collective name, Spring Up, references this archetype.

We recognize how the framework of consulting is clearly tied to the idea of “outside expertise.” The way we approach supporting organizations and communities therefore needs to be intentional in **mitigating power dynamics**, centering their agency and choice, and making sure they do not depend on us to implement the new systems, tools, and practices we introduce them to. We know that each community and organization is different, and each group needs locally specific approaches to addressing their challenges. Rather than believing that we already know the “correct answer” or “best practice,” we bridge what we know with what the community says about what they need in order to provide a unique experience evolving from a standard curriculum. This is why **we have always prioritized peer education through dialogue and practice.** We find that people who are on a similar journey but further along in their reflection, learning, and practice can be possibility models that participants identify with and feel more comfortable opening up to.

We are inspired by Grace Lee Boggs's framework of **“prefigurative organizing.”** She states that “we ourselves must foreshadow or prefigure the tremendous changes we now need and yearn for in our daily lives.” She called for us to **practice the “forms of social relations, decision making, culture, and human experience that are the ultimate goal” of our organizing efforts.** If we strive for collective liberation, we must practice the skills to navigate each other's freedom on a daily basis now so that we do not re-create harmful and oppressive systems as we build power.

# Core Values & Definitions

## Consent

**Consent** is a practice to collaborate equitably across difference. When practicing consent we strive to co-design a path forward in a way that honors everyone's boundaries and balances varying needs while having explicit conversations about expectations. Consent is an embodied knowledge of what we want to attract, what we want to move away from, what we are excited about, and what we can tolerate. It is a living and breathing feeling that is constantly evolving and being influenced by our surroundings. In order to practice consent we need to be able to adapt to shifting conditions and boundaries through continuous opportunities to exchange feedback without fear of coercion, shaming or retaliation. Having agency over one's consent is a key part of liberation. Oppressive forces in history and the present have normalized lack of consent and therefore many of us are returning to the knowledge that we have consent over our bodies, our dream space and more. At its core, consent is about self-determination, mutual negotiation, and reciprocity.

## Accountability

**Accountability** is a politic of community care and integrity. It is about honoring our commitments and taking responsibility for the impacts that our (in)actions and ways of being have on ourselves and those we are in relationship with. As a strategy, centered-accountability offers more seats at the table for how systems are designed, how relationships are experienced, and how repair from harm can be done. Practicing accountability means seeking and listening to feedback, taking steps to address values and boundaries misalignments, and committing to ongoing reflection and dialogue to make sure our strategies address root causes rather than depend on quick fixes.

## Transformation

Spring Up is a meditation on **transformation**. Our commitment to transformation is grounded in the belief that everyone should have the opportunities and avenues to grow; to unlearn misaligned conditioning, alchemize trauma, re-imagine our relationships, and open doors to liberated realities that were previously locked. We strive to bridge theories and abstract ideas with our lived experiences through the creation of sacred containers for conscious evolution that honors what has been, faces what is, and collaboratively manifest what is to come. A self-aware process of transformation is an act of deep listening and receptivity to sharing power with others by adapting to feedback in order to expand and layer rather than discard or start over. It is embracing process over outcome, not aiming to arrive at a "perfect" conclusion but instead being curious about a lifetime of iteration that balances adaptability with consistency through the interwoven practices of consent and accountability.



# Previous Work Experience

Our 11 collective members have many decades of experience holding space for conflict and collective growth and healing in mission-driven organizations and educational institutions. We support grassroots formations in building out member agreements and mediating interpersonal conflict, and large 100,000+ entities in building capacity and skills around harm infrastructure. Our collective conducts equity and accountability audits, introductory or advanced standalone webinars, daylong virtual or hybrid retreats, and multiyear coaching and training partnerships.

We have taught over 3000 students from all over the world about Transformative Justice, Consent, Community Care, and Liberatory Facilitation at our online school, bluelight academy of the liberatory arts. Join one of our public virtual learning cohorts or retreats, or reach out to schedule a free intake to learn more about how we can support your growth in living into your values!

## BCRW

BARNARD CENTER FOR RESEARCH ON WOMEN



HARVARD UNIVERSITY



Microsoft



FREEDOM FROM SEXUAL VIOLENCE

Soul2Soul SISTERS



IDHA

Institute for the Development of Human Arts



BROWN



FOUNDATION FOR INTENTIONAL COMMUNITY



# Our Approach To Pricing

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Spring Up has two core purposes: to catalyze a mass popularization of the interpersonal skills necessary for collective liberation; and to inspire an economic revaluation of creative and care labor. To do this we balance offering accessible tools and resources to our communities and to organizations to skill up, and paying our team for labor that is often undervalued and unpaid. Your support at any level makes it possible for our collective to do creative and care labor in a nourishing, bounded, and sustainable way. As an organization that does not believe in professionalization and credentialing and whose primary domain of “expertise” lies in lived experience and practice, we are excluded from much institutional funding and resourcing. We all balance our work with Spring Up with other priorities and commitments, and that relies on feeling that our work here is reciprocated and valued.

What do we spend our budget on?

Your contributions to support our work compensate curriculum and course design as well as facilitation and administrative labor. We also maintain a mutual aid fund currently available to our collective, but which could be expanded to patrons and alumni in the future pending resources. We have lots of other visions and big ideas of creative projects we would like to fund, like our fiction and art anthologies, as well as ways we would like to resource our collective and communities through practicing models of collective ownership and care. Some examples include holding virtual community support and accountability circles, and developing a retreat center / intentional community. Community support helps us to continue our real world implementation of the theories and practices we teach!

## How much should you pay?

**For individuals:** We use the honor system when it comes to our sliding scale pricing ranges and scholarship requests. Like other organizations that use sliding scale pricing, we ask you to reflect as an individual on your access to assets and generational wealth, your educational and professional privileges, and the degree of institutional and community support you experience. It ultimately comes down to, what do you personally feel good about spending on this? At one end, you may resent spending over your budget, and on the other end, you may feel guilty about not reciprocating the labor you are receiving. Only you know the middle path here!

**For organizations and institutions:** If you are a resourced formal institution, like a school, foundation, business, or nonprofit with a budget of over \$1M, we ask that you pay at the top of our sliding scale options. This helps to subsidize our ability to provide at cost services to informal community based organizations and student groups with small budgets, who we invite to pay at the lower end of our sliding scale. Somewhere in the middle lie small and medium nonprofits, conferences and events, advocacy groups, etc, where we will follow your lead on the budget you have available for professional development, continuing education, and/or community engagement.

**For aligned funders and coalitions:** We invite you to reach out to us to sponsor members of your community or grant recipients to receive training or participate in bluelight classes at no cost to them! This has been a great success in the past, and an impactful way to resource the areas you support.

# Spring Up Coaching

We offer coaching as either a stand-alone product or a supplement to our other offerings. Students can choose to add-on private coaching sessions as a part of our bluelight academy courses. Coaching can also be added on as a support for a grievance process a team is going through, or for live events to have support for participants should conflict, trauma, or emotional overwhelm arise in the course of the event.

Spring Up coaches provide coaching, peer support, and resource sharing to help clients meet their personal goals. Our collaborative approach to coaching is based in a non-hierarchical relationship that is solution focused – coaches recognize that clients are experts in their own lived experience. Coaching is strengths-based and culturally specific in that coaches help the client enhance their inherent strengths, skills, and resources accessible to them. Spring Up coaching has an expectation that the client is ready to engage in further learning and implementation of that learning outside of the session. The coach will not be more invested in the clients' development than the client themselves.



## 1:1 Support

This offering consists of 60-minute virtual sessions booked with one of our eight coaches who have a range of experience from organizing to somatics and improv to sex education. These sessions can be utilized for a variety of goals including, but not limited to:

- Support for a community accountability process you are facilitating/engaged with
- Practicing generative conflict skills
- Processing past or current harms
- Support in processing accountability for causing harm
- Practicing liberatory facilitation skills
- Learning more about transformative justice, consent, and centered accountability
- Somatically integrating new things you're learning
- Engaging in equitable design for your organization

*Coaching with Spring Up has been a wonderful and healing experience. I really appreciate that it doesn't have the power dynamics I have felt in therapy. My coach feels like a peer that I can open up to, ask questions, and learn from their experience without feeling judged. My coach was kind, supportive, practical and very knowledgeable. The resources shared during the session and afterward have been nourishing and supported me in continuing my learning and healing journey beyond the session itself. I would highly recommend it to anyone!*



Book coaching!

**Amanda Mathew (they/them)** is continually learning how to nurture generative conflict, and deepen their own understanding of consent-based change-work. They endeavor to live life with integrity, kindness, and maximal fun. Amanda lives in the Northeast with their partner and dog. **Coaching style:** Pragmatic and grounded. They utilize questions to surface client wisdom, and are comfortable with messy and outside the box thinking.

**Brianna Suslovic (she/her)** is a grad student and social worker based in unceded indigenous land known as Chicago. She lives with her wonderful partner and two hilarious hounds named Maurice and Blaise. She is passionate about care work, prison abolition, and puppies. In her free time, she likes to hike, stretch, nap, and read. **Coaching style:** Supportive and facilitative; you can expect many questions and opportunities for feeling/ reflection/ embodied observation.

**Mara Martínez-Hewitt (they/them)** is a mixed queer artist and community organizer living in the occupied Tongva lands of Los Angeles. They focus on healing justice for survivors, pleasure activism, land reclamation, DIY mental health, decolonial facilitation, and mutual aid efforts beyond borders. **Coaching style:** Integrating transformative justice practices in your daily life or in your organization, strengthening capacity for change and conflict, navigating accountability and more.

**Gayatri (pr: Gah-yuh-tree) / Gaya (they/them/theirs)** is a dancer, organizer, bodyworker, and facilitator based on the contemporary and ancestral Anishinaabe homelands. Their work centers the remembrance and accessibility of our first medicines- love and water. **Coaching style:** my approach to coaching is inspired by an abolitionist org in minneapolis (repformn.org) that teaches folks to 'love each other to the next step'. my hope is that coaching sessions feel like drinking a cup of tea- healing, transformative, a moment that is safe and strong to hold a pause.

**Juliana Santoyo (they/them)** is a mixed, queer femme who walks the red road, born amongst the sacred mountains and rivers of the Northern Andes Mountains located in so-called Colombia. Juli's path has involved serving community as an educator, facilitator, healing artist, restorative justice practitioner, certified trauma-informed yoga and meditation instructor. **Coaching style:** Processing and healing, listening while also asking poignant questions. Juli makes for a strong, yet compassionate accountability partner.

**Leander Roth (they/he)** is Spring Up's mythematiician and co-founder. He lives on Ute, Arapaho, and Cheyenne unceded lands in Denver, CO. Leander is a systems thinker and conflict strategist who enjoys supporting organizations in building shared power and decentralization. They also love supporting founders in organizational design. Leander is a European-American (white) transmasculine settler committed to learning and unlearning in the service of collective liberation. **Coaching Style:** Deep listening, asking questions, and supporting you in getting unstuck and finding clarity and a path forward.

**Natasha Santana-Viera (she/her/ella)** is a fat, queer, disabled, cis-gendered, Latina, healer, and survivor working hard to de-colonize herself and connect to her Taíno and Yoruba roots. Natasha has over a decade of experience in restorative practices, transformative justice and healing justice, community organizing and advocacy, and youth development. **Coaching style:** Natasha seeks to inspire exploration of self and the systems we exist in, learning and unlearning ways of being in the pursuit of liberation and healing by stepping into power in brave and authentic ways.

**rj williams iii (he/him)** is a Black cisgendered father and educator who fell in love with the pursuit of liberation through education after teaching high school math and then training teachers in public schools. He lives a nomadic lifestyle (currently in Maryland) with partner Kelli, twins Kai and Jordan, and pup Yadi. **Coaching style:** Facilitative and encouraging, serving as a partner in problem solving. rj specializes in coaching teachers, parents, and men who are unlearning patriarchy.

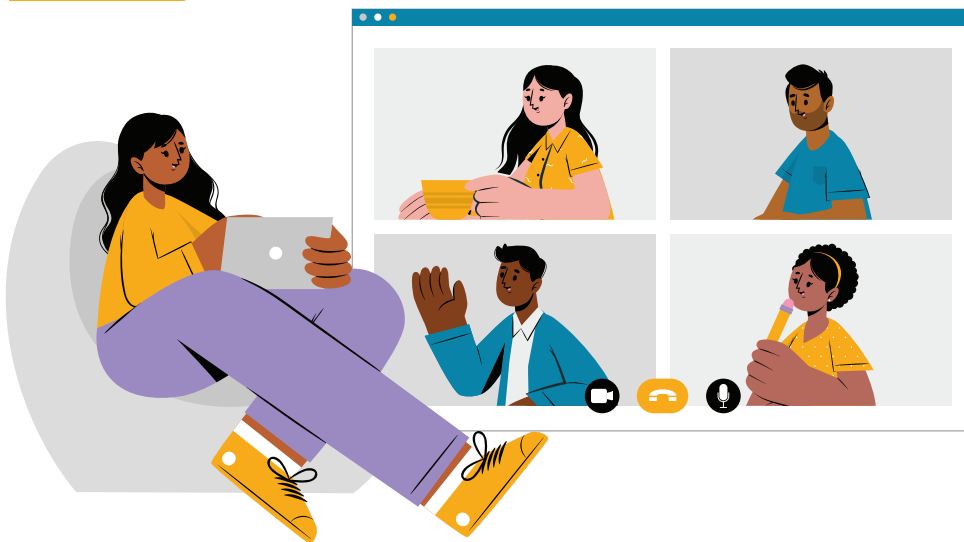
**Shaïna Michelle Caceres-Doliny (they/them)** is a Black, Haitian, queer artist and abolitionist living on Sisspahaw and Cheraw land in Greensboro, North Carolina. They are a creative who is passionate about the transformative power of art, design, and the imaginative process. Shaïna uses their creative practice as a tool to access liberation through healing and resistance. **Coaching Style:** Art forward, creative, & empathetic. They look to foster a space for dreaming and imaginative thinking to use to birth shifts in your life.

**Stas Schmiedt (they/them)** is a Queer, Nonbinary, Black-Italian based on Ute, Arapaho, and Cheyenne unceded lands in Denver, CO. In addition to being a Co-Founder of Spring Up, Stas is also our "Imaginatrix" and Lead Curriculum Designer. **Coaching Style:** Untangling the patterns and root causes of challenges through storytelling, power analysis, and creative practices. Creatively designing accountable organizational systems and engaging, accessible curriculum.

**Thanh Mai (pr: tah-n m-eye) Bercher + K'taaya (they/them)** is a community health educator, organizer, plant tender, storyteller, and auntie rooted on Tovaangar (Tongva land). As a mixed, queer Indigenous person, Thanh seeks to foster new relationship models, address intergenerational trauma, and steward land-based relationships with communities across diasporas. **Coaching Style:** 'Everything we want is on the other side of fear' - is a guiding tenant to the sessions we will have. Guided questions that explore, open, and affirm specific questions and areas of confusion, and a space to workshop how we bring abstract/theories into our lives and practices.



# Mediation & Group coaching



## Group Coaching

Group coaching is an integral part of our consulting services. These can be ongoing team relationship building and co-learning spaces, or can be limited to 3 sessions with a specific goal outcome. These coaching sessions will utilize restorative justice circles and design thinking tools to collaboratively map out your stakeholders and accountability commitments in order to strengthen your shared commitments as well as discern between interpersonal and strategic conflicts. Group coaching often supplements a training, such as our retreats or cohort classes, to support your group in implementing those learnings.

A sample cadence for group coaching: In the first session we would focus on storytelling and getting to know each other. In the second session we would focus on mapping your ecosystem and stakeholders in order to build shared references and transparency around your commitments. In the third and final session we will map your systems for collaboration, decision making, and feedback as well as identify where your strengths and challenges are in implementing your values as a group. Between sessions you will have homework assignments that take about an hour to complete and must be submitted to your facilitators at least 48 hours before the next session.

## Mediation

We offer mediation around interpersonal conflict in a four step process. First, we will do a free intake to determine if the conflict is a good fit for us to handle. If so, we will determine where on our sliding scale your group fits and enter a mediation agreement. Then, we will conduct a preconferecing conversation with each participant in the conflict. If both participants consent, a mediated conversation (typically 3 hours) using restorative justice practices takes place between the Spring Up facilitator and the two participants. An agreement is typically reached in that space, and then the facilitator will have a follow up conversation with each participant after 3-6 months for closure. This can be a standalone intervention, or can lead into group coaching or training to address the issues that contributed to the conflict.



**IDHA**

Institute for the Development of Human Arts

- Jessie Roth, Director, IDHA

### **How was your experience working with Spring Up?**

*We've always had an amazing experience. To know that there is a resource we can turn to for support navigating conflict, difference, and disagreement makes our movement work feel so much more sustainable and abundant. Thanks to Spring Up, we have shifted our entire ethos around conflict - really feeling into a stated community agreement to approach it as generative. The Spring Up team is incredibly knowledgeable. They listen from a grounded place and share wisdom rooted in their own experiences, always with deep salience and applicability to what we are navigating.*

### **What impact did Spring Up's training have on your organization?**

*We feel so much more prepared to navigate conflict since working with Spring Up - approaching it head-on, and coming to expect it as a natural part of working with groups of people and in movement. We are inspired and more resourced to navigate conflict in the context in which it occurs, to the greatest extent possible - rather than outsource externally. We have clearer definitions of conflict, disagreement, harm, and abuse, and try to share these throughout our community so we can have shared language when these dynamics do arise.*

### **Would you recommend Spring Up to a peer organization? If so, why?**

*Absolutely! For all the reasons already stated :) including deep and grounded knowledge base, shared values, and ease of working with the team.*

# Webinars

If you are interested and would like to request our collective members to participate in a panel or serve as a speaker for an event, please reach out to us with the event logistics (including: the dates, the budget, and any topics or main ideas of conversation to address).

Webinars and Question & Answer (Q&A) sessions are two great ways to get an introduction to the ideas of our curricula by engaging with our collective members. examine how to translate the concepts into their practices. Webinars are scheduled for sixty to ninety minutes each and provide an overview of the topic.



## **Organizational Accountability**

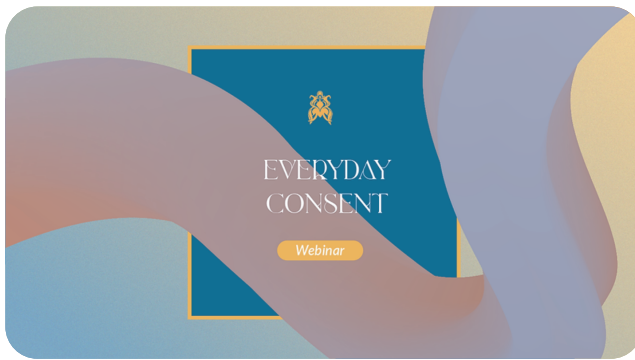
This Webinar revolves around the central question, “What does it mean to practice equity and accountability as an individual, a leader, and--especially--within an organization?”

## **Safety & Care**

This webinar is focused around collectivizing care work and examining consent practices with yourself when engaging in care work

*From the start, I totally trusted Spring Up to deliver something amazing, and you truly did. Not only was the team easy to communicate with, but y'all showed up with energy that was infectious for the event itself. This is kind of a silly thing, but I also just really appreciate Spring Up's professionalism and ability to cater to a corporate environment that may not be used to such...liberatory 😊 ideas. It's not easy to get those folks to be open to new ideas, and they LOVED it.*

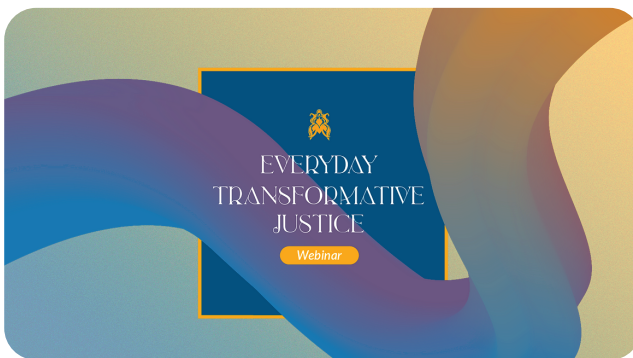
*I really appreciate the facilitators' willingness to field questions and respond in-the-moment with detailed and thoughtful answers laced with applicable examples.*



### **Everyday Consent**

In this webinar we provide you with tangible tools that can support your everyday consensual practices. Together we will engage in different ways of asking and answering questions, especially as it relates to our varied communication styles.

*We've loved how much thought was put into our training, how the facilitators engage with our audience, and having social identities present that are reflective of who we are. Our audience has given us so much positive feedback!*



### **Everyday Transformative Justice**

In this webinar, we will dive into concepts like accountability and how we can practice on a small scale daily, how to plan for safety and care, and informed consent.

*I love the work you're doing, and the depth y'all go into with TJ! I struggle finding non-academic resources that go beyond palatable surface-level approaches*



### **Generative Conflict**

What does it mean to embrace conflict as a source of growth? This webinar shares tools to support conflict in being generative rather than destructive.

*It was fantastic to have a conversation about power structures and impact but with a lens of intersectionality and wholeness. I also loved the discussion of consent as an act of "co-design" in which everyone is aware of the power dynamics in the situation.*



## Audits & Ongoing Group Consulting

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*I appreciated the hands-on activities, and personalized content. Thank you! There is so much more here than I ever expected!!*

Each organization and community is different, and while our trainings and curriculum come from dozens of pilots and feedback from hundreds of community members, it is up to you to identify what of the tools and strategies we offer will work best for you. Our audit process takes some of the guessing out, and builds a deeper relationship between your community and ours, giving us the opportunity to get to know you better and curate resources to meet you where you are. From a small team of 5 people, to a membership community of thousands, our clients have found that getting an outside voice to take the time to listen to your stories, get to know your community and context, and brainstorm strategies to bring you closer to your vision and values is an invaluable resource that can guide your culture building, professional development, and strategic planning for years to come. The Organizational Accountability Audit is an immersive three-to-six month opportunity for organizational and cultural leaders, entrepreneurs, and human resource professionals to explore their existing accountability values and practices. By the end of the audit partnership you will receive a final report and private online platform detailing our anonymized findings, outlining recommendations and linking to curated resources to support you in taking the next steps.

Members of the Spring Up collective will conduct an audit to provide an initial equity and accountability assessment, and to propose next steps and development for the people within. The design is wide-reaching, responsive, and involves multiple people across the team. The audit includes an introductory survey of team dynamics and culture, shadowing team meetings, and empathy interviews, among other actions. The audit's findings serve as the entryway into customized Equity and Accountability retreats which are selected to best meet the needs of the team. Customized pricing depends on your group size and organizational budget.

*Thank you for reminding us of our strengths during this time of crisis. It's been helpful to look at what we are doing well in order to work on what it is a challenge for us collectively. You all have guided us through the findings with so much integrity, grace and nuance. I really really appreciated the retreat. Thank you for all you do for our movements for Liberation!*

*The findings and recommendations of this audit are vast and meticulously detailed beyond what I initially imagined. The webinar served as a starting point to self-explore the audit itself.*



Collaborate with us!





### How was your experience working with Spring Up?

- *Spring Up is fantastic - knowledgeable, with really expansive and flexible expertise. The magic wasn't just the knowledge they delivered so precisely and expertly though - it's how they stewarded us through building new articulations and structures so effectively. I'm shocked we achieved so much!!*
- *It was absolutely delightful from beginning to end. I knew what to expect, why we were doing things the way we were doing things and the amazing toolkit provided to be able to continue the work we started forward.*
- *I loved working with Spring Up. They are a terrific team who offer frameworks, language and wider expertise that is deeply applicable to organizational life and its realities. It is an investment worth making because the longevity of their training is true and real!*

### What impact did Spring Up's training have on your organization?

- *Shared rearticulation of our mission, vision and values and new accountability structures spanning across the organization. Really comprehensive stuff!*
- *It has allowed us to deeply reflect on how we got to where we are, how we want to be in the future, and what we must do to get there. The newfound alignment and clarity on our mission vision and values was absolutely needed and came at such a pivotal moment of transformation for us.*
- *Spring Up have had a powerful impact on our organization. They took us through an educative process to re-design and make precise our mission, vision and values. They have given our whole team new language and frameworks (through training) that are profound and practical. They have also given us structure for the next stage of organizational development with respect to the infrastructure we can develop to better create the conditions of accountability being lived.*

### Would you recommend Spring Up to a peer organization? If so, why?

- *YES YES YES! Already have, in fact. Because with their support we are a stronger organization - in terms of how we articulate ourselves, what we do and hope to achieve in the world and how we can be with one another as a team for success.*
- *Absolutely. I think it's crucial for leadership to allow experts to assist where applicable and for those of us who believe there are different ways of being in the workplace the merging of the two worlds has such great possibilities.*
- *I would love to recommend Spring Up to all organizations! For organizations that want to bring generative conflict and accountability into their worlds and lived ways of being, I think Spring Up are a must.*

# Spring Up Press

Our workbooks are a collection of frameworks and resources we have developed and evolved over the past decade. They offer core tools and frameworks, as well as discussion and personal reflection prompts and activities aligned to each of our curricula to ground reflections in common language and understanding. Workbooks are best for individuals or groups of people who are dedicated to drive their own learning.

## Zines

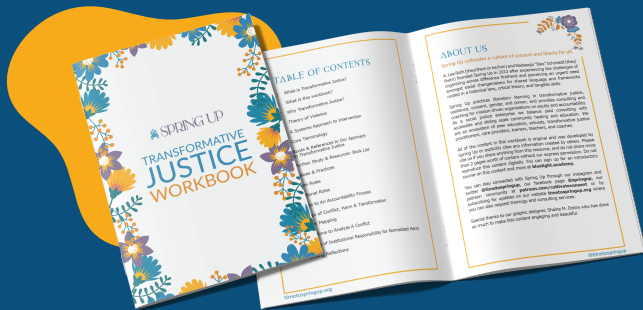
### **Liberatory Education Workbook**

A great reference for designing liberatory learning spaces in community or in formal education settings, this workbook includes scenarios about how to put your principles into practice when it comes to disability justice, LGBTQIA inclusion, countering anti-Blackness, and more.



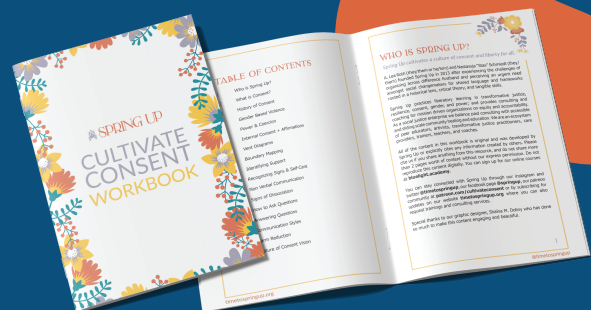
### **Transformative Justice Workbook**

The TJ workbook defines transformative justice, discusses its roots, names values and core practices essential to its practice, and provides prompts to think about how to intervene and interrupt harm patterns and cycles. It also includes our eight-step approach to community accountability processes.



### **Cultivate Consent Workbook**

This workbook's goal is to prevent and respond to gender-based harm and violence that occurs in our lives and the communities we keep. The activities within center naming boundaries, identifying support systems and healing practices, strengthening communication forms, among other essential skills.



### **Resilience & Revitalization Zine**

This zine is an invitation to imagine and create an abolitionist vision of tomorrow. It features over 25 contributors from the Spring Up collective, including comics, recipes, poems and worksheets.

## Bulk orders & getting us stocked in your bookstores!

We offer bulk pricing and wholesale options for our workbooks & zines. If you would like to order a bulk order of zines for you community, group, bookstore, or shop please visit [timetospringup.org/shop](https://timetospringup.org/shop) and fill out our wholesale form at the bottom of the page. Reach out to [shaina@timetospringup.org](mailto:shaina@timetospringup.org) for any inquires regarding bulk + wholesale orders.

## Events & Tabling

We love to meet new people by tabling at conferences and events. If you have a conference or event you'd like to see us at, let us know! We can provide workshops or plenaries in person or virtually at your gathering, staff a conflict and care team in person or vitrually, supply bulk orders of workbooks, or consult you on building care and harm infrastructure for your convening. Put in a collaborate with us request at [timetospringup.org](https://timetospringup.org) to speak with us about supporting your event.





# Patreon

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We've created our Patreon to provide access to low cost coaching, community resources, as well as a place to build a mutual aid fund for our collective. Funds from our patreon also allow us the ability to provide scholarships for bluelight academy courses & retreats as well as print our zines and fund our annual market collection where we uplift the work of makers and creatives in our community. Becoming a patron means you're supporting the work of the Spring Up collective and our community-based impacts.



**\$1/Month**

***"To actualize anything, we must first imagine it."***

At this tier, you can access:

- Resources & tools on transformative justice, consent, gender + power, liberatory education, and more
- Exclusive offers and discounts for bluelight courses & retreats
- Access to join bluelight mixers during active terms (spring, summer, & fall)
- Annual gift for being subscribed for 1 year!



**\$5/Month**

***"We create tools and models of possibility rooted in what we imagine."***

At this tier, you can access:

- The opportunity to sign up for coaching annually (once per year) with our team
- A copy of our art filled R+R Zine! Resilience and Revitalization (R+R) is an invitation to deepen our relationships with what it can mean to be accountable to our needs, desires, and healing.
- You'll also receive a Spring Up sticker with your zine!
- Loyalty gift after being subscribed for 6 months + an annual gift for being subscribed for 1 year!
- *You will still receive the perks of all lower tiers*



**\$10/Month**

***"We build with communities and organizations to implement transformation and practice our shared values."***

At this tier, you can access:

- The opportunity to sign up for coaching annually (once per year) with our team
- A copy of our art filled R+R Zine! Resilience and Revitalization (R+R) is an invitation to deepen our relationships with what it can mean to be accountable to our needs, desires, and healing.
- You'll also receive a Spring Up sticker with your zine!
- Loyalty gift after being subscribed for 6 months + an annual gift for being subscribed for 1 year!
- *You will still receive the perks of all lower tiers*



## SUPPORT

### **\$20/Month**

***"We support ourselves and each other to survive and thrive into the future we are imagining, creating, and building together."***

At this tier, you can access:

- A copy of two of our workbook zines of your choice (Liberatory Education, Transformative Justice, or Cultivate Consent)
- An assortment of fantastical stickers featuring art from our R+R project
- Care product from our Capsule collection
- Loyalty gift after being subscribed for 6 months + an annual gift for being subscribed for 1 year!
- *You will still receive the perks of all lower tiers*



## CATALYZE

### **\$35/Month**

***"To catalyze sustainability and build towards lasting impact, we must support the continued growth of this community."***

At this tier, you can access:

- A copy of all four Workbooks: Liberatory Education, Cultivate Consent, Transformative Justice, and R+R
- 1:1 coaching 3x per year + 1 group coaching session per year for up to 5 people
- An art print of an ancient animal guardian from the R+R zine.
- 10 Assorted Stickers to share with your group or pod
- Loyalty gift after being subscribed for 6 months + an annual gift for being subscribed for 1 year!
- *You will still receive the perks of all lower tiers*



## ABUNDANCE

### **\$50/Month**

***"Creating abundance through mutual aid and resource redistribution"***

At this tier, you can access:

- 3 Copies of all of our workbooks (Liberatory Education, Cultivate Consent, Transformative Justice, and R+R) to share with your community as you grow abundantly together
- 20 Assorted Stickers
- 5 Pack of fantastical postcards from our R+R project
- Loyalty gift after being subscribed for 6 months + an annual gift for being subscribed for 1 year!
- *You will still receive the perks of all lower tiers*



# bluelight academy of the liberatory arts



bluelight academy of the liberatory arts is a versatile learning community bringing people together to catalyze a shift towards a more compassionate and creative society. bluelight academy was created by Spring Up in 2020 and hosts classes and retreats created and facilitated by Spring Up collective members in spring, summer, and fall terms available to the public and to private cohorts.

Pricing is sliding scale with scholarships available upon request. More details including FAQs, accessibility, and an overview can be found on our bluelight academy of the liberatory arts website.

- **Self guided classes**
- **Six month courses**
- **Virutal daylong & half-day retreats**



# bluelight

ACADEMY OF THE LIBERATORY  
ARTS



## **Our pedagogy**

bluelight academy of the liberatory arts is a meditation on liberation designed to center the freedom of everyone involved: from students, to curriculum designers, to teaching artists and coaches. There are no requirements in any of our courses because your journey of unlearning and evolving is dependent on your choice to embrace it at the pace that aligns with your capacity and commitment. These courses are Spring Up's ode to liberty and consent, each one encompasses a collective vision and song that we invite you to join us in.

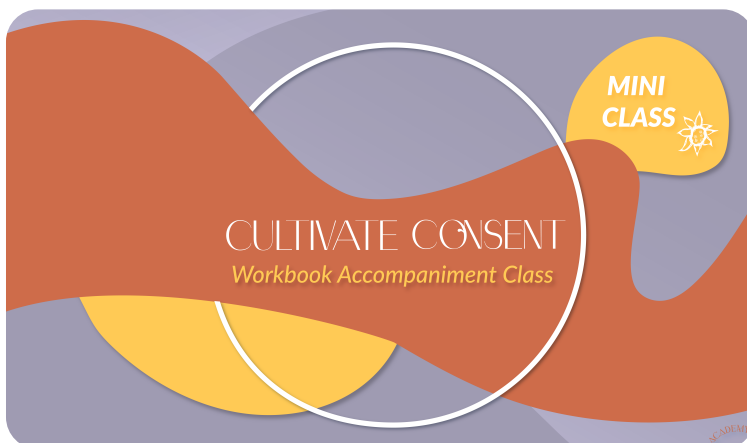
We believe in the power of the liberatory arts, and use storytelling and dialogue to facilitate trauma-informed personal and collective transformation. We view education as a mutual process—everyone has wisdom to share and something to learn. We honor this through the methodologies we use to design, develop, evaluate, and adapt. We use human centered design to generate our courses, emergent strategy to respond organically to the needs of our learning community, and participatory action research to lift up the wisdom of all participants in evaluating and collectively designing the future we desire.

# Self guided classes



## **Transformative Justice**

This course is an introduction to the basic principles and frameworks of Transformative Justice. It will introduce you to the values of Transformative Justice, its history and roots, how you likely already practice transformative justice in your everyday life, and some strategies to apply TJ to the different relationships, communities and organizations you are part of.



## **Cultivate Consent**

This course is an introduction to the basic principles and frameworks of Consent. It includes 8 of our collective members going through the core content of our Cultivate Consent workbook, the first workbook we ever released, and talking about the roots of gender based violence, boundaries, harm reduction, verbal and nonverbal communication, and visions of a consent based future.



## **Resilience & Revitalization**

In this course, we will be exploring what it can mean to engage our relationships with our bodies, minds, and spirits in ways that honor the vulnerability required to show up for ourselves and our communities. Featuring new works by over 25 contributors who are young, queer, trans, of color, disabled, incarcerated, and more, R&R offers us all the opportunity to connect with what is necessary to forge the futures we want to live in.



# GETTING FREE TOGETHER



# Cohort Experience

Is your team a good fit for our upcoming “Getting Free Together” cohort program? This series is hosted over 6 months each year, bringing together leaders and decision makers from various values aligned organizations to learn from Spring Up and each other about how to practice liberatory tools within their teams and programs. This experience will invite 2-6 of your team members to learn, practice, and design new systems and tools to operationalize your values. Over the course of 6 months your team will engage in a balance between learning alongside and from other movement leaders, small group coaching tailored to your groups needs with an aligned consultant, independent assignments, and 1:1 coaching.

## The program will explore:

- **safety and care planning for your team**
- **disability justice and accessibility**
- **community building and deepening relationships**
- **skills and tools to approach conflict generatively**
- **navigating power equitably**
- **consent and effective decision making**
- **accountability infrastructure and cultural norms**

By the end of the 6 months you will have a strong toolkit and clear plan of action to implement what you have learned including tangible next steps and instructions to teach back core ideas to the rest of your team.



## This package includes

- 4 full cohort 2 hour sessions (**\$2,000 value**)
- 1 full cohort daylong Harm Systems Design Retreat (**\$5,000 value**)
- 4 group coaching sessions privately for your participating team members (**\$2,500 value**)
- 2 one on one coaching sessions for each of your participating team members (**\$200 value per participant**)
- 1 copy of the accompanying print workbook for each of your participating team members (**\$20 value per participant**)

**Price: sliding scale from \$6-12K per team  
(2-6 team member included)**

# Previous clients' Testimonials



-Selena Faith, GCADV  
Justice for Incarcerated  
Survivors Coordinator

## How was your experience working with Spring Up?

*Very positive. Everyone involved has shown up to our meetings very honestly and presently, and given direct feedback to our questions and "issues".*

## What impact did Spring Up's training have on your organization?

*Spring Up has felt like a helping hand during some organizational shifting that we have been doing - they have been very supportive and making sure we don't fall. They have also provided some space outside of our traditional work to envision a new structure for ourselves.*

## Would you recommend Spring Up to a peer organization? If so, why?

*Absolutely. They are knowledgeable, honest, direct, and truly kind people. If it sounds like they offer what you are looking for, then I would highly recommend. They won't give you the answer, or choose for you, which I found very important - they truly helped us during OUR process*



**Yellowhead**  
Institute

*-Yumi Numata, Director of Operations  
Megan Scribe, Education Director*

### **How was your experience working with Spring Up?**

- *I found the coaching very helpful and insightful; also very reassuring to have some of the issues 'normalized' as it often felt very isolating during times of conflict for me individually, but also as an organization.*
- *Excellent. I enjoyed working with the facilitators and learned a lot both professionally and personally.*

### **What impact did Spring Up's training have on your organization?**

- *After 5 years, we finally have some real, concrete policies, principles and processes, which is huge for us. We have more confidence on handling conflict and harm, and an increased camaraderie around addressing these challenges / seeing them also as opportunities to learn together.*
- *Spring Up supported our organization in developing clear practices that align with our existing principles.*

### **Would you recommend Spring Up to a peer organization? If so, why?**

- *Yes. Committing to a process with an external person/group who provides guidance and insight is so helpful. The critical feedback and affirmation helps instill more organizational confidence, especially knowing that a lot of the knowledge/expertise is coming from years of working with many groups facing relatable/similar challenges.*
- *Yes, I would recommend Spring Up to organizations and colleagues.*

# Six month Courses



**Do you believe in the liberation of all people?** That we need to develop community based skills and practices to navigate our freedom together and be accountable for the consequences of our actions on ourselves and others?



**Do you believe that people, systems, and cultural norms can transform** but it takes more than just intention - it takes strategy, planning, time, study, self-reflection, a toolkit to implement new habits, and a system of support?



**Do you believe that healing is a process, not a destination?** That survivors and communities deserve access to the tools, support, and agency to address harm they have experienced and create a strategy to grow forward?



**Do you believe that people are the experts in their own reality?** That we need to practice solidarity and follow the lead of those directly impacted by systems of violence in order to craft the best strategies of support and transformation?



**Do you believe that doing social good work must be sustainable?** That in order to cultivate real transformation that addresses root causes, we must make long term changes that maintain long after our interventions? That we should be able to do anti-violence work without burning out?



**Do you believe in deconstructing binary thinking in order to embrace nuance, intersectionality, context, and uniqueness?** Do you want to move away from either/or and good/bad thinking, toward both/and?

## **Community Care + Accountability: Practicing Transformative Justice**

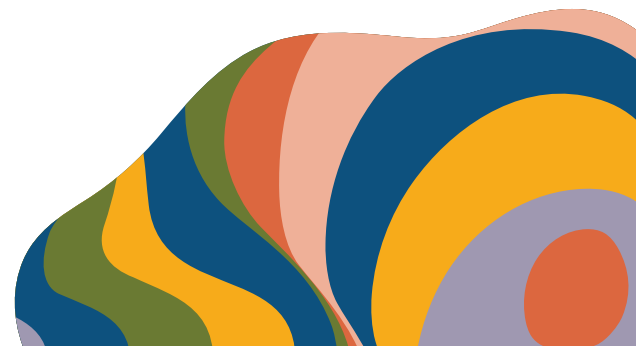
bluelight academy's flagship Community Care + Accountability course is an overview of core Transformative Justice practices, references, and skills. This multimedia course now with live discussion spaces provides videos, readings with audio recordings, coaching, and grounding practices to support you in integrating everyday Transformative Justice into your life.

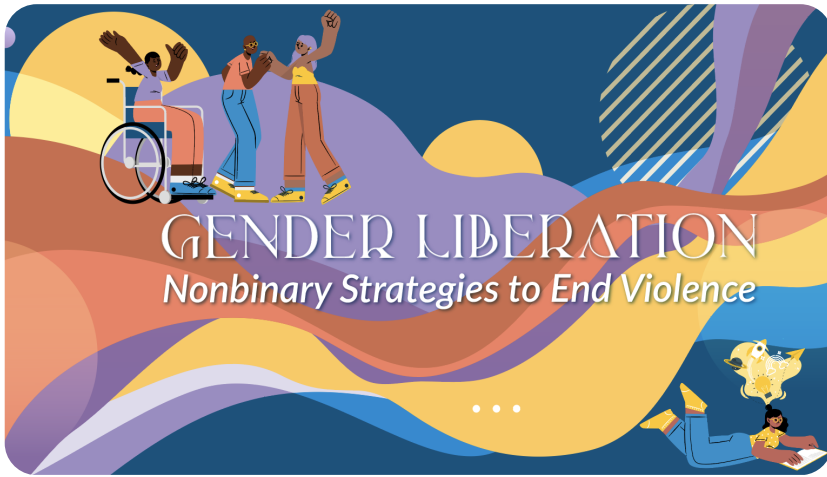


*I'm really appreciating the format of the course. I appreciate that it includes various learning formats and opportunities for reflection. I really appreciate the arts based responses and reflections and believe I want to create a reflective creative practice for myself to better integrate my learnings.*



*The content is incredible, the amount feels like a wonderful playground I can go through, and choose my adventure with the limited time I have.*





## **Gender Liberation: Nonbinary Strategies to End Violence**

bluelight academy's Gender Liberation class is an opportunity for community educators, advocates, care providers, and people impacted by gender based violence to explore the roots of violence and frameworks of prevention and response. Through this multimedia course now with live discussion spaces we dive into the history, power dynamics, and systems that perpetuate and uphold gender based violence as well as strategies and tools to practice consent, healing, and harm reduction.



**Do you believe in open and honest communication?** That we should all learn the skills to be direct about our needs and boundaries, as well as listen to and respect those of others?



**Do you believe in bodily autonomy and self determination?** That we should each be able to choose what happens to our bodies and decide how we want other people to refer to us?



**Do you believe in intersectionality?** That race, gender, class, sexuality, and ability all connect with one another and shape our lived experiences?



**Do you believe in practicing consent in everyday life beyond intimacy?** That we should practice consent in our families, friendships, workplaces and relationships?



**Do you believe in liberatory harm reduction?** That we should accompany each other without judgment, stigma, or coercion as we transform the root causes of harm in our lives?



**Do you believe in healing generational trauma?** That healing is a lifelong and multi-generational process that can draw on storytelling, organizing, pleasure, community, and more to make meaning out of trauma and violence?



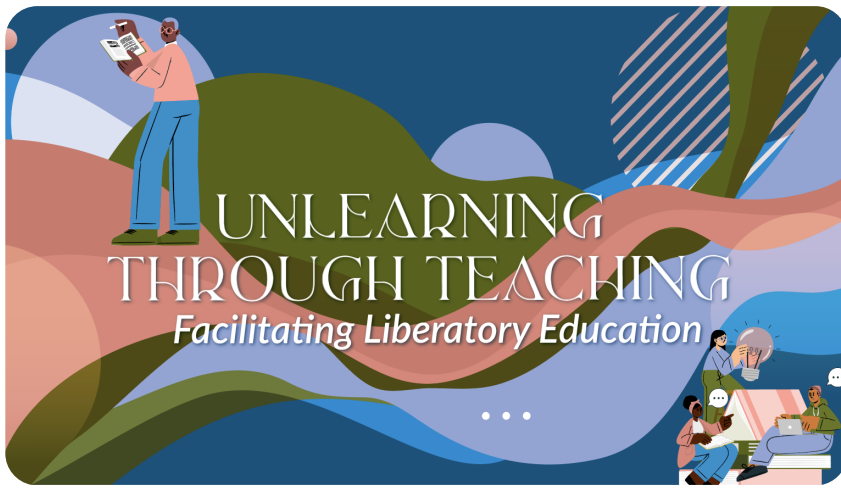
*I feel so in tune with myself after this course. I really feel like I am taking my power back and allowing myself to navigate these difficult spaces. Thank you all for this work and allowing me into this space. I truly feel like it came when I needed it most.*



*Thank you so much for this opportunity to reflect, learn and unlearn. I know this is just a continuation of my consent journey, and I thank you for gathering and sharing all this information. This was indeed a fantastic course.*



**Learn more & register  
at [bluelight.academy](https://bluelight.academy)**



## **Unlearning Through Teaching:**

### **Facilitating Liberatory Education**

bluelight academy's Unlearning Through Teaching Class is an opportunity for teachers, facilitators, and leaders to learn more liberatory pedagogy and hold more engaging, dynamic, inclusive, and equitable learning spaces. This multimedia course provides videos, readings with audio recordings, coaching, and grounding practices to support you in integrating everyday liberatory education into your practice.



**Do you believe that education spaces are about more than digesting and regurgitating content?** That how a learning space is designed also shapes what learners internalize about how to be with one another and what is possible in the world?



**Do you believe that people who have been marginalized in education should be centered in your classroom or learning space?** That we must create learning environments that center people of color, queer and trans people, disabled and neurodivergent people, immigrants, people without advanced degrees, and multilingual learners?



**Do you believe in embodied learning?** Learning that goes beyond abstract ideas and truly shapes our behavior? Learning that integrates somatics and movement so we can bridge our minds and our bodies?



**Do you believe that learning can be fun?** That we can use games and play to nurture learners experience? That laughter and joy are critical to building learning environments people truly want to be in?



**Do you believe that education should be emergent and respond to the needs, interests, and questions of learners?** That learner participation should drive the pace and content of learning? That classrooms can be a space to make decisions collectively and practice consent?



**Do you believe that educators and facilitators should be able to use restorative and transformative justice to respond to harm and oppression within their classrooms?** That harm response should be driven by consequences rather than punishment? That education should be an environment where we do not ignore or collude with violence, bullying, and oppression?



**Do you believe that people learn through stories?** That storytelling, empathy building, and creativity are critical components of learning?



*One of the things I love about engaging with this learning platform is that I have been offered and given examples of different forms of engagement on how to reflect, respond and move through the course content. I deeply appreciate the varied examples of how this might manifest: poetry, songs, art pieces, photography, multimedia, audio recordings. To have creativity valued as part of the reflection and learning process is validating and affirming as I am here as a teaching and lifelong learning artist and musician - very rarely are creative ways of responding included as part of a learning process, even within creative subjects / disciplines.*



*It's nice to have the space and structure to reflect critically on my teaching practice. While I do this all the time, it's different to be intentionally engaging with prompts and material.*










# Daylong & half-day Virtual Retreats



## **Liberatory Facilitation**

The daylong retreat is great for anyone who facilitates learning experiences, whether they are teachers, trainers, community accountability facilitators, or leaders. Through dismantling notions of what 'should' happen in facilitated spaces and how people 'should' learn, participants learn skills to lead people and spaces towards differentiation and self-directed learning.

## **Core topics**

-  **How to build a nurturing, embodied, and relational container for learning** through community agreements, open discussions on accessibility and disability justice, and intentional harm response mechanisms
-  **How to practice values driven harm response** using restorative justice, transformative justice, harm reduction, and centered accountability
-  **How to center historically marginalized participants** by unlearning carceral logics, neurotypical expectations, and binary thinking
-  **How to implement trauma responsive facilitation strategies** that support participants and facilitators in metabolizing difficult information and coming back into their bodies after activations
-  **How to incorporate somatics and play** in order to support participants in digesting what they learn and translating abstract concepts into embodied practices
-  **How to empower participants and practice emergence** based on what comes up in your space and what participants are interested in or need further support around
-  **Practice with these tools** through scenario analysis and co-deciding what you would do around the various case studies presented

“ Thank you for all of your work in putting this all together and facilitating the retreat! I feel understood, cared for, and have so many ideas of ways to integrate new practices into my facilitation moving forward ”

“ What worked well for me was having a variety of facilitators, and lots of resources to pull from such as conversations/breakouts, chat, slides, and the bluelight space. It was really valuable to do a self care plan and I also plan to be more intentional in planning for emergence, specifically offering small ways to open up ways of engaging and welcoming participation ”



## CONFLICT ANALYSIS

Daylong virtual retreat

### Conflict Analysis

The daylong retreat is great for anyone who is interested in deepening their understanding and analysis skills of conflict. Within the retreat, participants will examine fictional scenarios and engage with tools to support empathy building, understand and map power dynamics, investigate the scale of the harm, and discuss the choice points available throughout the conflict.

### Core topics

**How effectively handling conflict can strengthen your organization's strategy, culture, and values.** Why learning to navigate conflict well is critical to individuals and communities committed to social justice.

**How systems of oppression shape what conflict looks like in our communities.** How white supremacy, anti-Blackness, capitalism, patriarchy, gendered violence, and ableism shape how we experience conflict.

**How to apply narrative analysis to real world situations.** Applying tools from narrative therapy and creative writing to build empathy with people and understand the history and core values that shape a situation.

**How to use intersectional power mapping to better understand the complex dynamics at play in a situation.** How to better understand the people involved and potential power struggles through analyzing their many sites of power and oppression.

**Core terminology related to conflict.** Including disagreement, conflict, harm, hurt, and abuse.

**How to perceive the larger social dynamics and internal tensions that shape a conflict.** Tools to unpack how this conflict fits into other patterns of tensions that exist beyond this specific situation.

**How to identify more options for next steps and choose the right ones for you.** How to recognize choice points before, during, and after a conflict.

**Self-regulation and mindfulness skills to respond, rather than react.** Core tools from liberation psychology to support you in understanding the wisdom of your reactions, and the skill to be your best self in responding.

*I have never been to a conflict training where I felt so witnessed, and have had a thorough breakdown of power, harm, and conflict. Y'all are brilliant - thank you so much for sharing with us, and for your work!*

*I loved how much time we got to spend in small groups with the same people. I learned a lot from my breakout! I also liked applying tools to the hypothetical situation, because play/practice is important to me. It was easier to understand when we had an opportunity to apply the content and debrief it together. I also think the facilitators dropped a lot of wisdom in the big group lecture areas, and that the content was available pre-session, so I had time to both read on my own and listen in real time*













## **Harm Systems Design**

The daylong retreat is great for anyone who is interested in deepening their understanding and analysis skills of conflict. Within the retreat, participants will examine fictional scenarios and engage with tools to support empathy building, understand and map power dynamics, investigate the scale of the harm, and discuss the choice points available throughout the conflict.

### **Core topics**

-  **bluelight academy's harm response protocol for programming.** *Overviewing our models for harm response in live facilitation, in ongoing programming, and within our team.*
-  **Defining personal accountability, community accountability, and organizational accountability.** *Including how to build from the individual up, instead of from the top down in order to have meaningful peer to peer practices that rely less on hierarchy and power over strategies.*
-  **How to proactively build shared references and agreements into onboarding and professional development.** *Including your values, practices, who you are accountable to, and what the expectations are within your workplace.*
-  **How to strengthen your culture and relationships to be able to hold conflict as a generative force.** *Including strategies for collective decision making, community care, boundaries, and equitable distribution of labor.*
-  **How to practice de-escalation and separate harm response from legal liability.** *Including fluency with your non-negotiables and requirements as an incorporated entity.*
-  **How to decide what harm to respond to, and what is outside of your purview.** *Including how to strengthen your resource lists to support you in making referrals for things you don't have capacity to address.*
-  **How to draw on Restorative Justice, Transformative Justice, and Harm Reduction in your harm response processes.** *Including the overlaps and differences between these approaches.*
-  **How to apply design thinking principles to make systems that actually work for people.** *Including feedback and reflection practices that you can apply to all of your workflows.*

Thank you all so much for your time and sharing your wisdom and tools with us! I am so deeply appreciative for the work you do in the world, and for sharing what you know with us.

i really appreciated the breakout rooms, and having a facilitator in each breakout room supporting us with specific prompts and questions. i loved our facilitator and found that time so valuable! i really liked that our breakout rooms were grouped by org, which enabled us to have conversations as a team about our specific site of focus. i also really appreciated the attention to access needs in the groups. i loved that the facilitators asked about any access needs at the top of the agenda, shared the break times, invited us to engage how we want to on and off camera, offered closed captioning, and provided a visual slidedeck as an anchor.



## TRANSFORMATIVE JUSTICE

*One day virtual retreat*

### **One day Transformative Justice**

Our 1 day TJ training begins with an overview of how we apply Transformative Justice practices to ground our training spaces and a discussion of our harm response protocols in facilitated spaces. The space will then explore the core principles and roots of Transformative Justice practice, including 3 models for implementation.

Together we will discuss 3 scales of accountability (personal, community, and organizational), as well as map the differences between Transformative Justice, Restorative Justice, and Punitive Justice. Participants are encouraged to ask questions, engage in the facilitated somatic activities, and pose challenges to brainstorm together in response to the content. We will end the day exploring tools that apply transformative justice philosophy including: A) making conflict generative including feedback practices and tools; B) navigating power equitably through power mapping and consent based decision making; C) our safety and care plan to identify support, map boundaries, and plan for care strategies in response to activation that can be used before during and after mediation, conflict conversations, or emotionally intense group experiences.

*I love the work you're doing, and the depth y'all go into with TJ! I struggle finding non-academic resources that go beyond palatable surface-level approaches*

*I really appreciate the facilitators' willingness to field questions and respond in-the-moment with detailed and thoughtful answers laced with applicable examples.*



## POWER & CONSENT IN DECISION MAKING

*Half-day virtual retreat*

### ***Power & Consent In Decision Making***

This 3 hour retreat is great for anyone who is interested in deepening their understanding of power and skills of consent based decision making. Within the retreat, participants will examine how both formal and informal power show up in our lives and unpack the 3 core steps to consent based decision making including internal consent, decision making tools, and communication skills.

### **Core topics**



***Unpacking consent beyond yes and no***



***Identifying your own boundaries and navigating the boundaries of others***



***Understanding the social scripts that shape our ability to practice consent with ourselves***



***Defining power and learning to use power ethically***



***Exploring examples of the 5 core types of power and how they show up within collaboration***



***Core tools to practice consent based decision making within the workplace***



***Frameworks to get shared understanding of the stages of decision making and tools to get input and feedback***



*This got my thoughts churning a lot in how I can mold this for my local team to create a-ha moments for everyone's power and acceptable limits.*



*The vibe of the presenters was fun and engaging. I liked the visual diagram of power dynamics.*





## **Collaborate with us!**

*Connect with us on our website, support us on Patreon,  
and follow us on Instagram + TikTok!*

 [timetospringup.org](https://timetospringup.org)

 [patreon.com/cultivateconsent](https://patreon.com/cultivateconsent)

 [@springupcollective](https://www.tiktok.com/@springupcollective)

 [@timetospringup](https://www.instagram.com/timetospringup)