We wanted to write this section to offer a window into the work that’s led to dreaming our path forward. Movement-wide there have been significant shifts within grassroots organizations. We are not alone in questioning the structures, processes, the ways we hold each other accountable and how we support each other as whole humans—in and outside of organizing work. The pandemic tested all of these and drew light to recurring issues that held us back into stepping fully into this work and into community with each other.

Since the end of Summer 2021, the new steering committee and staff have stepped into hugely new roles. After the Fall Summit, we realized we were diving in too far and too deep without laying the proper foundations. There’s a reason KSEC slowly became inactive and we need to address the roots of those issues. There is no going back to normal. While examining our principles, accountability processes, and training each other in ways to divorce white supremacy we were learning so much more about a bigger question. Where is KSEC going? And how are we gonna get there?
Our work is guided by identifying our individual and collective needs, centering what brings us joy and healing, and prioritizing work that strengthens communities. This document hopefully captures the conversations and work that has been done since to answer those questions. This document focuses on our one year plan, but addresses our plan in developing our long term strategy and compass.

This marks a kind of new generation of KSEC and we deeply honor all the work that has brought us here.

Our Mission

KSEC works toward an ecologically sustainable future with the mission to unify & empower Kentucky’s youth by networking environmental justice–based campuses, community groups and individuals throughout the state. We work to build up Kentucky youth leaders through support, tools, resources and skill development– all through the lens of community care & collective liberation. All of the work we do is to move towards a reality where we are liberated in and with our environment—through dreaming and building collectively, radically, and without hierarchy or dominance.

Principles and Values

We follow:
- The Jemez Principles for Democratic Organizing.
- Dismantling Racism Works Racial Equity Principles.
We work through a Just Transition Lens:

KSEC utilizes Movement Generation’s Just Transition framework to help move Kentucky communities towards a Regenerative Economy. This framework helps provide a model both for where we are going and how we’re going to get there. While our focus is often in Environmental Justice, we need a holistic systems approach. If the process for how we transition isn’t just and equitable, we are never going to get there.

We Value Looking Inward to Move Forward:

On an organizational level, we need to ensure we are not recreating the power structures we are trying to dismantle. Within our own work, we understand the need to take pause, reassess where we truly are at and root into healing if we want to actively dismantle white supremacy. We acknowledge that this must work on all three levels: personally/interpersonally, institutionally and culturally. We must actively work to deconstruct systems of racial oppression both through what we do, and how we do it. We have more intentionally embraced this process over the last 6 months, as it was needed, and plan to continually incorporate this unlearning into our work moving forward. One of our first steps with this is outlining actionable steps to take.
Leadership by those most impacted
Communities know their needs better than anyone else
Diverse leadership
Non-hierarchical
Build at the speed of trust

We Value Just leadership:
- Leadership by those most impacted
- Communities know their needs better than anyone else
- Diverse leadership
- Non-hierarchical
- Build at the speed of trust

Diverse leadership
Non-hierarchical
Build at the speed of trust

We Value Collective liberation:
- None of us are free until all of us are free
- Honoring that the major systems of oppression are interlocking, so our struggle must be too
- Intersectional, consistently

We Honor Material Reality:
- Land reclamation
- Reparations for past injustices
- Meeting each other’s needs

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- Intersectional, consistently

We Value Solidarity:
- Everyone is connected
- Inter-community support
- Equality of all people
- Dignity for all

We Value Strength in difference:
- Celebration of difference and diversity
- Connecting elders and youth across issues
- Reinforcement of de-stigmatization
- Prioritizing accessibility

We Value Solidarity:
- Everyone is connected
- Inter-community support
- Equality of all people
- Dignity for all

We Value Practices of Joy and Care:
- Radical love
- Radical resilience, especially in our communities
- Fearless imagination and limitless possibilities
- Rejection of “productivity=value”
- Compassion and empathy
- Fearlessness/bravery
- Artistic value & creativity
- Be a guiding hand for others who need it

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Organizational Structure

We wanted to revise our KSEC structure map to better capture how we work. While Organizational Sustainability and Events tend to be more static, Projects are more likely to shift based on current member interest. As of 2022 these are the main projects that members have shown interest in.
Outline of Roles within KSEC here

Kentucky Student Environmental Coalition Structure

Events
- Annual Meeting
- Spring/Fall Summits
- Catalyst
- Workshops + Trainings
- Community Builds
- Fundraising

Projects
- Mutual Aid Working Group
- KY Support Network
- Affinity Groups
- Political Ed. Book Club

KSEC
- Alumni
- Allies
- Members
- State Network

Steering Committee
- Staff
- Delegates
- Teams

Organizational Sustainability
- Principles & Values
- Operations
- Strategic Planning
- Accountability & Support

State Network

Kentucky Student Environmental Coalition Network Map

Campuses
- Eastern Kentucky University
- University of Kentucky
- Centre College
- Henry Clay High School

Community Groups
- Rise and Shine
- Sunrise Movement
- Bernheim Forest
- Appalachian Game Changers

Statewide Networks
- KY Just Transition Coalition
- Kentucky Civil Engagement Table
- LIKEN Knowledge

National Networks
- Climate Justice Alliance
- Power Shift Network
- Just Economy Coalition
Campuses
- We work to lift campus groups throughout the state by providing training, one on one support and networking them with other campus communities.

Community Groups
- We work to lift and support other community groups throughout the state working on justice based issues.

General Membership
- We strive to support all KY youth which includes members who are not already tied to a campus or community group.

Allies & Networks
- We are networked with other coalitions working on the state and national level, strengthening our ties to the larger movement.

Strategic Intentions

Review, pivot and adopt a set of overarching Strategic Intentions informed by our previous intentions made in 2020, found below.

- Ensure that the inevitable transition from a fossil fuel economy (which must happen substantially in the 2020s) is just, following Movement Generation’s “Framework for a Just Transition.”
- Deepen our analysis of systems of oppression, the climate crisis, and organizing for collective liberation.
- Build Kentucky’s youth climate movement.
- Act in solidarity with movements to end all forms of oppression.
Goals for the Next Year

The goals and interests outlined for the next year were pulled from member input we collected from the Fall Summit, Annual Meeting and All Member Call. A visual guide can be found here. A deeper outline of that input can be found here.

Long-Term Strategic Planning

- As we approached diving into the Strategic Plan from KSEC’s past, we wanted to give ourselves the room needed to reflect, pivot and plan in an effective way. Within our work over the next year, we plan to continue this in depth process for a full revitalization of our organizational strategy. We look forward to dedicating time and energy to reassessing where we are at in our work, in the movement, and plan to intentionally emerge with these adaptations.

Goals for our Long-Term Planning

- An organizational structure and practices that supports members with fluctuating capacities while avoiding the work/power bottlenecking.
- Teams around each role, with at least one staff on each team. Increased staffing and staff support.
- Collectively design the responsibilities and functions of the steering committee, delegates, and other KSEC structural groups.
- Bring our principles, values, and goals into more concrete detail on ways to move into action.
- Offer resources and support to create an environment where people can not only access this work, but tap into their full power. Our people should not be struggling to be a part of this work and struggling to survive.
- Accountability process, centered around proactive support, embedded into the functions of the roles.
- Design role guide, role supports, and a more defined onboarding process. Build supports that allow neurodivergent folks to step into their power within this work.
- Building in more accessibility with our programming around language and disability justice.
- Honor the labor being done by paying people for their work wherever possible. Find ways to pay people for the things we need.
Strategic Planning Roadmap

Phase One
- Collect member input through the Fall Summit, Annual Meeting and All Member Call.
- Compile input and draft 1 year plan.
- Steering Committee review process.
- All Member review process.
- Final consensus vote.

Phase Two
- Finalize In depth Feedback Form:
  - In-person
  - Online
  - Catalyst
- Review, Research, Update, and Adapt past plan from 2020
- Steering Committee review process.
- All Member review process.
- Final consensus vote.
Strategic Planning Realms

Base Building
- Created new Membership Form.
- Reach out’s and one-on-ones to bring people back in. Use info from the new membership form to plug them in, or fill it out with them.
- Allot more time into meeting up with folks, doing check-ins.

Programming
- Mutual Aid Working Group
  - Mutual Aid Requests: Building systems for media boosts, fundraising and redistributing resources
  - Community of Care: Building a team to support member needs. Connecting people to others in their community. Creating spaces to share skills, resources, time, etc.
  - Mobilization Trips: Organize trips to events (i.e. demonstrations, volunteer sites, member/community support)
  - Food + Land: Supporting communities in building access to and deepening their relationship with their own food + land.
- Pipeline Resistance
  - Support the resistance of the LG&E Pipeline currently being proposed to go through Bullitt County.

Community
- Affinity Groups
- KY Support Network
- Radical Book Club

Events
- Annual Meeting
- Catalyst
- For this year, we discussed not doing spring/fall summits so we can have the capacity to do more events instead.
- Workshops, Trainings & Skill Shares
  - Develop a series based on member interest
- Community Builds
  - Arts & Culture
  - Joy + Healing
  - Social Hangouts
- Fundraising
  - House Shows
  - Yard Sales
  - Online Events
**Communication**

- Recruit team and develop media plan
- Revitalize our website
- Restart our blog
- Develop a smaller bi-weekly digest
- Develop a KSEC History zine
- Media based education
- Build out storytelling in line with our projects

**Finance**

- In the next year we envision building our capacity by bringing on additional staff. While KSEC has a lineage of generous members volunteering their time, we also understand that to build in the direction we want, we need to bring on additional team members. We value the time and energy that our community gives and want to compensate those who are supporting this work. Additionally we would love to find more ways to financially support our volunteers, and make our programming even more feasible through stipends and fellowships.
- With this goal in mind, we plan to seek out additional grant funding to support a bigger team to grow our capacity and better support the community we are building.
- With additional grant funding, one role we have identified a need for is hiring someone for the finance realm. This will build out our capacity to find funding to support our work.

**Alliances**

Through these networks, we want to continually connect/collaborate on a deeper level.

**National**

- Power Shift Network
  - Build and recruit with 2023 Convergence
  - They are currently going through a similar process on a larger scale and offer support for us. Our goal is to have a long term strategic plan finalized after the convergence to give this process what it deserves.
  - Work with their Sasha, Vic, and Jasmine (network coordinators and convergence coordinator) to access support for these goals.

**State**

- Kentucky Civic Engagement Table
  - Utilize and incorporate their Path to Power.
  - Embed shared organizational principles into our work.
- KY Just Transition Coalition
- LiKEN Knowledge