

## SCOPE OF WORK GRID & BUDGET FOR RAVENSWOOD SCHOOL DISTRICT – CHANGEMAKERS PROGRAM

***“SUPPORTING RADICAL HEALING FOR RAVENSWOOD GIRLS”***

*Submitted 9-4-2024*

### INTRODUCTION & CONCEPTUAL FRAMEWORK

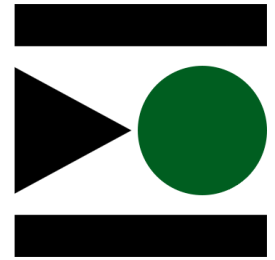
***“Awake youth of the land and accept this noble challenge of salvaging the strong ship of civilization by the anchors of right, justice and love.”***

*-Ella Baker, Organizer, Educator and Civil and Human Rights Activist.*

Youth development work is an essential process of creating civilizations and transforming society. Moreover, positive youth development is an intentional, pro-social approach that engages youth within their communities, schools, organizations, peer groups, and families in a manner that is productive and constructive; recognizes, utilizes, and enhances youths; strengths; and promotes positive outcomes for young people by providing opportunities, fostering positive relationships, and furnishing the support needed to build on their leadership strengths (U.S., 2016). Ella Bakers words remind us that this process of youth development must be founded in love and justice.

Love is a demonstrative emotion. Sister Souljah has been known to say that you must demonstrate or show your love in thought, words, and deeds. For Ravenswood School District, there is an opportunity to define how we show this love by the way we create policies and programs, and in the way, we engage on a day to day basis, especially for our most vulnerable youth. Building awareness of these interactions is also a process of love and social justice. This awareness can be framed as Social Emotional Learning or Emotional Intelligence, as well as Healing Centered Engagement. Social Emotional Learning and Emotional Intelligence build skills in five domains: 1. self-awareness, 2. self-management, 3. social awareness 4. relationships skills, and 5. responsible decision making (OUSD, 2013). This concept has been applied across educational and business institutions with positive results. As this Ravenswood initiative engages primarily with youth of color, the framework of Radical Healing and C.A.R.M.A. takes this concept further as it developed out of Healing Centered, strengths-based, trauma-informed, culturally-appropriate experiences of youth engagement in the Bay Area.

Documented by Dr. Shawn Ginwright (2010), Radical Healing seeks to create caring relationships that reinforce wellness, instill hopefulness, and develop critical consciousness about social and political conditions, with culture as an anchor, so as to radically heal from urban social toxins and degrading conditions. It does this by building awareness of, and utilizing, these five elements of our human experience:



1. **CULTURE:** Culture serves as an anchor to connect young people to a social identity that is both historically grounded and relevant.
2. **AGENCY:** Agency is the individual and collective ability to act, create, and change external systems and personal conditions.
3. **RELATIONSHIPS:** Relationships are the capacity to create, sustain, and grow healthy connections with others.
4. **MEANING:** Meaning is the profound discovery of who we are, why we are, and what purpose we were born to serve.
5. **ASPIRATIONS:** aspirations are the exploration of possibilities for our lives. It is to set and accomplish goals for personal and collective livelihood and advancement.

Healing Circles are meaningful tools to show love and build social Justice. Healing Circles have become viable models for supporting social emotional health and campus climate while building positive cultural identity and improving social relationships. Spearitwurx has led this work with a positive youth development framework, grounded in healing Centered engagement and Radical Healing for decades. We offer our experience to support Ravenswood’s Changemaker Program as they intentionally work to re-define its youth engagement strategy for vulnerable girls of African and Polynesian decent and create a targeted strategies approach to supporting vulnerable students.

## **PROJECT SCOPE**

Spearitwurx offers the following description of services that include professional development and youth engagement services for **girls of African and Polynesian decent** to support positive youth engagement, social emotional learning, cultural healing.

### ***DELIVERABLE #1: PROFESSIONAL DEVELOPMENT & COACHING:***

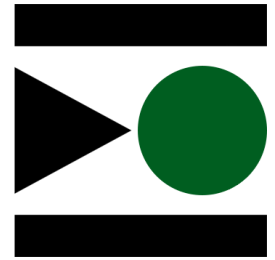
Curate and facilitate professional development learning sessions and provide group & 1-on-1 coaching with 3-5 Ravenswood Changemaker Staff who are doing Healing Centered Youth Engagement work with girls (Radical Healing)

#### **INITIAL OBJECTIVES:**

- Build/deepen authentic connections that foster collaboration and graceful accountability for staff engaged in Radical Healing
- Engage in authentic conversations about Race in America and understand the impacts that culture, identity, power, and intersectionality have on our own individual, interpersonal and institutional relationships to help prepare for Radical Healing Work with girls.
- Support and co-create Ravenswood’s Radical Healing Curriculum and learning experiences
- Develop a Personal Plan for wellness, racial healing, understanding triggers, minimizing micro-aggressions and/or sustaining peace while doing Radical Healing work with Girls.

#### **PROPOSED FREQUENCY/SCHEDULE:**

- 1 four-hour in person Experiential Learning “Retreat” at/near Ravenswood (Oct 2024)
- 3 quarterly – 90 Minute Virtual Learning Sessions (November 2024 to May 2025)
- 10 hours of 1-on-1 coaching (to be schedule directly with Valaria Miranda)



## **DELIVERABLE #2: YOUTH ENGAGEMENT- HEALING CENTERED FUN DAY:**

Engage 15-20 middle school girls of African and Polynesian decent and 3-5 Ravenswood Adult leaders in Healing Centered Fun Day with experiential learning and cultural exploration

### **INITIAL OBJECTIVES:**

- Engage in arts-based story telling as an educational opportunity for young people to reflect on and share their life experiences and cultural identities
- Explore self-care modalities to reinforce wellness and instill hopefulness through fun experiential breakouts, including aromatherapy, gardening, movement and creative play
- Create a Healing Centered Learning space that deepens relationships and build community that enables collective empowerment and wellbeing
- Connect Black and Polynesian youth and their families to a cultural anchor, to radically heal from urban social toxins and degrading conditions
- Encourage youth to communicate, collaborate and find solutions through intentional use of Radical Healing games and activities
- Co create additional objectives with Ravenswood Changemaker team

### **PROPOSED FREQUENCY/SCHEDULE:**

- 1 5-hour in person Fun day @ Ravenswood (November/December 2024)

## **DELIVERABLE #3: INTERGENERATIONAL RADICAL HEALING RETREAT:**

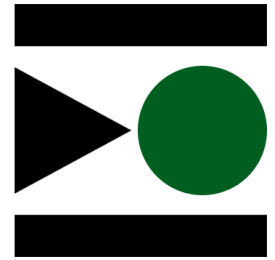
Facilitate 3 Day/2 night Radical Healing Retreat for 20 girls and 5 Ravenswood Changemaker staff in Weed CA

### **INITIAL OBJECTIVES:**

- Travel to Weed CA for 3 day 2 night Healing Experience
- Create opportunities to explore nature and ourselves and develop critical consciousness about the predisposing social and political conditions
- Create a Healing Centered Learning space that deepens relationships and build community that enables collective empowerment and wellbeing
- Connect Black and Polynesian youth and their families to a cultural anchor, to radically heal from urban social toxins and degrading conditions
- Encourage youth to communicate, collaborate and find solutions through intentional use of Radical Healing games and activities
- Deepen learning experiences from year-long initiative

### **PROPOSED FREQUENCY/SCHEDULE:**

- One 3 day/2 night Radical Healing Retreats in Weed CA (April/May/June 2025)



## PROJECT BUDGET

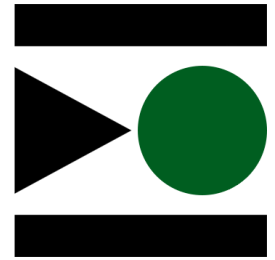
We propose the following budget for this important work. This budget represents the **approximate** cost for the 2024-2025 school year.

DELIVERABLE DETAILS	QTY	RATE	TOTAL COST
<b>PROFESSIONAL DEVELOPMENT &amp; COACHING</b>			
Facilitate 1 four-hour in person learning retreats (Sep/Oct 2024)	1	\$5,000/each	\$5,000
Facilitate 4 - 90 minute virtual professional development and group coaching sessions	3	\$2,500/each	\$7,500
Provide 10 hours of 1-on-1 coaching for Valeria Miranda	10	\$500/hour	\$5,000
Healing Centered Resources & Wellness for Changemaker team includes Books, Wellness Kits, Circle Keepers Kit, etc.	5	\$100/person	\$500
<b>YOUTH ENGAGEMENT- HEALING CENTERED FUN DAY</b>			
Coordinate & Facilitate Day Long in-school session	1	\$5,000/each	\$5,000
Additional Spearitwurx Facilitators/Specialists	1	\$1,000/each	\$1,000
Supplies for art, Aromatherapy, seed planting, games and activities	-	\$510	\$510
Wellness Kits for 20 Youth participants	20	\$50/each	\$1,000
<b>INTERGENERATIONAL RADICAL HEALING RETREAT</b>			
Facilitation of 3 day/2 night retreat	2	\$5,000/day	\$10,000
2 night accommodations for 25 people	25	\$100/each	\$2,500
Food (2 breakfasts, 3 lunches, & 2 dinners)	25	\$150/each	\$3,750
Additional Facilitators/Specialists	1	\$1,000/each	\$1,000
T-Shirts & Swag	25	\$26.20/each	\$655
<b>OVERALL PROJECT COORDINATION</b>			
Coordination, planning and meeting time	15	\$250/hour	\$3,750
Documentation/Videographer	10	\$200/hour	\$2,000
Transportation (travel time to East Palo Alto from Weed, CA)	3	200	\$600
Indirect (includes insurance, communications and operations costs for Spearitwurx)	-	10%	\$5,076.50
<b>SUBTOTAL</b>			<b>\$55,841.50</b>
<b>Community Discount</b>			<b>~10% off</b>
<b>TOTAL</b>			<b>\$50,000</b>

*NOTE: Spearitwurx will submit Invoices monthly for deliverables completed. Payments will be made within 30 days of receipt of invoices. ACH payments are preferred.*

# spearitwurx

“forward movement for the collective good”



## ABOUT SPEARITWURX

Spearitwurx is a comprehensive organization that creates “experiences to transform lives”. We inspire intergenerational wellness and racial healing and work to shift policies and practices, as well as attitudes and perceptions, that transform internalized, interpersonal, and institutional racism and trauma. We use culture to inspire hope, vibrancy, and empathy, and build our collective agency to create meaningful relationships that sustain communities. We promote, curate, and facilitate engaging cultural events, transformative coaching, as well as innovative consulting & experiential workshops for youth, families, organizations, schools, businesses, and government agencies. We specialize in such topics as culture and wellness, powerful parenting, transformative leadership, trauma informed/healing centered engagement, diversity & equity in practice, and social emotional learning for resiliency and sustainability.

Spearitwurx emerged from the union of two lives: Mizan Alkebulan-Abakah, MPH and Sizwe Andrews Abakah. This husband and wife team have over 35 years of combined experience in youth programming and education, developing innovative programs and engagement strategies for youth. Mizan and Sizwe joined forces in 2004 and officially created Spearitwurx to expand their impact to include culturally-based, gender-specific Healing Circles, as well as Wilderness Camps, Experiential Retreats, and Community Education Workshops that have served thousands of youth and their families across the Bay Area.

Mizan and Sizwe both have deep roots in Bay Area schools. Sizwe is a founding facilitator with African American Male Achievement (AAMA) and has worked with youth, teachers and parents at Frick, Roosevelt, West Oakland Middle, Martin Luther King Elementary, Skyline and McClymond’s High Schools. Mizan has supported the foundational work for school-based health Centers at Skyline High School and was the Clinic Supervisor at Roosevelt Middle School, collaborating to actualize the full-service community school vision. Both Mizan and Sizwe have supported parent engagement work at Montera and West Oakland Middle Schools, and shared Healing Centered Restorative practices throughout the District at our Annual Powerful Parent Conference, the Black Thriving Institute and OUSD’s Racial Justice and Healing Retreat. Additionally, Spearitwurx works with a solid team of facilitators, healers, and executive coaches who exhibit excellence in transforming lives. Our organization continues to grow as we contribute to healing the hearts and minds of our community and build social and racial wellness. For more information and for full staff bios, please visit our website at [www.spearitwurx.com](http://www.spearitwurx.com).

## GRATITUDE & CONTACT DETAILS

Spearitwurx understands the power of gratitude in shifting our consciousness and our world. As such, we appreciate the opportunity to co-create with Ravenswood Changemakers Team and support the work of truth, reconciliation and reimagining a better world. Thank you for your continued partnership and support.

### **Project Lead:**

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