



Program Overview, Schedule & FAQ

Please review carefully!

For additional information/questions please contact Adrianna@InitiateJustice.org

What is the Institute of Impacted Leaders?

The Institute of Impacted Leaders is a 12-week organizing training program designed for people directly impacted by incarceration.

The overall goal of the Institute is to work toward ending incarceration by activating the power of those of us who are most harmed by it. Because the intent of the punitive justice system is to rob us of our power, it is critical to remind ourselves of the types of power we can never lose, and develop our skills to be as effective as possible in organizing and advocating for ourselves.

What will I learn if I participate?

Participants will learn the basics of community organizing, how to change statewide laws, and how to advocate for themselves and their loved ones in prison. Practical activities may include a town hall with legislators and/or in-district advocacy visits with legislators. Participants will also learn how they can help develop and advance our policy campaigns to win freedom and safety for all.

What are the eligibility requirements?

This program is designed to build the power of people directly impacted by incarceration in California. To be eligible, you must be a current resident of CA and fulfill at least one of the following:

- 1) Be formerly incarcerated/convicted of an offense
- 2) Have a family member or loved one who is currently incarcerated
- 3) Have a family member or loved one who is formerly incarcerated

How will the hybrid cohort of the Institute of Impacted Leaders be different from the previous cohorts?

Training sessions will be held IN PERSON as well as VIRTUALLY over zoom. We have adjusted our curriculum to accommodate hybrid learning.

What are the expectations for how I participate?

We expect all participants to arrive at class on time, whether in person or on zoom. We also expect participants to fully engage in the class by participating in various activities such as reading and group discussions. When attending classes via zoom we expect participants to be fully present with limited distractions or background noise.

Can I get transportation or childcare support to help me participate?

We provide a small parking & childcare stipend/reimbursement to assist those in need. ***All financial assistance is limited to in-person training only.***



What will be asked of me as a participant in the Institute of Impacted Leaders?

We ask that participants:

- 1) Attend and participate in ALL weekly training sessions on time (*missing more than 2 will result in a permanent removal from class*),
- 2) Participate in *at least* one practical activity (either our group activity or an in-district visit with one of your legislators),
- 3) Be committed to learning about the movement to end incarceration and prison abolition as a whole.

What happens after I graduate?

Institute graduates go on to become “*Outside Organizers*” for Initiate Justice and gain the ability to lead in future advocacy mobilizations, be notified first and get prioritized when job opportunities become available with Initiate Justice, in addition to being added into our Institute Alumni email listserv where we share resources like community events, employment opportunities and other professional and personal development opportunities.

I don't live in California but my loved one is currently incarcerated in a California prison. Can I still apply?

Because we deal exclusively with the California State Legislature, we do not accept individuals from outside of the state. We do however encourage all who wish to support our work to join our membership base to stay connected and up to date on all things Initiate Justice. Learn more about becoming a member at [TinyUrl.com/JoinIJ](https://tinyurl.com/JoinIJ)

Do I need prior knowledge or experience of policy work to apply?

No. In fact, this program is a perfect foundation to start learning about policy and community organizing because it was designed for people with little to zero knowledge about the topics.

Is there a cost to apply or participate in this program?

No. All training materials are provided by Initiate Justice.

What happens if I am late to a class session or need to leave early?

We give all participants a short grace period to arrive but arriving later than 15 minutes will be counted as an absence. If you must leave early you must notify your facilitator prior to class. Multiple late arrivals or early drop offs may result in an absence or dismissal.

What if I don't know who my Assembly Member or State Senator are?

You can find out who your State Assembly Member and Senator is by going to <https://findyourrep.legislature.ca.gov/>. You can also watch this short video [HERE](#) to learn more.