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Vision
Mission
Our Story
Collective Structure
Community Agreement
Framework of Reparations
Building Power & Advocacy

DONATIONS ACCEPTED AT
PAYPAL.ME/BLACKLIBERATIONLAB
VENMO.COM/BLACKLIBERATIONLAB
CASHAPP/$BLACKLIBERATIONLAB
Our vision for Black liberation centers on a community of interdependency in which we have authorship of our narratives, lifelong creative freedom, and transformative healing and protection.
Amplifying the voices and experiences of the most marginalized Black people, including but not limited to those who are trans and queer, women and femmes, gender non-conforming, currently and formerly incarcerated, immigrants, disabled, working class, poor, and houseless. Connecting and empowering various communities of color and allies to reconcile harm, heal, and rely on each other to move toward our vision of Black liberation.

Empowering all Black generations through creation, education, and activism to be the authors of our narratives and to maintain our space once we have it. Centering the affirmation, validation, and celebration of holistic Black experience.
Disrupting the status quo and removing the boundaries of art, design, poetry, and music by uplifting Black creatives who use their talents to center the experiences, narratives, and the voices of Black people. Integrating lifelong creativity toward actualizing freedom and liberation.

Connecting and cultivating opportunities for all Black generations and radical accomplices to create community through meaningful and productive conflict. Shifting culture for Black people to experience safety and protection through abolition advocacy and a process of development and healing from racialized trauma.
we co-create solutions that support black liberation.
Black liberation will not come from our nonprofit status. In our community, there are many black artists, organizers, and organizations building better futures for black people. Black liberation lab is just one piece of the puzzle. We are not the solution. We are only one part of the solution. We are a platform to gather resources, knowledge, energy, and power that black folks can utilize to build our collective movements.
Black Liberation Lab came together when a group of Black folk noticed that white supremacy, patriarchy, and the oppressions of capitalism had penetrated even our most eminent anti-racist organizations. We are Designers, Historians, Ethicists, Philosophers, Sociologists; Artists, Musicians, Poets, Storytellers; Disruptors, Experimenters, First Responders, Healers, Visionaries. We brought together decades worth of experience as social and political activists, community organizers, and educators; queer, cis, men, women, mixed, and interracial folk. Our experiences, our inclinations and our differing methods coalesced around a common aspiration: to see past the frameworks that white supremacy constructed for how to lead, how to live, how to work, how to be in community to a true liberation for ALL Black people.
THE LAB IS MADE UP OF THE LEADERSHIP COLLECTIVE, COLLABORATORS, AND FUTURE COLLABORATORS. COMMUNITY PARTNERS, SUPPORTERS, AND FUNDERS MAKE UP THE CONSERVATORY WHO SUPPORT THE VISION.
LAB PARTNER COHORT

THE CONSERVATORY

LEADERSHIP COLLECTIVE
8-10 PEOPLE

LAB OUTPUTS IN COMMUNITY
PROGRAMING, TALKS, WORKSHOPS
WORK WITH VETTED VENDORS
ADVOCATING FOR BLACK LIBERATION
CHALLENGING COMMUNITY INSTITUTIONS

ADVISORY BOARD
THE LEGAL BOARD OF DIRECTORS
LEADERSHIP COLLECTIVE
EXECUTIVE DIRECTOR & OTHER EMPLOYEES/DIRECTORS
COLLABORATORS
INDIVIDUALS WITH VARYING LEVELS OF COMMITMENT
LAB PARTNERS
CAN BE COLLABORATORS, COLLECTIVE, OR BOARD MEMBERS
LAB PARTNER COHORTS
INDIVIDUALS COMPLETING LAB PREP WITH LAB PARTNERS
FUTURE COLLABORATORS
INDIVIDUALS WITH INTENTION TO JOIN LAB PREP

THE KEY
- RESOURCES
- SUPPORT & ACTION
- FINANCIAL SUPPORT
- BOUNDARY OF THE LAB

TITLE DESCRIPTIONS
- ADVISORY BOARD
- THE LEGAL BOARD OF DIRECTORS
- LEADERSHIP COLLECTIVE
- EXECUTIVE DIRECTOR & OTHER EMPLOYEES/DIRECTORS
- COLLABORATORS
- INDIVIDUALS WITH VARYING LEVELS OF COMMITMENT
- LAB PARTNERS
- CAN BE COLLABORATORS, COLLECTIVE, OR BOARD MEMBERS
- LAB PARTNER COHORTS
- INDIVIDUALS COMPLETING LAB PREP WITH LAB PARTNERS
- FUTURE COLLABORATORS
- INDIVIDUALS WITH INTENTION TO JOIN LAB PREP

THE LAB OUTPUTS IN COMMUNITY
PROGRAMING, TALKS, WORKSHOPS
WORK WITH VETTED VENDORS
ADVOCATING FOR BLACK LIBERATION
CHALLENGING COMMUNITY INSTITUTIONS
BLACK LIBERATION LAB
Our out-facing organization as a whole also known as BLL, Blk Lib Lab, or The Lab.

LAB ADVISORY BOARD
These Collaborators contribute to BLL on a volunteer basis in an advisory role to the Leadership Collective. These are individuals separate from organizations that BLL may/may not contract with.

LEADERSHIP COLLECTIVE
These full-time Collaborators, guided by the BLL vision, create organizational policy, demonstrate in practice, and shape culture. They will have completed the Ideology, Demonstration of Practice, Commitment, and Culture portions of Elements 1-4. The Leadership Collective leads the following:
- Accounting and Financials
- Organizational Effectiveness & Culture
- Lab Partner Organizing
- Interdependency Alliance: Partnerships
- Narrative Alliance: Education
- Creative Freedom Alliance: Arts-Based
- Healing & Protection Alliance: Justice & Abolition

LAB PARTNERS
Collaborators who are working with future collaborators during their cohort process to build ideology, practice, and commitment.

LAB PARTNER COHORTS
A group of Future Collaborators who work with the Lab Partners to complete their Lab Prep. Cohorts are a maximum of 12 Future Collaborators.

COLLABORATORS
Individuals and organizations who have gone through the cohort process and are committed to Black liberation. The individual’s commitment levels towards the vision will vary however ideology and demonstration of practice will remain consistent to the vision and the Alliances. They will have completed the Ideology, Demonstration of Practice, and Commitment portions of Elements 1-4.

FUTURE COLLABORATORS
Individuals who have intentional stated their interest in becoming a Collaborator or are in the Lab Partner Cohort Process to become a Collaborator of The Lab. They will have completed the Ideology and Demonstration of Practice portions of Elements 1-4, Lab Prep.

COMMUNITY PARTNERS
Organizations, collectives, and institutions who have made an intentional and financial commitment of partnership to build towards our vision.

SUPPORTERS
Individuals and organizations who have made a financial or tangible sustainable commitment of support to Black Liberation Lab.

FUNDERS
Foundations, grantors, and organizations who have made a financial and sustainable commitment to Black Liberation Lab.
BREANNA ELLISON
Leadership Collective
Org. Effectiveness & Culture*

JEANINE WEEKES SCHROER
Lab Advisory Board
Accounting and Financials*

TERRESA MOSES
Lab Advisory Board
Interdependency Alliance

SANDRA OYINLOYE
Lab Advisory Board
Healing & Protection Alliance

DANIEL OYINLOYE
Lab Advisory Board
Creative Freedom Alliance

JAMES ARROYO MILLER
Lab Partner Cohort Member

STEPHANIE WILLIAMS
Lab Partner Cohort Member

BILLIE CONAWAY-WHITE
Lab Partner Cohort Member

*denotes a leadership collective lead
I see the through-lines of connectivity between people, places, organizations, ideas, and movements.

I imagine and generate our boldest possibilities, hopes and dreams, and remind us of our direction.

I develop, organize, and implement ideas, practices, people, and resources in service of a collective vision.

I nurture and nourish the people around me by creating and sustaining a community of care, joy, and connection.

I recognize and tend to the generational and current traumas caused by oppressive systems, institutions, policies, and practices.

I take uncomfortable and risky actions to shake up the status quo, to raise awareness, and to build power.

I teach, counsel, and advise, using my gifts of well-earned discernment and wisdom.

I innovate, pioneer, and invent. I take risks and course-correct as needed.

I address community crises by marshaling and organizing resources, networks, and messages.

We use this ecosystem to help us frame our different roles in pursuit of equity, shared liberation, inclusion, and justice. We intentionally work within our roles with our talents to progress our social change efforts.
These subcategories are significant to “Amplifying the voices and experiences of the most marginalized Black people, including but not limited to those who are trans and queer, women and femmes, gender non-conforming, currently and formerly incarcerated, immigrants, disabled, working class, poor, and houseless. Connecting and empowering various communities of color and allies to reconcile harm, heal, and rely on each other to move toward our vision of Black liberation.”
These subcategories are significant to “Empowering all Black generations through creation, education, and activism to be the authors of our narratives and to maintain our space once we have it. Centering the affirmation, validation, and celebration of holistic Black experience.”

<table>
<thead>
<tr>
<th>AUTHORSHIP OF OUR OWN NARRATIVES</th>
<th>FUTURE COLLABORATORS</th>
<th>COLLABORATORS</th>
<th>LEADERSHIP COLLECTIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IDEOLOGY</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assessed Workshop/Event &amp; Report Out</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Assessed Reading Material &amp; Report-Out</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assessed Film or Art Show &amp; Report-Out</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>DEMONSTRATION OF PRACTICE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organizing and/or Advocacy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enrollment in Assessed Class/Workshop/Experience &amp; Report-Out</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Photos, art, video, music, poetry, writings, essays, etc.</td>
<td></td>
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</tr>
<tr>
<td>Resume/Portfolio Demonstrating the Element</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Written, website, media, etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>COMMITMENT</strong></td>
<td></td>
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</tr>
<tr>
<td>Pledge of Educational Growth and Development</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Written Entries, Visual Journey Map, Documentation of Commitment, etc.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>LAB Goal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liberating, Attainable, and Black-Centered</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CULTURE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seeking/Maintaining Resources for Development</td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Contributions to Reading and Film List for BLL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Participating/Supporting/Enriching the BLL Narrative in Community Space</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Conference</td>
<td></td>
<td></td>
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</tbody>
</table>
These subcategories are significant to “Disrupting the status quo and removing the boundaries of art, design, poetry, and music by uplifting Black creatives who use their talents to center the experiences, narratives, and the voices of Black people. Integrating lifelong creativity toward actualizing freedom and liberation.”

<table>
<thead>
<tr>
<th>IDEOLOGY</th>
<th>FUTURE COLLABORATORS</th>
<th>COLLABORATORS</th>
<th>LEADERSHIP COLLECTIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Explain This Element Through Your Experience/Lens</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Projects, Resumes, Writings, Website, Media, Art, Video, 1-on-1 Meeting, etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assessed Creative Materials &amp; Report-Out</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Assessed Creative Event &amp; Report Out</td>
<td></td>
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<td></td>
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</table>

<table>
<thead>
<tr>
<th>DEMONSTRATION OF PRACTICE</th>
<th>FUTURE COLLABORATORS</th>
<th>COLLABORATORS</th>
<th>LEADERSHIP COLLECTIVE</th>
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</thead>
<tbody>
<tr>
<td>Facilitate/Participate(d) in Creative Community Engagement</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Resume/Portfolio Demonstrating the Element</td>
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<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Written, website, media, etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Introspective/Biographical Project</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Explaining How Your Intersectional Experience Brought You Here</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Photos, Art, Video, Music, Poetry, Writings, Essay, etc.</td>
<td></td>
<td></td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>COMMITMENT</th>
<th>FUTURE COLLABORATORS</th>
<th>COLLABORATORS</th>
<th>LEADERSHIP COLLECTIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pledge &amp; Accountability Plan</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Journal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Written Entries, Visual Journey Map, Documentation of Commitment, etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LAB Goal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Liberating, Attainable, and Black-Centered</td>
<td></td>
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</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CULTURE</th>
<th>FUTURE COLLABORATORS</th>
<th>COLLABORATORS</th>
<th>LEADERSHIP COLLECTIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crafting Programs that Cultivate Creativity</td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Maintain List of Black Creatives</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Integrate Creativity into All of Our Spaces</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
These subcategories are significant to “Connecting and cultivating opportunities for all Black generations and radical accomplices to create community through meaningful and productive conflict. Shifting culture for Black people to experience safety and protection through abolition advocacy and a process of development and healing from racialized trauma.”

### Transformative Healing & Protection

#### Ideology
- Explain Your Trauma/Healing Practices Through Your Experience/Lens
  - Projects, Resumes, Writings, Website, Media, Art, Video, 1-on-1 Meeting, etc.)
- Assessed Workshop/Event & Report Out
- Assessed Reading Material & Report-Out

#### Demonstration of Practice
- Organizing and/or Advocacy Centering Abolition
- Individual/Group Therapy Centered on Trauma Healing
- Resume/Portfolio Demonstrating the Element Written, website, media, etc.
- Introspective/Biographical Project Explaining How Your Intersectional Experience Brought You Here
  - Photos, Art, Video, Music, Poetry, Writings, Essay, etc.

#### Commitment
- Pledge of Educational Growth and Development
- Journal
  - Written Entries, Visual Journey Map, Documentation of Commitment, etc.
- Continual Participation in Communal Healing Experience

#### Culture
- Protecting Those Harmed, Promoting the Acceptance/Recognition of Trauma
- Advocating for Abolition
- Search for Healing in all BLL Spaces
**2021 PROJECTED REVENUE**

### Fundraising

<table>
<thead>
<tr>
<th>Source</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Fundraiser</td>
<td>$30,000</td>
</tr>
<tr>
<td>Major Donor Contributions</td>
<td>$500,000</td>
</tr>
<tr>
<td>Individual Contributions</td>
<td>$15,000</td>
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<tr>
<td>Special Opportunities</td>
<td>$200,000</td>
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**TOTAL FUNDRAISING REVENUE** $750,000

### Grants

<table>
<thead>
<tr>
<th>Grant</th>
<th>Revenue</th>
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<tbody>
<tr>
<td>Grant 1</td>
<td>$30,000</td>
</tr>
<tr>
<td>Grant 2</td>
<td>$5,000</td>
</tr>
<tr>
<td>Grant 3</td>
<td>$10,000</td>
</tr>
<tr>
<td>Grant 4</td>
<td>$10,000</td>
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</tbody>
</table>

**TOTAL GRANT REVENUE** $55,000

### Program Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Partner</td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td></td>
</tr>
<tr>
<td>Workshops &amp; Trainings</td>
<td>$20,000</td>
</tr>
<tr>
<td>Leadership Collective</td>
<td></td>
</tr>
<tr>
<td>Speaker Fees</td>
<td>$10,000</td>
</tr>
<tr>
<td>Field Guide/Handbook Purchases</td>
<td>$2,500</td>
</tr>
<tr>
<td>BLL Program Outputs</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

**TOTAL PROGRAM REVENUE** $42,500

**TOTAL 2021 PROJECTED REVENUE** $847,500

### 2020 Revenue

We will be raising funds from our fundraising efforts and organizational partner investments.
## 2021 PROJECTED EXPENSES

<table>
<thead>
<tr>
<th>PROGRAMMING</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Interdependency Alliance</td>
<td>$10,000</td>
</tr>
<tr>
<td>Narrative Alliance</td>
<td>$10,000</td>
</tr>
<tr>
<td>Creative Freedom Alliance</td>
<td>$10,000</td>
</tr>
<tr>
<td>Healing &amp; Protection Alliance</td>
<td>$10,000</td>
</tr>
<tr>
<td>Mutual Aid Network</td>
<td>$10,000</td>
</tr>
<tr>
<td>Mutual Aid Fund</td>
<td>$30,000</td>
</tr>
<tr>
<td>Collaborator Cohort</td>
<td>$10,000</td>
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</table>

**TOTAL PROGRAMMING EXPENSES $90,000**

<table>
<thead>
<tr>
<th>ADMINISTRATIVE EXPENSES</th>
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<tbody>
<tr>
<td>Bookkeeping/Legal</td>
<td>$12,000</td>
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<tr>
<td>Rent &amp; Upkeep</td>
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</tr>
<tr>
<td>Insurance/Liability</td>
<td>$1,200</td>
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<tr>
<td>Travel/Mileage</td>
<td>$6,000</td>
</tr>
<tr>
<td>Professional Services</td>
<td>Design Services $24,000</td>
</tr>
<tr>
<td>Professional Services</td>
<td>Creative Services $20,000</td>
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**TOTAL GRANT REVENUE $93,200**

<table>
<thead>
<tr>
<th>PAYROLL EXPENSES</th>
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<tbody>
<tr>
<td>Interdependency Alliance Organizer</td>
<td>$65,000+ Benefits $85,000</td>
</tr>
<tr>
<td>Narrative Alliance Organizer</td>
<td>$65,000+ Benefits $85,000</td>
</tr>
<tr>
<td>Creative Freedom Alliance Organizer</td>
<td>$65,000+ Benefits $85,000</td>
</tr>
<tr>
<td>Healing &amp; Protection Alliance Organizer</td>
<td>$65,000+ Benefits $85,000</td>
</tr>
<tr>
<td>Mutual Aid Network Organizer</td>
<td>$65,000+ Benefits $85,000</td>
</tr>
<tr>
<td>Therapist</td>
<td>$65,000+ Benefits $85,000</td>
</tr>
<tr>
<td>Finance/Bookeeping</td>
<td>$65,000+ Benefits $85,000</td>
</tr>
<tr>
<td>Advisory Board Stipends</td>
<td>$36,000</td>
</tr>
</tbody>
</table>

**TOTAL PROGRAM REVENUE $631,000**

**TOTAL 2021 PROJECTED EXPENSES $814,200**

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**2020 EXPENSES**

Our expenses for this year will be to compensate the BLL Collaborators and creative partners for organizing from June through December. We will also be using funds to reimburse creatives for campaign materials and creative healing workshops.
ARTICLE I. NAME
The name of this corporation shall be Black Liberation Lab.

ARTICLE II. PURPOSES
To co-create solutions towards our vision for Black liberation which centers on a community of interdependency—in which we have authorship of our narratives, lifelong creative freedom, and transformative healing and protection.

Amplifying the voices and experiences of the most marginalized Black people, including but not limited to those who are trans and queer, women and femmes, gender non-conforming, currently and formerly incarcerated, immigrants, disabled, working class, poor, and houseless. Connecting and empowering various communities of color and allies to reconcile harm, heal, and rely on each other to move toward our vision of Black liberation.

Empowering all Black generations through creation, education, and activism to be the authors of our narratives and to maintain our space once we have it. Centering the affirmation, validation, and celebration of holistic Black experience.

Disrupting the status quo and removing the boundaries of art, design, poetry, and music by uplifting Black creatives who use their talents to center the experiences, narratives, and the voices of Black people. Integrating lifelong creativity toward actualizing freedom and liberation.

Connecting and cultivating opportunities for all Black generations and radical accomplices to create community through meaningful and productive conflict. Shifting culture for Black people to experience safety and protection through abolition advocacy and a process of development and healing from racialized trauma.

ARTICLE III. ROLE OF THE ADVISORY BOARD AND THE LEADERSHIP COLLECTIVE

SECTION 1. The Advisory Board shall be responsible for advisory assessment of and guidance related to Black Liberation Lab’s vision.

SECTION 2. The Leadership Collective oversees the day to day programming, implementation of policy, and implementation of our mission.
ARTICLE IV. THE ADVISORY BOARD

SECTION 1. Membership on the Lab Board will be nondiscriminatory with regard to gender, age, sex, creed, sexual orientation, color, race, religion, national origin, political affiliation, disability, marital status or status with regard to public assistance.

SECTION 2. The Advisory Board shall support the mission and vision of Black Liberation Lab.

SECTION 3. Black Liberation Lab will have no fewer than four board members. All board members must be in process or have completed their Lab Partner Cohort Process to become a Collaborator (with the exception of the founding board). All board members must be participating in some BLL alliance (programming, events etc.).

The founding board members will serve one year and may be elected once they have completed the Founder’s Cohort Process to become a Collaborator.

SECTION 4. The term of office shall be no more than three years without re-election, and no more than six years of service as a voting board member, before taking a hiatus equal to the length of their service. After that hiatus they are eligible to be elected to the board again.

SECTION 5. Board members will serve without compensation on a volunteer basis but are eligible for pay outside of board duties outlined in the bylaws. (eg. Legal services, artistic or creative services, performances, additional financial services.)

SECTION 6. Board members shall be elected by the Board and Leadership Collective as vacancies occur.

SECTION 7. Vacancies that may occur in the middle of a term shall be replaced at the discretion of the Board.

SECTION 8. Removal from the Board shall result if: 1) They fail to follow the Black Liberation Lab’s Community Agreement. Grounds for removal from the board included but aren’t limited to: Missing meetings without an attempt to reschedule that occurs at least three business days advance or failure to abide by our reparations framework. Removal requires a vote of the Board and the Leadership Collective. A Board member has the right to a restorative approach, if the Community Agreement was not violated intentionally or capriciously. If the community agreement was violated intentionally, the board and Leadership Collective may decide to sever ties with a board member and refuse to engage in the reparations process in order to ensure safety for those harmed.
SECTION 9. Board members who join the Leadership Collective must resign from the Board immediately upon hire and may not reapply for a position on the Board until after they have left their position in the Leadership Collective.

SECTION 10. Former paid Leadership Collective members may apply for a Board of Directors position in accord with the term rules in Article IV, Section 4.

SECTION 11. Board members shall be indemnified against liability (including legal fees) except for willful misconduct or fraud.

SECTION 12. The Leadership Collective will conduct Board evaluations annually and strategic planning every two years.

ARTICLE V. MEETINGS OF THE ADVISORY BOARD

SECTION 1. There shall be at least four meetings of the entire Board each year. Times and places shall be determined by the Board at previous meetings. All members of the Board are required to be in attendance. Any and all members of the Leadership Collective are welcome but not required to attend.

SECTION 2. There shall be at least one general meeting of the entire Board and the entire Leadership Collective each year in order to conduct an annual evaluation of the Board, appoint Principal Officer(s) if necessary, and to develop and review the annual budget.

SECTION 3. During those months when general meetings are not scheduled, the Leadership Collective may initiate meetings to conduct business deemed necessary and appropriate and in accordance with provisions of the Bylaws as needed.

SECTION 4. The right to vote on all organizational issues shall be vested in all directors either in person or by written proxy.

ARTICLE VI. LEADERSHIP COLLECTIVE & ALLIANCES

SECTION 1. The Leadership Collective will consist of no less than seven and no more than ten Collaborators from Black Liberation Lab.

SECTION 2. Collaborators are members of Black Liberation Lab that have completed the Lab Partner Cohort Process (an onboarding process).
involving familiarization with our goals, values with support from a previously “onboarded” Collaborator known as a “Lab Partner”.

SECTION 3. The Leadership Collective will include at least one member from each of the Alliances (the workgroups for Black Liberation Lab’s execution of its mission). They include the Interdependency Alliance, Narrative (Education) Alliance, Creative (Arts, Design, Music) Alliance, Healing and Protection Alliance. This group will oversee strategic planning, hiring, personnel policy, budgeting and financial operations of Black Liberation Lab. The Leadership Collective will name Principal Officer(s) at the yearly meeting of the Advisory Board and Leadership Collective.

SECTION 4. The Advisory Board and the Leadership Collective shall hire replacements for the vacancies in the Leadership Collective which shall be filled in accord with the bylaws and at the discretion of the Leadership Collective and the Board.

SECTION 5. The Advisory Board and the Leadership Collective shall oversee development of and implementation of an annual budget. (See Article V, Section 2.)

SECTION 6. The Advisory Board will review financial decisions made by the Leadership Collective and shall be responsible for making that information available to the Black Liberation Lab membership and to the public as needed.

SECTION 7. Vacancies on the Leadership Collective shall be filled in accord with the bylaws at the discretion of the Leadership Collective with the Board serving in an advisory capacity.

SECTION 8. The Leadership Collective shall meet on an as needed basis at the Leadership Collective’s discretion.

ARTICLE VII. AMENDMENT OF BYLAWS

The Bylaws may be amended by a majority vote of the Board and the Leadership Collective at a general meeting provided that the notice of the proposed amendment(s) had been submitted in writing at least one month prior and the Board and the Leadership Collective have been notified of the upcoming vote.

ARTICLE VIII

All Lab Directors, The Leadership Collective and the paid membership shall abide by additional terms set forth in the Articles of Incorporation, Liberation Lab Handbook and Board Manual.
Our Living Community Agreement is a list of actions we are committed to taking each and every time we act together. Because our leadership model is anti-hierarchical and communal, this requires a dive into trust and vulnerability. This living agreement articulates six shared guidelines for that engagement. It is a mantra that will, in its reciting, empower us to act.
There comes a time when we know we need each other:
We need trust and vulnerability,
We need to act together, commune together,
And empower each other in unity.

White supremacy defined the modern era,
A commitment to resist, abolish and refuse it
is a commitment to be free.
This is change, undiluted!
This change quakes through the bones
Of anti-Blackness and all forms of self-hate.

Leaving nothing but a rumbling echo of liberation.
In a nation that leaves Black lives out of the conversation!
Black Liberation means to commit
to Black truth, Black breath, Black lives!

Black beyond definition
No restriction
We envision
A world where we vary
Our differences aren’t scary
We honor identities through diversity
Through our histories
take responsibility: (of our)
our privilege, our pain, our bias

a new perspective? try us!

We create space for those sidelined and silenced.
If our voice is thriving, step back for those who are merely surviving.
We lift every voice and sing the lives of all Black people.
No matter our status, we will always have us.
Behind every misunderstanding is a story patiently waiting to be heard!
It is convenient to walk away from disagreement yet
convenience never accounted for Black liberation,
we MUST commit not to omit
we MUST listen and not hasten.
Our liberation depends on it.
We Listen Harder to each other!
We Listen Harder!

We check-in
So no one checks out.
We open up
So no one stays down.
Go on!
speak your truth!
We are the ribs
Guarding vital organs
Our collective stories,
Positioned to protect,
Preserve and reflect
our community.

Building up
Not tearing down...

In our pain
We hurt the ones we love, we hurt ourselves

So we delve to the back of the shelf
Past our petulant pride
To the book of reparations

We repair right there, or later, but always, we do
We Black people, we know our goodness and our love, and we choose
Our healing. We choose our freedom. We choose us.
• We’re committed to ending anti-Black racism, sexism, and ableism.
• We’re committed to queer and trans liberation.
• We’re committed to freeing our Black community from the bounds of capitalism.
• We’re committed to freeing ourselves and each other from violence and enacting change through abolition.
• We’re committed to cultivating allies and community partners in the vision for Black Liberation.

This organization and its leadership represent the diversity in the Black community and among its allies. Our perspectives, our experiences, our histories, our strengths, and our weaknesses vary.

• We look hard at and take responsibility for our privileges, biases, trauma, and commitments.
• We resist stereotypes, presumptions, and harmful microaggressions.
• We ask, try to understand, rather than assume.

Certain voices, perspectives, and persons are often sidelined and silenced.

• We provide space for and are led by all perspectives, and all members of our Black community of all ages and backgrounds.
• We uplift the voices, experiences, and lives of trans and queer, women and femmes, gender non-conforming, currently and formerly incarcerated, immigrants, disabled, working class, poor, young, and houseless with consideration and care.
• We actively maintain spaces that are accessible physically, socially, mentally, and all present are empowered.
• We center these and other typically marginalized folks at all times in the BLL space and everywhere else.
• We foster the capacity of these and other typically marginalized folk to “step forward” and be heard.
• We challenge those with stronger voices to step back and use their power to occupy roles and responsibilities that empower more voices.
When folks with differences work together we can disagree, we can misunderstand and sometimes this brings our efforts to a halt.

- We leave time and space for developing voices to find their stride.
- We listen harder when we disagree.
- We assume the best intentions of our Black Liberation Lab collaborators, across experiences and knowledge.
- We share in the Black Liberation Lab with open and charitable hearts that meet each other where we are at working toward our shared liberation.

Anti-racist work, especially with shared leadership, invokes our vulnerability and our trauma, this is especially the case for those who are usually sidelined.

- We honor each other’s truths by not repeating them outside of our space, to each other or to others—confidentiality.
- We allow someone who has been vulnerable in speaking their truth to revisit their own stories as they wish.
- We thank each other for sharing and being vulnerable always, for any reason and to end and open all meetings.
- We celebrate each other and the expression of our fully liberated selves, our differences, our uniqueness, all flags are welcome.
- We are confident in our voices and our power.
- We take and give responsibility without shaming or belittling each other.
- We check-in regularly to ask what we need, what we want, and use that to guide how we show up in our shared space.
- We account for the impact of our actions and words regardless of intent.

There is a long, complex history of harms that goes with being a member of the Black community. Different members of the community have been and are harmed in different ways. Some of the harm is between members of the community.

- We recognize that repairing harm is a constant part of being in collective, and we embrace productive conflict.
- We seek space to repair harm when we mess up.
- We leave space at the end of each meeting to address how we have trespassed upon each other and how we can repair that harm to do better in the future.
- We commit to repairing harm by doing it in the moment or coming back to it later at a set meeting to allow for processing.
- We make reparations that meet our collaborators where they are and reflect their specific traumas.
The three elements of reparations help hold us to our vision of black liberation. Our anti-prescriptive methods for holding individuals and organizations accountable recognizes our process of acknowledgement, intervention, and restoration is contextual to the harm committed.
We as Black people protect each other, acknowledging our lived experiences with trauma by recognizing harm as a community—particularly harm experienced by those who are femme, women, queer, disabled, dehomed, forgotten, ignored, targeted, and erased.

We are radically willing to engage in individual and collective healing from trauma. We foster a nurturing environment for vulnerability from all parties.

No one is alone in naming their harm and hurt, in stepping in to stop harm, or in healing from harm. We do this hard work together, using all the resources we as a collective have to give.
“Ways to name harm and hurt.”

ELEMENTS OF REPARATIONS

METHODS OF REPARATIONS

- Transparency
- Naming Values
- Naming Commitments
- Address Tiny Cuts
- Commit to Growth
- Assessment/Review by Collaborator(s)
- Recognition of Anti-Blackness
- Recognition of Oppressive Action(s)
- Stopping All Organizational Action
- Assessment/Review by Leadership Collective
- Leadership Collective Meeting
- Review Collaborative Agreement
- Review Partnership
- Public Statement Addressing Anti-Blackness
- Public Statement Addressing Oppressive Action(s)
- Report Created with BLL Therapist
- Letter or Email
- Address Tiny Cuts
- Commit to Growth
- Protect Those Harmed
- Leadership Collective Meeting

ACKNOWLEDGMENT
<table>
<thead>
<tr>
<th>Intervention</th>
<th>Action</th>
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<tbody>
<tr>
<td>Protect Victim(s) &amp; Survivor(s)</td>
<td>Hear Direct Witness Testimonial(s)</td>
</tr>
<tr>
<td>Humbly Accept Critique</td>
<td>Name Survivors Needs</td>
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<tr>
<td>Written Expression of Critique Acceptance</td>
<td>Hold Space</td>
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<tr>
<td>Have Therapist Accompany Survivor(s)</td>
<td>Bring in Outside Mediator</td>
</tr>
<tr>
<td>Outline Timeline of Next Actions</td>
<td>Strategize Reparations</td>
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<tr>
<td>Set Time of Future Reconciliation</td>
<td>Everyone is Accountable</td>
</tr>
<tr>
<td>Set Time of Acknowledgment at Sessions</td>
<td>Meet with Leadership Collective</td>
</tr>
<tr>
<td>One-on-One with Lab Partner(s)</td>
<td>File an Internal Agreement of Action</td>
</tr>
<tr>
<td>Workshop</td>
<td>Outline Next Actions</td>
</tr>
<tr>
<td>Meditation</td>
<td>Set Boundaries</td>
</tr>
<tr>
<td>Dissolve Collaborator Agreement</td>
<td>Dissolve Partnership Agreement</td>
</tr>
</tbody>
</table>

"Ways to step in when harm and hurt happen."
Follow Accountability Measures Set by Survivor | Peace Circles
Mentorship with Collaborator(s) | Financial Reparations
Restorative Justice | Educational Reparations | Outside Mediation
Ensure No Repeat Scenarios | Public Statement | Need-Based Reparations
One-on-One with BLL Therapist | Mentorship with Lab Partner(s)
Complete Partner Process with Problem-Area Focus | Group Therapy
Complete Collaboration Process with Problem-Area Focus

“Ways to heal harm and hurt.”
The work of the lab filters through four alliances which directly align with our vision; the interdependency alliance, the narrative alliance, the creative alliance, the healing and protection alliance. Through these alliances, the lab works toward black liberation in our community through advocacy, programs, and initiatives.
COMPENSATE OUR COLLABORATORS
As BLL works towards liberation, we will always compensate our collaborators for their efforts and work within The Lab.

BLACK SPACE FUND
BLL recognizes the lack of spaces owned and centering Black people and experiences. We will work toward creating space in our communities to uplift the experiences of Black people.

MUTUAL AID FUND & NETWORK
Mutual aid is a way to provide direct aid to our community while educating and advocating. It is depending on each other and redistributing resources to those in need (financial, healthcare, childcare, groceries, etc.). Contributions can be made by anyone, however, requests for aid are granted to members of the Black community with priority given to those who identify as LGBTQIA+, sick or disabled, immigrants, unemployed, survivors of violence, parent or caretaker, and people experiencing homelessness.

BLACK AUGUST PROGRAMMING
During Black August, BLL will honor Black freedom fighters and abolitionists with social and educational programming that commemorates the Black resistance movement.
THE LAB & BLACK SPACE LAUNCH CAMPAIGN

The BLL Launch centers Black creativity and stories as part of a capital campaign to raise funds for our Interdependency Alliance.

BLACK COMMUNITY HEALING SPACES

BLL will craft therapeutic programming that builds community, allows space for the acknowledgment of trauma, and creates ways in which the Black community can work toward healing.

ABOLITION ADVOCACY & ORGANIZING

BLL will use its platform to advocate for the abolishment of systems of oppression including police, prisons, and the overall violence against Black bodies.

NURTURE CREATIVITY

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BLL will use its platform to advocate for the abolishment of systems of oppression including police, prisons, and the overall violence against Black bodies.
Black Liberation Lab is committed to ending anti-Blackness in our community.
ACKNOWLEDGMENT

- Urgent 24-hour Meeting with Leadership Collective
- Interview those harmed or provide sources/witnesses of the event
- Determine who needs protecting and healing
- Determine who needs to be held accountable
- What course of action(s) we recommend
- Remember, our statement doesn’t have to solve the problem
- Reconciliation and healing is priority
- What does compensation/agreement look like
- Determine the Collaborators who will look over statement draft
- “Cease and Desist” letter/email
- Release a Public Statement
- Leadership Collective to draft statement and send

INTERVENTION

- Reconciliation/restoration should take place in 48 hours
- If not, a press conference should be held to address initial public statement and recommendations
  - The Leadership Collective can assign who speaks on this issue, preferably a Collaborator most connected to the issue
  - Leadership Collective should send out a press release to announce press conference
- Leadership Collective should prep spokesperson
- Leadership Collective Meeting
- Deciding action if none have been taken by institution
- Assign a workgroup to continue on the issue moving forward, will report at any private/public meetings on status
  - Set an agreement/commitment via paid consultation on how to move forward, in writing, filed internally within an agreed upon time

REPARATIONS

- Create accountability measures via paid consultation
- Financial or need-based reparations
- Educational reparations