



Feet on the Ground Leadership Training Program

Information for Participants

The Feet on the Ground (FOG) program is a leadership training program that has been designed by the Workers' Action Centre to provide support for community groups, workers affected by precarious work and low wages, immigrant and racialized communities, and rank-and-file union members in precarious jobs across Ontario that are interested in developing skills in community organizing for decent work.

The program provides classroom time and a practicum component over nine months for participants that support local capacity building around decent work issues. Participants learn crucial organizing skills, including outreach and consistent follow-up, relationship building, mentoring, alliance building, and movement building.

All participants will have an opportunity to undertake in-depth strategic planning, build their capacity to be decent work advocates, and develop community-building skills through an anti-racism and gender equity lens.

Goals

- Build a shared understanding of how to organize for decent work among community and labour organizers.
- Increase the effectiveness and impact of local organizing efforts by collectively developing skills and strategies for community-building and base-building.
- Build community and connections among groups previously isolated from each other.
- Encourage alliance-building and solidarity within diverse language and racialized communities.
- Gain a more in-depth understanding of how policy change happens and how we can affect change from the ground up.
- Strengthen and expand participation in the decent work movement.

Curriculum

FOG will use popular education principles that build from the experiences and skills of participants and the organizations and communities they represent. Participants will integrate learnings into their day-to-day work in their organizations and communities. The program will provide critical opportunities for reflection on current organizing practices and opportunities to try new approaches.

Topics covered in the sessions will include:

- Strategies for multi-racial and multi-lingual organizing
- Movement-building principles
- Base-building
- Outreach & follow up strategies
- Leadership
- Introduction to community organizing theory
- Campaign development
- Strategy, tactics
- Alliance-building
- And MORE!

Key Dates and Program Timeline

The program provides classroom time and a practicum component over nine months from late February 2019 until the end of November 2019:

- **February 23 - 24:** Participation in the Fight for \$15 & Fairness Provincial Strategy Meeting and skills-building sessions in Toronto on Saturday, February 23 and Sunday, February 24. FOG participants will also have a dinner together on the evening of Friday, February 22, which would serve as an introduction to the program and other participants.
- **February 25 to November 30:** Field organizing for seven hours per week, with one month off in the summer. This includes outreach, events, workshops, communication, workplanning, activity reports, and mentorship.
- **March 22 - 23:** First in-class training in Toronto.
- **June 7 – 8:** Second in-class training in Toronto.
- **October (date to be determined):** One-day evaluation session of the program in Toronto.

** Note: Participants are expected to attend **all** these activities as part of their training. Please plan in advance to make arrangements in your workplace and personal life to be able to participate in the activities outlined above. In-class training sessions will take place in Toronto at the Workers' Action Centre office (location at 720 Spadina Ave, Suite 202).

Stipend and organizing costs

Each participant will receive:

- \$5,640 stipend for field organizing weeks + classroom/training days
- Access to up to \$100/month for cell phone and local travel monthly expenses
- Access to up to \$100/month for local organizing expenses per month

Goals and expectations of participants

- Build a committee of people who are active in and committed to organizing for decent work, within their union, their workplace, their campus or their community.
- Lead and organize local outreach activities, local forums, local MPP visits and related solidarity actions.
- Commitment to the full program.
- Participate in monthly teleconferences with decent work organizers from across the province.
- Attend and participate in the two training sessions and end of program evaluation.
- Attend and participate in the provincial strategy session

Staying Connected

To ensure that participants during the training have adequate support to develop and execute their work plans in an effective and strategic way, as well as have an enjoyable learning experience, it is expected that participants will participate and engage in the following activities:

- Participate in Fight for \$15 and Fairness campaign meetings according to their geographical location.

- Participants in Toronto will participate in the *Toronto City-Wide Organizing Meetings* once or twice a month at the Workers' Action Centre office location at 720 Spadina Ave, Suite 202 (email invitations will be sent out every month).
- Participate in the *Provincial Mobilization Network* conference calls once a month.
- Both meetings are spaces to get and provide updates about local campaign organizing activities, and to plan actions together in a coordinated way.
- Pro-actively stay connected and engaged via campaign updates and communications sent by email and on social media, such as Facebook and Twitter.
- Subscribe to Fight for \$15 and Fairness campaign online communications.
- People with limited access to computer and no email address, please call Brynne at (647) 226-7184 to make arrangements.

Reporting of Activities

FOG participants are expected to provide monthly activity reports to their mentors and supporting/sponsoring organizations as a way to get support, trouble shoot, and reassess workplans. Along with the *Monthly Activity Report* there will also be a *Base-Building Contact List* to keep track of the connections and people you are meeting.

Mentorship

The program will provide a peer-mentoring system, as well as ongoing mentoring from the Workers' Action Centre staff who, in partnership with sponsoring organizations, will support participants in designing work plans for integrating leanings into their organizing work in decent work movement.

Communication

Communication is a key element for success. To ensure that FOG participants will have a successful experience during their training and their organizing work, participants are expected to proactively stay in communication with their mentors.

Participants are expected to read and respond to emails, phone calls, and text messages in a timely manner. Communicating with your mentor is part of your work as an organizer. We expect communication to be constant and flowing from both mentors and participants.

Participants are expected to have a cell phone to do their organizing work because they need to be able to be reached and to reach out. If you don't have a cell phone or have limited cell phone plan, talk to Brynne by email at brynne@oeerc.org or by phone at (647) 226-7184.

For more information, contact Brynne Sinclair-Waters by email at brynne@oeerc.org or by phone at (647) 226-7184.