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At Spring Up we are a collective of care workers, transformative justice practitioners, liberatory educators, and coaches practicing and teaching the liberatory arts at bluelight academy. We cultivate a culture of consent and liberty for all through storytelling and popular education.

Spring Up is a social enterprise founded by Nastassja “Stas” Schmiedt (they/them) and Leander “Lea” Roth (they/them or he/him) in 2013 after experiencing the challenges of organizing across difference firsthand and perceiving an urgent need amongst social changemakers for shared language and frameworks rooted in a historical lens, critical theory, accountable relationships, and tangible skills. We are funded by a mix of community revenue from the courses and training that we provide and from aligned funders that want to support our efforts.

Spring Up cultivates a community of patrons and alumni driven by and coalesced around non-binary abolition feminism practicing consent and accountability together. Our monthly meetups create a place of gathering and belonging for the group. And participants—current students and alumni alike—strengthen the collective through their curriculum reflections and feedback, and by lending their own creations/artworks to resources like our R&R Anthology.

All our efforts are organized around our foundational values that connect with the four elements of nature: Air, Water, Fire and Earth. Our work begins with imagination of what could be—ideas that float around us in the air we breathe. Water, as a life-giving force, supports us as we create the reality we wish to inhabit. From fire comes our creations—our tools and models rooted in the possibility of what we imagine. Then, we build (like the earth) upon what we imagine to create communities and organizations to implement transformation and accountability in our collective spaces.

We offer a variety of products for people, communities and organizations that align with our values and want to practice transformation and accountability in their lives. Depending on your interests and budgets, we offer four core curricula aligned to what our future participants are searching for: Transformative Justice for those seeking to practice a radically different version of justice, Consent, Gender and Power for those looking to cultivate consent in their lives, Liberatory Education for educators and facilitators looking to practice liberatory and participatory learning, and Organizational Equity & Accountability for those aiming to increase accountability within their organization. Within these three groups, we offer stand-alone resources, webinars, coaching and facilitated experiences that can meet a variety of specific needs.
**THE SPRING UP APPROACH**

**Our Pedagogy**

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.

**Learning Experiences**

We host our courses at bluelight academy of the liberatory arts, an easy to navigate online learning platform. Our academy 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.

Our goal is not only to facilitate learning for participants, but to practice these ways of being together. As a result of that desired praxis, our curriculum and training materials are based in the philosophy of Participatory Action Research, meaning that action must accompany research, and that the participants must be the communities affected by both the research and action. bluelight academy is the result of ten years of iterations with digital learning, each successive effort strengthened by our participants’ experience and feedback.

Our retreat offerings model our liberatory education approach in action. Our role play retreats are rooted in the theory of the Theater of the Oppressed and uses participatory storytelling to generate the scenarios. We ask participants to be both observers and actors to create an immersive experience that allows them to imagine new ways of being and action that produce the conditions for behavior change and integration into their lives.

At Spring Up, our work follows the seasonal revolution of the Earth. In the summer and fall, in times of harvest, is when we host our school terms, such as the eight-week bluelight academy courses. Meanwhile, we use the winter as a time of reflection before shifting into new growth in the spring. As a result, spring is are when we are most available for private group interactions like panels, webinars, or retreats. In the spring, we offer daylong retreats to learn and practice tools and organizational design. The collective takes a communal break twice a year, in August and also during December and January.
Our Approach to Pricing

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, boundaried, 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.
THE VORTEX SORTING GUIDANCE

The following table can help you to find your place in the vortex, and find which course and experience best fits your needs. The first column can help you determine which course matches your learning goals, and the first two rows suggest which offerings would be a good fit based on learning experience and budget.

<table>
<thead>
<tr>
<th>For you if you want...</th>
<th>To get an introduction to a topic or lead an independent book club or discussion group</th>
<th>A more community-based learning experience, with space for live interactions with others with similar interests</th>
</tr>
</thead>
<tbody>
<tr>
<td>For you if your budget is...</td>
<td>&lt; $75</td>
<td>$250 - $750 (Scholarships available)</td>
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<thead>
<tr>
<th>For you if you are...</th>
<th>Mini-Class</th>
<th>8-Week blue light academy Courses</th>
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<tbody>
<tr>
<td>An individual or collective that wants to practice transformative justice or develop skills to lead community accountability processes</td>
<td>Transformative Justice Intro to Transformative Justice Shame</td>
<td>Summer Cohort Fall Cohort</td>
</tr>
<tr>
<td>Impacted by gender based violence and desire to explore the roots of violence and frameworks of prevention and response that centers consent</td>
<td>Consent, Gender, Power Intro to Consent, Gender, Power Gender Beyond the Binary</td>
<td>Summer Cohort Fall Cohort</td>
</tr>
<tr>
<td>An organization (or member of an organization) that wants to practice accountability to your stakeholders, or is being asked by your community to be accountable</td>
<td>Organizational Equity &amp; Accountability N/A</td>
<td>Social Enterprise Fall Cohort</td>
</tr>
<tr>
<td>An educator or facilitator who wants to practice liberation and participatory learning</td>
<td>Liberatory Education N/A</td>
<td>Summer Cohort</td>
</tr>
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<tr>
<th>To immediately apply your learning into practical situations and wrestle with the real-world implications of the content</th>
<th>Theoretical frameworks and concrete resources to support the work within your community</th>
<th>The most community-based learning experience and prefer real-time communication and interaction for learning</th>
</tr>
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<tbody>
<tr>
<td>$250 - $750 (Scholarships Available)</td>
<td>$1,500 - $10,000</td>
<td>Contact for pricing options</td>
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<th>Private Group Trainings + Retreats</th>
<th>Extended Facilitated Experience</th>
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<td>Generative Conflict Retreat</td>
<td>Community Accountability Role Play</td>
<td>Nine-month experience by inquiry only</td>
</tr>
<tr>
<td>Safety &amp; Self Care Planning Retreat</td>
<td>Consent Role Play</td>
<td>Nine-month experience by inquiry only</td>
</tr>
<tr>
<td>Harm Systems Design Retreat</td>
<td>Organizational Accountability Training Conflict Role Play</td>
<td>Three - six month audit</td>
</tr>
<tr>
<td>Liberatory Facilitation Retreat</td>
<td>Trauma Responsive Leadership Training Customized anti-oppression Trainings for educators available by inquiry only</td>
<td>Nine-month experience by inquiry only</td>
</tr>
</tbody>
</table>
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.

**The workbooks we offer are:**

**Resilience & Revitalization Zine**

$5.00

The 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. Check out the content of this resource online for free at the R&R site at bluelight academy.

**Transformative Justice Workbook**

5 for $50.00

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**

5 for $50.00

The Cultivate Consent 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.

**Millennial Sex (Education)**

- **eBook:** $5.00
- **Print:** $11.95

The curriculum responds to the fact that many of us navigate the world with false, often harmful, perceptions of what healthy sexual relationships look like. In response, we came up with sex-positive solutions that wouldn't merely demonize the scripts of our culture, but instead would inspire people to new, liberating possibilities of sexual engagement. We decided to write the sex-ed curriculum we wished we’d had; the stories, the scripts, and scenarios that would have helped us engage in the sexual culture with more knowledge and maturity ourselves.
PANELS & PUBLIC SPEAKING

Pricing upon request

If you are interested and would like to request our co-founders or 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. We offer sessions on Transformative Justice; Consent, Gender and Power; Liberatory Education; and Social Enterprise. Webinars are scheduled for sixty to ninety minutes each and provide an overview of the topic. Question & Answer are separate sessions and are also scheduled for sixty to ninety minutes each with Spring Up collective members answering pre-submitted questions. These sessions are typically purchased in tandem, with a Q&A session following a few days or weeks after an Introductory Webinar so that participants can examine how to translate the concepts into their practices.

Our co-founders, Stas and Lea, have presented on gender, sexual violence, coalition building, transformative justice, and trauma healing to youth, educators, and administrators from over 100 universities and high schools nationwide including Brown University, Yale University, University of Michigan, University of California Berkeley, Johns Hopkins University, Vassar College and many more.

They have given two TEDx talks at TEDxNYU and TEDxWashingtonSquarePark and been featured on dozens of podcasts and digital summits. The two are the authors of “Millennial Sex Education” a collection of fictional short stories and novellas used for consent and sexuality education, are published in the anthology “We Believe You: Survivors of Campus Sexual Assault Speak Out,” and appeared in the documentary “The Hunting Ground” as well as the accompanying performance of “Til It Happens to You” with Lady Gaga at the 2016 Oscars.

Spring Up has partnered with dozens of organizations to provide consulting and training on equity, accountability, and trauma resilience including the Sunrise Movement, the Dream Defenders, SOUL Sisters Leadership Collective, the New York State Coalitions Against Sexual Assault and Domestic Violence, Girls for Gender Equity, US Campaign for Palestinian Rights, United We Dream, Teach For America 2020 National Virtual Summer Teacher Training on DEI, 4.0 Schools, Global Shapers Miami and many more.
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 themself.

Please note that while many of our coaches are trained in skills of community accountability, mediation, therapy, etc. and will draw on tools from these practices, the coaches do not explicitly facilitate those experiences. While coaches do not engage in crisis response, our commitment to abolition means that in the case of imminent threat of serious injury to oneself or someone else, the client’s safety and self-care plan will be prioritized over external reporting. This might look like the coach contacting the client’s bluelight academy “course buddy” for additional support. We will never call 911 or other reporting mechanisms unless a client explicitly requests that we do. Additionally, Spring Up will provide a referral to Project LETS — a peer support community organization that supports folks without depending on systems that trap folks in the medical/prison-industrial complex.

### 1:1 Coaching
($100 for one 60-min session, $250 for three)

This offering consists of 60-minute virtual sessions booked with one of our coaches. This is available to students in the bluelight academy, Patrons, and individuals who work with an organization in contract with Spring Up. Prior to 1:1 sessions, clients will be provided with our confidentiality statement and a safety and self-care plan for their use. 24-48 hours following a session, clients will be provided with an email offering them resources on the topics covered in the session.

### Event Coaching
Pricing Upon Request

This offering is available for one-off events such as panels, conferences, festivals, Q+A sessions, or workshops. The number of coaches available will depend on how many attendees will be at said event. Our coaches will be available to event attendees to provide emotional-social support if difficult emotions arise, refer people to supportive resources, and safety plan. Additionally for certain events such as festivals or conferences where Spring Up may be contracted to implement a harm response system, coaches would provide direct support to those who have caused or experienced harm at the event, or to event staff in strategizing harm response. In digital spaces, coaches will utilize virtual breakout rooms with clients. For in person events, coaches will require a confidential space or room to provide this support. We can provide wraparound event support in auditing previous gaps in harm response, customizing and implementing a harm response system in partnership with your team, and sharing our analysis of what happened and recommendations for future events.
For the first time, our public retreats take some of our most requested content from our work with groups and organizations, and make them available to a broader audience. Upon completing a one-day retreat, participants will leave with both theoretical frameworks and concrete resources to support their work within their community.

Before each retreat, participants will learn about our values, community agreements and harm response systems, have an opportunity to introduce themselves to their fellow students, and to submit questions to inform the facilitation and direction of the live event. At the conclusion of each retreat, participants will receive a list of additional resources and are invited to submit a personal artifact or reflection to the group to signify their learning. Additionally, each retreat includes optional coaching to support in personalizing the collective’s learnings.

**Public Retreats**

**Conflict Analysis Retreat**
The Conflict Analysis retreat is a six-hour event for organizers, leaders, mediators, coaches, therapists, and more—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.

**Liberatory Facilitation Retreat**
The Liberatory Facilitation retreat is structured around the questions, “What does it take to be free together? And, what is the role of the facilitator/educator in supporting that freedom?” The six-hour 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.

**Harm Systems Design Retreat**
Harm is pervasive in communities and institutions, how an organization responds to the harm is its accountability in action. The six-hour Harm Systems Design retreat is great for organizational leaders, people from Human Resources or community accountability teams or entrepreneurs thinking about how to create systems in their endeavors. This retreat requires a minimum of two people from an organization to participate to share the learning. Through an examination of Organizational Accountability, what harm looks like in the participants’ context, and consideration of the legal liability requirements of organizations, participants will leave with examples and inspirations of how they can respond to harm given their unique context.

**Safety and Care Planning Retreat**
The Safety and Care Planning Retreat is an experience focused around collectivizing care work and examining internal consent practices when engaging in this work. Aimed towards advocates, organizers, crisis responders, therapists, teachers, and lawyers — this offering engages participants in the process of creating a safety care plan, how to care for yourself when supporting others, and utilizing somatic approaches to (re)connect with embodied wisdom. While traditional care models often work from a place of saviorism, our pedagogy embraces harm reduction in collaboration with others. Engaging in harm reduction pairs with Spring Up’s safety and care plans as it allows people to identify how they want to be supported, by who, and when. By the end of this retreat, participants will have learned from Spring Up Teaching Artists and one another how boundaries, mutual aid, harm reduction, and somatic embodiment support an equitable distribution of care work.
Private Group Trainings

The Gender Beyond the Binary Training is a half-day to full day experience that is designed for leaders of organizations that seek to practice gender equity and trans and non-binary inclusion. It investigates the questions, “what is gender?” And “what does it mean to be inclusive along gender lines?” Throughout the experience, we highlight how if we truly want to reject and move beyond the binary, we will need to follow the leadership of trans and nonbinary people because we have envisioned and practiced a different path forward that can provide new models and archetypes.

The Trauma Responsive Leadership Training is perfect for leaders who ask the question, “what does it mean to practice consent as a leader?” This half-day to full day experience asks participants to understand how trauma shapes our brains and informs our behaviors–how we show up and engage with each other. Everyone experiences trauma, and by designing with that trauma in mind, we can start to create spaces that respect the needs of our community. Participants will receive practical tools to implement to increase the accessibility, creativity, and innovation of your spaces.

The Organizational Accountability Training is a two day experience designed for leaders who want to interrogate their organization’s accountability practices and identify how they can increase equity across their teams.

- The first day of the two-day workshop asks participants to name who they are accountable to and what they are accountable for, as well as exploring various forms of governance and how they support accountability.
- The second day of the workshop explores harm in the participants’ context and also creates space to design responsive systems. We focus on the key concepts of harm reduction and response at an organizational level, including building a culture that acknowledges harm, setting boundaries, obtaining and sharing consent, and responding to feedback.
- This training comes with 3 leadership coaching sessions. In order to engage in the Organizational Accountability Retreat, organizational leaders will have one to two private preparatory coaching sessions with Spring Up in order to better understand existing systems and design retreat goals. At the conclusion of the retreat, leaders will have one to two additional coaching sessions to identify follow-up implementation steps based on the workshop’s findings.

The Spring Up team is brilliant, thorough, experienced, with a very nuanced and deep understanding of human behavior, emotional wellness, and systemic constructs and their impact and manifestations resulting in basically constant insight that informs all your frameworks in a cohesive, highly accessible, and totally relevant way. I feel like I truly understand more and I feel like I have real tools I can employ embodied in the frameworks.
Role Play Retreats

The following are hands-on practice spaces where we will push our liberatory visioning into praxis through creativity and play. Drawing upon Augusto Boal’s Theatre of the Oppressed (inspired by Paolo Freire’s Pedagogy of the Oppressed), together we deconstruct and transform the narratives we’ve been socialized into and practice collaborative problem solving in order to be better equipped to respond to instances of harm and violence as they come up in our daily lives. The use of fictional scenarios takes the pressure off of the individual to share their personal experiences, and gives participants the space to critique or question the decisions of the characters without analyzing their peers directly; it also give us the opportunity to select a situation that is realistic, but not the most traumatic or activating, in order to design a more trauma responsive and supportive environment.

The **Community Accountability Role Play** is a full two-day experience that creates an environment for participants where they can develop accountability practices within their community. Community accountability is a practice that is very context dependent, and can be hard to conceptualize outside of just trying it. Our role play experience is a space to try out different roles, go through the steps of a process, and get a more intimate view of what contributes to harm, and how to facilitate healing and transformation. The first day covers conflict analysis tools and develops a definition of community accountability. The second retreat day draws on the Theater of the Oppressed to invite participants to practice accountability by engaging in a fictional role play scenario that aligns with realistic group experiences. It concludes with a reflection on how to integrate the ideas and takeaways from the retreat into the community going forward.

The **Consent Role Play** is a full two-day experience that creates an environment for participants where they can practice cultivating consent within their community. Consent is all about identifying choices and navigating power. While we can speak about it in the abstract, it is a very embodied skill that requires practice, self-awareness, and collective wisdom. In this retreat we slow down time and collectively discuss the variables that we too often need to navigate in a split second. The first day provides tools and frameworks to understand consent. The second retreat day uses theory from the Theater of the Oppressed to analyze a scenario and imagine a new pathway forward that centers consent in its practice. It concludes with a reflection on how to integrate the ideas and takeaways from the retreat into the community going forward.

The **Conflict Role Play** retreat is a full two-day experience that engages people on their abilities and confidence in addressing conflict in the workplace. Conflict can be scary, charged, and requires intentional strategy. Often organizations and groups are designed to be the bridge between diverse stakeholders, sometimes with seemingly opposing wants and needs. This role play creates an environment for participants where they can practice generative conflict within their community - getting to know each other’s conflict styles, sharing strategies, and practicing tools together. This practice makes it easier to go into conflict with a set of shared language and tools that make it more likely for you to support one another and get to creative solutions. The first day provides tools and frameworks to understand and differentiate disagreement, conflict, and harm. The second retreat day uses theory from the Theater of the Oppressed to analyze a scenario and imagine a new pathway forward that centers generative conflict in its practice. Through these actions, participants conclude with a reflection on how to integrate the ideas and takeaways from the retreat into their work and teams going forward.
Transformative Justice Curriculum

Our Transformative Justice class is an opportunity for folks to learn more about everyday transformative justice tools, the roots of this philosophy and praxis, and build community around abolitionist, consensual, and liberatory ways of being.

The curriculum has been designed and developed in community and collaboration with organizers, students, educators, care workers, and advocates. At Spring Up we have been practicing and teaching about Transformative Justice, harm reduction, and consent since our founding in 2013. Until now, this curriculum has only been available to private partnerships with organizations, collectives, and schools. With the launch of bluelight academy, our digital learning platform, we have aimed to make this content accessible to a wider audience that may not have a community or organization in their area that has embraced TJ and had the funding to get training.

While there are a number of incredible resources available about TJ - including books, podcasts, mix tapes, and various private trainings, we have found a gap in digital spaces that go beyond stand alone or individual training, and provide space for ongoing community building between folks with shared frameworks and values. Transformative Justice via the bluelight academy is designed to be a container for lifelong learning, storytelling, generative conflict, and community care.

All TJ courses cover:

- What Is Transformative Justice
- Values + Roots of Transformative Justice
- Care Practices
- Consent + Conflict
- Shame + Accountability

Ways to Engage with Transformative Justice:

Mini-Classes ($25-75)

We offer two mini-classes as a way to get an introduction to key ideas of Transformative Justice. These offerings can be used as a curriculum for a group that wants to host a book club or independent learning series. It also can be a great avenue to start a journey on the path towards radical transformation.

- **Transformative Justice.** This course is an introduction to the basic principles and frameworks of Transformative Justice. It introduces the values of Transformative Justice, its history and roots, highlights its everyday practices, and provides some strategies to apply TJ to the reader’s different relationships, communities and organizations.

- **Shame.** This class is an expanded exploration of one of the most requested topics from the broader Transformative Justice curriculum. Students interrogate the role and power of shame and guilt in their socialization and current lives before engaging in strategies to increase their awareness and to reduce its effectiveness on their day-to-day lives.
Eight-Week Intensive ($250-350)*
*Scholarships & payment plans available

The eight-week Transformative Justice class offers a more immersive student experience than our mini-classes. Students apply and enroll with a learning partner to provide a built-in support, an accountability buddy and someone to process the content with to increase the likelihood that the learning leads to action and behavior change. In addition, students proceed through the intensive in a cohort model, with an opening and closing question & answer session, a print copy of the Transformative Justice workbook, office hours with teaching artists, asynchronous discussion board moderation, and an option to supplement the course with 1-3 personal coaching sessions, which can be attended by an individual or a set of learning buddies.

Overview of the Content + Timeline:

- Module 0: Welcome and Community Building
- Module 1: Transformative Justice
- Module 2: Trauma & Care
- Module 3: Power, Consent, & Coercion
- Mid-Course Break, Community Mixer, and opportunity to be listed in our Alumni Database
- Module 4: Generative Conflict
- Module 5: Shame & Accountability
- Module 6: Community Accountability

Participants Receive:

- Two question & answer sessions with Spring Up team members
- A print copy of Spring Up’s Transformative Justice workbook and Resilience + Revitalization Art Zine
- Seven modules of online content, to be released weekly; each module has about 2 hours of content
- Weekly office hours with our Teaching Artists and coaches
- Moderated discussion comments on the course platform
- Access to the course content for one year, option to renew your access for a lower fee at that time
- Optional add on: 1-3 individual or pair private coaching sessions with our care coaches for an additional fee

"Teaching myself about transformative justice has to involve those who are around me; the concepts make most sense in application to society as a whole, not just individuals."
Consent, Gender, Power Curriculum

Our Consent, Gender, Power 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 course 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. Research has shown that in order to address sexual and intimate partner violence through restorative and transformative justice, facilitators must be equally trained in restorative / transformative justice practices AND the intricacies of gender based violence (Center for Court Innovation).

This course can pair with our Transformative Justice course to give you the toolkit you need to address this widespread and deeply personal type of violence. Other practitioners who are addressing sexual and intimate partner violence through crisis response work, shelters, advocacy, peer education, healthcare, and the criminal legal system can also take this course on it’s own to skill up on values driven tools and analysis that can strengthen their practice without needing to take a deeper dive into Transformative Justice.

At Spring Up we are deeply engaged in the work of preventing and responding to gender based violence (the violence we all experience rooted in the gender binary). We have been teaching consent education since 2014. Our first curriculum was an intersectional analysis of the root causes of gender based violence that we facilitated with campus based coalitions and organizers. In 2019 we ran a 6 month Consent Fellowship with youth organizers from South Florida to share community based strategies to prevent and respond to gender based violence. Over the years we have adapted our curriculum based on community questions, feedback, and spaces of collaborative imagination.

Ways to Engage with Consent, Gender, Power:

All CGP courses cover:
- What Is the Gender Binary
- Roots of Violence
- Nonbinary Praxis
- Consent
- Healing + Justice

Mini-Classes ($25-75)

We offer two mini-classes as a way to get an introduction to key ideas of Consent, Gender and Power. These offerings can be used as a curriculum for a group that wants to host a book club or independent learning series. It also can be a great avenue to start a journey on the path towards radical transformation.
- **Consent, Gender, Power.** This course is an introduction to the basic principles and frameworks of consent, gender and power. It introduces the gender binary, explores its history and roots to explore nonbinary praxis, provides strategies for cultivating consent and discusses healing and justice.
- **Gender Beyond the Binary.** This class investigates the questions, “what is gender?” And “what does it mean to be inclusive and equitable along gender lines?” Throughout the experience, we highlight the leadership of trans and nonbinary people as a pathway to truly reject and move beyond the binary.
Eight-Week Intensive ($250-$350)*
*Scholarships & payment plans available

The eight-week Consent, Gender, Power class offers a more immersive student experience than our mini-classes. Through this 8 week course, you can now get access to the tools and frameworks we have come to rely on in our practice of consent including an in depth analysis of the roots and causes of gender based violence, as well as strategies to practice gender liberation, consent, and healing. Students apply and enroll with a learning partner to provide a built-in support, an accountability buddy and someone to process the content with to increase the likelihood that the learning leads to action and behavior change. In addition, students proceed through the intensive in a cohort model, with an opening and closing question & answer session, a print copy of the Consent, Gender and Power workbook, office hours with teaching artists, asynchronous discussion board moderation, and an option to supplement the course with 1-3 personal coaching sessions, which can be attended by an individual or a set of learning buddies.

Overview of the Content + Timeline:
- Module 0: Welcome and Community Building
- Module 1: Gender Binary
- Module 2: Roots of Violence
- Module 3: Power + Control
- Mid-Course Break, Community Mixer, and opportunity to be listed in our Alumni Database
- Module 4: Nonbinary Praxis
- Module 5: Consent
- Module 6: Healing + Justice
- Closing Reflection

Participants receive:
- Two question & answer sessions with Spring Up team members
- A print copy of Spring Up’s Consent workbook and Millennial Sex Education book
- Seven modules of online content, to be released weekly; each module has about 2 hours of content
- Weekly office hours with our Teaching Artists and coaches
- Moderated discussion comments on the course platform
- Access to the course content for one year, option to renew your access for a lower fee at that time
- Optional add on: 1-3 individual or pair private coaching sessions with our care coaches for an additional fee

Very engaging, comfortable and safe speaking space, presenters are knowledgeable and relatable.
Liberatory Education

We believe that everyone has wisdom to share and something to learn, so how do you design spaces that are conducive to participatory education? Our Liberatory Education Summer Class is an opportunity for teachers, facilitators, and leaders to learn more liberatory pedagogy and holding engaging, dynamic, inclusive, and equitable learning spaces. This eight-week course has been designed and developed in community and collaboration with teachers, educators, students, facilitators, and teacher trainers. Facilitating learning spaces that balance freedom, self determination, access, and harm response can be a challenge, but educational environments can and should be pivotal in practicing liberation together. Our curriculum is rooted in the real world experiences of educators and community facilitators, and models how we hold space, and how we take care of ourselves while teaching. Through scenario analysis, peer sharing, practicing tools, and historical analysis of education and care fields, together we will explore how to equitably use our power, practice consent, and sustain ourselves in what can be both nourishing and draining work.

Overview of the Content + Timeline:

- **Module 0: Welcome and Community Building**
- **Modules 1 + 2: Carceral Logics + Harm Response in Learning Environments**
- **Modules 3 + 4: Power + Consent; Trauma + Access**
- **Modules 5 + 6: Invisible Labor of Teaching; Nonbinary Practices**
- **Mid-Course Break, Community Mixer, and opportunity to be listed in our Alumni Database**
- **Modules 7 + 8: Burnout + Care Planning; Demoralization + Generative Conflict**
- **Modules 9 + 10: Unlearning Assimilation + Perfectionism; Learning from Creativity + Play**
- **Modules 11 + 12: Participatory Action Research + Liberatory Visioning**
- **Closing Reflections**

Participants receive:

- Two question & answer sessions with Spring Up team members
- A print copy of Spring Up’s Liberatory Education workbook and Resilience + Revitalization Art Zine
- Twelve modules of online content, to be released 2 per week; each module has about 2 hours of content - please note this is twice the amount of material and sessions as TJ and CGP
- Office hours twice per week with our Teaching Artists and coaches
- Two coaching sessions with our care coaches included for all participants
- Moderated discussion comments on the course platform
- Access to the course content for one year, option to renew your access for a lower fee at that time
Organizational Equity & Accountability

The Organizational Equity & Accountability experience revolves around the central question, “What does it mean to practice equity and accountability as an individual, a leader, and--especially--within an organization?” The course reframes traditional diversity, equity and inclusion (DEI) frameworks and practices, standard professional best practices, and accountability in an institutional setting to create a shared understanding of Organizational Accountability. This practice grounds itself in the knowledge of who the organization is designed to be accountable to, and what it is accountable for by implementing governance and feedback systems that center those directly impacted by the organization’s mission and vision. Organizational accountability is about translating values into practice, practicing generative conflict, preventing and responding to harm without centering liability or the state, and responding to patterns of harm and conflict through emergent and adaptive organizational strategy.

Ways to Engage with Organizational Equity & Accountability:

Audit (Pricing upon request)
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.

Spring Up’s consultation 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.
Fall Social Enterprise Course

Money is a very charged topic - how we each meet our needs can feel taboo to talk about. When people hear that we at Spring Up are a member-owned business, it often surfaces conflicting feelings about money, profits, and social good. The organizational design choices that we have made are based in our analysis of capitalism, the nonprofit industrial complex, mutual aid, and cooperative or collective governance. Our Social Enterprise Fall Class is an opportunity for folks to learn more about social enterprise and ways to create and sustain work within a complicated relationship to capitalism. It is intended for those who want to create consensual and mutually beneficial exchange including strategies that can be implemented at various stages of imagining and creating a venture, or within different types of companies and organizations from nonprofits to corporations to informal collectives. This eight-week course has been designed and developed in community and collaboration with community leaders, creatives, entrepreneurs, solopreneurs, and people with ideas who think about how to make them a reality. As a collective and as individuals we have had years of conversations with people coming from different perspectives in the economy about what would be necessary for us to find a sense of abundance and having our needs met without exploitation, extraction, and exhaustion.

Overview of the Content + Timeline:

- Module 0: Welcome and Community Building
- Modules 1 + 2: Who are you for? Organizational Accountability + Design Thinking
- Modules 3 + 4: Legal Status, Governance, and the Non-Profit Industrial Complex
- Modules 5 + 6: Labor, Ownership, and Informal Economies
- Mid-Course Break, Community Mixer, and opportunity to be listed in our Alumni Database
- Modules 7 + 8: Goal Mapping, (Dis)Organization, and Participatory Action Research
- Modules 9 + 10: Language + Philosophy; Decision-Making + Culture Building
- Modules 11 + 12: Harm Response + Generative Conflict; Emergence + Growth
- Closing Reflections

Participants receive:

- Two question & answer sessions with Spring Up team members
- A print copy of Spring Up's Social Enterprise + Time Management Workbook
- Twelve modules of online content, to be released 2 per week; each module has about 2 hours of content- please note this is twice the amount of material and sessions as TJ and CGP
- Office hours twice per week with our Teaching Artists and coaches
- Two coaching sessions with our care coaches included for all participants
- Moderated discussion comments on the course platform
- Access to the course content for one year, and can choose to renew your access for a lower fee at that time
FOR COLLEGE CAMPUSSES

We are excited to work with communities from college and university campuses, as the roots of the Spring Up collective started with organizing on campuses and working with youth on cultivating a more consent-based culture. Campus groups usually purchase a mix of stand-alone products, including our printed workbooks, a webinar or a question & answer session, and/or an invitation to participate in a panel discussion or other speaking engagement. In the past these experiences have been an opportunity to build an expansive community where students, professors, administrators and others from the campus community come together to reimagine what justice and consent can look like. For information on an ongoing partnership with Spring Up, please email bluelight.academy@timetospringup.org.

Graphic Design Support

Spring Up has an ongoing partnership with Mx. Design Studio, to be able to provide graphic design support for your collaboration needs such as event shareable designs. Mx. Design Studio is a Black, queer-owned creative digital studio focused on creating intentional design. For more information contact shaina@timetospringup.org.

I feel like so many of the skills discussed in this course are things that we should all learn (communication skills, conflict resolution, self care, safety planning) but these are the things that are so rarely offered in our education.

- Vassar College TJ Course Participant