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**Kalmanovitz Initiative**

**Organizing Fellowship**

**Summary**

The Kalmanovitz Initiative Organizing Fellowship places carefully selected student applicants with top local community and labor groups advocating for working people. The KI Organizing Fellowship provides an opportunity for students to observe the impact of community and labor organizing, support and contribute to ongoing campaigns and projects, and develop their own organizing skills throughout the course of the internship.

**Purpose**

The purpose of the KI Organizing Fellowship is to expose students to activism and organizing work. This program will:

* introduce students to a range of issues affecting the labor movement and the working poor;
* develop the organizing skills of students;
* positively contribute to the efforts of community groups working towards worker justice;
* and establish a stronger connection between Georgetown and local communities.

By placing students with groups doing organizing work, students will gain valuable skills for future work in movements and organizations dedicated to social justice and creating change.

**Structure and Operation**

In order to receive consideration for the Organizing Fellowship, student applicants will answer a series of short questions, provide a 500 word personal statement, and submit two references.

Upon selection, KI will hold an orientation for all organizing fellows. This orientation will go over basic principles of organizing work, follow an organizing curriculum, expose fellows to key organizing texts (*Rules for Radicals* by Saul Alinsky, *Working for Justice: The L.A. Model of Organizing and Advocacy*, and other texts), bring in current organizers as speakers, and introduce students to the community groups that are willing to take on organizing fellows to support their work.

KI will match the profiles of fellows with the needs and resources of groups. When an organizing fellow and community group appear well suited to one another, there will be an introductory meeting that will connect the organizing fellow and a representative from the community group. This introductory meeting will provide an opportunity for both the organizing fellow and community group to set clear expectations and goals for the period of time that the organizing fellow will be working with the community group.

Once fellows and community groups are matched, the fellows will work with their community groups for 10-15 hours a week for the duration of the semester. In addition to their normal duties with their organization, fellows will have facilitated reflection dinners with other students in the Organizing Fellowship.

The KI Organizing Fellowship will pay the students directly; the pay will be $12/hour. The community partner organization will be asked to provide $150 on a SmarTrip card to each student fellow working at the organization at the beginning of the internship.

The KI Program Coordinator and organizing fellows will have regular check-in meetings throughout the semester; the KI Program Coordinator will also receive regular updates from the main point of contact at the community group on the progress of the fellowship.

At the end of the semester, all organizing fellows must submit a 1,000 word written reflection on their experience with their community group, what they learned through the KI Organizing Fellowship, and contemplate how they might consider using their organizing skills in the future.