



## ***DAY 1: Wednesday, September 17, 2025***

### **Registration Concierge**

Time: 4:00 p.m. - 8:00 p.m.

### **Beyond Impact 2025 Opening Reception**

Time: 6:30 p.m. - 9:30 p.m.

To set the tone for an inspiring and impactful convening, the Beyond Impact Welcome Reception will bring together movement leaders, funders, artists, and advocates for an evening of connection, celebration, and grounding. This is more than a welcome party; it's an intentional gathering to build community, highlight our shared purpose, and spark the energy that will carry us through the days ahead.

## ***DAY 2: Thursday, September 18, 2025***

### **Breakfast, Office Hours, People & Culture Experience**

Time: 8:00 a.m. - 9:00 a.m.

### ***Opening Plenary: People, Power & Possibilities – Redistricting and the Fight for Fair Representation***

Time: 9:00 a.m. - 10:30 a.m.

This session centers the foundational work of the people in combating the intensifying attacks on representation and democratic infrastructure. Right now, Texas is ground zero for both suppression and resistance. The redistricting landscape, combined with increasingly hostile legislative environments, demands stronger coordination, better data, and deeper investment. When redistricting is used to manipulate the will of the people, it's gerrymandering. It undermines democracy and stifles the voice of voters. This session will highlight grassroots and legal strategies to



challenge gerrymandering and voter dilution, community organizing models that protect communities of interest, and opportunities to strengthen long-term civic infrastructure across state lines.

**Speakers:**

Cathy Duvall, Senior Program Officer, Inclusive Democracy Programs

Resha Thomas, Texas Black Action Fund, Executive Vice President - SEIU Texas

Meeta Anand, Senior Director, Census and Data Equity - The Leadership Conference on Civil and Human Rights

## Beyond Impact Sessions I

Time: 10:45 a.m. - 11:45 a.m.

**Session #1:**

**From Base to Bench: Growing Latine Leadership Through the RJ Academy**

How do we move our gente from canvasser to candidate, from base to bench? COLOR Action Fund's RJ Academy: Political Power Track is a bold and replicable leadership pipeline rooted in culture, political clarity, and reproductive justice. Launched in response to escalating threats to democracy, the RJ Academy trains multigenerational Latine leaders in campaign strategy, issue advocacy, and electoral organizing, equipping them to lead with power and purpose.

This session is a collaborative invitation to C4 organizations and funders. Together, we will explore how culturally rooted political education can transform grassroots engagement into long-term power-building.

Participants will walk through the program model, reflect on the challenges facing BIPOC-led Community of Practice (C4) organizations, and help shape shared strategies for sustaining leadership pipelines in hostile political climates. This is a case study and a call to action, and your participation is crucial.

Come ready to reflect, learn, and strategize. Because the next wave of political power isn't coming, it's already here, and we are leading it.



#### Speakers:

Dusti Gurule, President & CEO, COLOR Action Fund

Maureen Maycheco, COLOR Action Fund

#### **Session #2:**

### **Designing the Future: Climate Adaptation as a Tool for Community Power**

What if our organizing didn't just fight for survival, but shaped the world we want to live in? This interactive skillshare blends speculative fiction, climate justice, and grassroots strategy to help us do exactly that. Drawing from the work of Afrofuturists, Emergent Strategies, and grounded in the real-life organizing behind Rumbo's Resilient Phoenix initiative, we'll explore how communities of color can imagine and build futures where we thrive.

We'll begin with a story: Maryvale, the hottest neighborhood in Phoenix, where residents design and lead bold urban adaptation efforts. Then, we'll open the space. Participants will map the climate pressures facing their own cities, dream of the futures they long for, and identify the organizing work that can bend the present toward that vision.

This is a session for organizers, storytellers, and strategists, anyone who believes that the communities need to see real changes to their lives now, and that they are the ones who need to lead that work. Participants will leave with a replicable tool, a spark of inspiration, and a deeper belief that imagination is not a luxury. It's a practice of power.

#### Speakers:

Luis Ávila, Rumbo

Dafne Cortez Jiménez, [Rumbo \[CONFIRM ORGANIZATION\]](#)

#### **Session #3:**

**Bridging the Divide between C3 and C4 giving (Donors of Color Network)** [\[confirm title and description\]](#) - [Move back to Plenary 4 on Friday. My apologies for this miscue. \(Rpd\)](#) [\[update to TIDES FOUNDATION Session\]](#)

#### **Session #4:**



## AGENDA

### **Designing Disenfranchisement: Digital Inaccessibility as a Movement and Voting Rights Issue**

How do disabled voters and organizers navigate the ever-winding path to the voting booth? This strategy session will explore inaccessibility in our democracy and how disabled voters navigate these challenges to make their voices heard.

Speakers:

PENDING (Backbone Digital Leaders)

## **Beyond Impact Sessions II**

Time: 11:45 a.m. - 1:00 p.m.

**Tides Office Hours, Networking, People & Culture**

### ***Luncheon Plenary: Reclaiming Power — Frameworks That Free Us*** Pillar: Power

Time: 1:00 p.m. - 2:30 p.m.

This plenary explores how power functions — how it's built, hoarded, contested, and reclaimed. We'll engage liberatory frameworks that distinguish between domination and shared agency, while uplifting testimonies from organizers shifting the balance of power in their communities. Participants will reflect on how to wield power responsibly and with purpose in service of liberation.

## **Beyond Impact Sessions III**

Time: 3:00 p.m. - 4:00 p.m.

**Session #1:**

**Investing in Resilience: How AI Can Futureproof Movement Infrastructure**



## AGENDA

Grassroots organizations are facing a rising wave of disinformation, legal threats, and digital vulnerabilities—but they’re often forced to fight with outdated or under-resourced tools. In this session, funders will get an inside look at Civic Sentry, a next-generation AI-powered platform built to help movement groups stay safe, strategic, and ahead of fast-moving challenges.

Civic Sentry is not just another tech tool. It’s designed with frontline needs in mind—using storytelling, pattern recognition, and strategic modeling to help leaders spot risks early, respond to attacks, and strengthen their internal infrastructure. No technical background is required.

This session will show how AI—used wisely—can become a force multiplier for justice. Participants will explore how to support these tools not as one-off projects, but as long-term infrastructure that protects and powers the future of organizing.

### Speakers:

Varun Nikore, ED, AAPI Victory Alliance, and creator of Civic Sentry tool

Mikka Kei McDonald, Creative Director, Community Change

Rae Martinez, Executive Director, Texas Youth Power Alliance

### **Session #2**

#### **Sisterhood in Action: Building Community in Your Networks (1k Black Women)**

This talk explores how Black women are creating and sustaining communities through grassroots events, intimate in-person gatherings, and digital spaces. Black women have historically led community-driven initiatives, and this work only continues. By leveraging collective storytelling, mutual aid, and digital activism, these spaces foster empowerment, healing, and social change.

Now more than ever, it’s on each and every one of us to build the beloved community and keep our networks strong. Aja Gaddie and Brisha Brichelle have decades of experience in what we’ve come to know as “political organizing,” but it’s time to rethink that term. What





we're really doing is building the beloved community, keeping our networks strong, and bolstering sisterhood in our respective lives.

This work must be done by all of us. In our increasingly digital age, loneliness is festering, third spaces are few and far between, and the ties that bind us are fraying. There's much working against us – but let's be clear: there's just as much wind at our backs, and we can use all the tools at our disposal to increase connection and use our voice. There's much at stake.

Speakers: [Headshots and bios](#)

Aja Gaddie, National Outreach Director, 1K Women Strong

Dr. Brisha Brichelle, National Outreach Coordinator, 1K Women Strong

Tania Johns, National Organizing Director, 1K Women Strong

Joi Donaldson, Digital Media Manager, 1K Women Strong

### **Session #3:**

#### **Preparing your organization to be in the fight**

It is very hard, if not impossible, to be effective externally when our organizations are experiencing dysregulation and strife. This session will serve both as an explainer of the new dynamics many organizations are facing and the kinds of systems, norms, and practices that are needed to fortify organizations and make them battle-ready and exploration-ready. We will discuss the conditions that help us take more effective risks and the investments we will need to make to get there.

#### Panel:

Karla Monterroso, Founder & Managing Partner, Brava Leaders  
(Moderator)

Zeeba Khalili, VP of Grantmaking & External Affairs, Marguerite Casey Foundation

Aria Florant, CEO, Liberation Ventures

### **Session #4:**

#### **Make it Work Nevada**



[UPDATE TITLE AND DESCRIPTION]

### *Afternoon Plenary:*

#### **Baltimore Is the Blueprint Pillar: Possibilities (Baltimore-specific)**

Time: 4:30 p.m. - 6:00 p.m.

Grounding our convening in place, this plenary lifts up Baltimore as both a site of resistance and a wellspring of visionary organizing. We'll hear from local leaders shaping models of safety, self-determination, and community power. Participants will leave with inspiration and insight into how place-based strategies in Baltimore can inform movement work across the country.

#### **Baltimore Joy Jam**

Time: 6:30 p.m. - 9:30 p.m.

### ***DAY 3: Friday, September 19, 2025***

#### **Buffet Breakfast + Conversation Tables, Office Hours, People & Culture**

Time: 8:00 a.m. - 9:00 a.m.

#### **Beyond Impact Sessions IV**

Time: 9:00 a.m. - 10:00 a.m.

##### **Session #1:**

**Co-Governance Between Base Building Organizations and Elected Officials: A Path to Shifting Power and Redefining Public Safety  
(Southern Movement Committee)**



## AGENDA

Co-governance is not just a strategy for reform—it's a vehicle for shifting power and meeting material needs. It centers Black, working-class communities as architects of public policy and community safety. When base-building organizations and elected officials enter into accountable, power-sharing relationships, policy is shaped by the people most impacted by systemic harm. This model rejects the myth that public safety comes from policing and punishment. Instead, safety is defined as investing in community-driven solutions like housing, healing, education, and economic justice as defined and driven by those most impacted by harm. Co-governance turns grassroots demands into long-term infrastructure, ensuring that decisions are rooted in community wisdom, not political convenience. It's how we move from demands to dual power—and from systemic harm to collective liberation.

### Speakers:

Erica R. Perry, Esq., Executive Director, Southern Movement Committee

Mike Floss, Culture Director, Southern Movement Committee Arts Councilwoman Delishia Porterfield, Metro Nashville Councilmember at Large

Lonnell Matthews, Juvenile Court Clerk, Metro Nashville/Davidson County Juvenile Court Clerk

### **Session #2:**

#### **The Front Door is a Frontline: Canvassers as Strategists, Storytellers, and Disinformation Responders**

In 2020, progressive organizations launched unprecedented canvassing operations in Georgia—but lacked the funds to replicate them in 2024. This interactive skillshare highlights new research from focus groups with canvassers about the role they play in political trust, disinformation response, and voter engagement. Drawing on the belief that those closest to the doors are often closest to the truth, we'll explore how canvassers view their work—and how organizations can design field programs that treat canvassers as strategic partners, not just messengers. Participants will engage in a hands-on activity used in canvasser disinformation training and leave





with concrete tools to improve field staff development, messaging feedback loops, and campaign infrastructure built for long-term power.

Speakers:

Ranada Robinson, Sr. Director of Research & Strategy, Georgia Alliance for Progress

Roderick Smith, Executive Director, Collective Renaissance Guild

Michelle Wilson, Chief Operations Officer, Women Engaged

**Session #3:**

**Whatever It Takes: Cocktails, Hookah, Carnivals, and Bike Rides that Get Voters to the Polls**

Fire up the coals for the hookah, pour a shot of Henny, and let's discuss the most pressing issues impacting our community in this election cycle! In this interactive discussion, hear from Engaged Voters Founder and Executive Director Tanisha Manning, J.D., and EV Civic Engagement Consultant Dr. Felicia Harris, about the unconventional yet effective tactics driving voter engagement and outreach in Southeast Houston, one of the areas most targeted for gerrymandering in the state. Known as the home of popular neighborhoods, including Houston's Third Ward, Sunnyside, and Crestmont Park, Southeast Houston is rich in opportunities for mobilizing Black voters, who historically have had low to mid-level civic engagement. Through culturally resonant outreach, Engaged Voters has built a network of emerging civic leaders, empowering 18- to 35-year-olds to become informed voters and agents of change within their communities. From their popular lounge series, "Cocktails and Conversations," to their innovative "Bike to the Polls," and their viral podcast bringing real talk to real people, the EV team will discuss the intentional strategies and tactics used to meet constituents where they are, address their questions and valid concerns about the political process, and increase political participation in communities with low to mid-level turnout rates.

Speakers:

Tanisha Manning, J.D., Founder and Executive Director, Engaged Voters

Dr. Felicia Harris, Civic Engagement Consultant, Engaged Voters



#### **Session #4:**

### **Developing Coalition AI: How Grassroots Progressive Groups are Building Power in New Mexico with Artificial Intelligence**

This session will explore the New Mexico Progressive Artificial Intelligence System (NM-PAIS), the first generative AI platform for coalition organizing, including its origins, current status, and vision for the future. We will cover initial AI experiments by Progress Now New Mexico (PNNM) and Organizers in the Land of Enchantment (OLÉ), from developing NM-PAIS with the Center for Civic Policy (CCP), to the planned expansion to the full 45-member New Mexico Civic Engagement Table.

Attendees will leave with actionable frameworks for coalition AI solutions for their own regions or issue coalitions. The NM-PAIS model demonstrates how AI technology can strengthen rather than replace human organizing, amplifying people's power against elite interests while maintaining progressive values.

The session will explore key themes, including:

- **AI FOR ORGANIZING:** How PNNM initially leveraged AI to combat Project 2025 misinformation and how OLÉ applied expanded capacity to passing key housing legislation.
- **EXECUTION:** How PNNM, OLÉ, and CCP funded, developed, and rolled out the tool.
- **NM-PAIS FEATURES:** How NM-PAIS is leveraging Change Agent AI, a movement-aligned alternative to ChatGPT, to save time on tasks including writing, data analysis, strategy development, translation, and more.
- **ETHICAL CONSIDERATIONS:** How NM-PAIS's founding organizations address ethical concerns around privacy, bias, and climate.

#### **Speakers:**

Aram Fischer, Change Agent AI

Oriana Sandoval, Center for Civic Policy

Tyler McFadden, Change Agent AI

Craig Johnson, Change Agent AI/Civic Digital Organizing Group

Nick Chedli-Carter, Resilient Democracy Fund/Civic Digital Organizing Group



## Beyond Impact Sessions V

Time: 10:30 a.m. - 11:30 a.m.

### **Session #1: Open**

### **Session #2:**

#### **Putting Power to Purpose: Infrastructure for Collective Liberation**

Too often, the progressive data and tech infrastructure has been built around exclusion—forgetting and actively harming Black communities through disinvestment, underservice, limited access, and lack of representation in leadership. This session will explore what it means to prioritize the Black experience in the design, governance, and access of shared infrastructure by creating a collaborative vehicle for BIPOC organizations and demanding investment/prioritization from allies in our space. We will examine how equitable access to a shared infrastructure and communal data projects can redress historical injustices, foster resilience, and build collective power. We will confront the impacts of continuing to sideline the Black experience: reinforcing structural inequities, deepening mistrust, and perpetuating systems that fail us over and over again. Through discussion, case studies, and strategic thinking, this session challenges participants to imagine infrastructure not just as an option, but as a shared commitment for our future.

Speakers:

**PENDING - Following Up with Session Designer for Update**

### **Session #3:**

#### **Mapping Our Power: Resource Mapping for Co-Governance and Radical Change**

This interactive skill-sharing session will equip participants with practical tools and methodologies for resource mapping, which can empower communities and foster co-governance. By identifying and leveraging existing assets (both tangible and intangible), participants



will learn how to challenge power in structures and promote inclusive decision-making processes.

Through a facilitated discussion and interactive strategy, participants will explore the concept of resource mapping and its significance in community empowerment and co-governance. They will learn to identify various types of resources, including people, materials, skills, and intangible assets like trust and relationships. By the end of the session, participants will collaboratively create strategies to mobilize identified resources toward achieving radical, inclusive change.

This session is designed to help participants recognize the power within their communities and develop a plan to harness that power for collective action. By sharing best practices and expertise, we aim to create a supportive space for stakeholders to unite across identity groups and work together towards a more just and equitable future.

Speakers:

JP Peralta, Movement Voter Project/Movement Voter Fund  
Haley Bash, Executive Director, Donor Organizer Hub

**Session #4:**

**This Ain't Just a Moment: It's a Movement**

Our movements deserve more than flashpoints. They deserve infrastructure that lasts. In this tactical strategy session, we'll move beyond protest cycles and into the real work of building sustainable, grassroots power. Participants will explore concrete models for long-term political organizing rooted in Black liberation, collective governance, and community-led advocacy. We'll break down what it takes to build movements that survive elections, funding shifts, and political backlash by creating leadership pipelines, mutual aid networks, policy strategies, and resource ecosystems that serve us, not systems.

This session is about taking our people power seriously by any means necessary and ensuring that our organizing outlives the moment. Participants will leave with practical tools, examples, and a renewed commitment to building liberation movement that doesn't seek permission and doesn't fade away.



Speakers:

Demetrus Coonrod, Councilwoman and grassroots political advocate,  
Re-Woke

***Closing Plenary:***

**The Future We Are Building Pillar: Possibilities**

Time: 12:00 p.m. - 2:00 p.m.

In our closing plenary, we look forward together — not imagining the future as something far off, but recognizing that we are actively building it now. With abolitionist and visionary frameworks as our guide, we'll explore how movements are shaping new models of care, governance, and justice. Leaders who are innovating at the edges will share insights to help us imagine, believe in, and commit to the future we deserve.

Panel:

Vincent Jones, CEO, Tides Advocacy (Moderator)

Ashindi Maxton

Teo Valdes