

Educational Pathways into Community Change Careers

Community Learning Partnership

www.communitylearningpartnership.org

THE PARTNERSHIP'S PRIMARY GOAL

- Expand the number of skilled, strategic and knowledgeable community organizers and change agents, especially people of color and others with low-income and working class backgrounds

PRIMARY MEANS FOR ACHIEVING THIS GOAL

- Create new educational pathways into these careers by bringing nonprofits and colleges together to create AA, BA, graduate and midcareer degree programs in Community Change Studies

INITIAL SITES FOR CHANGE STUDIES

- **Hartford** – Capital Community College and local groups
- **Los Angeles** – CD Tech, community groups and LA Trade Tech
- **New York City** – Citywide housing and immigration coalitions and Empire State College, SUNY
- **Baltimore** – Morgan State University and local groups
- **Detroit** – Harriet Tubman Institute, community colleges and network of academics
- **Cupertino/San Jose** – DeAnza College and community groups
- **Minneapolis** – Native American organizations and Minneapolis Community and Technical College

SOURCES OF STUDENTS

1. Youth in Low-Income Neighborhoods –

- Especially people of color, including kids not now college-bound
- Showing interest in and potential for organizing

2. Community Leaders –

- Especially people of color
- With experience in organizing, being a leader, sharing power
- Showing potential to be organizers

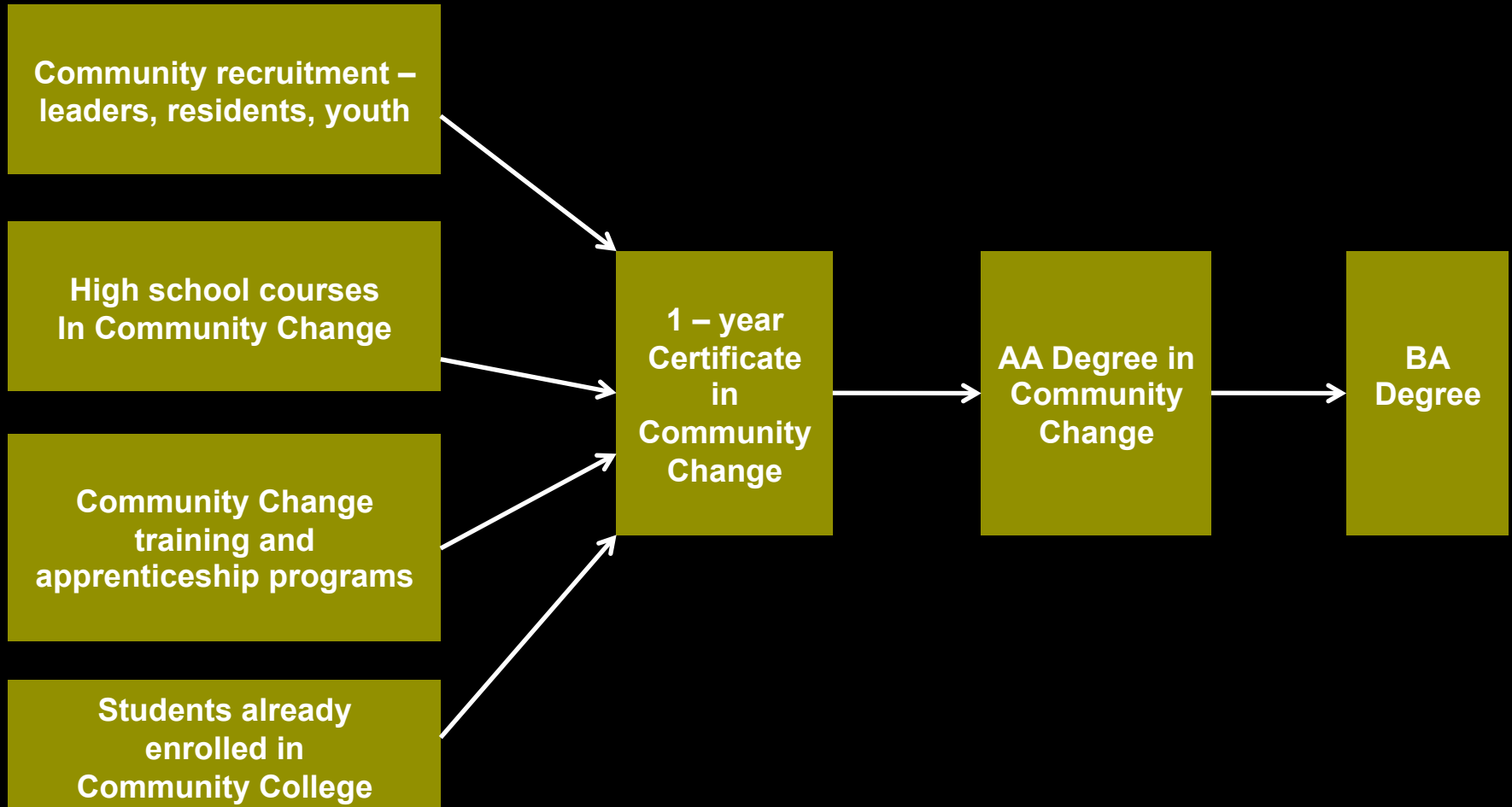
3. University Students –

- Showing interest and potential but without access to educational pathway on community organizing and social change

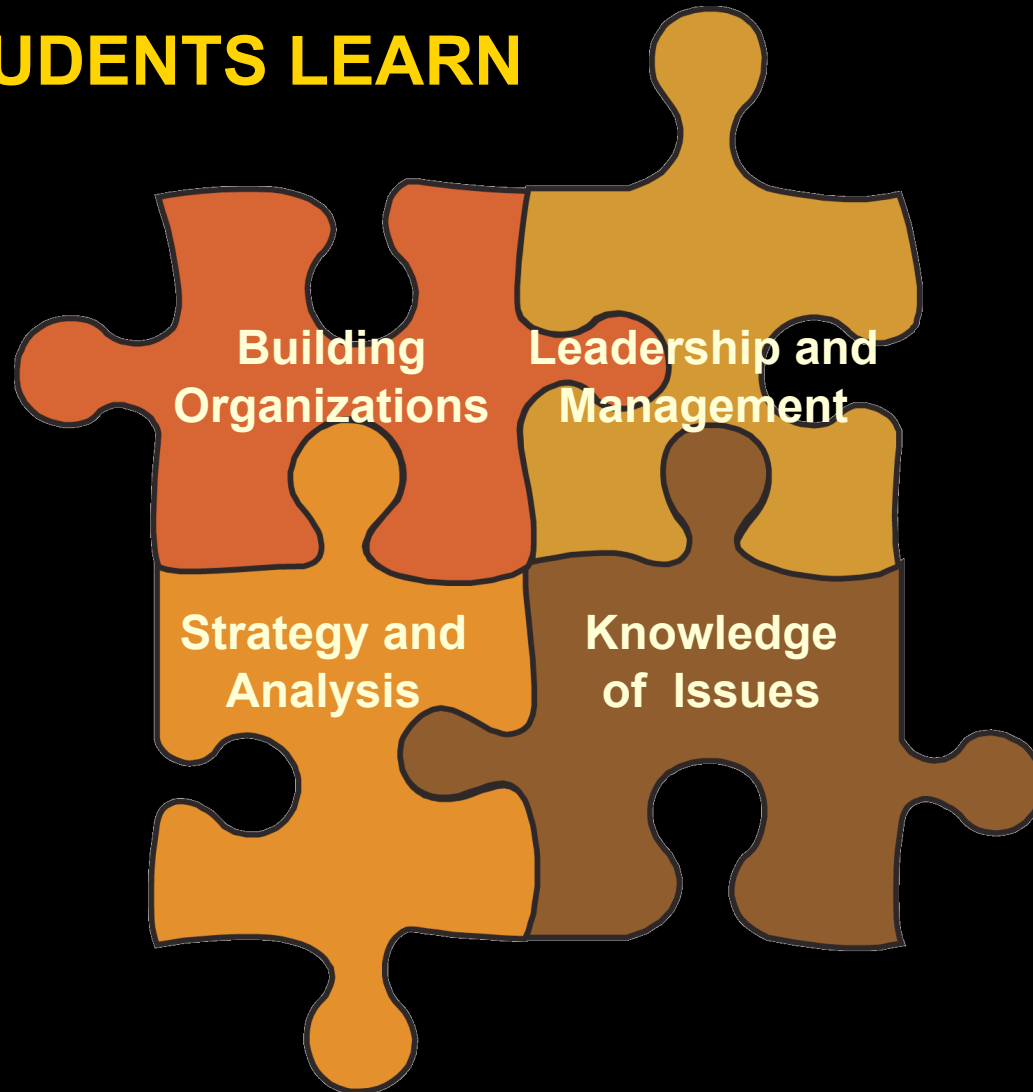
4. Early and Midcareer Organizers –

- At critical point in careers and needing chance to reflect, learn, look ahead

SEQUENCE OF STEPS IN EDUCATIONAL PATHWAY



WHAT STUDENTS LEARN



MAIN AREAS OF COMPETENCY FOR COMMUNITY CHANGE STUDIES

1. Building democratic organizations

- Skills in bringing people together to participate
- Developing common values and consensus
- Developing leadership
- Organizing for action
- Developing programs and/or campaigns

2. Leadership and management

- Becoming skilled as facilitative leaders
- Managing self, leading teams, becoming a middle manager, and developing advanced management and leadership skills
- Developing accountable, sustainable organizations with involved and knowledgeable Boards

3. Strengths in strategic thinking, analysis and reflection

- Self-awareness, identity, understanding culture, race, gender, power and privilege
- Understanding the community
- Understanding the social, economic, and political context
- Thinking strategically, planning, investing in reflection, evaluation and organizational learning

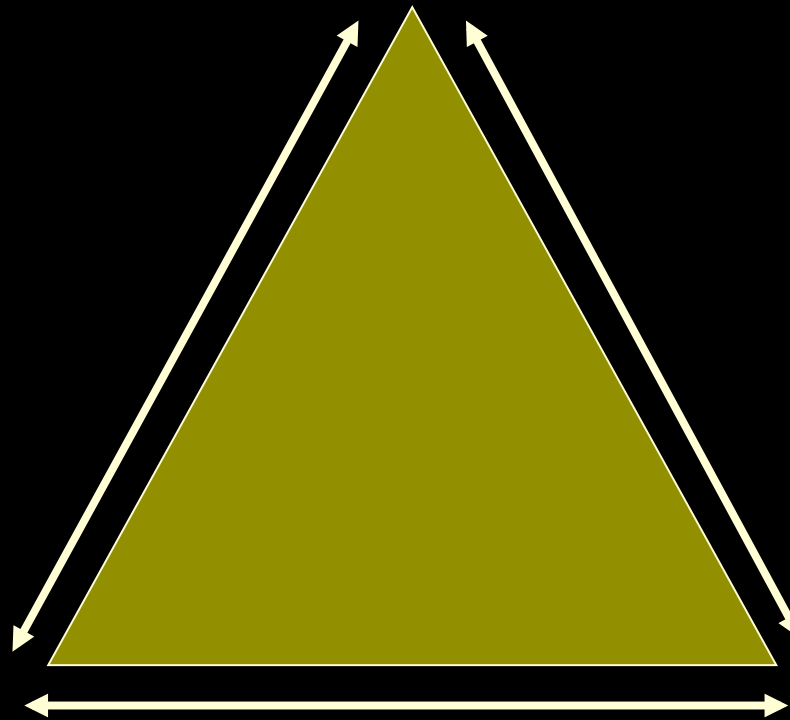
4. Knowledge of the issues (e.g. public health, education, women's issues, community development)

- Understanding the immediate issue or project
- Having the facts and technical analysis to have influence
- Understanding how decisions are made, who makes them, why, and key points for intervention
- Developing strategy for increasing influence on the root causes and underlying policies

HOW THEY LEARN

Experiential Learning
On-the-Job with Mentoring

Study of Theory
And Experience
with Academics
and Practitioners



Development of Skills in
Reflective Practice and
Analyzing Experience and
Theory with Mentoring

POSSIBLE STEPS IN A.A. CURRICULUM

6. Practicum → Graduate → Pathway

5. The Local Economy // Issue Seminar

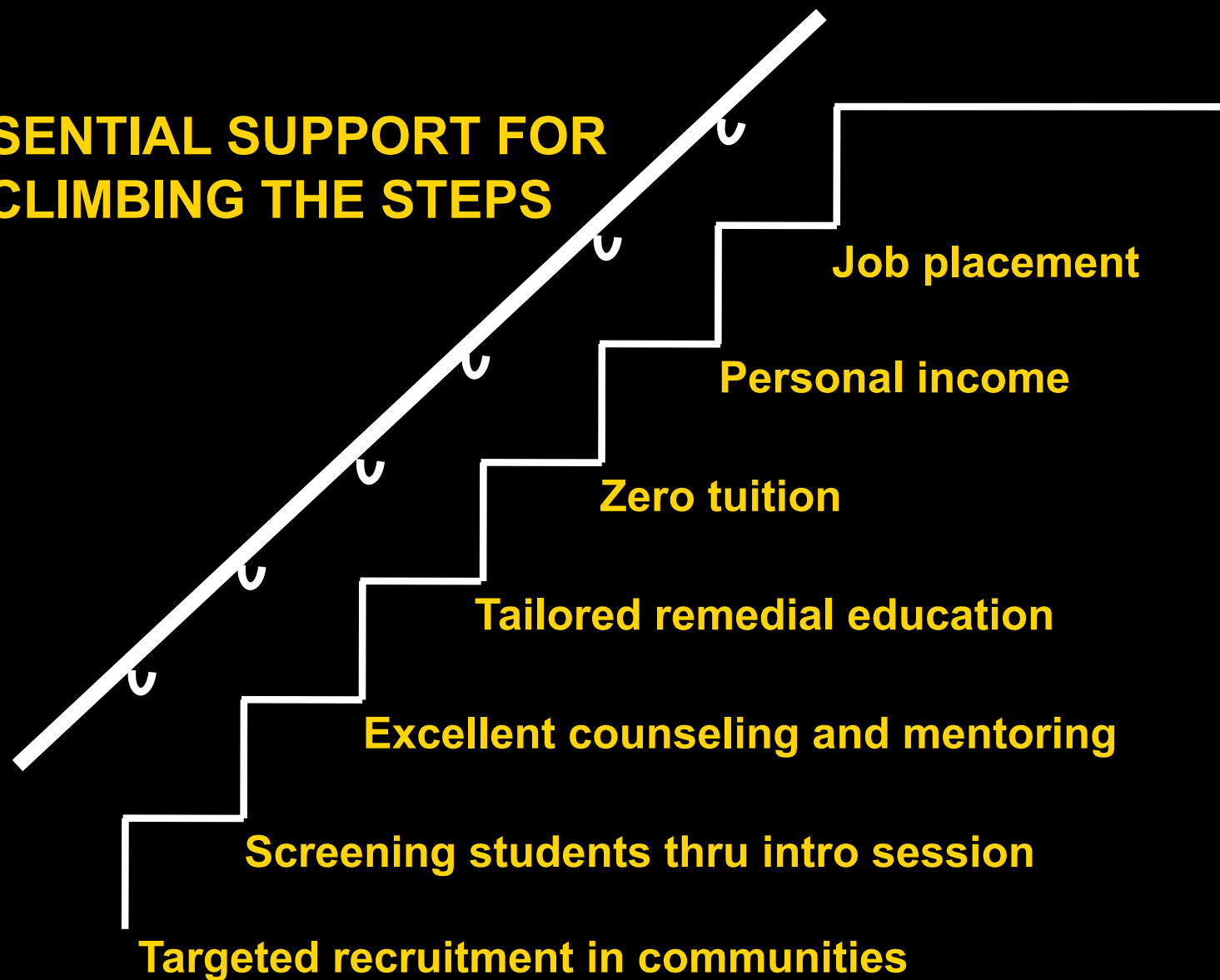
4. Government & Power Analysis // Multicult'l Studies

3. PAR & Leadership Ed // Understanding Community

2. Community Organizing // Group Dynamics and Facilitation

1. Intro to Community Change Studies // Remedial Ed

ESSENTIAL SUPPORT FOR CLIMBING THE STEPS



LABOR MARKET FOR GRADUATES

**Nonprofit
Sector**

CD

CO

CS

**Public
Sector**

**Community Change Approach:
Building Democratic Organizations, Leadership and
Management, Strategic Thinking and Analysis,
Knowledge of the Issues, Values and Vision**

**Service,
Schools,
Develop-
ment**

CD

**Organizing
Campaigns,
Coalitions,
etc.**

CS

**Services,
Schools,
Planning,
Develop-
ment**

**Nonprofit
agencies**

**Community-
Based
Development**

**Community
Organizing**

**Community-
Based
Services and Education**

**Government
Institutions**