

The logo features the acronym 'ICAH' in a bold, white, sans-serif font with two purple dots above the 'A'. Below it, 're:Birth' is written in a white, serif font, with 're:' in a smaller size and 'Birth' in a larger size. Underneath 're:Birth' is the word 'plan' in a white, serif font. To the right of the text are two white, four-pointed starburst graphics. The background is a gradient from red on the left to blue on the right, with a white dotted pattern on the far left.

ICAH

re:Birth
plan

Name: Illinois Caucus for Adolescent Health

Nickname: ICAH

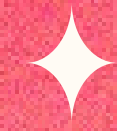
Pronouns: They / them / we / ours

Location: Illinois / California / New York / Virtual

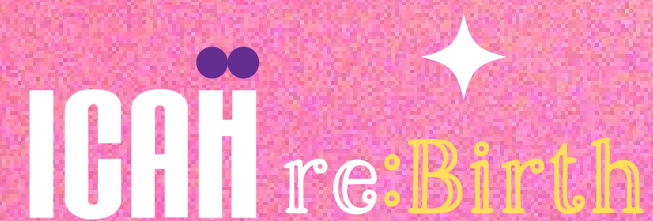
Due Date: July 31, 2022

Delivery Date: August 18, 2022

the past, present, and future of our re:Birth



We hope you enjoy the ICAH re:Birth Plan, in place of a traditional report on our past 8 months of transition. It was inspired by the birth plan we created in the past for young parents in our **Birth Justice Toolkit**. Alongside young people, board members, collaborating artists, and many people we admire: We learned a lot. We changed a lot. And the work continues.



The toxins of oppression run deep, but we can be mushrooms.

We transform those toxins day by day: in ICAH protocols,
relationships, and future choices.

The re:Birth process helped us see some of what is needed for
that future to come to pass: Youth Leadership, Care, and
Accountability (to our values and to our people).



We'd like to be supported by having...

Youth
Alums
Staff
Board
Artists
Previous staff
Longtime collaborators
Council 2 Imagine
Transition Committee
Healers
Plants

... present during AND after the labor.

In addition to our primary support people, we want to talk to...

ARC-Southeast
Assata's Daughters
Resist foundation
Forward Together
Third Wave Fund
Californians for Justice
Trans Queer Pueblo
Resource Media
The Theatre Offensive
Little Village Environmental Organization (LVEJO)

... because they are aligned with our values, have been through similar experiences, and inspire us overall.

Our re:Birth process is planned as:

- Board-led
- Staff-led
- Youth-led
- Led by a big consulting firm
- Led by one person (staff, board, or consultant)
- Collaboratively created
- 1 retreat weekend
- 1 month
- 6-9 months
- 1 year
- Urgent with a plan to induce if deadline isn't met
- Happening while we run programs
- A programmatic pause

A note about young people's leadership:

As a youth-centered Reproductive Justice organization, we have a duty to uproot the systems and frameworks that prevent young people from having organizational power.

Through developments like **forming a Youth Committee** and **hiring youth staff** (and youth program alums), we aim to create an environment where young people don't only participate in ICAH spaces and programs but can have a deeper role in the creation and implementation of these programs. The Youth Committee is a specific space where ICAH staff and consultants are sharing power as adult accomplices: we trust young people to shape ICAH's future work based on our shared values and their curiosity and expertise. It is also necessary that young people are meaningfully part of spaces – like staff meetings – where we make decisions about ICAH's organizational practices and the way we embody Reproductive Justice in our day-to-day work. We reject organizational frameworks and beliefs that tell us not to trust young people with power and leadership roles.



We want our re:Birth to be guided by the values that center...

Youth and uprooting adultism by:

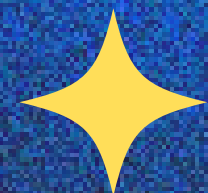
- Youth Leadership - centering young people, especially queer BIPOC youth, in programming, organizational decision-making, and evaluative processes; inviting them into leadership and learning spaces
- Creativity - keeping artistry, pleasure, joy, and reproductive justice work as form of cultural work
- Learning Culture - maintaining a process-oriented culture of learning, growth, and adaptation
- Power Sharing - prioritizing non-hierarchical collaboration and collective decision-making

Care and uprooting ableism by:

- Expectations and Boundary Setting - leading with transparency in communication, infrastructure, and processes
- Balance - keeping flexibility, rest, collaboration and partnership
- Learning Culture overlaps here

Accountability and uprooting white perversion culture by:

- Accountability and Conflict Resolution - non-punitive and transparent structures and processes for both the org and people
- Sustainability - resourcing people, projects, and programs well, moving from abundance, and rejecting capitalistic urgency
- Power Sharing overlaps here



During our re:Birth, we want to talk about....

Economic Justice

Disability Justice

Healing Justice

Abolition

The cycles of the moon

Accountability

Intergenerational relationships
and ancestors

A Pleasure-Centered Guide to S.L.A.Y.:
Sexually Liberated Affirmed Youth

Nonprofit Industrial Complex

Anti-imperialism

Mushrooms and mycelium networks

Bodies of water

Trusting youth with power

Anti-Blackness and white
perversion culture

Past harm and toxic patterns

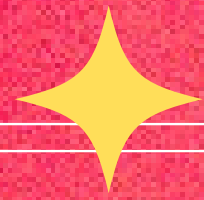
Radical Rest

Bodily autonomy and body sovereignty

A note about accountability & care:

You may not be able to have one without the other. Before and especially during our re:Birth, we have engaged in individual and relational accountability and conflict resolution processes. We will continue to invest time, imagination, and resources here. But care is an essential and often overlooked part of sustaining right relationship. Care structures are necessary internally (i.e., for staff, board, and consultants) just as much as externally. Many past Team ICAH members rode this wave – like stewarding our first collective rest period – and we want to continue that legacy by shortening the full-time workweek to 32 hours, going fully remote, and initiating sabbaticals. By allowing ourselves to work from a space of trust and honest communication, we have been able to ebb and flow with our energy and capacity and create a more flexible and sustainable work environment.





During labor we'd like...

Music/Audio:

[ICAH re:Birth Playlist](#)
[ICAH Town Hall Playlist](#)
[Release Me](#) by Agnes
[Blue Water Road](#) by Kehlani
[HEAVN](#) by Jamila Woods
[Rolling Laughter of Our Network](#)
[Sibling Rivalry Podcast](#)
[Finding Our Way Podcast](#)

Voice memos and audio recordings of past and present ICAH family

Scents:

Fresh Roses
Peppermint
Mango soap
Palo Santo
Bacon
Lavender
Fresh pine
Orange blossoms
Rosemary
All the incense

Click these links!



Reading material:

All About Love by bell hooks
Don't Call Us Dead by Danez Smith
Lillith's Brood by Octavia Butler
Emergent Strategy and Pleasure
Activism by adrienne maree brown

Radical Rest:

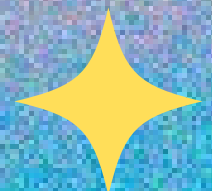
Guilt-free sleep
Yoga nidras
2-Week paid organizational pause
Shortening full-time schedules to 4 days/32 hours
Blankets and nests
Grace periods and breaks between meetings
Flexible and asynchronous schedules

Beverages and treats:

Rose italian soda
Cold brew with condensed milk
Strawberry lemonade
Coconut milk yogurt sweetened with
preserves or jam and fruit
Giant mason jars of water
Chobani flips
Kombucha

Other desires:

Healing Justice circles
Meal stipends
Voice memos
Keeping the camera off
Time set aside to imagine and process
Bodies of water
Crop tops
Jamboards





Pain Management

In case of conflict / harm, we will...

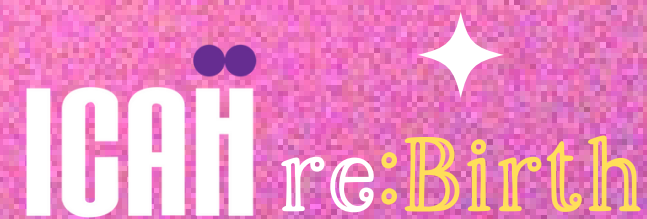
- Ignore it
- Name it
- Reference policy to discipline people
- Change policies to support accountability
- Overwork to disassociate
- Pause and rest when needed*
- Continue “business as usual”
- Allow ourselves to grieve and host a series of Death & Dying Rituals
- Shame and blame ourself or others
- Model compassion by practicing it
- Try to handle everything ourselves/internally
- Ask for the support of a facilitator(s)
- Disappear and avoid everything
- Find ways to apologize and/or repair
- Other: Continue to do our research about what processes have worked for other groups.

*Accepting delivery date being later than due date

A deep dive into ICAH's Black-Only Space:

As an organization, we intend to work to acknowledge and dismantle the cycles of exploitation and subsequent burnout that Black people are often impacted by in the Reproductive Justice movement and have been impacted by in working with/at ICAH. In talking about anti-Blackness in the context of Reproductive Justice during our re:Birth process, we reflected on the burden Black people experience to acknowledge and discuss anti-Blackness in interracial spaces. Additionally, Black people have historically been called on to lead movements and campaigns and to pour into organizations with little to no return.

In the middle of our re:Birth, Black folks at ICAH created a Black-Only Space. The Black-Only space is a space for Black people in our network to share in community with each other. The space is not grounded in how Black people can do work. It is an intentional space for healing, joy, and community for Black folks in this work and movement.

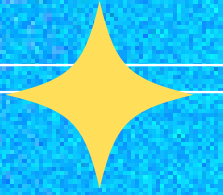




Postpartum Care for the re:Birthed Org:

After this re:Birth, we will care for ourselves by...

- Hiring consultants to support and help where needed
- Storing all our notes and work in a folder and forgetting about it
- Making the 2-week collective rest period a consistent paid summer break
- Focusing on snapping back ASAP to maintain an image
- Gradually returning to work by keeping the first week back internally focused and hosting an ICAH Spirit Week!
- Avoiding everything and disappearing
- Cozying up with a good book or TV series and nourishing our creativity
- Multitasking and working as quickly as much as possible
- Going outside when we need to and adjusting our schedule to our energy and capacity
- Skipping meals and other bio breaks to save time
- Eating yummy food (while resting, not working)
- Limiting the amount of Zoom meetings we have per day and allow ourselves to keep the camera off if we want
- Saying yes to every request because of FOMO or guilt
- Having a COVID-safe party with all my friends
- Rushing to return to doing things in-person again



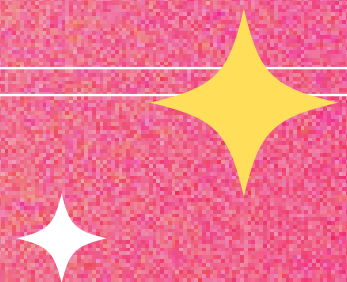
After this re:Birth, we are committing to...

- Shifting our organizational culture guided by the work we did around Economic Justice, Healing Justice, and Disability Justice (specific actions included below)
- Disrupting and pivoting from white perversion culture, specifically around urgency, scarcity, power hoarding, prioritizing quantity over quality, and paternalism (and honestly all of the characteristics)
- Acknowledging the fact that things take much more labor and time than we think, including emotional labor, and resisting urgency by creating spacious and realistic timelines

- Creating and practicing conflict resolution structures and accountability support teams
- Unionizing and becoming a worker self-directed nonprofit with shared power
- Creating intergenerational "Co-" positions in each sphere of our work, and work towards youth "co's" at every level
- Valuing all labor by providing thriving wages for everyone, including youth, and not requesting free or discounted labor



After this re:Birth, we are committing to...



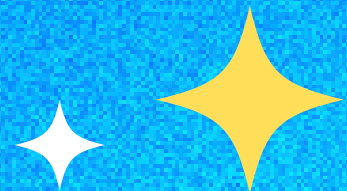
- Expanding our reach and impact through the increased accessibility of virtual programming, including geographically
- Deepening into Culture Shift work using art and education, the things that ICAH does best
- Valuing a sense of belonging and community building as essential to our work and making time and space for that connection to thrive and for collaboration to flow

- Re-establishing the Head Heart Hands Institute as an intergenerational and ongoing learning space for Reproductive Justice and political education
- Adapting our new sex ed curriculum, A Pleasure-Centered Guide to S.L.A.Y.: Sexually Liberated Affirmed Youth, for virtual instruction and publishing it
- Launching new virtual programming for youth, created with the Youth Committee, in early 2023!!

Early actions taken to embody Economic Justice, Healing Justice, and Disability Justice in our work:

- Hiring expert consultants in Economic, Healing, and Disability Justice for distinct projects to integrate the framework more thoroughly across work and team
- Reframing HR policies and practices to be person-centered and based on trust, updating employee and board handbooks, and providing education on benefits, worker's rights, and laws, including taxes
- Permanently building in a 2-week paid summer break and a 2-week paid winter break for all employees, including part-time
- Creating transparent salary ranges where the lowest rate is at or above the living wage and bringing all employees, consultants, and youth program participants into those ranges

- Centering Black youth and TGNC (trans and gender non-conforming) people of color in employment opportunities and removing extensive formalized degree and extensive past experience requirements from job descriptions
- Including Cost of Living Adjustment (COLA) raises every year for all employees, including part-time, as set by the SSA
- Moving At the Speed of Trust meetings (inspired by adrienne maree brown) for staff facilitated by a Healing Justice practitioner to increase transparency, creativity, and ease in communication and collaboration



FOR SUPPORT FOLKS (You!):

How will you support us postpartum (i.e., after this re:Birth process)?

- Provide resources that help us stay accountable to our justice values
- Refer a young person to our programs
- Donate funds: unrestricted, or to specific projects, like FYI Performance Company
- Donate a healing service, training, or gift card to staff
- Apply for the Board!

How will you advocate with us for our re:Birth choices?

- Share this re:Birth Plan and highlight your favorite parts!
- Talk about our new Youth Committee, intergenerational co-positions, and youth staffing changes with your personal and professional networks
- Take a paid organizational pause or shorten your full-time work week at your own organization – or advocate for increased time off and sabbaticals
- Re-commit to eradicating ableism, racism, adultism, and cissexism from your imagination and practices through collective learning and unlearning
- Donate funds (*again*)
- Trust young people to make decisions for themselves and for our communities (*yes, we are serious... yes, today*)

In closing, it is so important to express deep gratitude to all of the incredible humans who contributed their skill, laughter, call-ins, artistry, and time to this process. We absolutely could not have gone through such a transformational process without your wisdom and guidance.
Thank you, thank you, thank you.

So much more to come,
Team ICAH
Kat, Choya, Aisha, and Alyssa

Council 2 Imagine

- Kat West
- Grey Miller
- Chinyere "Chi" Achebe
- Kirsten "Ky" Baity
- Hannah Baity
- Dionne Addai

Transition Committee

- Chinyere "Chi" Achebe
- Olivia Blocker
- Delaine Andrea Powerful
- Jenna Anast
- Alyssa Vera Ramos
- Aisha Chaudhri
- Choya Webb
- Kat West

Board of Directors

- Jenni Kotting, Board Co-Chair
- Chinyere "Chi" Achebe, Board Co-Chair
- Quenna Lené Barrett
- Najee-Zaid Searcy
- Olivia Blocker
- Delaine Andrea Powerful
- Christabel Donkor
- Nick Davis
- Jenna Anast
- Rye Ellis Katz
- Lauren Spirov
- Abhi Shrestha
- Nikki McKinney
- Mayadet Patitucci Cruz

Consultants & Others

- Sona Smith
- imi rashid
- Sojourner Wright
- Dionne Addai
- Brie Garrett
- Will Pettway
- Em Katzman
- Natalia Thompson

