



Forward Movement
Facilitation Guide
2026-27

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What Is Forward Movement?

Forward Movement is a practical, accessible app created by the Indianapolis Foundation and CICF Collaborative. It supports individuals and groups through short-form learning content, reflection, and action steps that help people:

- Understand systemic racism and build shared language
- Engage in meaningful dialogue
- Mobilize toward equity-driven change

Facilitators support this process by helping participants slow down, make sense of what they're learning together, and put it into action. Though developed in Indiana, the content is nationally relevant and designed for people of all racial identities.





Forward Movement Facilitation Guide

Forward Movement is a digital learning experience designed to educate, engage, and mobilize people to bridge differences and dismantle systemic racism. This guide equips facilitators to lead thoughtful, trauma-informed group conversations using the Forward Movement app.

Who this guide is for:

- Nonprofit and community leaders
- DEI practitioners
- Educators, faith leaders, and facilitators
- Book clubs, cohorts, and discussion groups

Your role as facilitator:

- Create a brave, respectful learning space
- Guide dialogue (not debate; be curious and ask questions)
 - For instance, consider thinking about:
 - *“How can I practice engaging in healthy conversations about race and racism, where listening is just as important as speaking?”*
 - *“How might I intentionally make space to truly listen and receive another person’s background, experience, or differences—even when they don’t match my own?”*
- Keep participants oriented to the app pathways
- Encourage reflection, relationship-building, and action

You do not need to be an expert. Your presence, preparation, and care matter most.

How to Use This Guide

This is a quick-start facilitation tool, not a script.

Use it to:

- Prepare for group sessions
- Understand Forward Movement pathways
- Select reflection questions or challenges
- Support dialogue and next steps



This facilitation guide includes a bank full of reflection questions, challenges, and glossary terms near the end of this facilitation guide.

Facilitator Preparation (Before You Begin)

Review the assigned pathway content

- Identify 2–3 key takeaways for your group
- Reflect on your own experiences and questions

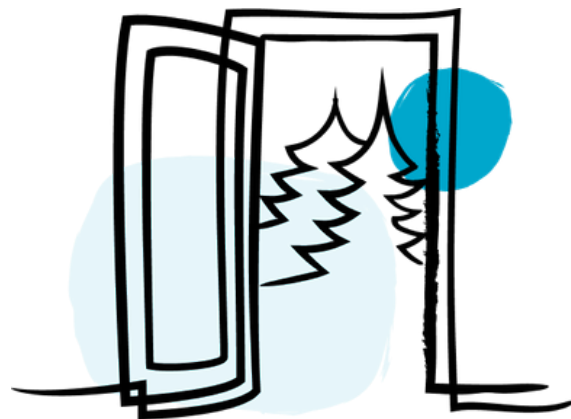
Prepare the group

- Confirm a Facilitator (or Co-Facilitators)
- Identify one or more trusted facilitators to guide the group experience.
- **Note on facilitator readiness:** While anyone can facilitate, effective facilitators are trusted by the group, open to learning, able to guide dialogue (not debate), attentive to group dynamics, and willing to address harm if it occurs. Organizations are encouraged to intentionally select facilitators who can hold space with humility, curiosity, and accountability.
- **Groups may choose to:**
 - Designate a facilitator
 - Invite volunteers and select a facilitator using a transparent or anonymous process
 - Use co-facilitators, which can be especially helpful for larger or diverse groups

Facilitator Preparation

(Before You Begin)

- **Decide Session Cadence**
 - Determine whether your group will meet for:
 - A single session, or
 - A multi-session series aligned with a pathway
- **Encourage Pre-Work**
 - Ask participants to complete the assigned app content before each session to support deeper dialogue and shared grounding.
- **Set Agreements for Your Group**
 - Make sure to center respect and confidentiality, encourage curiosity over judgment, invite participants to speak from personal experience, and acknowledge that discomfort is a natural and necessary part of the learning process.





Note on Facilitator Readiness & Selection

Forward Movement is designed so that anyone can facilitate, but not everyone facilitates it in the same way or alone. What matters most is how facilitators are chosen and supported.

What Makes an Effective Facilitator

Effective facilitators are not experts. They are people who are:

- Trusted by the group
- Open to learning and feedback
- Able to guide dialogue (not debate)
- Attentive to group dynamics and emotional energy
- Willing to acknowledge and address harm if it occurs
- Grounded in humility, curiosity, and accountability

Facilitators do not need to have all the answers. Their role is to hold space, guide process, and help the group stay aligned with shared agreements.

Options for Selecting a Facilitator

Groups and organizations may choose the approach that best fits their culture and context:

- **Option 1: Designated Facilitator:** A leader, staff member, or trusted participant is identified ahead of time to facilitate sessions.
- **Option 2: Volunteer Facilitator:** Interested participants volunteer to facilitate. If there are multiple volunteers, the group may use a transparent or anonymous method (such as a short survey or vote) to select a lead facilitator.



Note on Facilitator Readiness & Selection *(cont.)*

Option 3: Co-Facilitators (Recommended for Larger or Mixed Groups)

Two facilitators share responsibility. This can:

- Reduce pressure on one person
- Allow one facilitator to lead while the other supports, observes, or steps in when needed
- Be especially helpful in racially diverse groups or when navigating sensitive topics

Co-facilitators should align ahead of time on roles, boundaries, and how they will support one another.

Option 4: Rotating Facilitation

Facilitation rotates across sessions, allowing multiple participants to build confidence and share leadership, while still using shared agreements and this guide for consistency.

A Final Encouragement

Facilitator selection should prioritize trust, care, and capacity, not perfection. The goal is not to find the “right” facilitator, but to create the conditions where learning, accountability, and growth can happen together.

The Groundwater Metaphor



The Groundwater Metaphor helps groups understand systemic patterns:

Groundwater metaphor—a simple but powerful way to make sense of patterns we see all around us.

It goes like this: if you notice one fish floating belly-up in a lake, it makes sense to ask what's wrong with that fish. But if half the fish in that lake are dying, you'll wonder what's wrong with the lake.

And if you find five lakes where the same thing is happening, you'll wonder what's wrong... with the groundwater.

The Groundwater metaphor reminds us that when we try to solve chronic problems, we often look in the wrong place. It's easy to focus on what's right in front of us - one employee's performance, one school's test scores, one family's problems —

The Groundwater Metaphor

(cont.)

without zooming out to see the broader conditions that shape those outcomes.

That's what makes the metaphor so useful. It helps us recognize that differences in outcomes don't always come from malice or intent.

Often, it's baked into the design: a set of systems and habits built long ago that continue to shape our experiences today. Once we start seeing those patterns, the question changes from "What's wrong with the fish?" to "What's in the water? And how can we do something about it together?"

This metaphor is designed to help people internalize the reality that we live in a racially structured society using three key truths:

- Racial inequity looks the same across systems
- Socioeconomic difference does not explain the racial inequity
- Inequities are caused by systems regardless of people's culture of behavior

Click [here](#) to sign up for a Groundwater Immersive experience training course.





Understanding Trauma-Informed Facilitation

Trauma-informed facilitation recognizes that conversations about race, identity, power, and harm can activate personal and collective trauma—especially for Black, Indigenous, and other people of color.

Being trauma-informed does **not** mean providing therapy or avoiding difficult topics. It means **facilitating with care**, awareness, and responsibility so participants can stay engaged without being overwhelmed or harmed.

Trauma-Informed Facilitation Looks Like:

1. Prioritizing emotional and psychological safety

Facilitators set clear expectations, establish group agreements, and intervene when harm occurs. Participants should know what to expect and feel supported to participate at their own pace.

2. Honoring lived experience

Participants are never asked to prove, justify, or educate others about their pain. BIPOC lived experiences are respected as valid sources of knowledge.

3. Offering choice, not pressure

Participants may pass, step back, or engage in different ways. Sharing is invited—not required.

4. Centering dignity over debate

The goal is understanding and growth, not winning arguments. Seek dialogue and be curious to decrease chances of defensiveness.



Understanding Trauma-Informed Facilitation (*cont.*)

Trauma-Informed Facilitation Looks Like:

5. Regulating the room, not fixing people

Facilitators pay attention to energy, emotions, and group dynamics—slowing down, pausing, or redirecting when needed. They do not attempt to “solve” trauma or push people past their capacity.

6. Naming harm and repairing when it occurs

When harmful comments or actions arise, facilitators address them respectfully and directly—acknowledging impact, recentralizing agreements, and supporting those affected.

7. Ending with grounding and next steps

Sessions close with reflection, emotional check-outs, or grounding practices so participants are not left activated or isolated.

What Trauma-Informed Facilitation Is Not

- Not therapy or clinical treatment
- Not avoiding discomfort or difficult truths
- Not requiring people to disclose personal trauma
- Not centering intent over impact

A Note for Facilitators

You do not need to be perfect to be trauma informed. What matters most is your willingness to listen, slow down, acknowledge harm, and adjust in real time. Care is part of accountability—and both are necessary for meaningful change.



Getting Started Together in the App

- To move through a pathway **as a group**, participants should start on the same pathway.
- Choose **one** of the following options that best fits your group:
- **Option 1: New Users Starting Together**
 - If everyone is new to the app, select the standard pathway and answer the 2-question assessment the same way to begin together.
- **Option 2: Existing Users Retaking the Assessment**
 - If participants already have accounts, they can go to their profile, select **View Assessment**, and choose **Retake Assessment** to align with the group's pathway.
- **Note:** Retaking the assessment resets your individual progress so you can move through the pathway alongside your group.
- **Option 3: Group-Only Account (Optional)**
 - Participants may choose to use a **separate email address** to create an account specifically for the group experience. This allows individuals to move through the pathway with the group without affecting progress in their personal account. This option can be helpful for participants who want to keep their individual learning journey separate from their group participation.
- **Option 4: Mixed Approach**
 - Groups may use a combination of the above, depending on participant needs and comfort with the app.
- There is no single “right” way to get started—choose the option that best supports alignment, access, and ease for your group.

Creating Brave & Safe Spaces

Read these aloud at the start of your first session, invite additions, and revisit them as needed.

We are creating a brave space for learning, unlearning, and growth. Conversations about racism may feel uncomfortable, but we commit to staying engaged, listening deeply, and honoring lived experiences.

- **Examples of group agreements**

- Respect different levels of awareness
- Honor dignified diversity: We honor the humanity we share by allowing each voice and presence to matter. This means creating space where people are not reduced to their experiences but honored as whole individuals.
- Honor BIPOC lived experiences
- Dialogue, not debate
- Share space and listen generously
- Assume good intent, acknowledge impact
- Protect confidentiality
- Address harm when it occurs
- Consent to pass: You always have the right to pass. This activity is optional, and sharing is completely up to you. I'll start by sharing first to model what it looks like. If you don't feel comfortable sharing your own experience, you can step back and listen. That's perfectly okay.



How a Session Works (Sample 90-Minute Flow)

Welcome & Framing (15 min)

- Introductions and grounding check-in
- Review agreements and purpose

Content Connection (15 min)

- Brief review of pre-completed app content

Dialogue & Reflection (25 min)

- Discuss key insights, tensions, and questions
- Use app reflection prompts as needed

Challenge or Practice (25 min – optional)

- Complete a selected step challenge together

Closing & Next Steps (10 min)

- Key takeaways
- Emotional check-out (as a facilitator, model what it looks like)
- Preview next session

Team Check In: How Are You Feeling



Red: Totally overloaded, stressed, angry, or on edge. Support or space is needed to change status.



Orange: Juggling too many things. Difficult to focus beyond main priorities, hard to take in new info or make changes.



Yellow: Lots going on, but still managing OK.



Green: Feeling positive and balanced, and have mental space to reflect, assess, be creative, or try new things.



Blue: Feeling sadness, depression, grief, fear, or loss of control.



Gray: Listless, bored, unfulfilled, or numb.

Understanding the Pathways (At-a-Glance)

Observer

Focus: Awareness, history, systems

- Builds language and understanding
- Sample question: What systems shape outcomes in your community?

Supporter

Focus: Solidarity, allyship, interruption

- Builds confidence to speak and act
- Sample question: Where can you practice everyday co-conspirator skills?

Advocate

Focus: Strategy, influence, accountability

- Builds skills for systemic change
- Sample question: How do you use power responsibly?

Changemaker

Focus: Action, sustainability, collective impact

- Mobilizes people and communities
- Sample question: What change are you ready to lead?

Full reflection questions are linked to resources near the end of the facilitation guide.





Choosing Reflection Questions & Challenges

You do **not** need to use everything.

Best practices

- Select 2–4 questions per session
- Balance head (learning), heart (reflection), and hands (action)
- Adapt language to your group

Challenges

- Reinforce learning through action
- Can be individual or group-based
- Are optional, but powerful for engagement

What's Next

Encourage participants to:

- Continue through the app pathways
- Log actions in Equity in Action
- Join or host future conversations
- Invite others into the journey

Thank you for facilitating this work. Your leadership helps move learning into action—and action into change.



Resources

- **Glossary of Key Terms (linked)**
 - <https://indianapolisfoundation.org/wp-content/uploads/2025/07/26-IF-grantseekers-guide.definitions.2.pdf>
- **Full Reflection Question Bank (linked)**
- **Pathway Challenge Library (linked)**
- Further reading/viewing lists
 - https://mcusercontent.com/c147c08b4324c46d9cacf309c/files/a7a0e3f0-12ce-3db3-fc99-393fb0e8e35e/OneRace_Resource_Guide.pdf?mc_cid=139774fe6f&mc_eid=a3aaf25e11
- **Mobilize Toolkit (linked)**



Questions?



Contact us at

forwardmovement@indianapolisfoundation.org



Forward Movement

**Reflection Question Bank
2026-27**

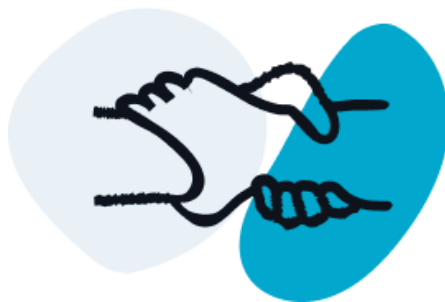
Reflection Question Bank

Pathway Overview & Purpose

The Forward Movement pathways—Observer, Supporter, Advocate, and Changemaker—guide individuals and groups from awareness to action. These reflection questions are tools for facilitators to spark dialogue, deepen learning, and connect content to lived experiences. Select a few questions per session, adapt as needed, and allow space for growth to unfold over time.

How to Use Reflection Questions

- Choose 2–3 questions per session
- Mix reflective + forward-looking
- Let participants propose follow-ups
- Close by asking: *“What feels most alive for you right now?”*





Observer Pathway

Focus: Awareness, systems, identity, and historical grounding

Number of total steps in all modules: 54

Time: 293 minutes / Approximately 5 hours

Ex. 1 step/day to complete in about 2 months

1. What early messages did you receive about race, and where did they come from?
2. Which parts of your socialization still shape how you see or interact with others today?
3. How does understanding race as a social construct change how you understand racism?
4. What systems—not individuals—most influence life outcomes in your community?
5. Where have you personally witnessed “zip code inequality”?
6. What feelings surfaced as you learned how systems compound inequality over generations?
7. Which form of racism—interpersonal or systemic—did you previously understand the least?
8. How do stereotypes operate even when people believe they are being neutral or fair?
9. What role does privilege play in maintaining inequitable outcomes?
10. What is one system you now see differently as a result of this learning?



Supporter Pathway

Focus: Solidarity, allyship, historical truth, and speaking up

Number of total steps in all modules: 42

Time: 230 minutes / Approximately 4 hours

Ex. 1 step/day to complete in about 1 month

1. How does understanding slavery as economic infrastructure—not just brutality—shift your perspective?
2. What stories about slavery or resistance were missing from your education?
3. Which modern inequities can you now trace back to historical systems?
4. What motivates people to risk their safety for justice—and what does that mean for us today?
5. What unfinished work from past movements still shows up in your community?
6. How has colonial thinking shaped ideas about who belongs or who leads?
7. What forms of resistance are often overlooked or undervalued?
8. What does allyship require beyond intention—especially in moments of discomfort?
9. Where in your daily life do you have opportunities to interrupt harm or bias?
10. What is one concrete way you can practice solidarity this month?



Advocate Pathway

Focus: Power, influence, systems change, and accountability

Number of total steps in all modules: 50

Time: 389 minutes /Approximately 6 hours

Ex. 1 step/day to complete in about 1 month & 2 weeks

1. What beliefs about advocacy or leadership do you need to release?
2. How do compassion and courage work together in justice-oriented work?
3. How did ordinary people—not just famous leaders—drive historical change?
4. What role does storytelling play in shaping public opinion or policy today?
5. How does grassroots organizing show up in your community now?
6. How have media representations shaped public understanding of race and power?
7. What responsibility do institutions have in addressing harm they helped create?
8. How do housing, incarceration, and wealth disparities reinforce one another?
9. Where do you personally hold influence—and how are you using it?
10. What accountability are you willing to take on in pursuit of equity?



Changemaker Pathway

Focus: Action, sustainability, collective power, and transformation

Number of total steps in all modules: 65

Time: 367 minutes / Approximately 6 hours

Ex. 1 step/day to complete in 2 months

1. What assumptions or habits must you unlearn to disrupt systemic racism?
2. How does your identity shape both your perspective and your blind spots?
3. What risks are you willing to take—even when outcomes are uncertain?
4. How do you sustain justice work when no one is watching or affirming it?
5. What does collective action look like beyond individual effort?
6. How can joy function as resistance rather than distraction?
7. What fears hold you back from courageous conversations or bold action?
8. How will you leverage your power—personal or professional—for lasting change?
9. What practices will help you avoid burnout and stay engaged long-term?
10. What specific change are you ready to help lead, build, or protect?



Forward Movement

**Pathway Challenge Library
2026-27**



Observer Pathway Challenges

Pathway challenges help participants put learning into practice. Facilitators may introduce one challenge per session or assign it between meetings—individually or as a group.

Badges are simple symbols of participation and growth, not perfection. Facilitators may print and share badges or celebrate completion in ways that fit their group.

Identity Mapping

- Activity: Create a personal identity map (race, ethnicity, gender, class, etc.). Reflect on how identity shapes experience with privilege/marginalization.
- What You'll Need (People, Tools, or Time): Pen, marker, coloring pencils, crayons + paper or digital doc

Where Do I Come From?

- Activity: Ask relatives or research your family's migration story. Reflect on systemic privilege/oppression.
- What You'll Need (People, Tools, or Time): Journal, access to relatives/internet.

Bias Check-in

- Activity: Take an [Implicit Association Test \(IAT\)](#). Journal about surprising results and growth plans.
- What You'll Need (People, Tools, or Time): Device, journal.



Observer Pathway Challenges

Privilege Walk (Virtual Edition)

- **Activity:** Answer yes/no questions about privilege and barriers. Reflect on systemic barriers you've faced or avoided.
- **What You'll Need (People, Tools, or Time):** Digital worksheet.

Who Taught Me About Race?

- **Activity:** Reflect on early racial lessons and influences. Share how views have evolved.
- **What You'll Need (People, Tools, or Time):** Journal.

Media Audit Challenge

- **Activity:** List 5–10 pieces of media you consumed this week. Is it diverse? Adjust for next week.
- **What You'll Need (People, Tools, or Time):** Streaming/library access, journal.

Name & Identity Exploration

- **Activity:** Research the history and racial connotations of your name. Reflect on how names are racialized in society.
- **What You'll Need (People, Tools, or Time):** Internet, journal.

Cultural Artifacts Share

- **Activity:** Share a story, cultural item, or a tradition from your culture.
- **What You'll Need (People, Tools, or Time):** Item/photo, journal, internet.

Observer Pathway Challenges

Call In vs. Call Out Challenge

- **Activity:** Role-play challenging racist comments publicly or privately. Decide if you'd call in or out, and why.
- **What You'll Need (People, Tools, or Time):** Journal or partner.

Bystander Intervention Challenge

- **Activity:** Choose-your-response to racial harassment situations. Reflect on your response and difficulty.
- **What You'll Need (People, Tools, or Time):** Video, journal.

Joy & Resistance Reflection

- **Activity:** Write or record a video or audio of how joy sustains your anti-racism work.
- **What You'll Need (People, Tools, or Time):** Journal or audio tool.

Gratitude in Action

- **Activity:** Thank someone who's impacted your anti-racist journey.
- **What You'll Need (People, Tools, or Time):** Pen, paper, card or messaging app.





Supporter Pathway Challenges

Uncovering Hidden History

- **Activity:** Research a lesser-known racial injustice event near you or worldwide (e.g., Tulsa, redlining).
- **What You'll Need (People, Tools, or Time):** Internet, journal.

Whose Land Am I On?

- **Activity:** Use native-land.ca to identify Indigenous land. Consider sharing in spaces you enter, an acknowledgment of the Indigenous Land you're from when asked, "Where are you from?". Next, document your experience of sharing that acknowledgement.
- **What You'll Need (People, Tools, or Time):** Device.

Family & History Reflection

- **Activity:** Interview a family member on racism. Record and summarize that experience.
- **What You'll Need (People, Tools, or Time):** Journal, phone, or in-person visit.

Tracing My Ancestors

- **Activity:** Analyzing how these racial policies intersected with and shaped the lives of your ancestors. This may include:
 - Understanding the impact of slavery and Jim Crow laws on families and communities.
 - Examining the effects of discriminatory policies on access to resources like education, housing, and healthcare.
 - Exploring how racial policies impacted family structures, property ownership, and wealth accumulation.
 - Analyzing how racial categories and classifications have influenced the recording and interpretation of historical data
- **What You'll Need (People, Tools, or Time):** Internet, journal.



Supporter Pathway Challenges

History in Film & Books

- **Activity:** Watch a film or read a book about the history of your country, and journal and/or draw about your reaction of the content.

Rewriting the Narrative

- **Activity:** Rewrite a biased passage, script, or writing with inclusive language.
- **What You'll Need (People, Tools, or Time):** Digital worksheet.

Healthcare Inequities Case Study

- **Activity:** Read or watch a case study. Write suggested equity solutions.
- **What You'll Need (People, Tools, or Time):** Article/video, journal.

"Origin" Movie Interactive Discussion

- **Activity:** Watch themed segments and record your thoughts. Next, start a dialogue with someone about caste systems.
- **What You'll Need (People, Tools, or Time):** Streaming access.

Honoring Ancestral Strength & Resilience

- **Activity:** Celebrate a historic figure or story of resilience.
- **What You'll Need (People, Tools, or Time):** Journal and/or social media post.



Advocate Pathway Challenges

Redlining & Housing Discrimination

- **Activity:** Explore a historical redlining map and its impacts. Here is an example of a map: <https://scholarworks.iu.edu/journals/index.php/jpea/article/view/30321> . Please note: Some redlining maps could be hard to find due to evolving state legislation, political pressures, and shifts in institutional priorities.
- **What You'll Need (People, Tools, or Time):** Internet, journal.

School-to-Prison Pipeline Scenario

- **Activity:** Walk through, read, and discuss with a group the disciplinary bias scenarios in schools. Check out these articles:
- [Breaking The Chains](#)
- [What Is The School-to-Prison Pipeline?](#)
- **What You'll Need (People, Tools, or Time):** Internet to read articles, journals, and people.

Who Gets What Resources?

- **Activity:** Compare disparities between neighborhoods. Check out these links:
- [What's Trending In Your Community](#)
- [Equity Profile](#)
- **What You'll Need (People, Tools, or Time):** Internet, journal.



Advocate Pathway Challenges

Who Holds the Power?

- **Activity:** Research diversity in power positions near you. For example, research who's in leadership where you live. Journal on Representation.
- **What You'll Need (People, Tools, or Time):** Internet, journal.

Racial Equity at Work

- **Activity:** Audit workplace policies. Review your job/school policies. Advocate and suggest equity changes to leadership.
- **What You'll Need (People, Tools, or Time):** Policy doc access, journal.

Decolonizing Education

- **Activity:** Audit curriculum for inclusiveness or bias. Suggest and advocate for changes to leadership.
- **What You'll Need (People, Tools, or Time):** Curriculum access, journal.

Support BIPOC-Owned Businesses

- **Activity:** Buy and review from three BIPOC businesses.
- **What You'll Need (People, Tools, or Time):** Internet/local visit, transportation for travel.

Divesting from Oppression

- **Activity:** Research where your money goes (banks, brands) and adjust if needed to reflect your pledge towards racial equity.
- **What You'll Need (People, Tools, or Time):** Internet, journal.

Plan an Awareness Event

- **Activity:** Host an educational justice-focused event.
- **What You'll Need (People, Tools, or Time):** Venue/platform, planning tools.



Advocate & Changemaker Pathway Challenges

Join a Local Movement

- **Activity:** Join or start (small groups using the Forward Movement app) a local racial justice organization or campaign.
- **What You'll Need (People, Tools, or Time):** Internet, local listings.

Changemaker Pathway

Community Engagement Mapping

- **Activity:** Map disparities in your neighborhood. Then, take notes of all the gifts, talents, treasures, and testimonies within your neighborhood.
- **What You'll Need (People, Tools, or Time):** Pen/coloring pencils/markers, paper, journal.

Local Action Plan

- **Activity:** Create a SMART goal to solve a local issue.
- **S – Specific**
- **M – Measurable**
- **A – Achievable**
- **R – Relevant**
- **T – Time Bound**
- **Check out this link to learn more about SMART goals:**
<https://www.samhsa.gov/sites/default/files/nc-smart-goals-fact-sheet.pdf>
- **What You'll Need (People, Tools, or Time):** Forward Movement Note Section, Paper, Journal, Pen.



Changemaker Pathway Challenges

Allyship Streaks

- **Activity:** Log consistent anti-racism actions in your Equity in Action on the app.
- **What You'll Need (People, Tools, or Time):** Equity in Action app feature.

Reflection Logs

- **Feature:** Journal after key steps. Review growth.
- **What You'll Need (People, Tools, or Time):** Journal.

Community Check-Ins

- **Feature:** Users share wins, struggles, and encouragement on public notes and in the Equity in Action app feature.
- **What You'll Need (People, Tools, or Time):** Forward Movement Notes or Equity in Action feature.

Civic Engagement Pledge

- **Activity:** Sign your racial equity pledge in the app and commit to a public racial equity or justice initiative.
- **What You'll Need (People, Tools, or Time):** Forward Movement Notes or Equity in Action feature.

Inclusive Space Audit

- **Activity:** Assess inclusiveness in a key space. Here are some links to check out:
- [Understanding Inclusive Practices: Why Being Sensory Friendly is Essential](#)
- [Inclusive Environment Checklist](#)
- **What You'll Need (People, Tools, or Time):** Audit form or checklist.



Changemaker Pathway Challenges

Mentorship Moment

- **Activity:** Teach or share what you've learned using the Forward Movement app.
- **What You'll Need (People, Tools, or Time):** Forward Movement Notes or Equity in Action feature.

Accountability Action

- **Activity:** Write to a leader or company suggesting a policy change.
- **What You'll Need (People, Tools, or Time):** Device and internet for email or paper for writing a letter.

Amplify Marginalized Voices

- **Activity:** Share a perspective from a marginalized voice with given permission.
- **What You'll Need (People, Tools, or Time):** Social media or in-person discussion.

Cultural Celebration Challenge

- **Activity:** Try something from another culture and reflect. For examples, engage with another culture through food, art, etc
- **What You'll Need (People, Tools, or Time):** Cultural items

Acts of Collective Joy

- **Activity:** Organize or join a joy-centered justice/anti-racism activity.
- **What You'll Need (People, Tools, or Time):** Friends/community.



Changemaker Pathway Challenges

Self-Care & Rest Commitment

- **Activity:** Set a personal boundary or rest goal for yourself.
- **What You'll Need (People, Tools, or Time):** Journal and/or Forward Movement note(s) section.

Nature & Healing

- **Activity:** Connect with nature to recharge.
- **What You'll Need (People, Tools, or Time):** Nature space.

Building Intergenerational Joy

- **Activity:** Share a joyful activity across age groups.
- **What You'll Need (People, Tools, or Time):** Family/community.

Stay Informed Challenge

- **Activity:** Consume and reflect on anti-racism content engaging within the app or outside resources.
- **What You'll Need (People, Tools, or Time):** Internet, journal.

Bias Check Challenge (Revisited)

- **Activity:** Retake the Implicit Bias Test.
- **What You'll Need (People, Tools, or Time):** Device for online test, journal.

Vision Board Challenge

- **Activity:** Visualize and draw, write a poem, create a song, write a letter about a just, inclusive future.
- **What You'll Need (People, Tools, or Time):** Magazines, scissors, glue, or a digital board.



Changemaker Pathway Challenges

Intergenerational Dialogue Challenge

- **Activity:** Talk to someone from another generation about race.
- **What You'll Need (People, Tools, or Time):** Community

Joyful Activism

- **Activity:** Use art/music to promote racial justice.
- **What You'll Need (People, Tools, or Time):** Creative tools.

Finding Joy in Community

- **Activity:** Join or start a joyful equity-focused group.
- **What You'll Need (People, Tools, or Time):** Community Connection

Celebrating Cultural Expression

- **Activity:** Engage with cultural music, food, and stories.
- **What You'll Need (People, Tools, or Time):** Internet or local event.

Reimagining the Future

- **Activity:** Write or create content about a better world.
- **What You'll Need (People, Tools, or Time):** Creative tools.
- **Badge Earned:** *Equity Dreamer* badge.



Joy as Resistance Challenges

Joy Journal

- **Prompt:** Reflect on what brings you joy and how to prioritize it.
- **Badge Earned:** Share insights in the community forum.

Celebrate Culture

- **Activity:** Engage with books, songs, films, or food from different cultures.

Community Care Bingo

- **Activity:** Complete 1 joyful action (e.g., support a BIPOC business, share a policy change that supports racial equity story) for 7 days. Record your 7 joyful actions in the “Equity in Action” area on the app.

Laughing, Playing, Resting Challenge

- **Activity:** Prioritize acts that will help sustain your racial equity journey. Laughing, Playing, and Resting – emphasizes the power of joy, humor, and play in sustaining energy for the long-term work of dismantling racism.

Music & Dance Break

- **Activity:** Contribute to a shared playlist and share reflections with someone in the same and/or different culture or racial background.

Questions?



Contact us at

forwardmovement@indianapolisfoundation.org



Forward Movement
Mobilize Toolkit
2026-27



The Mobilize Toolkit Overview

How Everyday People Create Change

Mobilization is how awareness becomes action, and action becomes change. This toolkit outlines three core ways people shape policy and systems—regardless of background or role.

Call to action: Use this toolkit to engage in changes in policy, resource allocation, shift power, and so much more.

THE 3 POWER PATHS TO POLICY CHANGE

1. BALLOT POWER — Who Gets Elected & What Passes

Purpose: Shape leadership and public decisions through informed voting.

What It Looks Like in Action

- Voter registration & status checks
- Nonpartisan ballot education
- Candidate forums & issue comparisons
- Ride-to-the-polls & turnout campaigns

First Step Anyone Can Take

- Check your voter registration
- Learn what's on your next ballot
- Help one new person register to vote
- Provide transportation to the polls



The Mobilize Toolkit

2. GIVING CIRCLE POWER — Where Community Resources Go

Purpose:

Pool and direct resources to nonprofits addressing community priorities—strengthening solutions that advance health, economic stability, environmental sustainability, housing, and community-identified needs beyond traditional funding areas.

What It Looks Like in Action

- Forming or joining a giving circle (individuals pooling funds together)
- Learning about community issues and nonprofit solutions
- Collectively selecting nonprofits to support
- Funding local grantee partners or organizations outside foundation priority areas
- Providing flexible or general operating support to nonprofits

First Step Anyone Can Take

- Join an existing giving circle or invite 5–10 people to start one
- Commit a small, recurring amount (\$25–\$50 per month)
Choose one nonprofit aligned with a shared community priority to support

The Mobilize Toolkit

3. NARRATIVE POWER — What the Public Believes Is Possible

Purpose: Shift culture, public opinion, and political will.

What It Looks Like in Action

- Storytelling at public meetings
- Letters to the editor & opinion writing
- Social media education campaigns
- Art, music, testimony, and digital storytelling

First Step Anyone Can Take

- Share a personal story tied to a community issue
- Post one educational message about a local policy issue
- Amplify voices already organizing





How Different Groups Use This Toolkit

Individuals

- Register to vote
- Track local issues
- Direct resources to BIPOC serving or led organizations
- Speak at one public meeting per year
- Share one story for change each month

Communities

- Host ballot education nights
- Organize group attendance at council meetings
- Run voter registration drives
- Build relationships with and elevate the voices of those most impacted.
- Create local storytelling campaigns

**Community organizations can serve as neutral civic education hubs by hosting nonpartisan issue forums and facilitating conversations that help residents understand how policies impact their lives. By providing space for dialogue and organizing civic participation events, these groups strengthen informed, respectful community engagement.*



How Different Groups Use This Toolkit

Churches / Faith Communities

- Serve as neutral civic education hubs
- Host issue forums & policy conversations
- Organize civic participation events
- Provide space for community dialogue

Nonprofits

- Integrate policy education into programming
- Train volunteers in public testimony
- Lead budget advocacy campaigns
- Track policy impact alongside services

Youth & Young Adults

- Youth voter registration & pre-registration
- Social media narrative campaigns
- School board advocacy
- Peer-led civic education





The Mobilization Loop (How Change Scales)

1. Learn the issue
2. Take one small action
3. Join a collective action
4. Lead a campaign
5. Repeat & multiply



Examples of Success Stories to Record:

- People newly registered to vote
- Public comments submitted
- Stories shared
- Policy conversations started
- Giving circles launched or joined
- Dollars pooled & distributed
- Nonprofits sustained or expanded
- New advocates, board members, or organizers developed
- Stronger alignment between community needs and funded solutions

Questions?



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