

Garment Justice Youth Leader Academy

Day 1 07/6: Orientation

Purpose: Promotores will familiarize themselves with the Promotores Program, get to know one another, and understand their own history & connection to the garment industry

Objective: Promotores will be able to explain their own connection to the garment industry and why they are interested in organizing.

Time	Activity	Materials & Links	Location
2:00 - 2:05	Promotor Arrival & Check-In: Promotores Arrive, Sign In, & Grab a snack	Sign In Sheet, Promotores Notebooks, Pens & Markers	GWC Office (Organizer's Meeting Space)
2:10 - 2:15	Introductions: Name & Gesture, Pronouns	Icebreaker Instructions	
2:15 - 2:30	Icebreaker: Commonalities	Paper, Markers Icebreaker Instructions	
2:30 - 2:45	Community Agreements	Butcher Paper, Markers	
2:45 - 4 pm	Intro to GWC & Promotores Program	Orientation Presentation	
4:00 - 4:10 pm	BREAK		
4:10 pm - 4:45 pm	Life Story Workshop	Orientation Presentation Self Interest Worksheet Colorful paper	
4:45 - 5 pm	Thought Bubble: What impacted you today? What is still unclear?	Butcher Paper, Post-It notes	

Garment Justice Youth Leader Academy

DAY 2 07/8: Garment Worker Movements

Purpose: This day will provide more insight into how the world works, past & present, so Promotores can transform it. Promotores will learn what garment workers have done and are currently doing to defend their workers rights.

Objectives:

- Promotores will learn the timeline of garment worker organizing history.
- Promotores will learn what protections we have today due to garment workers organizing

Time	Activity	Materials	Location
2:00 - 2:05	Promotor Arrival & Check In: Promotores Arrive, Sign In, & Grab a snack	Sign In Sheet, Promotores Notebooks, Pens & Markers	GWC Office (Organizer's Meeting Space)
2:05 - 2:15	Introductions: Name, Pronouns, Opening Question		
2:15 - 2:30 pm	Icebreaker: Movement Birthday	Icebreaker Instructions	
2:30 - 3: 30 pm	Presentation: Garment Worker History	Garment Worker History Presentation	
3:30 - 3:40 pm	BREAK		
3:40pm -4:30 pm	Youth Activity: Create a Collage on a Historical Event - Print Out Presentation and students will cut the images from the presentation to create their collages	Presentation	
4:30 pm - 5:00 pm	Reflection: Think, Pair, & Share Question: As a promotor, what is your role in making sure workers know their rights?	Notebooks, Pens	GWC Office (Organizer's Meeting Space)

Garment Justice Youth Leader Academy

Day 3 07/13: Basic Labor Rights

Purpose: Promotores will review basic wage & hour laws, paid sick leave, retaliation, anti-discrimination laws, homework laws and remedies that exist for workplace violations.

Objective:

- Promotores will understand Basic Wage & Hour laws.
- Promotores will learn what to do if someone experiences a workplace violation.
- Promotores will understand the law on homework in the garment industry
- Promotores will understand what protections exist against retaliation

Time	Activity	Materials	Location
2:00 - 2:05 pm	Promotor Arrival & Check In: Promotores Arrive, Sign In, & Grab a snack	Sign In Sheet, Promotores Notebooks, Pens & Markers	GWC Office (Organizer's Meeting Space)
2:05- 2:15 pm	Icebreaker: Rock, Paper, Scissors Tournament	Icebreaker Instructions	
2:15 - 3 pm	Presentation: Know Your Labor Rights	Presentation	
3 - 3:20pm	Activity: Jeopardy Game	Jeopardy Questions White Board & Markers	
3:20- 4 pm	Activity: Review the Life of a Wage Claim Booklet	Life of a Wage Claim Booklet	
4 pm - 4:20 pm	Review Retaliation Hand Out	Retaliation Hand Out	
4:20 - 4: 50 pm	Activity: Wage Claim Practice Scenarios	Wage Claim Scenarios	
4:50 pm - 5pm	Thought Bubble: Why does it matter that we know our labor rights?	Butcher Paper, Markers	

Garment Justice Youth Leader Academy

Day 4 07/15: Intro to Organizing & Base Building

Purpose: Promotores will be provided an overview of what community organizing is and isn't. They will also learn about different types of organizing and how GWC organizes garment workers. Promotores will learn how to utilize various outreach tools to build their base and educate their community.

Objective:

- Promotores will be able to explain what community organizing is.
- Promotores will understand how GWC organizes in the Garment Industry.
- Promotores will learn how to structure an organizing conversation during a 1-1 practice.
- Promotores will understand why recruiting people is an essential part of educating the community.

Time	Activity	Materials	Locations
2:00 - 2:05 pm	Promotor Arrival & Check-In: Promotores Arrive, Sign In, & Grab a snack		GWC Office (Organizer's Meeting Space)
2:05-2:25 pm	Icebreaker: Crossing the River	Icebreaker Instructions	
2: 25 - 3 pm	Presentation: Organizing 101	Organizing 101	
3:15 pm - 4 pm	Activity: Q & A with GWC Organizer		
4: 00 - 4:10 pm	BREAK		
4: 10 - 4: 50 pm	Activity: Outreach 101 1. Review Outreach Definitions Collectively 2. Read through the AHUY method (w/o the script) 3. Facilitator will practice script with a volunteer 4. Promotores will pair up and practice the script with one another; promotores will then switch 5. Promotores will then actually practice the script by calling students.	Outreach 101 Worksheet	

Garment Justice Youth Leader Academy

4:50pm - 5 pm	Reflection: Corazón, Cabeza, y Pasos		
---------------	---	--	--

Garment Justice Youth Leader Academy

Day 5 07/20: Agenda & Facilitation Training

Purpose: Promotores will learn the skill of creating an agenda through the POP method. Promotores will learn how meeting and group facilitation is an integral part to organizing.

Objective:

- Promotores will be able to explain the POP method & apply it to their own agenda creation.
- Promotores will create their own agendas on a topic they want to teach about.
- Promotores will know what makes an effective facilitator.
- Promotores will practice facilitating on Basic Labor Rights & the Wage Claim Process

Time	Activity	Materials	Locations
2:00 - 2:05	Promotor Arrival & Check-In: Promotores Arrive, Sign In, & Grab a snack		GWC Office
2: 05 - 2: 20 pm	Activity: POP Model Overview	POP Model Article (Pg. 1-5)	
2:20 - 2:45 pm	Activity: Agenda Creation Practice: • Promotores will have 15 minutes to create their POP-style agendas on a topic they've learned about in the Academy. • Promotores will be assigned a topic from the Basic Labor Rights Presentation • Promotores will pair up and give each other feedback on each other's agenda. • Lastly, Promotores will share their agendas with the group	Printed YAP Basic Labor Rights Presentation POP Agenda Practice Sheet	
2: 45 - 3:15 pm	Presentation: Collectively Review Facilitation Worksheet & Presentation	Facilitation Presentation Facilitation Hand Out	
3:15 - 3:30 pm	Group Discussion: Dealing w/ Difficult Situations (SOUL) • Remember: Facilitation takes a lot of practice!	YAP Presentation: Facilitation 101	
3:30 - 3:40pm	Break		

Garment Justice Youth Leader Academy

3:40 pm - 4:40pm	Activity: 1. Review Past Agenda for Garment Worker Organizing History 2. Collectively Create Agenda for Monthly Youth Meeting a. Fill out the POP Worksheet with input from all students.		
4:40 pm - 5pm	Think, Pair, Share: 1. Students will spend 10 minutes answering the following questions: a. Why is creating a strong agenda an important organizing tool? b. Why is developing your facilitation skills also an important organizing tool? 2. Once students finish their reflections, they will share with the person next to them. 3. Once students are done sharing with their partners, everyone will go around and share their responses to the questions.		

Garment Justice Youth Leader Academy

Day 6: Review Labor Rights Content & Promotor Project Planning

Purpose: Youth Promotores will plan their Fall promotor project & engage in fun, interactive activities and reflect on their participation in the summer program.

Objective: Youth promotores will be able to confidently present on basic labor rights & the wage claim process. Promotores will begin planning their fall project.

Time	Activity	Materials	Locations
2 - 2:05 pm	Promotor Arrival & Check-In: Promotores Arrive, Sign In, & Grab a snack		GWC Office (Organizer's Meeting Space)
2: 05 - 2:15 pm	Icebreaker: Draw Your Mood	Icebreaker Instructions	
2: 15 - 3:15 pm	Presentation Practice: - Students will edit & finalize their Day 5 Agendas - Using Agendas from Day 5, Promotores will facilitate a 5-minute portion of the Labor Rights presentation - After each Promotor presents, their peers will provide feedback.	Printed YAP Basic Labor Rights Presentation	
3:15 - 4:15 pm	Activity: Promotor Project Worksheet	YAP Activity: Printed Promotor Planning Worksheet	
4:15 - 4:40pm	Promotor Project Presentations: Promotores will present their promotor project plans using their Promotor Project Worksheet. Promotores will be able to provide feedback on their project.		
4:40 - 4:50 pm	Activity: Post-Summer Program Assessment	Assessment	
4:50 - 5pm	Closing Discussion: ● What is 1 thing you learned during this academy? ● What surprised you about this academy ● How do you wish to support your community going forward?		