

Empowering Inventory, Revision 5

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TRAINED AND CERTIFIED *NEIGHBORHOOD COORDINATORS FOR JUSTICE AND FREEDOM* ARE ABLE [Check Off]

1 __	to identify policies and practices linked to Justice and Freedom
2 __	to access evidence supporting the policies and practices associated with justice and freedom
3 __	to identify how policies and practices must be implemented to net expected effects.
4 __	to identify how quality of implementation and level of impact are evaluated.
5 __	to identify strategies that promote robust public support of identified policies and practices.
6 __	to identify methods for supporting justice and freedom achieving policies and practices.
7 __	to identify methods for challenging policies and practices that fail to produce justice and freedom.
8 __	to identify six barriers that slow or undermine the march toward justice and freedom.
9 __	to identify strategies found useful for overcoming identified barriers.
10__	to assemble information needed for presentations in twice-yearly conferences.
11__	to identify Leadership Types (LT) : local faith-based and justice-minded neighbors including young people.
12__	to introduce Acknowledging strategies to LT at an arranged time and place.
13__	to distribute forms for recruiting <i>Drum Majors for Justice</i> within each of the three LT .
14__	to coordinate an informational and teaming conference including all leaders and their recruits.
15__	to identify recruits who are willing to become <i>Drum Majors for Justice</i> by being trained and certified on items 1-9.
16__	to coordinate training and certification schedule with training center.
17__	to encourage the completion of training and certification within and across LT .
18__	to chair a <i>Neighborhood Council</i> where ALL leadership types will be trained and certified on (a) why this work is important and (b) how this work will be carried out (items 1-9).
19__	to identify neighborhood organizations and institutions that are critical in achieving justice priorities identified by the neighborhood. We will refer to these as Critical Institutions (CI) .
20__	to establish timeframes for designated teams from council to work with CIs to stimulate robust public support for a particular just outcome (see item 4).
21__	to examine for each CI identified by Council the justice potential of existing policies and practices for achieving just outcomes (with assistance from CFE where needed).
22__	to introduce each CI , if existing policies and practices fail to achieve just outcomes, to alternative policies and practices that do (with assistance from CFE where needed).
23__	to develop and implement plans for each CI that maximize just outcomes prioritized by the neighborhood .
24__	to develop with council ways and means of celebrating achievements of CIs and <i>Drum Majors</i> ...
25__	to participate in twice yearly city-wide conferences on successes, failures, and challenges to bringing justice and freedom to participating neighborhoods.

E = Sum of checked items 1-25 = ____ . E% = (Sum/25) x 100 = _____, where 0 ≥ E% ≤ 100

COMPARING EMPOWERING STRATEGIES PAST AND PRESENT

What We Found	What We Propose	Items from Empowering Inventory
<p>In our review of social movements at every level over the last 50 years, we found a recurring problem: unpersuasive theoretical or empirical reason to believe recommended policies and practices would actually accelerate movement toward justice (equity) and freedom (fair access to the nation’s fountains of opportunity).</p>	<p>Each policy and practice is theoretically and empirically grounded—based on prior development and research in multiple settings.</p>	<p>1, 2</p>
<p>Because the unfolding history of many social movements has been insufficiently documented, it was difficult to evaluate confidently linkages between quality of implementation and level of intervention impact.</p>	<p>Documentation of implementation quality of each theoretically and empirically grounded policies is a formal requirement. Methods used in evaluating implementation quality are shared to alert certificants of what they should look for in any proposed policy or practice.</p>	<p>3, 4</p>
<p>Aims of movements are sometimes so intrinsically important or attractive that there is corresponding failure by their leaders to seek ways and means of refreshing the appeal to justice among active members and the general public. Without this continual ‘refreshing’, movements become less attractive and vigorous over time.</p>	<p>Offer ways and means, based on historical and empirical research, for stimulating and maintaining a robust appetite for justice in the general public and among movement participants. Success of these methods are supported by results of experimental and field research.</p>	<p>5, 6</p>
<p>Often social movements focus more on institutional origins of injustice than they do on policies and practices that mitigate and undo harmful effects of institutional policies and practices.</p>	<p>Train and certify <i>Drum Majors for Justice</i> not only on how to identify institutional origins of injustice but also on how to implement policies and practices that accelerate the delivery of justice and freedom.</p>	<p>6-9</p>
<p>Empowerment movements typically failed to motivate <i>and</i> equip grass-root leadership with knowledge of policies and practices that normalize justice and freedom in places where they live.</p>	<p>Plan both motivates <i>and</i> equips local citizens and leaders most affected by injustice to take the lead in bringing justice to neighborhoods and communities where they live and work.</p>	<p>11-17</p>
<p>As we looked across social movements locally, nationally, and internationally, few sought to establish through training and certification a grass-roots organizational structure capable of achieving and maintaining justice and freedom.</p>	<p>Provide a grass-roots governance structure with working agenda and timeframes for accelerating the achievement and maintenance of justice and freedom in participating neighborhoods and communities.</p>	<p>18-24</p>
<p>We commend social movements that created learning communities which shared experiences ongoingly with its members. These learning communities we regard as a positive development that we will honor and extend in our work with <i>Drum Majors for Justice and Freedom</i>.</p>	<p>Sponsor two annual city-wide conferences to review successes and challenges across participating neighborhoods which provide extended opportunities for (a) fostering ongoing opportunities to learn from one another and (b) strengthening bonds among <i>Drum Majors for Justice and Freedom</i>.</p>	<p>10, 25</p>