## Creating Change -- Assess your conditions*

<table>
<thead>
<tr>
<th>River</th>
<th>Social Conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Passengers</td>
<td>Community Members / Stakeholders</td>
</tr>
<tr>
<td>Captains</td>
<td>Leadership</td>
</tr>
<tr>
<td>Map</td>
<td>Strategy</td>
</tr>
<tr>
<td>Oars</td>
<td>Organized groups of people at your organization (workgroups, committees, etc)</td>
</tr>
<tr>
<td>Sails</td>
<td>Range of tactics</td>
</tr>
<tr>
<td>Rudder</td>
<td>Governing body (board, foundation, etc)</td>
</tr>
</tbody>
</table>

* Modified from School of Unity and Liberation’s *Youth Organizing for Community Power* training manual by Sunny Kim and Nicola Andrews. Icons from The Noun Project.
Create a viable strategy

- Who has decision making power?
  - What is the hierarchy of power in your institution?
  - How is this manifested, or left unspoken?
- Who are your stakeholders?
  - How do you build community beyond your institution?
  - Who are the experts in your community already working on these issues?
  - Who do you reach out to that you don’t need anything from?
- Who are your allies?
  - How have you worked with them previously?
  - How have you thanked them?
  - How do you self-assess your contributions and working style?
- Who is opposed to your goals?
  - Why?
  - What are your commonalities?
- What are you trying to achieve?
  - Are your goals measurable?
  - What are you willing to let go?
  - What are your long-term goals?
  - How will you sustain yourself in this process - how will you do this if you are alone?
  - How can you ensure you are being responsive vs. reactive?
- Does this require funding - where, and for how long?
- Do you have an elevator pitch?
  - How can you adjust the scope to make it palatable?
  - Can you stay flexible in your approach and keep your end goals in mind?
- What are the time limitations of your project?